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# ***Employee Earnings and Hours***

## ***May 1995***

AUSTRALIA

PRELIMINARY

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## INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact the Labour Statistics Centre Output Group on Perth (09) 360 5305 or any ABS office.
- for information about other ABS statistics and services please refer to the back page of this publication.

## NOTES

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RELATED ISSUES

6306.0 *Employee Earnings and Hours, Australia*

ISSUE

EXPECTED RELEASE DATE

May 1995

April 1996

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COMPARISON WITH OTHER SURVEYS

Because of methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0).

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CHANGES IN THIS ISSUE

The title of this publication was formally *Distribution and Composition of Employee Earnings and Hours - Australia, Preliminary*. The publication has also been reformatted to match the new ABS style for publications.

A new sample design was implemented in the May 1995 Survey, primarily to accommodate the full introduction of the new industry classification ANZSIC (see paragraph 15 of the Explanatory Notes).

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UNPUBLISHED DATA

In addition to the information contained in this publication, there is a large range of unpublished data available from the annual May Employee Earnings and Hours survey.

These data can be used to produce tables specifically tailored to users' requirements; for example to highlight various earnings and hours characteristics of particular industries, occupations, categories of employees, States or sectors.

Please refer to Appendix C of this publication for more information regarding the services available.

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# SUMMARY OF FINDINGS

## INTRODUCTION

This publication presents preliminary information on the composition and distribution of the earnings of wage and salary employees in Australia at May 1995 derived from the Employee Earnings and Hours survey. It is estimated that there were 5 738 600 employees at May 1995. Of those, 3 349 900 were classified as full-time adult non-managerial employees.

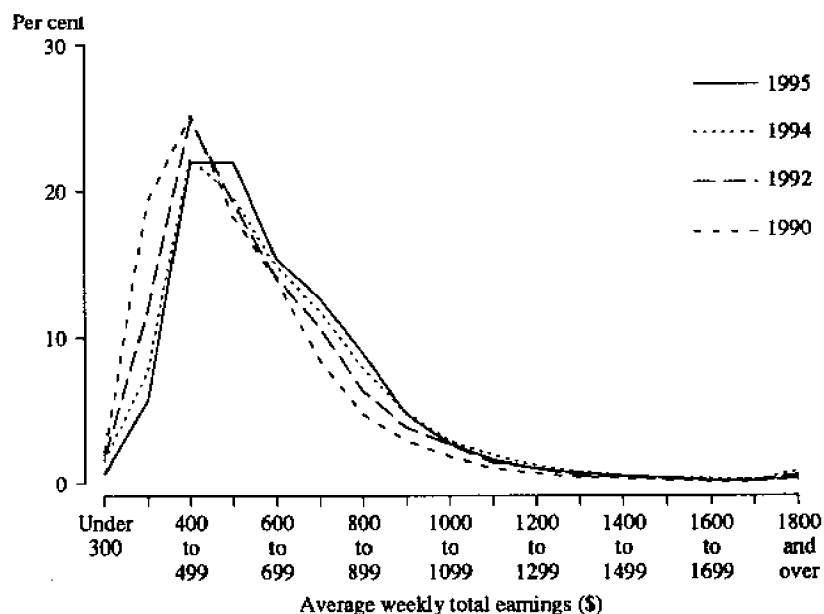
There are a number of different groupings of employees for which composition and distribution of earnings data could be presented. The following analysis mainly presents information about non-managerial employees, being a picture of earnings for a reasonably homogeneous grouping of employees.

## DISTRIBUTION OF EARNINGS

Full-time adult non-managerial employees:

- Average weekly total earnings was \$655.40, an increase of 5.2% in the year to May 1995;
- Median weekly total earnings was \$597.40, up 4.2% on last year;
- 25% of employees recorded average weekly total earnings of \$483.90 or less and 25% recorded average weekly total earnings of \$769.50 or more; and
- the average weekly total earnings range of \$500 to under \$540 contained the most number of employees (9.9%).

**DIAGRAM 1: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVEL OF WEEKLY TOTAL EARNINGS, AUSTRALIA: MAY 1990, 1992, 1994 AND 1995.**



All employees:

- Median weekly total earnings for all employees was \$507.00 (up 2.3% on last year); and
- Weekly total earnings at the 75th percentile were \$714.00 (up 3.7% on last year) and at the 25th percentile were \$337.30 (down 0.7% on last year).

## COMPOSITION OF EARNINGS

Full-time adult non-managerial employees:

- Average weekly total earnings of \$655.40 comprises \$591.40 for base pay, \$47.40 for overtime, \$8.60 for overaward and overagreement pay and \$7.90 for payment by measured result.

All employees:

- Average weekly total earnings were \$550.30; and
- Base pay (\$509.40) accounted for 92.6% of average weekly total earnings and overtime (\$29.50) accounted for a further 5.4%.

## EARNINGS BY OCCUPATION

Full-time adult employees.

Occupation groups with the highest average-weekly total earnings were:

- Managers and administrators \$948.30
- Professionals, \$826.00; and
- Para-professionals, \$770.40.

## SUMMARY OF FINDINGS

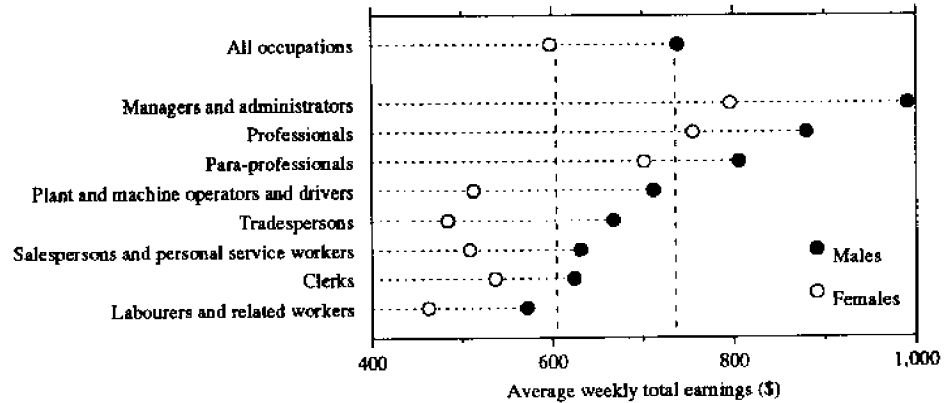
Occupation groups with the lowest average weekly total earnings were:

- Labourers and related workers, \$547.40;
- Clerks, \$562.50; and
- Salespersons and personal service workers, \$571.60.

The largest increases in average weekly total earnings in the year to May 1995 occurred in:

- Tradespersons up 6.7% to \$654.60;
- Managers and administrators up 6.3% to \$948.30
- Para-professionals up 5.9% to \$770.40; and

**DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, MAY 1995.**



### EARNINGS BY INDUSTRY

Full-time adult non-managerial employees.

Industry groups with the highest average weekly total earnings were:

Males:

- Mining, \$1 110.00;
- Education, \$776.20; and
- Electricity, gas and water supply, \$755.90.

Females:

- Mining, \$793.90;
- Education, \$684.60; and
- Electricity, gas and water supply, \$660.90.

Industry groups with the lowest average weekly total earnings were:

Males:

- Accommodation, cafes and restaurants, \$522.90;
- Retail trade, \$544.30; and
- Wholesale trade, \$612.90.

Females:

- Retail trade, \$466.60;
- Accommodation, cafes and restaurants, \$496.60; and
- Manufacturing, \$539.10.



## SUMMARY OF FINDINGS

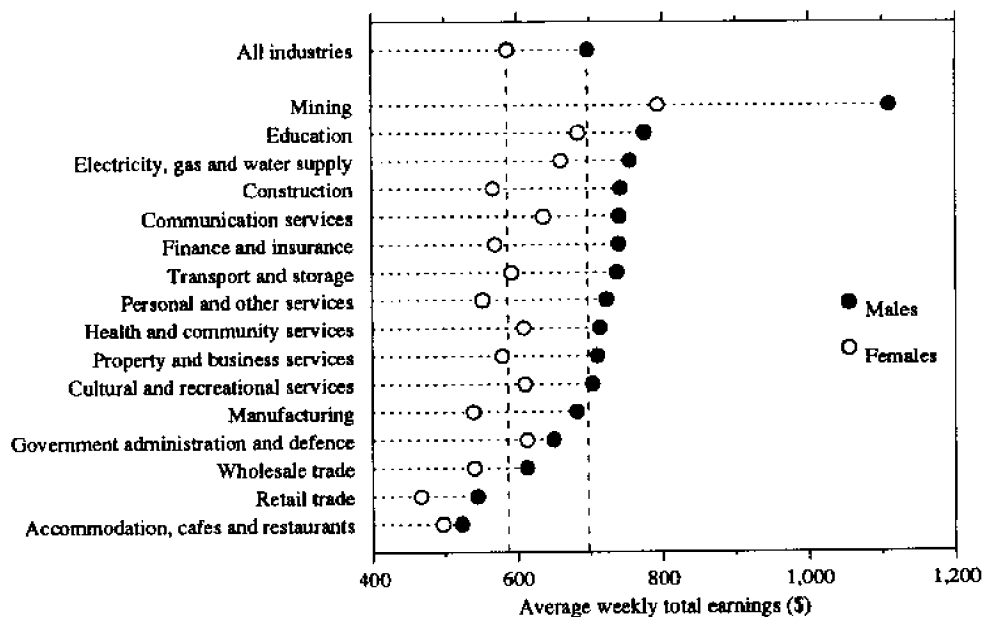
The industries with the largest percentage increase for average weekly total earnings in the year to May 1995 were:

- Finance and insurance, 11.4%;
- Electricity, gas and water supply, 8.1%; and
- Construction, 8.0%.

One industry recorded a decrease in average weekly total earnings:

- Cultural and recreational services, -0.2%.

**DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRY GROUPS, MAY 1995.**



### EARNINGS BY SECTOR

Full-time adult non-managerial employees.

Average weekly total earnings in each sector were:

- Private sector, \$636.60; and
- Public sector, \$694.10

In the year to May 1995 average weekly total earnings increased:

- 6.3% in the private sector; and
- 3.8% in the public sector.

The ratio of private sector to public sector average weekly total earnings were:

- 89.5% in May 1994; and
- 91.7% in May 1995.

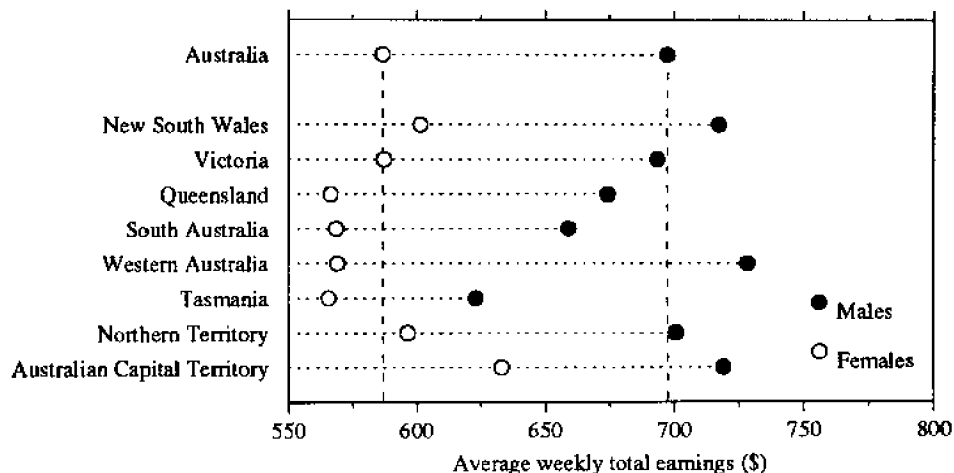
### EARNINGS BY STATE AND TERRITORY

Full-time adult non-managerial employees.

- the highest average weekly total earnings were recorded in the Australian Capital Territory (\$676.70);
- the lowest average weekly total earnings were recorded in Tasmania (\$604.20);
- Western Australia recorded the highest increase in average weekly total earnings in the year to May 1995 (7.6%); and
- the Northern Territory recorded the only decrease in average weekly total earnings for the year (-3.6%).

## SUMMARY OF FINDINGS

**DIAGRAM 4: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, MAY 1995.**



### All employees:

- the gap between States and Territories with the highest and lowest average weekly total earnings was \$118.00 (Australian Capital Territory, \$620.50 and Tasmania, \$502.50); and
- Western Australia recorded the highest increase in average weekly total earnings for the year to May 1995 (8.6%). The Northern Territory recorded the largest decrease (-4.7%).

### AVERAGE WEEKLY TOTAL HOURS PAID FOR

#### Full-time adult non-managerial employees:

- the average weekly total hours paid for was 39.9 hours (including 2.0 hours paid overtime), reflecting no change from May 1994;
- Males averaged 38.1 hours of ordinary time and 2.8 hours of paid overtime; and
- Females averaged 37.6 hours of ordinary time and 0.6 hours of paid overtime.

#### Part-time non-managerial employees.

#### The average weekly total hours paid for were:

- Adults, 17.7 hours ;
- Juniors, 12.2 hours;
- Adult males, 16.4 hours;
- Adult females, 18.1 hours;
- Junior males, 12.7 hours; and
- Junior females, 12.0 hours.

### EARNINGS OF FEMALES RELATIVE TO MALES

#### Full-time adult non-managerial employees.

#### Average weekly ordinary time earnings were:

- Males, \$629.60; and
- Females, \$572.80.

#### Increases in average weekly ordinary time earnings in the year to May 1995 were:

- Males, 5.7%; and
- Females, 4.4%.

The female average ordinary time hourly earnings (\$15.20 per hour) was 92.1% of the male rate (\$16.50 per hour), a decrease from the 93.6% recorded in May 1994.

#### Average weekly overtime earnings were: .

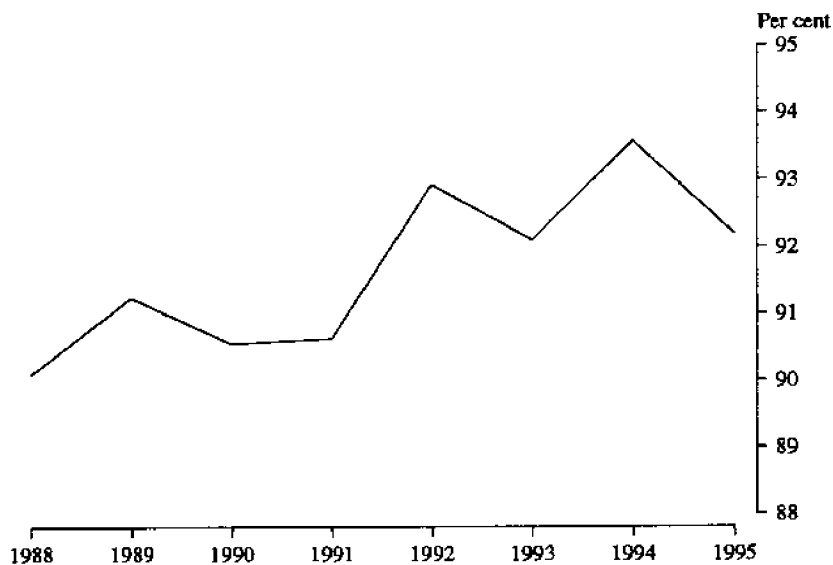
- Males, \$67.90; and
- Females, \$14.00.

The major occupation group recording the lowest "absolute" difference between male and female average weekly total earnings was Clerks (males \$625.80, females \$541.40). In percentage terms, Para-professionals recorded the lowest difference (13.7%) between male and female average weekly total earnings.

## SUMMARY OF FINDINGS

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**DIAGRAM 5:** RATIO OF FEMALE TO MALE AVERAGE ORDINARY TIME HOURLY EARNINGS:  
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA: MAY 1988 TO MAY 1995.



### PART-TIME EMPLOYEES

The average weekly total earnings of part-time employees were:

- Males, \$221.80 (a 2.6% increase from May 1994); and
- Females, \$246.90 (a 0.2% increase from May 1994).

WEEKLY TOTAL EARNINGS, Distribution, Employees, Australia: May 1995

			FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES.....			ALL EMPLOYEES.....		
Weekly total earnings (\$)			Males	Females	Persons	Males	Females	Persons
PER CENT								
Under 60			0.1	* 0.1	0.1	2.1	4.2	3.1
60 and under	100		* 0.1	* 0.0	* 0.1	2.1	5.3	3.6
100	"	140	* 0.0	* 0.0	* 0.0	1.7	4.3	2.9
140	"	180	* 0.1	* 0.1	* 0.1	1.8	4.3	3.0
180	"	220	* 0.1	* 0.1	0.1	1.9	4.5	3.1
220	"	260	0.2	* 0.1	0.2	1.8	4.6	3.1
260	"	300	0.2	0.2	0.2	1.6	4.5	3.0
300	"	340	0.8	1.5	1.1	2.0	5.1	3.4
340	"	380	1.8	2.9	2.2	2.7	4.8	3.7
380	"	420	4.2	9.0	6.0	4.3	7.4	5.7
420	"	460	7.8	11.1	9.0	6.2	7.5	6.8
460	"	500	7.9	12.0	9.4	6.1	7.2	6.6
500	"	540	9.0	11.4	9.9	7.1	6.6	6.9
540	"	580	7.8	9.4	8.4	6.0	5.2	5.6
580	"	620	7.1	8.1	7.5	5.6	4.5	5.0
620	"	660	5.9	5.4	5.7	4.6	3.0	3.9
660	"	700	6.1	5.4	5.8	4.9	3.1	4.1
700	"	740	5.7	4.3	5.2	4.7	2.5	3.6
740	"	780	5.7	5.0	5.4	4.4	2.7	3.6
780	"	820	4.8	3.6	4.3	3.8	1.9	2.9
820	"	860	4.4	3.2	3.9	3.5	1.7	2.6
860	"	900	3.4	1.9	2.8	2.8	1.1	2.0
900	"	1 000	6.0	2.7	4.7	5.5	1.8	3.8
1 000	"	1 200	6.0	1.5	4.2	6.3	1.4	4.0
1 200	"	1 400	2.5	0.5	1.7	2.8	0.5	1.7
1 400	"	1 600	1.2	* 0.2	0.8	1.4	0.2	0.8
1 600	"	1 800	0.6	* 0.1	0.4	0.8	* 0.1	0.5
1 800 and over			0.7	* 0.1	0.5	1.4	0.1	0.8
<b>Total</b>			<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
'000								
Total employees (a)			2 076.3	1 273.6	3 349.9	3 058.7	2 679.9	5 738.6
DOLLARS								
25th percentile			504.80	459.30	483.90	439.70	240.50	337.30
50th percentile (median)			639.30	547.30	597.40	600.30	424.50	507.00
75th percentile			817.30	684.10	769.50	813.50	577.70	714.00
Mean earnings			697.40	586.80	655.40	652.80	433.30	550.30

(a) See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Composition, Employees, Australia: May 1995

	FULL-TIME EMPLOYEES.....					PART-TIME	ALL	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	EMPLOYEES EMPLOYEE	
Average Weekly Earnings	\$	\$	\$	\$	\$	\$	\$	
<b>MALES</b>								
Ordinary time —								
Base pay	912.50	608.20	280.70	592.40	662.90	647.70	213.10	587.70
Payment by measured result	3.10	10.70	* 1.10	10.20	9.30	9.00	* 1.90	8.00
Overaward and overagreement pay	* 8.70	10.60	4.90	10.40	10.30	10.10	* 0.70	8.80
Total ordinary time	924.30	629.60	286.80	613.00	682.60	666.80	215.70	604.60
Overtime	3.70	67.90	22.30	65.70	56.30	55.00	6.00	48.20
<b>Total</b>	<b>928.00</b>	<b>697.40</b>	<b>309.00</b>	<b>678.70</b>	<b>738.90</b>	<b>721.70</b>	<b>221.80</b>	<b>652.80</b>
<b>FEMALES</b>								
Ordinary time —								
Base pay	696.10	564.10	294.30	550.80	577.00	564.30	242.60	419.90
Payment by measured result	* 2.60	3.40	* 0.60	3.30	3.40	3.20	0.70	2.10
Overaward and overagreement pay	* 3.10	5.20	* 3.10	5.10	5.00	4.90	0.60	3.10
Total ordinary time	701.80	572.80	298.00	559.20	585.30	572.40	244.00	425.10
Overtime	* 0.70	14.00	8.10	13.80	12.70	12.50	2.90	8.20
<b>Total</b>	<b>702.60</b>	<b>586.80</b>	<b>306.10</b>	<b>572.90</b>	<b>598.10</b>	<b>585.00</b>	<b>246.90</b>	<b>433.30</b>
<b>PERSONS</b>								
Ordinary time —								
Base pay	862.30	591.40	285.90	576.60	632.20	617.70	234.90	509.40
Payment by measured result	3.00	7.90	* 0.90	7.60	7.20	6.90	1.00	5.30
Overaward and overagreement pay	* 7.40	8.60	4.20	8.40	8.40	8.20	0.80	6.10
Total ordinary time	872.70	608.00	291.10	592.50	647.80	632.90	236.70	520.70
Overtime	3.00	47.40	16.80	45.90	40.70	39.70	3.70	29.50
<b>Total</b>	<b>875.70</b>	<b>655.40</b>	<b>307.90</b>	<b>638.40</b>	<b>688.50</b>	<b>672.60</b>	<b>240.40</b>	<b>550.30</b>

AVERAGE WEEKLY TOTAL HOURS PAID FOR (a), Composition, Employees, Australia: May 1995

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FULL-TIME NON-MANAGERIAL  
EMPLOYEES.....

PART-TIME NON-MANAGERIAL  
EMPLOYEES.....

Average Weekly Hours paid for (a)	Adult	Junior	Total	Adult	Junior	Total
MALES						
Ordinary time	38.1	38.1	38.1	16.1	12.6	15.4
Overtime	2.8	1.8	2.8	0.3	0.1	0.3
<b>Total</b>	<b>40.9</b>	<b>39.9</b>	<b>40.9</b>	<b>16.4</b>	<b>12.7</b>	<b>15.6</b>
FEMALES						
Ordinary time	37.6	37.9	37.6	18.0	11.9	17.2
Overtime	0.6	0.7	0.6	0.2	0.1	0.2
<b>Total</b>	<b>38.2</b>	<b>38.5</b>	<b>38.2</b>	<b>18.1</b>	<b>12.0</b>	<b>17.4</b>
PERSONS						
Ordinary time	37.9	38.0	37.9	17.5	12.1	16.7
Overtime	2.0	1.4	2.0	0.2	0.1	0.2
<b>Total</b>	<b>39.9</b>	<b>39.4</b>	<b>39.9</b>	<b>17.7</b>	<b>12.2</b>	<b>16.9</b>

(a) Average weekly hours paid for was not collected for managerial employees.

## AVERAGE WEEKLY TOTAL EARNINGS, Employees, Occupation (a): May 1995

Occupation (a)	FULL-TIME EMPLOYEES.....				PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
<b>MALES</b>								
Managers and administrators (b)	992.70	836.60	-	836.60	991.30	991.30	299.40	978.90
Professionals	905.10	877.20	354.40	875.80	880.90	879.70	338.30	809.00
Para-professionals	996.30	797.80	302.00	791.20	806.20	800.00	278.60	763.60
Tradespersons	517.50	677.40	307.70	629.80	668.00	624.00	298.40	610.30
Clerks	526.30	625.80	314.30	616.80	624.40	615.60	235.90	570.20
Salespersons and personal service workers	550.50	636.10	334.90	621.40	631.50	617.70	175.50	470.90
Plant and machine operators, and drivers	426.30	718.40	311.90	715.40	712.50	709.60	223.60	657.10
Labourers and related workers	430.90	573.50	291.50	562.70	572.60	561.90	188.60	461.70
<b>Total</b>	<b>928.00</b>	<b>697.40</b>	<b>309.00</b>	<b>678.70</b>	<b>738.90</b>	<b>721.70</b>	<b>221.80</b>	<b>652.80</b>
<b>FEMALES</b>								
Managers and administrators (b)	801.50	543.90	-	543.90	796.80	796.80	323.80	746.30
Professionals	625.70	757.90	n.p.	757.90	755.40	755.40	319.50	612.40
Para-professionals	737.40	701.80	335.80	696.70	702.20	697.20	413.90	572.30
Tradespersons	315.40	498.40	297.10	455.10	484.70	446.70	247.50	376.00
Clerks	446.30	541.40	307.20	529.80	537.10	526.20	268.30	443.30
Salespersons and personal service workers	432.50	511.00	306.90	490.30	509.20	489.00	198.30	298.80
Plant and machine operators, and drivers	370.70	515.00	337.20	510.10	513.40	508.60	231.60	440.90
Labourers and related workers	294.50	464.70	295.10	459.20	462.90	457.50	204.50	289.50
<b>Total</b>	<b>702.50</b>	<b>586.80</b>	<b>306.10</b>	<b>572.90</b>	<b>598.10</b>	<b>585.00</b>	<b>246.90</b>	<b>433.30</b>
<b>PERSONS</b>								
Managers and administrators (b)	950.70	728.80	-	728.80	948.30	948.30	315.30	923.60
Professionals	877.80	821.30	354.40	820.60	826.00	825.40	324.80	710.40
Para-professionals	965.80	763.90	314.40	757.90	770.40	764.60	393.20	674.30
Tradespersons	499.00	664.50	308.30	616.00	654.60	609.90	271.90	583.60
Clerks	455.20	566.50	308.60	555.30	562.50	551.80	265.00	473.30
Salespersons and personal service workers	515.70	573.90	315.70	554.30	571.60	552.90	193.60	356.90
Plant and machine operators, and drivers	422.90	697.50	319.60	693.90	692.20	688.70	225.50	631.10
Labourers and related workers	383.90	548.50	292.20	539.10	547.40	538.00	198.30	394.10
<b>Total</b>	<b>875.70</b>	<b>655.40</b>	<b>307.90</b>	<b>638.40</b>	<b>688.50</b>	<b>672.60</b>	<b>240.40</b>	<b>550.30</b>

(a) Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes. (b) See paragraph 13 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Employees, Industry (a): May 1995

Industry (a)	FULL-TIME EMPLOYEES.....				Total adult	Total	PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total				
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	1 635.40	1 110.00	523.50	1 100.70	1 145.40	1 136.10	* 581.50	1 130.30
Manufacturing	943.70	681.90	301.40	665.10	712.10	696.00	276.70	680.70
Electricity, gas and water supply	1 217.30	755.90	298.70	746.20	779.20	769.50	299.10	765.00
Construction	771.20	743.20	326.80	699.90	749.70	715.00	240.50	700.20
Wholesale trade	865.80	612.90	312.80	599.70	678.30	666.30	241.50	632.50
Retail trade	596.60	544.30	287.90	508.00	558.20	529.00	145.80	401.60
Accommodation, cafes and restaurants	645.30	522.90	387.60	511.60	551.70	541.00	205.50	377.60
Transport and storage	657.80	737.40	307.00	730.40	754.00	747.70	287.90	698.90
Communication services	1 134.50	741.00	410.20	739.20	791.20	789.40	343.00	775.30
Finance and insurance	1 317.30	740.10	362.50	724.70	915.00	899.10	243.10	872.90
Property and business services	964.20	710.30	293.30	676.30	786.90	758.00	246.70	679.00
Government administration and defence (b)	1 257.40	650.10	318.20	645.90	722.80	718.20	275.40	700.50
Education	1 042.80	776.20	263.10	772.20	801.50	797.60	247.60	664.50
Health and community services	1 164.80	713.80	286.00	708.90	800.50	795.70	345.80	683.50
Cultural and recreational services	898.30	703.50	293.00	680.70	739.00	718.50	206.50	545.60
Personal and other services (c)	779.50	723.10	275.00	717.60	732.40	727.60	165.90	639.10
<b>Total</b>	<b>928.00</b>	<b>697.40</b>	<b>309.00</b>	<b>678.70</b>	<b>738.90</b>	<b>721.70</b>	<b>221.80</b>	<b>652.80</b>
FEMALES								
Mining	870.10	793.90	n.p.	792.00	799.00	797.20	282.80	730.20
Manufacturing	700.80	539.10	335.00	532.40	551.80	545.10	257.00	469.80
Electricity, gas and water supply	969.50	660.90	371.40	647.20	664.90	651.10	321.50	593.10
Construction	480.90	567.20	297.20	558.10	539.10	533.50	244.10	430.00
Wholesale trade	648.10	540.10	325.80	527.30	556.00	544.10	235.70	456.60
Retail trade	531.60	466.60	304.80	443.10	479.90	459.10	173.00	268.80
Accommodation, cafes and restaurants	580.30	496.60	317.20	485.20	507.80	497.20	195.70	291.00
Transport and storage	637.50	592.10	363.00	584.70	599.40	592.90	226.50	502.30
Communication services	1 018.20	636.80	276.00	636.60	654.00	653.70	329.50	597.40
Finance and insurance	970.10	569.90	333.20	558.40	593.80	581.90	298.40	511.30
Property and business services	647.00	579.50	298.60	557.70	587.10	567.00	268.80	458.80
Government administration and defence (b)	1 100.40	613.60	298.60	607.50	645.60	639.30	262.20	542.00
Education	981.90	684.60	255.50	682.20	700.20	697.80	269.70	521.30
Health and community services	682.50	608.50	285.50	599.00	623.30	613.80	320.30	450.30
Cultural and recreational services	656.70	610.40	329.20	601.40	617.80	610.00	184.90	385.40
Personal and other services (c)	574.20	552.40	281.10	516.70	554.70	521.90	235.60	414.50
<b>Total</b>	<b>702.50</b>	<b>586.80</b>	<b>306.10</b>	<b>572.90</b>	<b>598.10</b>	<b>585.00</b>	<b>246.90</b>	<b>433.30</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey. (b) Excludes permanent defence forces. (c) Excludes private households employing staff.



cont'd AVERAGE WEEKLY TOTAL EARNINGS, Employees, Industry (a): May 1995

Industry (a)	FULL-TIME EMPLOYEES.....					PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	\$	
PERSONS									
Mining	1 553.90	1 076.20	519.00	1 068.00	1 108.30	1 100.20	395.20	1 082.70	
Manufacturing	907.00	651.20	307.10	636.80	678.80	664.80	282.70	627.20	
Electricity, gas and water supply	1 209.40	744.60	315.90	734.10	766.00	755.50	315.90	741.20	
Construction	720.20	722.60	325.70	684.40	722.00	692.40	243.10	652.50	
Wholesale trade	827.50	590.90	317.70	577.60	644.80	632.40	237.80	574.30	
Retail trade	575.10	512.40	294.90	481.30	527.60	501.50	165.40	326.70	
Accommodation, cafes and restaurants	624.40	510.20	358.60	499.00	531.80	521.30	199.10	328.10	
Transport and storage	813.40	712.00	323.80	704.60	726.40	719.70	264.80	658.10	
Communication services	1 119.30	708.00	403.70	706.80	750.30	749.10	333.10	716.40	
Finance and insurance	1 261.80	644.00	344.60	630.40	757.50	742.10	292.20	671.80	
Property and business services	898.80	649.00	295.70	620.80	705.00	679.30	261.90	572.80	
Government administration and defence (b)	1 220.60	636.60	309.00	631.60	695.10	689.80	264.50	633.80	
Education	1 015.60	720.90	259.10	717.90	741.40	738.50	264.50	571.10	
Health and community services	1 058.20	638.30	285.60	628.60	679.20	670.40	323.00	499.40	
Cultural and recreational services	799.90	662.10	304.20	645.90	685.90	671.40	193.00	462.60	
Personal and other services (c)	728.00	660.90	280.30	638.20	670.40	650.40	211.80	538.60	
<b>Total</b>	<b>875.70</b>	<b>655.40</b>	<b>307.90</b>	<b>638.40</b>	<b>698.50</b>	<b>672.60</b>	<b>240.40</b>	<b>550.30</b>	

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey. (b) Excludes permanent defence forces. (c) Excludes private households employing staff.



AVERAGE WEEKLY TOTAL EARNINGS, Employees, Sector: May 1995

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Sector	FULL-TIME EMPLOYEES.....					PART-TIME EMPLOYEES	ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
*****								
MALES								
Private sector	886.50	685.00	308.10	661.10	727.40	706.10	210.00	629.40
Public sector	1 170.20	726.80	322.10	722.40	770.00	765.60	284.80	723.70
<b>Total</b>	<b>928.00</b>	<b>697.40</b>	<b>309.00</b>	<b>678.70</b>	<b>738.90</b>	<b>721.70</b>	<b>221.80</b>	<b>652.80</b>
*****								
FEMALES								
Private sector	636.80	548.00	305.20	530.70	559.30	543.30	229.20	388.70
Public sector	1 047.20	651.60	317.40	648.00	669.10	665.40	311.70	545.60
<b>Total</b>	<b>702.50</b>	<b>586.80</b>	<b>306.10</b>	<b>572.90</b>	<b>598.10</b>	<b>585.00</b>	<b>246.90</b>	<b>433.30</b>
*****								
PERSONS								
Private sector	829.20	636.60	307.00	614.80	671.50	651.80	223.90	520.00
Public sector	1 139.60	694.10	320.00	690.00	727.50	723.40	308.20	634.30
<b>Total</b>	<b>875.70</b>	<b>655.40</b>	<b>307.90</b>	<b>638.40</b>	<b>688.50</b>	<b>672.60</b>	<b>240.40</b>	<b>550.30</b>
*****								



AVERAGE WEEKLY TOTAL EARNINGS, Employees, States and Territories: May 1995

FULL-TIME EMPLOYEES..... PART-TIME EMPLOYEES ALL EMPLOYEES

Managerial adult Non-managerial adult Non-managerial junior Non-managerial total Total adult Total Total Total

States and Territories \$ \$ \$ \$ \$ \$ \$ \$

MALES

New South Wales	972.70	717.40	319.00	700.10	765.60	749.70	217.40	673.10
Victoria	920.80	693.70	301.00	676.80	737.70	722.50	222.10	662.30
Queensland	829.10	674.40	307.10	656.20	699.10	682.60	216.40	618.80
South Australia	840.20	659.10	279.00	643.60	684.40	670.00	260.60	603.90
Western Australia	949.40	728.40	304.30	694.40	764.00	732.70	189.50	658.90
Tasmania	876.30	623.10	340.20	602.40	664.40	644.20	310.90	597.00
Northern Territory	855.20	700.70	343.30	694.40	722.20	716.40	228.70	642.90
Australian Capital Territory	1 112.60	718.90	369.60	708.00	835.80	825.50	197.20	717.20
<b>Total</b>	<b>928.00</b>	<b>697.40</b>	<b>309.00</b>	<b>678.70</b>	<b>738.90</b>	<b>721.70</b>	<b>221.80</b>	<b>652.80</b>

FEMALES

New South Wales	726.80	601.70	315.40	589.00	614.20	602.20	247.70	450.70
Victoria	692.50	587.40	315.40	579.40	598.20	590.70	243.40	431.20
Queensland	602.80	566.60	285.90	548.60	570.30	553.80	240.80	414.10
South Australia	686.10	568.60	323.80	553.40	576.60	561.90	288.90	419.10
Western Australia	730.80	569.10	307.00	547.00	582.10	560.60	235.80	406.90
Tasmania	690.20	565.90	279.90	535.30	577.00	547.70	253.90	392.50
Northern Territory	749.30	596.60	266.10	587.00	609.10	600.00	235.20	462.60
Australian Capital Territory	956.60	633.10	301.60	627.90	675.40	670.30	283.80	526.30
<b>Total</b>	<b>702.50</b>	<b>586.80</b>	<b>306.10</b>	<b>572.90</b>	<b>598.10</b>	<b>585.00</b>	<b>246.90</b>	<b>433.30</b>

PERSONS

New South Wales	914.80	672.10	317.60	656.50	710.00	695.40	239.30	569.50
Victoria	869.70	653.60	305.20	640.40	688.60	676.30	238.50	554.30
Queensland	769.60	634.20	297.80	615.70	653.10	636.10	234.50	522.90
South Australia	809.20	626.70	299.70	610.80	647.70	632.70	266.60	518.30
Western Australia	904.60	670.80	305.30	641.00	702.10	673.70	224.20	542.70
Tasmania	839.30	604.20	314.40	579.60	637.10	613.30	267.50	502.50
Northern Territory	826.00	658.20	302.30	650.30	677.90	670.40	233.20	558.10
Australian Capital Territory	1 072.60	676.70	347.60	668.90	765.30	757.60	256.80	620.50
<b>Total</b>	<b>875.70</b>	<b>655.40</b>	<b>307.90</b>	<b>638.40</b>	<b>688.50</b>	<b>672.60</b>	<b>240.40</b>	<b>550.30</b>

# EXPLANATORY NOTES

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## INTRODUCTION

1 This publication contains estimates obtained from a sample survey of employers conducted in May 1995. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2 Final estimates will be published in *Employee Earnings and Hours, Australia, May 1995* (6306.0) expected to be released in April 1996.

## SCOPE

3 All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry and fishing;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4 Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

## SURVEY DESIGN

5 A sample of approximately 9 000 employers was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6 Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 74 000 employees were obtained in the survey.

7 Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3 058 700 male and 2 679 900 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

## INDUSTRY CLASSIFICATION

8 From May 1994, industry data from the Employee Earning and Hours survey have been classified according to the Australian and New Zealand Standard Industrial Classification 1993 (ANZSIC), a detailed description of which appears in *Australian and New Zealand Standard Industrial Classification, 1993*, (1292.0). The ANZSIC replaces the Australian Standard Industrial Classification 1983 (ASIC) previously used to classify industry data.

9 The ANZSIC was developed by the Australian Bureau of Statistics and Statistics New Zealand for use in the production and analysis of industry statistics in both countries. ANZSIC is a classification which serves to identify groupings of businesses which carry out similar economic activities and which satisfy other conditions (like economic significance). These groups can be used to define an industry. An individual business can then be assigned to an industry on the basis of its predominant economic activity.

10 Employees selected in the Employee Earnings and Hours survey are classified to the industry of the business in which they are employed (see paragraph 5 above).

11 The ANZSIC has a structure consisting of categories at four levels:

- Division (the broadest level – as used in this publication);
- Subdivision;
- Group; and
- Class.

## OCCUPATION

12 Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the job.

## EXPLANATORY NOTES

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13 Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group "Managers and administrators"; e.g. employees classified as "Professionals" according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group "Managers and administrators".

14 Details of ASCO can be found in *ASCO: Statistical Classification – First Edition* (1222.0), and an *Information Paper: ASCO Australian Standard Classification of Occupations, April 1991* (1221.0).

### COMPARABILITY OF RESULTS

15 A new sample design was implemented in 1995, primarily to accommodate the full introduction of the new industry classification ANZSIC (see paragraphs 8 to 11 above). Prior to 1995, industry estimates were compiled from a sample design where the sample stratification was based on ASIC. Therefore, the industry level estimates produced on an ANZSIC basis for 1994 will not be as reliable as the 1995 ANZSIC based data and this needs to be taken into account when comparing the 1994 industry data with data for 1995. The new sample design also contains improvements enabling more reliable estimates of the total number of employees to be produced (see paragraph 7 above).

16 Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

17 Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

18 Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

19 Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

20 From the May 1993 survey, payments resulting from workplace and enterprise bargaining agreements have been included in "Base pay". Similarly, some payments previously defined as "Overaward pay" may have been absorbed into the new "Base pay" now paid under a workplace/enterprise agreement. Identifiable "Payments by measured result" and "Overtime paid" in accordance with a workplace/enterprise agreement continue to be recorded separately.

### RELIABILITY OF ESTIMATES

21 For information on the reliability of estimates see the Technical Note (Appendix A).

### RELATED PUBLICATIONS

22 Users may also wish to refer to the following publications which are available on request:

*Distribution and Composition of Employee Earnings and Hours, Australia, May 1994* (6306.0)

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) – issued June 1984

*Award Rates of Pay Indexes, Australia* (6312.0) – issued monthly

*Award Coverage, Australia, May 1990* (6315.0)

*Average Weekly Earnings, Australia, Preliminary* (6301.0) – issued quarterly

## EXPLANATORY NOTES

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*Average Weekly Earnings, States and Australia* (6302.0) – issued quarterly

*Weekly Earnings of Employees (Distribution), Australia* (6310.0.40.001) – standard data service

*Job Vacancies and Overtime, Australia* (6354.0) – issued quarterly

*Employed Wage and Salary Earners, Australia* (6248.0) – issued quarterly

*Major Labour Costs, Australia* (6348.0) – irregular

*The Labour Force, Australia* (6203.0) – issued monthly

*Labour Force Projections, Australia 1992 - 2005* (6260.0)

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs – A Guide to Their Concepts, Measurements and Usage.*

23 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

### UNPUBLISHED STATISTICS

24 In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, CD-ROM, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the Labour Statistics Centre Output Group on Perth (09) 360 5305 or to Information Services in the nearest ABS office. Details of additional data available from this Survey are shown in Appendix C.

### SYMBOLS AND OTHER USAGES

\* subject to high relative standard error. See paragraph 7 of the Technical Notes (Appendix A).

· · · not applicable.

n.p. not publishable.

25 Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

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

# APPENDIX A - TECHNICAL NOTES

## INTRODUCTION

1 As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of the imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

## RELIABILITY OF ESTIMATES

2 The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3 Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables A to F on pages 18 to 24 have been produced to give an indication of the magnitude of relative standard errors.

4 The figures in Table A provide an indication of the magnitude of the standard error of estimates of numbers of employees (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$620 to \$660 is 4.6% of the total number of male employees (see Table 1). This represents approximately 140 700 males. Table A shows the relative standard error of this estimate lies between 5.4% and 4.5% (i.e. approximately 4.7%) or 6 610 employees. There are about two chances in three that a complete collection would give a figure within the range 134 090 to 147 310 and about nineteen chances in twenty that the figure would be within the range 127 480 to 153 920.

5 Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours) for full-time non-managerial employees. An example of the use of Table B is as follows. Table 2 shows average overtime earnings of full-time adult non-managerial males to be \$67.90. Table B shows the approximate relative standard error for this estimate to be 3.3% (i.e. approximately \$2.20). There are about two chances in three that a complete collection would give a figure within the range \$65.70 to \$70.10 and about nineteen chances in twenty that the figure would be within the range of \$63.50 to \$72.30. Table B also provides approximate relative standard errors for estimates of average weekly total hours paid for shown in Table 3.

6 Tables C, D, E and F, which relate to tables 4 to 7 respectively, indicate the relative standard error of estimates of average weekly total earnings for various categories of employees by occupation, industry, sector and State and Territory, respectively. The use of the relative standard error from these tables can be applied in the same way as in the example for Table B above.

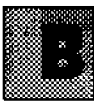
7 An asterisk appears against estimates in the publications where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25% of the estimate.



APPROXIMATE STANDARD ERRORS OF ESTIMATES, Number of Employees: May 1995

<i>Size of estimate</i>	<i>Standard error</i>	<i>Relative Standard Error</i>
Persons	Number	Per cent
500	240	47.3
600	260	43.9
700	290	41.2
800	310	39.0
900	330	37.2
1 000	360	35.6
1 100	380	34.2
1 200	400	33.0
1 300	410	31.9
1 400	430	31.0
1 500	450	30.1
1 600	470	29.3
1 700	490	28.6
1 800	500	27.9
1 900	520	27.3
2 000	540	26.8
2 500	610	24.4
3 000	680	22.6
3 500	750	21.3
4 000	800	20.1
4 500	860	19.2
5 000	920	18.4
5 500	970	17.7
6 000	1 020	17.0
8 000	1 210	15.1
10 000	1 380	13.8
20 000	2 080	10.4
30 000	2 640	8.8
40 000	3 120	7.8
50 000	3 550	7.1
60 000	3 960	6.6
70 000	4 340	6.2
80 000	4 720	5.9
90 000	5 040	5.6
100 000	5 400	5.4
150 000	6 750	4.5
200 000	8 000	4.0
300 000	10 200	3.4
400 000	12 000	3.0
500 000	14 000	2.8
1 000 000	21 000	2.1
2 000 000	32 000	1.6
3 000 000	39 000	1.3
4 000 000	48 000	1.2
5 000 000	55 000	1.1
6 000 000	60 000	1.0





APPROXIMATE RELATIVE STANDARD ERRORS, Composition, Employees, Australia: May 1995

FULL-TIME NON-MANAGERIAL  
AVERAGE WEEKLY EARNINGS.....

FULL-TIME NON-MANAGERIAL  
AVERAGE WEEKLY TOTAL HOURS PAID FOR

Sex	Ordinary time earnings - Base pay	Ordinary time earnings - Payment by measured result	Ordinary time earnings - Overaward and overagreement pay	Ordinary time earnings - Total	Overtime	Total	Ordinary time	Overtime	Total
	%	%	%	%	%	%	%	%	%
ADULT									
Males	0.6	11.6	6.9	0.5	3.3	0.5	0.1	3.1	0.2
Females	0.7	24.6	10.4	0.7	5.8	0.7	0.1	5.6	0.1
<b>Persons</b>	<b>0.5</b>	<b>11.3</b>	<b>6.6</b>	<b>0.5</b>	<b>3.5</b>	<b>0.5</b>	<b>0.1</b>	<b>3.4</b>	<b>0.2</b>
JUNIOR									
Males	1.3	37.9	17.5	1.3	11.1	1.4	0.3	10.7	0.6
Females	1.2	48.7	27.7	1.2	14.0	1.3	0.3	14.5	0.4
<b>Persons</b>	<b>0.9</b>	<b>30.7</b>	<b>14.9</b>	<b>1.0</b>	<b>9.5</b>	<b>1.0</b>	<b>0.2</b>	<b>9.2</b>	<b>0.4</b>
TOTAL									
Males	0.6	11.6	6.9	0.6	3.3	0.6	0.1	3.1	0.2
Females	0.8	24.3	10.2	0.8	5.6	0.7	0.1	5.4	0.1
<b>Persons</b>	<b>0.6</b>	<b>11.3</b>	<b>6.5</b>	<b>0.5</b>	<b>3.5</b>	<b>0.5</b>	<b>0.1</b>	<b>3.3</b>	<b>0.2</b>



APPROXIMATE RELATIVE STANDARD ERRORS, Employees, Occupation (a): May 1995

Occupation (a)	FULL-TIME EMPLOYEES.....				PART-TIME ALL EMPLOYEES			
	Managerial adult	Non-managerial adult	Non-managerial Junior	Non-managerial total	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
Managers and administrators (b)	1.6	4.5	0.0	4.5	1.6	1.6	18.1	1.6
Professionals	4.1	1.1	4.0	1.1	1.1	1.1	4.2	1.0
Para-professionals	7.9	0.8	7.2	0.9	0.9	1.0	10.2	1.3
Tradespersons	3.7	1.0	2.0	1.2	1.0	1.2	5.2	1.2
Clerks	8.0	0.9	3.2	0.9	0.9	0.9	4.7	1.2
Salespersons and personal service workers	4.4	1.4	3.1	1.4	1.3	1.3	3.4	2.2
Plant and machine operators, and drivers	5.3	1.5	6.7	1.5	1.5	1.5	9.7	2.0
Labourers and related workers	16.2	1.0	3.8	1.0	1.0	1.0	3.1	1.5
<b>Total</b>	<b>1.5</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.0</b>	<b>0.7</b>
FEMALES								
Managers and administrators (b)	2.3	6.3	0.0	6.3	2.2	2.2	8.4	2.4
Professionals	8.5	1.0	0.0	1.0	0.9	0.9	3.0	1.6
Para-professionals	4.4	0.9	6.5	0.9	0.8	0.9	2.2	1.2
Tradespersons	11.0	1.8	5.3	2.0	1.9	2.0	6.0	2.5
Clerks	3.9	0.4	1.7	0.5	0.5	0.5	1.6	1.0
Salespersons and personal service workers	8.8	0.8	1.9	0.9	0.8	0.9	2.0	1.7
Plant and machine operators, and drivers	19.6	3.8	7.6	3.8	3.8	3.8	7.6	4.1
Labourers and related workers	23.0	1.2	5.7	1.2	1.2	1.2	2.7	1.9
<b>Total</b>	<b>2.2</b>	<b>0.7</b>	<b>1.3</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.1</b>	<b>0.9</b>
PERSONS								
Managers and administrators (b)	1.5	6.9	0.0	6.9	1.5	1.5	8.7	1.5
Professionals	3.9	1.0	4.0	1.0	1.0	1.0	2.6	0.9
Para-professionals	7.2	0.7	5.6	0.8	0.8	0.8	2.6	1.3
Tradespersons	4.0	1.0	1.9	1.2	1.0	1.1	4.0	1.2
Clerks	3.6	0.5	1.5	0.5	0.5	0.5	1.6	0.9
Salespersons and personal service workers	4.5	1.0	1.7	1.1	1.0	1.0	1.9	1.8
Plant and machine operators, and drivers	5.4	1.5	5.3	1.5	1.5	1.5	8.1	1.9
Labourers and related workers	16.5	0.9	3.3	0.9	0.9	0.9	2.3	1.5
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.0</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>1.1</b>	<b>0.7</b>

(a) Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes. (b) See paragraph 13 of the Explanatory Notes.



APPROXIMATE RELATIVE STANDARD ERRORS, Employees, Industry (a): May 1995

Industry (a)	FULL-TIME EMPLOYEES.....					Total adult	Total	PART-TIME	ALL
	Managerial adult	Non-managerial adult	Non-managerial Junior	Non-managerial total	Total			EMPLOYEES	EMPLOYEES
	%	%	%	%	%	%	%	%	
<b>MALES</b>									
Mining	5.9	2.0	10.6	1.9	2.0	2.0	33.9	2.0	
Manufacturing	2.6	1.1	2.9	1.1	1.1	1.1	6.7	1.1	
Electricity, gas and water supply	3.3	1.3	6.2	1.4	1.4	1.5	18.0	1.5	
Construction	3.9	2.8	3.4	2.9	2.5	2.6	10.9	2.7	
Wholesale trade	3.8	1.7	4.3	1.7	2.1	2.2	9.9	2.3	
Retail trade	3.0	1.9	3.1	2.3	1.5	1.8	3.6	2.9	
Accommodation, cafes and restaurants	4.6	1.6	4.9	1.8	1.9	1.9	4.8	2.9	
Transport and storage	5.0	2.2	5.7	2.2	2.1	2.1	7.3	2.6	
Communication services	3.6	2.0	10.0	2.0	2.1	2.1	7.0	2.4	
Finance and insurance	5.6	3.1	1.3	3.4	4.0	4.2	13.8	4.1	
Property and business services	4.0	1.8	3.5	2.4	2.1	2.4	5.2	2.4	
Government administration and defence (b)	5.5	1.0	9.2	1.0	1.8	1.8	7.6	1.8	
Education	3.1	1.3	7.4	1.3	1.4	1.4	4.8	1.9	
Health and community services	5.0	2.0	6.3	2.1	2.1	2.1	7.3	2.8	
Cultural and recreational services	7.3	3.5	10.6	3.8	3.3	3.5	8.4	5.1	
Personal and other services (c)	10.4	3.3	6.3	3.4	3.5	3.6	15.6	5.8	
<b>Total</b>	<b>1.5</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.0</b>	<b>0.7</b>	
<b>FEMALES</b>									
Mining	15.1	3.7	6.2	3.7	3.6	3.6	13.4	3.8	
Manufacturing	5.9	1.4	4.5	1.3	1.5	1.5	3.8	1.7	
Electricity, gas and water supply	5.5	3.2	8.2	3.4	3.2	3.3	7.4	3.4	
Construction	6.4	4.8	5.8	4.8	4.0	4.0	7.8	4.9	
Wholesale trade	6.4	1.5	4.4	1.5	1.9	1.9	4.7	2.3	
Retail trade	7.7	1.2	2.1	1.4	2.4	2.4	2.5	2.6	
Accommodation, cafes and restaurants	12.4	1.6	11.4	1.7	2.7	2.6	4.4	4.6	
Transport and storage	14.5	2.0	4.1	1.9	2.9	2.9	8.9	4.2	
Communication services	5.3	1.8	12.0	1.8	1.9	1.9	5.7	2.3	
Finance and insurance	6.4	1.4	2.8	1.5	1.5	1.6	2.3	1.7	
Property and business services	6.8	1.5	2.9	1.5	1.6	1.6	3.5	1.9	
Government administration and defence (b)	3.1	1.1	4.4	1.1	1.2	1.2	4.0	1.8	
Education	2.4	1.1	9.4	1.1	1.0	1.0	2.5	2.1	
Health and community services	3.9	1.0	3.2	1.1	1.0	1.1	2.5	1.9	
Cultural and recreational services	7.5	3.2	4.9	3.2	2.7	2.7	6.5	6.1	
Personal and other services (c)	11.0	2.6	4.5	3.1	2.8	3.3	5.0	4.5	
<b>Total</b>	<b>2.2</b>	<b>0.7</b>	<b>1.3</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.1</b>	<b>0.9</b>	

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey. (b) Excludes permanent defence forces. (c) Excludes private households employing staff.



cont'd APPROXIMATE RELATIVE STANDARD ERRORS, Employees, Industry (a): May 1995

Industry (a)	FULL-TIME EMPLOYEES.....				Total adult	Total	PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total			Total	Total
	%	%	%	%	%	%	%	%
PERSONS								
Mining	6.0	1.9	10.4	1.9	2.0	1.9	22.6	1.9
Manufacturing	2.5	1.0	2.6	1.0	1.0	1.0	3.8	1.1
Electricity, gas and water supply	3.3	1.3	6.5	1.4	1.3	1.4	7.9	1.4
Construction	3.8	2.6	3.3	2.9	2.5	2.6	6.0	2.8
Wholesale trade	3.7	1.4	3.0	1.5	1.8	1.8	5.3	2.0
Retail trade	3.5	1.6	2.0	1.8	1.5	1.6	2.3	2.5
Accommodation, cafes and restaurants	4.9	1.1	5.0	1.2	1.4	1.3	3.7	3.1
Transport and storage	5.4	2.0	4.4	2.0	1.9	1.9	6.4	2.6
Communication services	3.4	1.9	9.7	1.9	2.0	2.0	4.8	2.3
Finance and insurance	5.3	1.9	1.9	1.9	2.8	2.9	2.7	2.9
Property and business services	4.0	1.5	2.5	1.7	1.7	1.8	3.1	2.0
Government administration and defence (b)	4.4	0.8	5.0	0.8	1.3	1.3	3.7	1.5
Education	1.9	0.7	5.8	0.8	0.8	0.8	2.5	1.7
Health and community services	3.4	1.1	2.9	1.2	1.1	1.1	2.8	2.0
Cultural and recreational services	5.9	3.3	7.9	3.4	3.0	3.1	5.7	4.8
Personal and other services (c)	8.9	3.4	4.0	3.8	3.3	3.6	6.9	5.7
<b>Total</b>	<b>1.4</b>	<b>0.6</b>	<b>1.0</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>1.1</b>	<b>0.7</b>

(a) Industry classified according to ANZSIC. See paragraphs 8 to 11 of the Explanatory Notes. Division A (Agriculture, forestry and fishing) is excluded from the survey. (b) Excludes permanent defence forces. (c) Excludes private households employing staff.



APPROXIMATE RELATIVE STANDARD ERRORS, Employees, Sector: May 1995

FULL-TIME EMPLOYEES.....

PART-TIME EMPLOYEES ALL EMPLOYEES

Sector	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
Private sector	1.7	0.7	1.5	0.8	0.7	0.8	2.2	0.9
Public sector	2.3	0.6	3.7	0.6	0.7	0.7	5.9	0.9
<b>Total</b>	<b>1.5</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.0</b>	<b>0.7</b>
FEMALES								
Private sector	2.7	0.8	1.3	0.6	0.7	0.7	1.4	1.0
Public sector	1.6	0.7	3.1	0.8	0.7	0.7	1.8	0.9
<b>Total</b>	<b>2.2</b>	<b>0.7</b>	<b>1.3</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.1</b>	<b>0.9</b>
PERSONS								
Private sector	1.6	0.6	1.1	0.6	0.6	0.6	1.3	0.8
Public sector	1.8	0.5	2.5	0.5	0.5	0.5	2.0	0.8
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.0</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>1.1</b>	<b>0.7</b>



APPROXIMATE RELATIVE STANDARD ERRORS, Employees, States & Territories: May 1995

States and Territories	FULL-TIME EMPLOYEES.....				PART-TIME EMPLOYEES		ALL EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
New South Wales	2.5	1.0	2.4	1.0	1.0	1.0	3.9	1.3
Victoria	3.4	1.0	3.8	1.1	1.3	1.3	4.0	1.4
Queensland	3.2	1.4	3.2	1.5	1.3	1.3	5.4	1.6
South Australia	3.1	1.6	4.4	1.7	1.5	1.6	4.9	1.8
Western Australia	3.5	1.7	2.2	2.1	1.8	2.1	5.3	2.1
Tasmania	5.1	1.9	4.8	2.0	2.4	2.5	9.9	2.5
Northern Territory	4.7	2.9	6.9	2.9	2.8	2.8	14.9	3.3
Australian Capital Territory	3.7	2.1	15.5	2.2	2.2	2.3	6.9	2.8
<b>Total</b>	<b>1.5</b>	<b>0.5</b>	<b>1.4</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>2.0</b>	<b>0.7</b>
FEMALES								
New South Wales	3.2	0.7	2.5	0.8	0.8	0.8	2.2	1.4
Victoria	4.9	1.7	3.4	1.8	1.7	1.8	2.7	2.6
Queensland	7.1	2.8	2.8	2.9	2.4	2.6	2.1	2.6
South Australia	6.9	1.2	2.9	1.3	1.2	1.3	2.9	2.0
Western Australia	7.6	1.2	2.5	1.4	1.4	1.4	3.4	1.6
Tasmania	11.5	3.3	4.7	3.9	3.9	4.5	3.9	3.8
Northern Territory	4.9	1.9	6.2	2.0	1.8	1.9	6.2	2.8
Australian Capital Territory	3.4	1.3	5.1	1.5	1.5	1.7	3.9	2.0
<b>Total</b>	<b>2.2</b>	<b>0.7</b>	<b>1.3</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.1</b>	<b>0.9</b>
PERSONS								
New South Wales	2.3	0.8	1.8	0.8	0.8	0.8	2.2	1.2
Victoria	3.1	1.0	2.9	1.0	1.0	1.1	2.5	1.5
Queensland	3.3	1.4	2.2	1.5	1.2	1.3	2.3	1.5
South Australia	3.2	1.2	2.8	1.3	1.2	1.2	2.9	1.6
Western Australia	3.8	1.4	1.7	1.6	1.5	1.6	3.1	1.7
Tasmania	5.3	1.7	3.9	1.9	2.2	2.5	4.1	2.2
Northern Territory	3.8	2.0	5.9	2.0	2.0	2.0	6.6	2.4
Australian Capital Territory	3.2	1.4	12.0	1.5	1.6	1.6	3.7	2.1
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.0</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>1.1</b>	<b>0.7</b>

## APPENDIX B - GLOSSARY

.....

<b>Adult employees</b>	Adult employees are those employees who are 21 years of age or over and employees under 21 who are paid at the full adult rate for their occupation.
<b>Average (mean) earnings or hours</b>	Average (mean) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.
<b>Base pay</b>	Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards and agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement. It excludes overaward and overagreement pay and service increments not specified in the award or agreement. For employees not covered by an award or agreement, base pay is the agreed wage for ordinary time hours paid for.
<b>Employees</b>	Employees refers to all wage and salary earners (as described in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.
<b>Full-time employees</b>	Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.
<b>Industry</b>	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraphs 8 to 11 of the Explanatory Notes).
<b>Junior employees</b>	Junior employees are those employees who are under 21 years of age and are not paid at the adult rate for their occupation.
<b>Managerial employees</b>	Managerial employees are managerial, executive and senior professional staff. Generally defined as those employees who are in charge of a significant number of employees or have significant responsibilities in the conduct or operations of the organisation and may not receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of own incorporated businesses have been included as managerial employees.
<b>Median earnings or hours</b>	Median earnings or hours refers to the amount of earnings or hours which divides the distribution into two groups with equal numbers of employees, one half having earnings or hours below the median and the other half having earnings or hours above the median.
<b>Non-managerial employees</b>	Non-managerial employees are those who are not managerial employees as defined. Non-managerial includes supervisors, clerical staff, tradespersons, non-managerial professionals, apprentices, trainees and cadets.
<b>Occupation</b>	Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see paragraphs 12 to 14 of the Explanatory Notes).
<b>Ordinary time hours paid for</b>	Ordinary time hours paid for refers to employees' award, standard or agreed hours of work paid for at the ordinary rate. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. (Note: Hours paid for was not reported for managerial employees.)
<b>Overaward and overagreement pay</b>	Overaward and overagreement pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award or in excess of amounts specified in workplace/enterprise agreements (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).
<b>Overtime hours paid for</b>	Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for and reported as overtime hours.

## APPENDIX B - GLOSSARY

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<b>Part-time employees</b>	Part-time employees are those who are not full-time as defined.
<b>Payment by measured result</b>	Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses and commission).
<b>Percentiles</b>	Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none"><li>▪ 25% of employees earn less than or equal to the 25th percentile; and,</li><li>▪ 75% of employees earn less than or equal to the 75th percentile.</li></ul>
<b>Reference period</b>	Reference period for the survey refers to the last pay period ending on or before 19 May 1995.
<b>Sector</b>	Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State/Territory Parliaments. All remaining employees are classified as private sector.
<b>Weekly ordinary time earnings</b>	Weekly ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award and workplace and enterprise bargaining payments and other agreed base rates of pay, overaward and overagreement payments, penalty payments, shift and other allowances, commissions and retainers, bonuses and similar payments related to the reference period, payments under incentive or piecework, payments under profit-sharing schemes normally paid each pay period, payments for leave taken during the reference period, all workers' compensation payments made through the payroll, and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments, payments under salary packaging attracting Fringe Benefit tax and other payments not related to the reference period.
<b>Weekly overtime earnings</b>	Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work which has been reported as overtime pay.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
<b>Weekly total hours paid for</b>	Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. (Note: Hours of work were not reported for managerial employees.)



# APPENDIX C - ADDITIONAL DATA AVAILABLE ON REQUEST

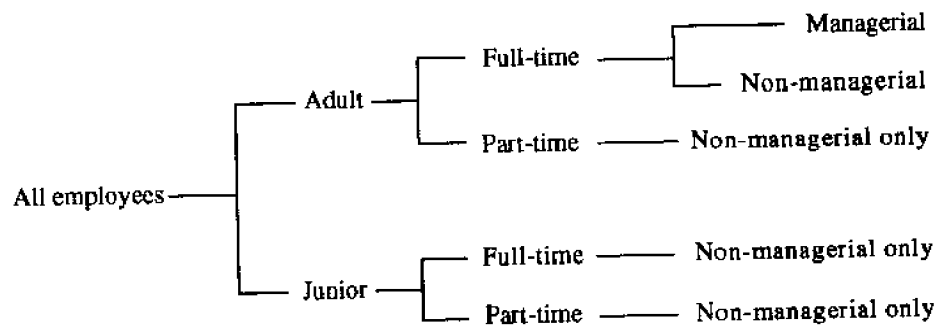
**INTRODUCTION** A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

**HOW TO PLACE AN ORDER** Firstly, determine the population and the variables (see following) that you require estimates for. A covering letter indicating these requirements and the intended uses of the data requested should be addressed to:

Labour Statistics Centre  
 Output Group  
 Australian Bureau of Statistics  
 GPO Box K881  
 PERTH WA 6001

**CONTACT OFFICER** If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone the Labour Statistics Centre Output Group on Perth (09) 360 5305 or send request by facsimile to (09) 360 5954.

**POPULATIONS**



**VARIABLES**

The following variables are available from this survey (subject to the reliability of the estimates).

- Distribution of employees by levels of:**
- Weekly total earnings
  - Weekly ordinary time earnings
  - Weekly overtime earnings
  - Weekly total hours paid for
  - Weekly ordinary time hours paid for
  - Weekly overtime hours paid for

Note: Earnings and hours ranges can be specified to suit individual requirements.  
 Hours paid for was not reported for managerial employees

- Composition of earnings**
- Average weekly total earnings
  - Average weekly ordinary time earnings
  - Base pay (includes allowances)
  - Overaward, overagreement pay
  - Payment by measured result
  - Overtime

- Average hourly earnings**
- Average hourly ordinary time earnings
  - Average hourly total earnings

- Composition of hours paid for**
- Average weekly total hours paid for
  - Average weekly ordinary time hours paid for
  - Average weekly overtime hours paid for

# APPENDIX C - ADDITIONAL DATA AVAILABLE ON REQUEST

VARIABLES (CONT'D)

States and Territories	New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory Australia
Sector (TOLO)	Private sector Public sector Total all sectors
Public Institutional Sector (SISCA)	General government Public trading enterprises Public financial enterprises
Sex	Males Females Persons
Occupation	ASCO major group (1 digit code - as shown in Table 4) ASCO minor group (2 digit codes) ASCO unit group (4 digit codes)
Industry (ANZSIC classification)	ANZSIC Division (1 digit code - as shown in Table 5) ANZSIC Sub-division (2 digit codes) ANZSIC Group (3 digit codes) ANZSIC Class (4 digit codes)
Employer unit size (number of employees)	Under 20 20 - 49 50 - 99 100 - 499 500 - 999 1,000 and over

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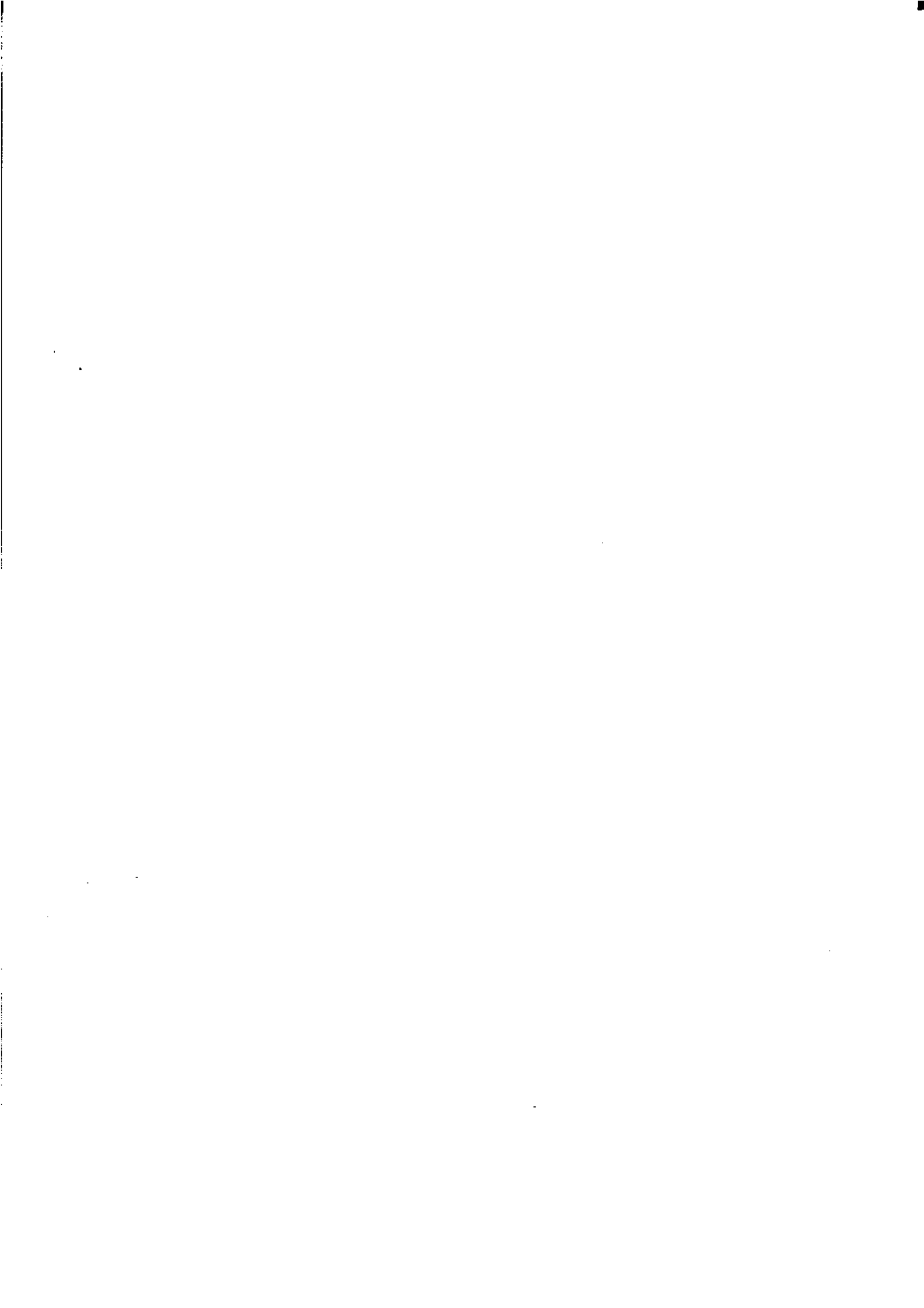
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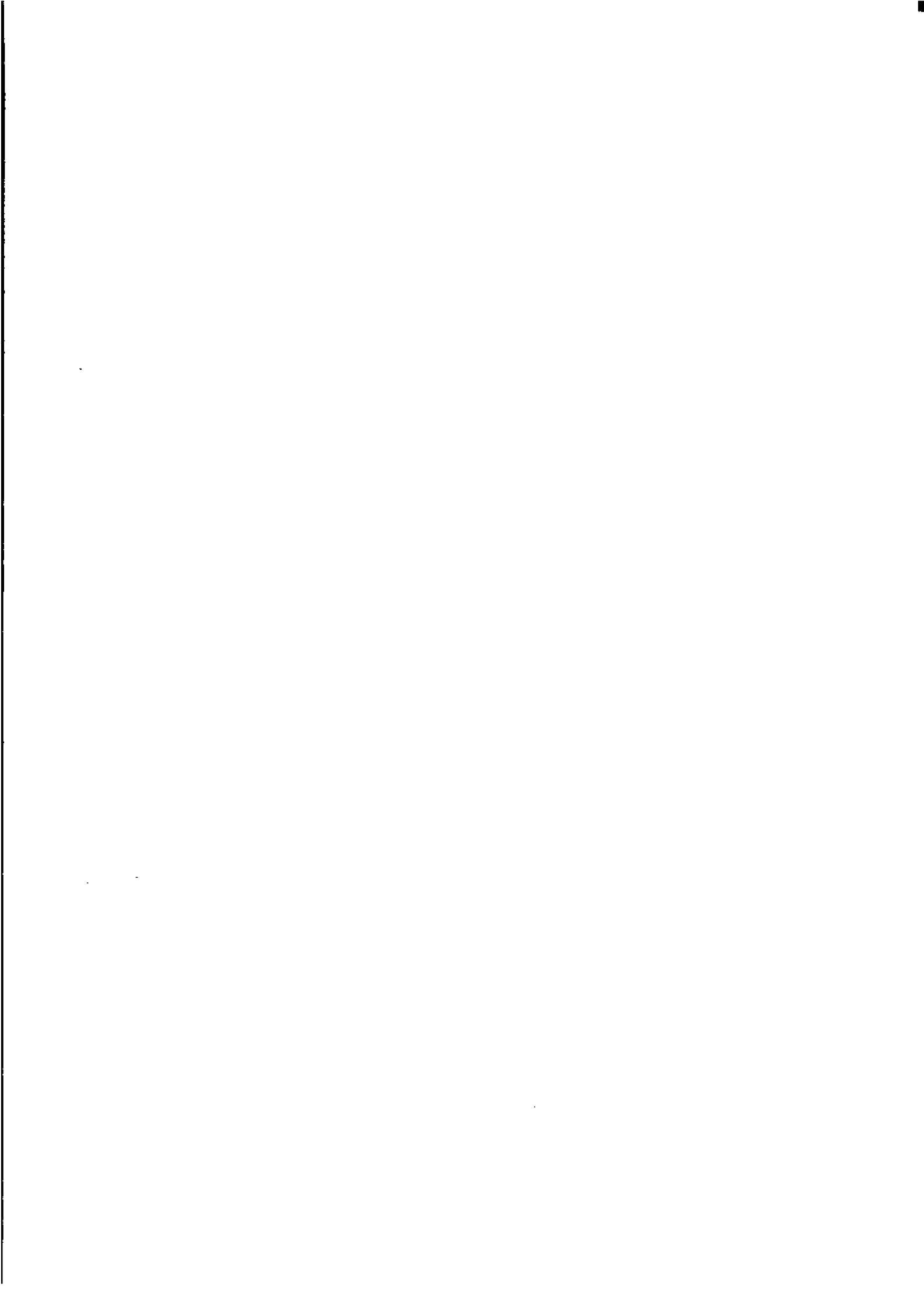
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