

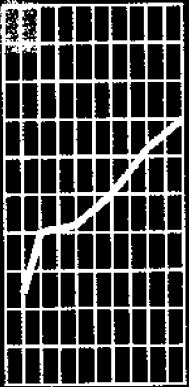


May 1995

EMBARGOED UNTIL 11:30 AM FRIDAY 10 MAY 1996

# Employee Earnings and Hours

## Australia



ABS Catalogue No. 6306.0

## NOTES

### FORTHCOMING ISSUES

#### ISSUE

#### EXPECTED RELEASE DATE

May 1996

March 1997

### RELATED ISSUES

6305.0 *Employee Earnings and Hours, Preliminary, Australia*

#### ISSUE

#### EXPECTED RELEASE DATE

May 1996

December 1996

### 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* (6301.0 and 6302.0).

### CHANGES IN THIS ISSUE

The title of this publication was formally "*Distribution and Composition of Employee Earnings and Hours*". The format and tables of this issue have been revised in accordance with changes in ABS publication standards.

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).

### NOTES ON ESTIMATES

The survey is not designed to specifically provide estimates of employees and therefore the figures presented in this publication should be regarded only as an indicative measure of employees in the categories indicated.

### UNPUBLISHED DATA

In addition to the information contained in this publication, there is a large range of unpublished data available from the annual May Employee Earnings and Hours survey.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

### 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- for further information about statistics in this publication and the availability of related unpublished statistics, contact the Labour Statistics Centre Output Group on Perth (09) 360 5305 or any ABS office.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 cover of this publication.

W. McLennan  
Australian Statistician

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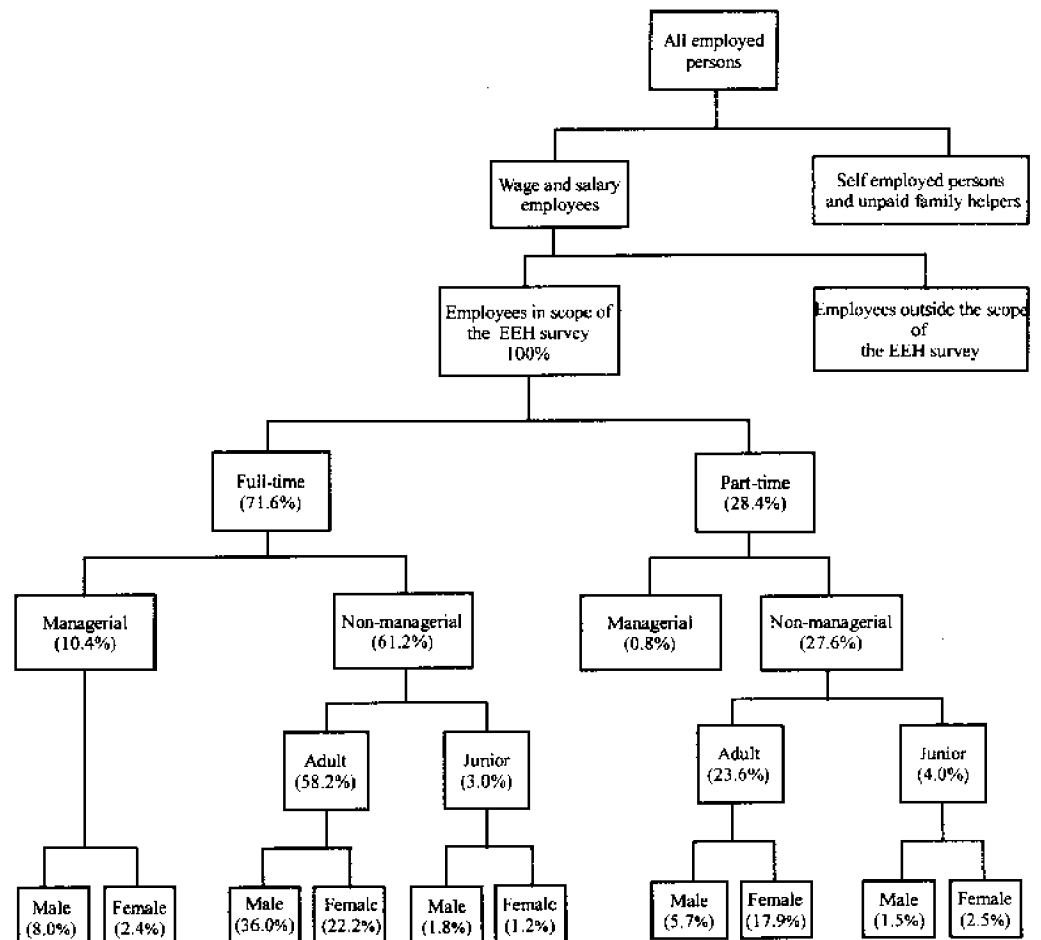
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# SUMMARY OF FINDINGS

CATEGORY OF EMPLOYEES This publication presents 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 (EEH) survey.

## PERCENTAGE CONTRIBUTION TO TOTAL NUMBER OF EMPLOYEES BY EACH CATEGORY OF EMPLOYEE WITHIN SCOPE OF THE EEH SURVEY, MAY 1995



Some characteristics of the major categories of employees in May 1995 were:

- Full-time adult managerial employees had the highest average weekly total earnings (\$881.30) of all employee categories. A relatively high proportion of employees in this category were male (76.6%);
- Full-time adult non-managerial employees' average weekly total earnings (\$655.50) was higher than the average for all employees (\$551.00), reflecting the exclusion of lower-earning groups such as junior and part-time employees from this category. Some 61.8% of employees in this category were male. Full-time adult non-managerial employees accounted for two-thirds (67.7%) of all male employees and almost half (47.5%) of all female employees;
- Full-time junior non-managerial employees had lower average weekly total earnings (\$308.00), compared with adult employees, and represented only 3.0% of all employees in the scope of the EEH survey; and
- Part-time employees constituted 28.4% of all employees. Their lower average weekly total earnings (\$241.00), compared with full-time employees reflected, in part, the lower average weekly hours they were paid for. Almost three-quarters of employees in this category were female (74.0%), with almost half of all female employees (44.9%) being classified as part-time.

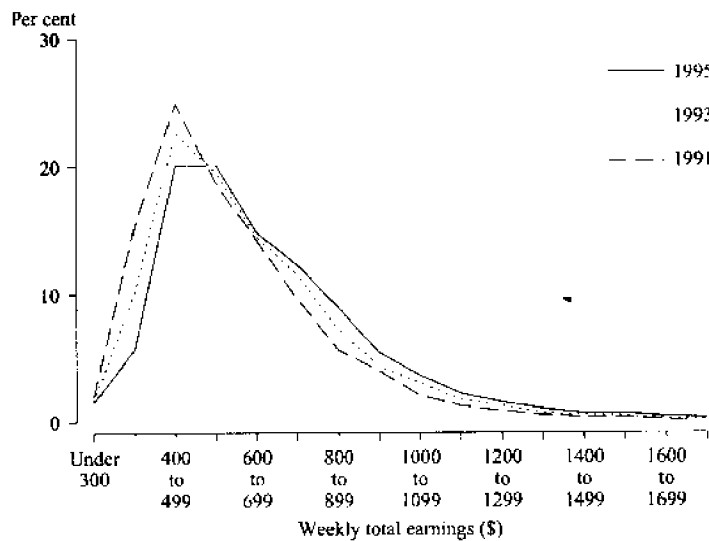
# SUMMARY OF FINDINGS *continued*

## DISTRIBUTION OF EARNINGS

Full-time adult non-managerial employees (Tables 17, 18 & 19)

- Average weekly total earnings was \$655.50, an increase of 5.2% in the year to May 1995;
  - Median weekly total earnings was \$598.00, up 4.3% from \$573.10 in May last year; and
  - 25% of employees recorded weekly earnings of \$484.40 or less, and 25% recorded earnings of \$769.50 or more, compared with \$463.30 and \$730.60, respectively, in May 1994.
- Sex**
- Average weekly total earnings was \$697.70 for males (up 5.7% since last year), and \$587.10 for females (up 4.3%);
  - Median weekly total earnings for males was \$639.60, compared with \$548.20 for females up from \$605.20 and \$523.80, respectively, last year; and
  - 25% of male employees recorded earnings of \$505.30 or less, and 25% recorded earnings of \$817.70 or more. For female employees, 25% recorded earnings of \$460.20 or less and 25% recorded earnings of \$684.30 or more.
- Industry**
- Average weekly total earnings ranged from \$551.40 to \$799.90 for major industry groupings, with all groupings recording increases in average weekly total earnings of employees since May 1994. The largest increase was recorded for Finance and insurance; property and business services (6.7% to \$643.00). Conversely, Accommodation; cultural and personal services recorded the smallest increase (2.2% to \$609.10).
- State/Territories**
- Average weekly total earnings recorded an increase in all States and Territories in the year to May 1995, with the exception of the Northern Territory which recorded a decrease of 3.3%. Strongest growth occurred, for full-time adult non-managerial employees in Western Australia (7.6%), followed by New South Wales (5.7%). The Australian Capital Territory recorded lower growth (2.4%) than the national average.

### DISTRIBUTION OF FULL-TIME ADULT EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, MAY 1991, 1993, 1995



Full-time adult employees (Tables 8 & 9)

- Average weekly total earnings increased by 4.8% in the year to May 1995, to \$689.70;
- Median weekly total earnings was \$613.60; compared with \$592.20 last year;
- 25% of employees recorded earnings of \$488.70 or less, compared with \$468.30 last year; and
- 25% of employees recorded earnings of \$805.30 or more, up from \$770.70 in May 1994.

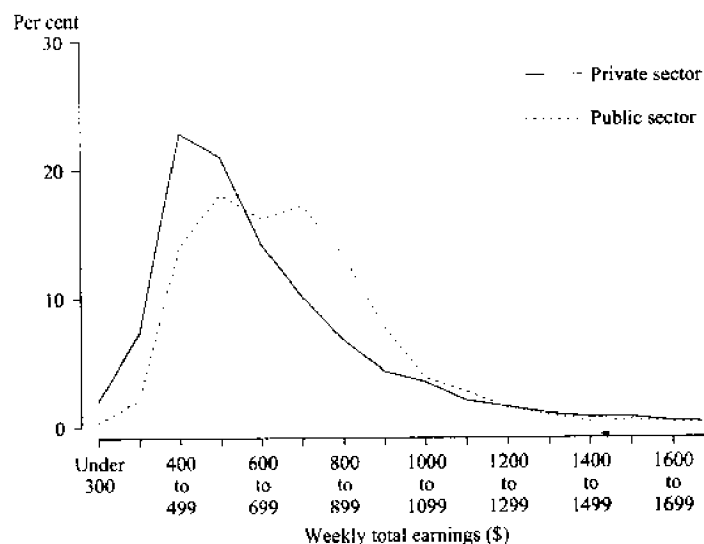
## SUMMARY OF FINDINGS *continued*

- Sex**

  - Average weekly total earnings was \$740.60 for males and \$599.00 for females, up 5.2% and 4.2%, respectively;
  - Median weekly total earnings for males was \$666.20 (up from \$634.50), compared with \$552.40 for females (up from \$530.60); and
  - 25% of male employees recorded earnings of \$510.80 or less, and 25% of female employees recorded earnings of \$458.40 or less. While 25% of male employees recorded earnings of \$864.30 or more, among females the corresponding earnings quartile was lower at \$702.10.
- Occupation**

  - All major occupation groups recorded an increase for average weekly total earnings of employees in the year to May 1995. The greatest increase occurred among Para-professionals (up 7.4% to \$781.30) and Tradespersons (up 6.7%, to \$654.30);
  - As in May 1994, highest average weekly total earnings were recorded for Managers and administrators (\$947.70) and Professionals (\$826.20), while the two major occupation groups recording the lowest average weekly total earnings were Labourers and related workers (\$547.50) and Clerks (\$562.80);
  - All major occupation groups recorded an increase for median weekly total earnings of employees since May 1994. The largest absolute increase occurred among Para-professionals (up by \$49.10), while the lowest increase was recorded among Plant and machine operators, and drivers (up by \$10.60); and
  - Average weekly total earnings increased for all major occupation groups in the year to May 1995, for both males and females.

### DISTRIBUTION OF FULL-TIME ADULT EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS BY SECTOR, MAY 1995



- Sector**

  - Average weekly total earnings recorded for the public sector was higher at \$732.30 than for the private sector (\$670.40), with Commonwealth general government employees having the highest recorded average weekly total earnings (\$766.60) in the public sector; and
  - Public sector employees had higher recorded average weekly total earnings for both males and females (\$776.60 and \$669.90, respectively), compared with private sector employees (\$726.30 and \$559.20, respectively).
- All employees (Table 1)**

  - Average weekly total earnings recorded for May 1995 was \$551.00, up 3.4% since last year;
  - Median weekly total earnings was \$507.60 compared with \$495.70 in May 1994; and
  - 25% of employees recorded weekly total earnings of \$337.50 or less and 25% recorded weekly total earnings of \$714.50 or more, compared with \$339.70 and \$688.20, respectively, last year.
- Sex**

  - Average weekly total earnings for male employees was \$654.00 in May 1995, compared with \$434.10 for female employees, up 3.8% and 2.7%, respectively, since last year;
  - Median weekly total earnings for males was \$600.70, compared with \$425.10 for females; and
  - 25% of male employees recorded earnings of \$439.90 or less, while for female employees 25% recorded earnings of \$240.60 or less.

## SUMMARY OF FINDINGS *continued*

- Occupation*
- Most major occupation groups recorded an increase for average weekly total earnings of employees in the year to May 1995, the exception being Labourers and related workers where a 0.3% decrease was recorded. The largest increase occurred among Para-professionals (up 7.5% to \$683.30);
  - Highest average weekly total earnings were recorded for Managers and administrators (\$923.60) and Professionals (\$711.20), while the two major occupation groups recording the lowest average weekly total earnings were Salespersons and personal service workers (\$356.70) and Labourers and related workers (\$394.80); and
  - The increase recorded in median weekly total earnings of employees since May 1994 for major occupation groups ranged from \$52.60 for Para-professionals to a decrease of \$7.10 for Salespersons and personal service workers.

### Ordinary time hourly earnings (Tables 14 & 15)

- Adult employees*
- Average ordinary time hourly earnings for full-time adult non-managerial employees was \$16.00, up from \$15.20 last year. This was slightly higher for male employees (\$16.50) than for female employees (\$15.20); and
  - 25% of full-time adult non-managerial employees had average ordinary time hourly earnings of \$12.20 or less, while 25% had average ordinary time hourly earnings of \$18.80 or more.
- Junior employees*
- Average ordinary time hourly earnings for full-time junior non-managerial employees was \$7.70, compared with \$7.40 in May 1994. The average ordinary time hourly earnings for part-time junior non-managerial employees was slightly higher at \$8.30;
  - 25% of full-time junior non-managerial employees had average ordinary time hourly earnings of \$6.20 or less; and
  - Average ordinary time hourly earnings for full-time junior non-managerial male and female employees were similar at \$7.50 and \$7.90, respectively.

### COMPOSITION OF EARNINGS

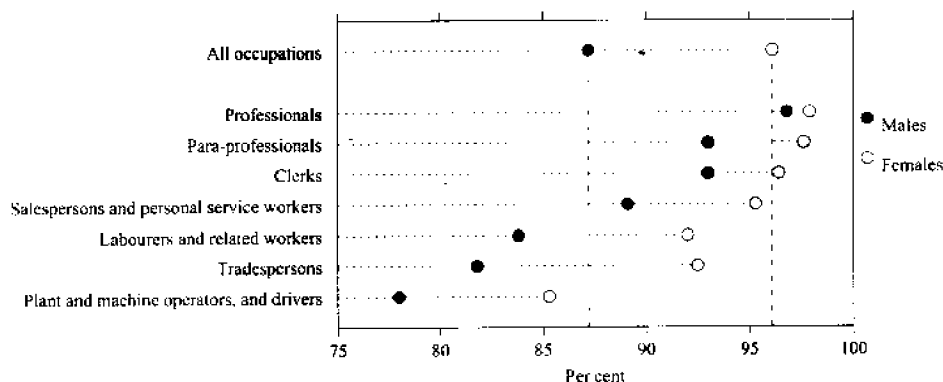
#### Base pay (Tables 2, 20, 21, 22 & 23)

- Average weekly base pay for all employees was \$510.10, up by 3.4% since May 1994;
  - In the year to May 1995, all categories of employees recorded an increase in average weekly base pay. Average weekly base pay for full-time adult non-managerial employees increased by \$28.50 (5.1%) in this period. Across employee categories increases in average weekly base pay ranged from \$2.60 (1.1%) for part-time employees to \$51.20 (6.3%) for full-time adult managerial employees; and
  - For all employees, average weekly base pay constituted 92.6% of average weekly total earnings, a similar proportion to last year. Average weekly base pay constituted a higher than average proportion of average weekly total earnings among full-time adult managerial employees (98.3%) and part-time employees (97.7%), reflecting low overaward and overagreement pay and overtime.
- Sex*
- All employee categories for both males and females recorded increases in average weekly base pay. Recorded increases were \$21.90 (3.9%) for average weekly base pay for male employees and \$11.30 (2.8%) for female employees;
  - Among male employees, increases in average weekly base pay were highest, in both proportional and absolute terms, among full-time adult managerial employees (\$56.00 or 6.5%), and lowest among full-time junior non-managerial employees (\$5.40 or 2.0%). For females, full-time adult managerial employees also had the highest recorded increase in the year to May 1995 (\$36.50 or 5.5%), while part-time employees had the lowest (\$1.40 or 0.6%); and
  - Base pay constituted a lower proportion of all male employees' average weekly total earnings (90.0%) than for all female employees (96.9%). These proportions were similar to those recorded in May 1994.
- Occupation*
- Average weekly base pay increased across all major occupation groups for full-time adult non-managerial employees in the year to May 1995. This increase ranged from 3.9% (\$20.20) for Clerks to 6.3% (\$43.10) for Para-professionals; and
  - For full-time adult non-managerial employees, the highest average weekly base pay was recorded for Professionals (\$798.20) and the lowest was recorded for Labourers and related workers (\$468.60).



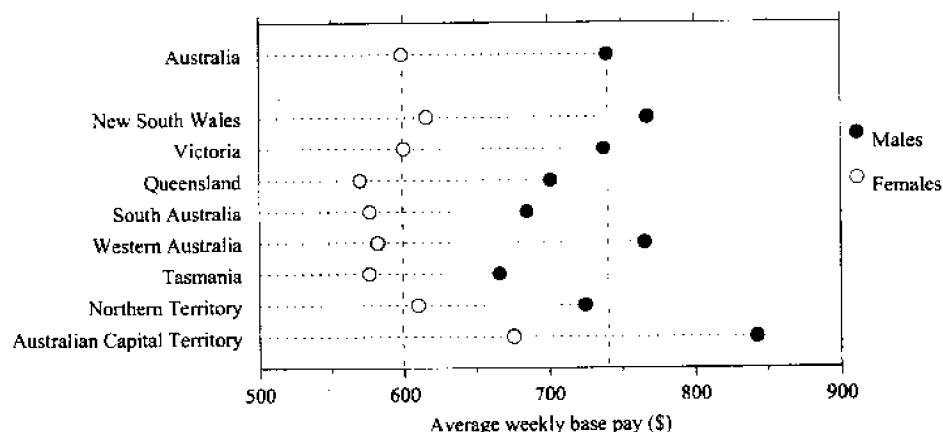
# SUMMARY OF FINDINGS *continued*

## BASE PAY FOR FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AS A PERCENTAGE OF TOTAL EARNINGS BY OCCUPATION BY SEX, MAY 1995



- Industry**
  - Average weekly base pay increased across all major industry groups for full-time adult non-managerial employees since May last year. The highest recorded absolute increase occurred in the Mining industry group (\$56.50), while the lowest occurred in the Personal and other services industry group (\$9.80); and
  - The highest average weekly base pay for full-time adult non-managerial employees was recorded for Mining (\$834.50) and the lowest was recorded for Retail trade (\$462.70).
- States/Territories**
  - With the exception of the Northern Territory, where a 0.6% decrease was recorded, an increase was recorded in the average weekly base pay of full-time adult non-managerial employees in all States and Territories. The greatest absolute increase occurred in Western Australia (\$41.40) while Queensland experienced the strongest relative growth (7.7%);
  - The Australian Capital Territory had the highest recorded average weekly base pay for full-time adult non-managerial employees (\$649.70) while Tasmania had the lowest (\$563.40); and
  - Average weekly base as a proportion of average weekly total earnings ranged from 89.4% in New South Wales to 95.8% in the Australian Capital Territory.
- Sector**
  - Average weekly base pay was higher for full-time adult non-managerial employees in the public sector (\$663.80) than for those in the private sector (\$554.50); and
  - Average weekly base pay constituted 95.1% of average weekly total earnings for full-time adult non-managerial employees in the public sector and 87.5% of average weekly total earnings for the private sector.

## BASE PAY FOR FULL-TIME ADULT EMPLOYEES BY SEX BY STATES/TERRITORIES, MAY 1995

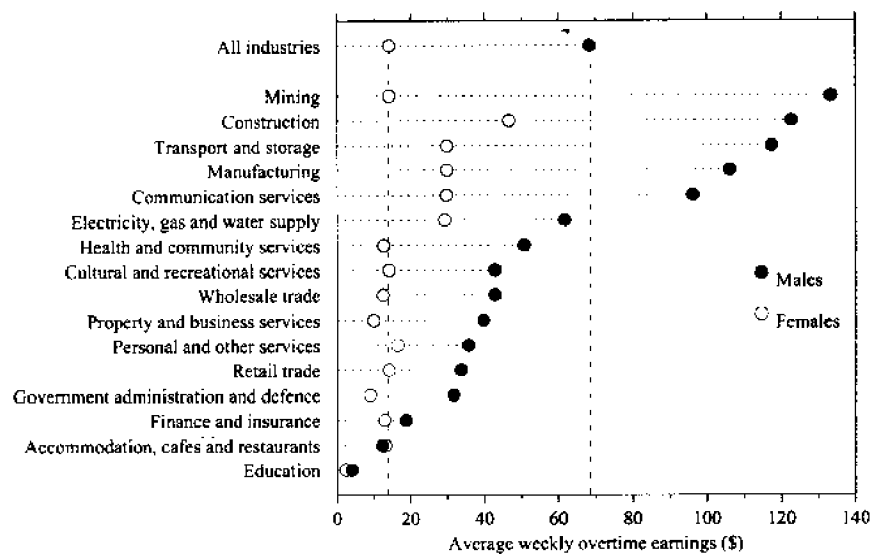


## SUMMARY OF FINDINGS *continued*

### Overtime (Tables 25, 26 & 27)

- In May 1995, the average number of paid overtime hours recorded for full-time adult non-managerial employees who worked overtime was similar to that recorded for May 1994 (7.7 hours compared with 7.5 hours). However, the average weekly overtime earnings for these employees increased by 7.9% (\$13.40) to \$182.00.
- Sex**
  - The average number of overtime hours recorded for full-time adult non-managerial male employees who worked overtime was 8.4 hours, compared with 4.8 hours for females. Both were similar to the hours recorded for males and females in May 1994 (8.2 hours and 4.7 hours, respectively);
  - Reflecting their higher average overtime hours worked, full-time adult non-managerial male employees had higher average overtime earnings (\$201.10) than full-time adult non-managerial female employees (\$104.50); and
  - The average overtime earnings recorded for full-time adult non-managerial male employees who worked overtime increased by 7.7% since last year, compared with a 6.2% increase for females.
- Occupation**
  - Among full-time adult non-managerial employees, Salespersons and personal service workers who worked overtime had both the lowest average overtime hours (4.3 hours) and the lowest average overtime earnings (\$90.50) of all the major occupation groups. Plant and machine operators, and drivers had the highest recorded average overtime hours worked (9.9 hours), earning an average of \$222.90 in overtime. However, Professionals had the highest recorded average overtime earnings (\$234.10), for which they worked an average of 6.8 overtime hours; and
  - Tradespersons had the largest absolute increase in average overtime earnings since May 1994 (\$23.60), while Salespersons and personal service workers had the lowest (\$0.90).
- Industry**
  - Of the major industry groups, full-time adult non-managerial employees working overtime in the Construction industry had the highest average overtime hours (12.2 hours) and those in the Finance and insurance industry had the lowest (3.4 hours). However, in terms of earnings employees in the Mining industry had the highest recorded average overtime earnings (\$301.00), for which they worked an average of 10.9 hours. Employees in the Finance and insurance industry had the lowest average overtime earnings (\$78.90); and
  - The largest absolute increase in average weekly overtime earnings since May 1994 occurred among full-time adult non-managerial employees working overtime in the Electricity, gas and water supply industry (\$40.00), while the largest decrease of \$35.10 was recorded in the Education industry.

### AVERAGE WEEKLY OVERTIME EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY, MAY 1995



- States/Territories**
  - Western Australia had both the highest overtime hours (9.0 hours) and the highest overtime earnings (\$205.10) for full-time adult non-managerial employees of all States and Territories. The Australian Capital Territory had the lowest (5.7 hours and \$138.70).

## SUMMARY OF FINDINGS *continued*

- Sector**

  - Average overtime earnings for full-time adult non-managerial employees working overtime in the private sector (\$188.80) was higher than those for employees in the public sector (\$162.90). In keeping with this, average overtime hours worked was higher in the private sector (8.2 hours), compared with average overtime hours worked in the public sector (6.1 hours);
  - Average overtime hours recorded in May 1995 for full-time adult non-managerial employees working overtime in both sectors were similar to those recorded in May 1994; and
  - Average overtime earnings for the private sector increased by \$14.40 (8.3%) in the year to May 1995, compared with \$9.80 (6.4%) for the public sector.

### Overaward and overagreement pay (Tables 2, 20, 21, 22 & 23)

- Average weekly overaward and overagreement pay recorded for all employees increased by 11.3% (\$0.60) to \$5.90 in the year to May 1995; and
  - For full-time adult non-managerial employees this increase was stronger at 19.7% (\$1.40), taking average overaward and overagreement pay to \$8.50.
- Sex**

  - Average overaward and overagreement pay for full-time adult non-managerial male employees was over twice that for female employees (\$10.60 and \$5.00, respectively), up by \$2.00 and \$0.30, respectively, since last year.
- Occupation**

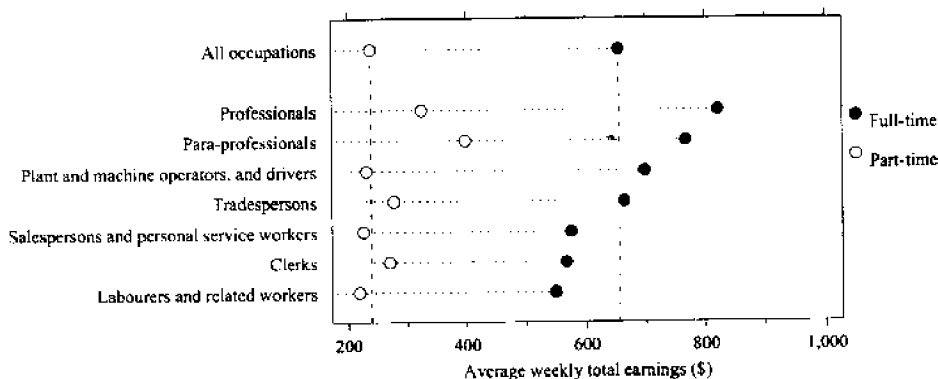
  - Among the major occupation groups, Tradespersons had the highest average overaward and overagreement pay for full-time adult non-managerial employees (\$16.90), while Para-professionals had the lowest (\$2.70).
- Sector**

  - Average overaward and overagreement pay for full-time adult non-managerial employees was higher in the private sector than the public sector (\$12.40 compared with \$0.80).

### Part-time employees (Table 33)

- Average weekly total earnings for part-time non-managerial employees was \$239.20, with this group having average hourly earnings of \$14.10; and
  - Average hourly earnings was similar for male and female part-time non-managerial employees (\$14.00 and \$14.10, respectively). However, average weekly total earnings was lower (\$220.20) for males in this group than for females (\$245.80).

### AVERAGE WEEKLY TOTAL EARNINGS FOR FULL-TIME AND PART-TIME ADULT NON-MANAGERIAL EMPLOYEES BY OCCUPATION, MAY 1995



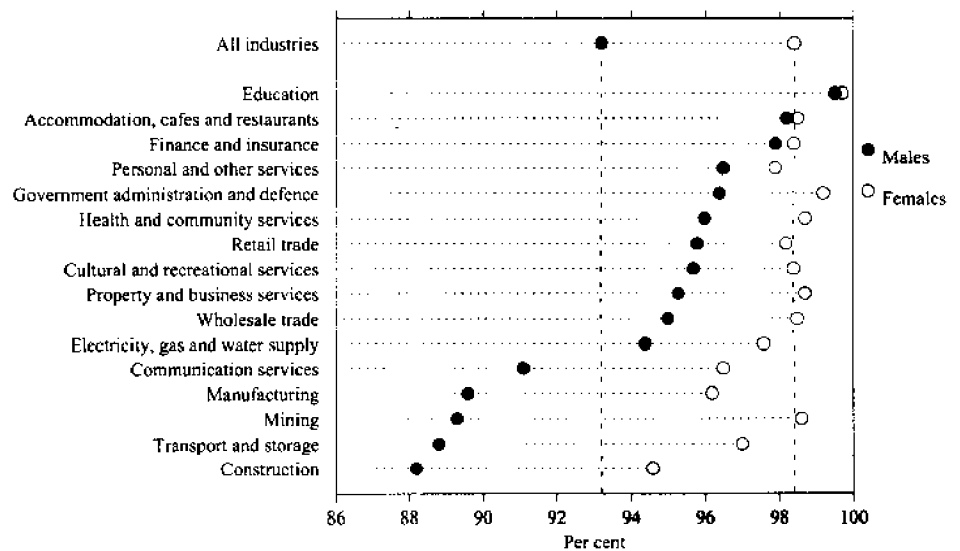
### Composition of hours (Tables 20, 21, 22 & 23)

- For full-time adult non-managerial employees, average weekly total hours paid for was 39.9 hours which was the same as in May 1994. In both years this was made up of 37.9 hours of ordinary time, and 2 hours of overtime.
- Sex**

  - Average weekly total hours for full-time adult non-managerial male employees (40.9 hours) were higher than those for females (38.2 hours); and
  - Full-time adult non-managerial female employees had lower average weekly ordinary time hours and lower overtime hours (37.6 hours and 0.6 hours, respectively), compared with full-time adult non-managerial male employees (38.1 hours and 2.9 hours, respectively).

# SUMMARY OF FINDINGS *continued*

## AVERAGE WEEKLY ORDINARY TIME HOURS AS A PERCENTAGE OF AVERAGE WEEKLY TOTAL HOURS FOR FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY, MAY 1995



- Occupation**
- Professionals had the lowest recorded average weekly ordinary time hours paid for (37.3 hours) of all the major occupation groups. They also had the lowest average weekly total hours paid for (37.7 hours) and the lowest average weekly overtime hours (0.4 hours); and
  - Salespersons and personal service workers had the highest average weekly ordinary time hours (38.6 hours). However, Plant and machine operators, and drivers had the highest average weekly total hours (43.7 hours), due in part to their high average weekly overtime hours (5.3 hours).
- Industry**
- Full-time adult non-managerial employees in the Education industry had the lowest recorded average weekly total hours paid for (36.7 hours) of all the major industry groups. This group also had the lowest average weekly ordinary time hours (36.6 hours) and the lowest average weekly overtime hours (0.1 hours); and
  - Full-time adult non-managerial employees in the Mining industry had both the highest average weekly total hours (44.5 hours) and the highest average weekly ordinary time hours (40.2 hours) of all the major industry groups.
- Sector**
- Higher average weekly total hours were recorded for private sector full-time adult non-managerial employees (40.7 hours) than for public sector employees (38.4). This was also the case for average weekly ordinary time hours (38.2 hours and 37.2 hours, respectively).
- States/Territories**
- Full-time adult non-managerial employees in Western Australia had the highest recorded average weekly total hours (41.0 hours) and ordinary time hours (38.5 hours) of all States and Territories. The Australian Capital Territory had the lowest (38.1 hours and 37.2 hours, respectively).

WEEKLY TOTAL EARNINGS, Distribution, All Employees, Occupation<sup>1</sup>OCCUPATION<sup>1</sup>.....

Weekly total earnings (\$)	OCCUPATION <sup>1</sup>									
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total all occupations	
MALES (%)										
Under 60		* 0.2	1.4	* 0.7	* 0.2	1.4	5.9	1.3	5.0	2.1
60 and under	100	* 0.5	1.1	* 1.0	* 0.2	1.8	5.9	2.2	4.2	2.1
100 "	140	* 0.6	1.2	* 0.9	* 0.2	* 0.8	5.8	1.1	3.1	1.7
140 "	180	* 0.5	1.8	* 0.4	1.2	1.1	3.8	1.0	3.9	1.8
180 "	220	1.0	1.6	* 0.9	2.4	* 0.7	3.4	* 0.6	3.1	1.9
220 "	260	0.8	1.2	* 0.6	3.0	2.4	2.8	0.8	2.1	1.8
260 "	300	* 0.4	* 0.6	* 0.8	2.8	* 0.8	1.9	1.1	2.5	1.6
300 "	340	0.9	0.8	* 0.8	2.8	2.9	2.9	1.3	2.9	2.0
340 "	380	1.3	1.5	* 0.6	3.4	2.4	3.1	2.3	5.2	2.7
380 "	420	3.1	1.2	1.2	4.7	4.1	5.1	4.7	7.5	4.3
420 "	460	1.9	1.5	2.0	7.0	6.5	6.6	8.3	11.9	6.2
460 "	500	1.7	1.8	2.4	7.2	8.7	7.3	8.0	8.9	6.0
500 "	540	3.8	2.5	4.3	10.0	11.1	7.6	7.7	8.5	7.1
540 "	580	2.6	4.2	3.9	7.6	9.0	6.6	6.7	6.3	6.0
580 "	620	3.5	3.7	5.1	7.6	8.6	5.2	6.1	4.6	5.6
620 "	660	2.8	4.0	6.0	5.3	7.9	4.5	4.4	3.6	4.6
660 "	700	4.7	4.6	7.9	4.8	7.0	5.0	5.1	2.9	4.9
700 "	740	5.1	5.2	8.8	4.9	4.6	3.1	5.6	2.1	4.7
740 "	780	4.3	8.0	7.9	3.7	4.4	2.7	4.2	2.3	4.4
780 "	820	3.6	7.6	6.3	3.6	3.3	2.1	3.6	1.6	3.8
820 "	860	3.3	7.5	6.8	2.8	2.4	1.9	3.2	1.4	3.4
860 "	900	4.1	5.0	5.5	2.3	2.2	1.5	2.5	1.1	2.8
900 "	1 000	10.4	10.1	9.9	4.0	3.0	1.7	5.3	2.0	5.5
1 000 "	1 200	16.2	11.1	8.4	4.6	1.8	2.2	6.4	1.6	6.3
1 200 "	1 400	7.9	5.0	2.9	1.8	* 0.6	* 0.5	2.9	0.9	2.8
1 400 "	1 600	4.3	2.5	1.7	0.9	* 0.2	* 0.3	1.7	* 0.4	1.5
1 600 "	1 800	3.1	1.0	* 1.0	* 0.4	* 0.2	* 0.2	0.8	* 0.2	0.8
1 800 and over		7.2	2.0	1.3	* 0.4	* 0.1	* 0.3	0.8	* 0.1	1.5
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

MALES ('000)

Total employees <sup>2</sup>	360.2	398.4	237.4	584.3	258.6	353.7	377.4	508.0	3 078.1
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MALES (\$)

25th percentile	650.00	608.70	615.00	443.30	460.40	222.80	460.80	310.20	439.90
50th percentile (median)	886.40	792.40	747.90	565.30	566.80	475.00	600.30	454.90	600.70
75th percentile	1 156.70	963.10	900.80	735.90	682.70	629.30	803.00	579.10	814.70
Mean earnings	978.70	809.40	778.40	609.10	572.60	468.60	658.60	462.50	654.00

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.



WEEKLY TOTAL EARNINGS, Distribution, All Employees, Occupation<sup>1</sup> *continued*

OCCUPATION<sup>1</sup>.....

Weekly total earnings (\$)	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total all occupations
FEMALES (%)									
Under 60	* 0.5	2.4	* 1.2	* 2.8	1.4	8.1	* 2.6	8.5	4.1
60 and under 100	* 0.6	3.4	1.9	* 2.4	2.3	10.6	* 2.0	8.9	5.3
100 "	* 1.2	2.1	2.3	4.0	2.6	7.3	* 3.7	7.4	4.3
140 "	* 1.7	2.6	2.1	3.8	2.7	6.7	* 2.6	7.9	4.3
180 "	2.6	1.9	2.3	5.2	3.8	6.5	* 2.1	7.7	4.5
220 "	3.2	2.4	2.4	6.7	4.2	6.9	* 2.2	5.7	4.7
260 "	* 1.9	1.9	2.4	7.1	4.0	6.6	* 4.7	6.3	4.5
300 "	* 1.8	2.7	2.5	8.1	5.4	6.8	* 2.3	5.5	5.0
340 "	* 2.2	2.8	2.8	6.4	4.5	5.1	12.2	7.5	4.7
380 "	5.7	2.3	4.6	8.8	8.2	7.9	23.3	9.8	7.4
420 "	2.6	2.7	5.4	17.5	10.2	6.8	8.7	7.9	7.4
460 "	3.8	3.6	5.9	6.8	11.3	6.3	6.4	6.2	7.3
500 "	5.0	4.7	6.0	6.0	11.2	4.3	5.9	3.4	6.6
540 "	2.7	5.5	5.6	3.8	8.3	3.1	* 3.3	2.3	5.2
580 "	4.5	5.2	6.6	6.0	6.6	2.1	* 2.9	1.6	4.5
620 "	3.1	5.1	6.6	* 1.1	3.9	1.2	* 2.5	1.0	3.1
660 "	5.1	6.4	6.6	* 0.7	3.1	0.9	* 3.2	1.1	3.1
700 "	4.4	5.8	7.6	* 1.1	1.9	0.6	* 1.5	* 0.4	2.5
740 "	4.2	9.2	5.9	* 0.4	1.4	0.5	* 1.1	* 0.5	2.7
780 "	2.5	7.4	4.2	* 0.2	0.8	0.4	* 1.3	* 0.1	1.9
820 "	2.4	6.2	4.9	* 0.2	0.6	0.4	* 0.9	* 0.1	1.7
860 "	4.2	2.9	4.0	* 0.1	0.5	* 0.3	* 0.7	* 0.1	1.2
900 "	9.2	5.3	4.1	* 0.3	0.5	* 0.3	* 1.4	* 0.1	1.8
1 000 "	15.1	3.0	1.8	* 0.5	0.3	* 0.2	* 0.8	* 0.2	1.4
1 200 "	5.9	1.2	* 0.3	* 0.0	* 0.0	* 0.1	* 1.5	* 0.0	0.5
1 400 "	* 1.8	* 0.6	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	0.2
1 600 "	* 0.5	* 0.3	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1
1 800 and over	* 1.7	* 0.4	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

FEMALES ('000)

Total employees <sup>2</sup>	113.8	401.8	206.8	74.5	838.8	693.1	51.6	331.3	2 711.6
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FEMALES (\$)

25th percentile	463.70	424.60	424.30	260.20	324.70	132.60	354.10	140.80	240.60
50th percentile (median)	714.80	647.40	596.40	397.40	461.00	282.60	402.50	284.70	425.10
75th percentile	998.40	792.50	741.60	470.60	556.70	434.90	510.90	419.60	578.40
Mean earnings	749.30	613.80	574.00	375.70	443.50	299.60	437.40	291.00	434.10

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Distribution, All Employees, Occupation<sup>1</sup> *continued*OCCUPATION<sup>1</sup>

Weekly total earnings (\$)	PERSONS (%)									
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total all occupations	
Under 60	* 0.3	1.9	0.9	0.5	1.4	7.4	1.5	6.4	3.0	
60 and under	100	0.6	2.3	1.4	0.5	2.2	9.0	2.2	6.1	3.6
100 "	140	0.8	1.6	1.6	0.7	2.2	6.8	1.4	4.8	2.9
140 "	180	0.8	2.2	1.2	1.5	2.3	5.8	1.2	5.5	3.0
180 "	220	1.4	1.8	1.6	2.8	3.1	5.4	0.8	4.9	3.1
220 "	260	1.4	1.8	1.4	3.4	3.8	5.5	1.0	3.5	3.2
260 "	300	0.8	1.3	1.5	3.3	3.3	5.0	1.5	4.0	3.0
300 "	340	1.1	1.8	1.6	3.4	4.8	5.5	1.4	3.9	3.4
340 "	380	1.5	2.1	1.7	3.8	4.0	4.4	3.5	6.1	3.7
380 "	420	3.7	1.8	2.8	5.2	7.2	7.0	6.9	8.4	5.7
420 "	460	2.1	2.1	3.5	8.2	9.3	6.8	8.4	10.3	6.8
460 "	500	2.2	2.7	4.0	7.1	10.7	6.6	7.8	7.8	6.6
500 "	540	4.1	3.6	5.1	9.6	11.2	5.4	7.5	6.5	6.9
540 "	580	2.6	4.9	4.7	7.1	8.5	4.3	6.3	4.7	5.6
580 "	620	3.7	4.5	5.8	7.4	7.0	3.2	5.7	3.4	5.0
620 "	660	2.9	4.6	6.3	4.8	4.9	2.3	4.2	2.5	3.9
660 "	700	4.8	5.5	7.3	4.3	4.0	2.3	4.8	2.2	4.1
700 "	740	5.0	5.5	8.2	4.5	2.5	1.4	5.1	1.5	3.6
740 "	780	4.3	8.6	7.0	3.4	2.1	1.2	3.9	1.6	3.6
780 "	820	3.4	7.5	5.3	3.2	1.4	1.0	3.4	1.0	2.9
820 "	860	3.1	6.9	5.9	2.5	1.1	0.9	2.9	0.9	2.6
860 "	900	4.1	4.0	4.8	2.1	0.9	0.7	2.2	0.7	2.0
900 "	1 000	10.1	7.7	7.2	3.6	1.1	0.8	4.8	1.2	3.7
1 000 "	1 200	15.9	7.1	5.3	4.1	0.7	0.8	5.8	1.0	4.0
1 200 "	1 400	7.4	3.1	1.7	1.6	* 0.2	0.2	2.8	0.6	1.7
1 400 "	1 600	3.7	1.5	0.9	0.8	* 0.1	* 0.1	1.5	* 0.2	0.9
1 600 "	1 800	2.5	0.6	* 0.5	* 0.4	* 0.0	* 0.1	0.7	* 0.1	0.5
1 800 and over		5.9	1.2	0.7	* 0.4	* 0.0	* 0.1	0.7	* 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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## PERSONS ('000)

Total employees <sup>2</sup>	474.0	800.2	444.2	658.8	1 097.4	1 046.8	429.1	839.3	5 789.7
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## PERSONS (\$)

25th percentile	601.60	519.90	512.70	420.40	359.80	151.00	438.20	200.10	337.50
50th percentile (median)	852.40	727.00	685.50	541.20	481.50	337.60	570.10	402.70	507.60
75th percentile	1 114.20	861.20	834.90	706.80	585.40	499.20	778.10	516.20	714.50
Mean earnings	923.60	711.20	683.30	582.70	474.00	356.70	632.00	394.80	551.00

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Composition, Category of Employee

FULL-TIME EMPLOYEES.....

	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
Average weekly earnings	\$	\$	\$	\$	\$	\$	\$	\$

MALES

Ordinary time —								
Base pay	916.80	608.50	280.80	592.60	664.40	649.10	214.20	588.80
Payment by measured result	* 4.60	10.30	* 1.10	9.90	9.30	9.00	* 1.90	8.00
Overaward and overagreement pay	7.40	10.60	4.90	10.30	10.00	9.80	* 0.70	8.50
Total ordinary time	928.70	629.30	286.80	612.80	683.60	667.80	216.80	605.30
Overtime	5.50	68.40	22.00	66.10	57.00	55.60	6.20	48.70
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>

FEMALES

Ordinary time —								
Base pay	701.10	564.40	294.60	551.20	577.90	565.30	242.90	420.70
Payment by measured result	* 2.50	3.50	* 0.60	3.40	3.40	3.30	0.70	2.10
Overaward and overagreement pay	* 3.60	5.00	* 3.10	5.00	4.90	4.80	0.80	3.00
Total ordinary time	707.20	572.90	298.40	559.50	586.20	573.40	244.40	425.80
Overtime	* 0.70	14.20	8.20	13.90	12.90	12.70	2.90	8.30
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>

PERSONS

Ordinary time —								
Base pay	866.30	591.60	286.10	576.80	633.30	618.90	235.50	610.10
Payment by measured result	* 4.10	7.70	* 0.90	7.40	7.20	6.90	1.00	5.20
Overaward and overagreement pay	6.50	8.50	4.20	8.20	8.20	8.00	0.80	5.90
Total ordinary time	876.90	607.80	291.20	592.40	648.60	633.80	237.20	521.20
Overtime	4.40	47.70	16.70	46.20	41.10	40.10	3.80	29.80
<b>Total</b>	<b>881.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>



AVERAGE WEEKLY TOTAL EARNINGS, Category of Employee, Occupation<sup>1</sup>

FULL-TIME EMPLOYEES.....

Occupation <sup>1</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Managers and administrators	992.90	823.10	..	823.10	990.90	990.90	299.10	978.70
Professionals	915.10	876.10	352.10	874.60	881.40	880.10	337.80	809.40
Para-professionals	1 164.80	801.60	317.80	796.80	821.30	816.60	286.20	778.40
Tradespersons	519.30	676.60	306.60	628.80	667.50	623.20	302.80	609.10
Clerks	553.00	627.60	312.80	618.60	626.50	617.60	236.70	572.60
Salespersons and personal service workers	547.60	635.30	334.90	620.50	630.40	616.60	174.70	468.60
Plant and machine operators, and drivers	429.20	719.40	311.90	716.30	713.70	710.70	226.20	658.60
Labourers and related workers	431.40	573.70	293.30	562.70	572.80	561.90	190.40	462.50
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>
FEMALES								
Managers and administrators	802.90	546.00	..	546.00	798.20	798.20	323.60	749.30
Professionals	663.00	757.50	n.p.	757.50	755.60	755.60	321.60	613.80
Para-professionals	799.70	703.20	336.20	698.20	704.60	699.70	414.40	574.00
Tradespersons	315.40	498.50	297.00	454.90	484.80	446.60	248.00	375.70
Clerks	446.50	541.10	307.40	529.70	536.90	526.10	268.40	443.50
Salespersons and personal service workers	432.40	514.10	308.20	493.20	512.20	492.00	198.70	299.60
Plant and machine operators, and drivers	370.70	513.20	339.00	508.10	511.50	506.60	226.40	437.40
Labourers and related workers	294.50	466.00	293.90	460.60	464.20	458.90	205.20	291.00
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>
PERSONS								
Managers and administrators	950.60	737.10	..	737.10	947.70	947.70	315.00	923.60
Professionals	889.10	820.30	352.10	819.60	826.20	825.50	326.20	711.20
Para-professionals	1 118.60	766.90	325.70	762.00	781.30	776.40	394.20	683.30
Tradespersons	500.70	664.00	305.40	615.20	654.30	609.30	274.90	582.70
Clerks	458.90	566.70	308.40	555.60	562.80	552.30	265.20	474.00
Salespersons and personal service workers	515.50	575.00	316.70	555.40	572.60	553.90	193.80	356.70
Plant and machine operators, and drivers	425.60	698.30	320.40	694.60	693.10	689.60	226.20	632.00
Labourers and related workers	384.70	548.70	293.40	539.10	547.50	538.10	199.60	394.80
<b>Total</b>	<b>881.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Category of Employee, Industry<sup>1</sup>

## FULL-TIME EMPLOYEES.....

Industry <sup>1</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	1 628.30	1 107.30	522.60	1 098.10	1 143.70	1 134.60	* 581.80	1 128.80
Manufacturing	943.40	681.90	301.30	665.10	712.20	696.00	276.70	680.70
Electricity, gas and water supply	1 217.30	755.90	298.50	746.20	779.10	769.40	298.60	765.10
Construction	772.20	741.60	326.80	698.50	748.60	714.10	246.20	698.70
Wholesale trade	868.00	612.80	312.90	599.70	678.90	666.90	242.00	632.80
Retail trade	602.80	546.00	289.00	509.50	561.00	531.50	147.50	403.90
Accommodation, cafes and restaurants	644.40	522.90	388.30	511.80	551.40	540.90	205.70	377.20
Transport and storage	955.40	747.40	305.40	739.60	776.60	769.40	288.70	721.00
Communication services	1 156.70	749.90	374.20	747.40	802.60	800.10	349.70	784.30
Finance and insurance	1 291.30	732.40	361.40	718.10	907.20	892.60	231.50	865.60
Property and business services	973.80	705.50	292.90	671.50	787.40	758.40	247.40	677.00
Government administration and defence	1 249.10	650.50	318.90	646.30	723.00	718.50	274.80	701.00
Education	1 044.40	777.60	262.70	773.50	803.60	799.70	247.90	665.20
Health and community services	1 159.30	713.10	286.30	708.50	797.10	792.60	347.10	683.00
Cultural and recreational services	895.60	701.60	293.00	678.80	736.90	716.50	207.70	544.50
Personal and other services	751.70	721.70	275.10	716.20	727.00	722.30	167.10	634.70
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>

## FEMALES

Mining	870.10	789.70	386.30	787.90	795.00	793.30	277.70	725.80
Manufacturing	699.90	538.60	334.60	531.90	551.20	544.60	256.90	469.50
Electricity, gas and water supply	969.50	661.50	372.60	647.80	665.40	651.70	321.50	593.30
Construction	482.90	564.90	297.50	556.00	537.80	532.30	244.10	429.10
Wholesale trade	648.10	540.30	324.50	527.50	556.10	544.30	235.80	456.70
Retail trade	549.80	469.20	307.60	446.00	486.00	465.10	174.80	272.40
Accommodation, cafes and restaurants	582.60	495.90	317.20	484.40	507.70	496.90	196.60	291.00
Transport and storage	642.20	612.90	353.10	605.80	617.00	610.70	226.40	524.00
Communication services	1 022.30	640.40	276.00	640.20	655.00	654.80	321.90	593.60
Finance and insurance	969.10	567.20	332.60	556.50	591.70	580.60	285.70	504.20
Property and business services	653.50	579.10	298.70	557.30	587.70	567.70	267.10	456.90
Government administration and defence	1 099.10	613.90	298.60	608.00	645.30	639.20	262.60	544.30
Education	981.20	684.20	255.30	681.80	700.40	698.10	270.20	521.30
Health and community services	894.90	609.00	286.10	599.70	625.00	615.70	321.90	453.50
Cultural and recreational services	656.00	609.10	329.40	600.10	616.70	608.80	184.60	384.60
Personal and other services	568.20	550.80	282.40	514.40	552.70	519.60	232.10	410.00
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Category of Employee, Industry<sup>1</sup> *continued*

## FULL-TIME EMPLOYEES...

Industry <sup>1</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	\$	\$	\$	\$	\$	\$	\$	\$
PERSONS								
Mining	1 550.70	1 072.90	518.20	1 064.90	1 106.10	1 098.20	390.60	1 080.50
Manufacturing	906.70	651.10	306.90	636.70	678.70	664.70	262.70	627.20
Electricity, gas and water supply	1 209.40	744.70	316.00	734.20	766.00	755.60	315.80	741.30
Construction	720.50	721.00	325.70	683.00	720.90	691.50	244.70	651.20
Wholesale trade	829.20	590.80	317.20	577.60	645.30	632.90	238.00	574.60
Retail trade	584.90	514.40	296.70	483.40	531.50	505.30	167.20	329.60
Accommodation, cafes and restaurants	624.40	509.90	358.60	498.70	531.60	521.10	199.80	327.90
Transport and storage	896.70	722.10	318.20	714.20	746.60	739.40	265.20	678.90
Communication services	1 141.60	714.80	370.20	713.10	758.40	756.70	329.60	720.50
Finance and insurance	1 239.80	637.90	343.70	625.40	751.10	736.90	279.80	662.20
Property and business services	907.10	646.10	295.60	618.00	705.40	679.60	260.90	570.50
Government administration and defence	1 214.40	636.80	309.30	631.90	695.00	689.80	264.70	634.90
Education	1 016.00	721.20	258.90	718.20	742.40	739.50	264.90	571.40
Health and community services	1 056.90	639.00	286.20	630.60	680.00	671.50	324.60	502.80
Cultural and recreational services	797.90	660.50	304.30	644.30	684.30	669.90	193.20	461.80
Personal and other services	704.80	658.60	281.50	635.20	665.60	645.20	210.60	532.40
<b>Total</b>	<b>881.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL EARNINGS, Category of Employee, Sector

## FULL-TIME EMPLOYEES.....

Sector	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Private sector	888.40	681.90	308.10	657.80	726.30	704.80	210.80	626.90
Public sector	1 190.00	732.30	319.10	727.80	776.60	772.10	287.70	731.10
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>
FEMALES								
Private sector	641.20	547.00	305.70	529.80	559.20	543.30	229.20	387.90
Public sector	1 046.30	652.10	318.00	648.70	669.90	666.40	313.30	548.10
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>
PERSONS								
Private sector	831.20	633.60	307.10	611.80	670.40	650.40	224.20	517.30
Public sector	1 154.30	697.90	318.60	693.90	732.30	728.20	308.00	640.60
<b>Total</b>	<b>981.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Category of Employee, States/Territories

## FULL-TIME EMPLOYEES.....

State/Territory	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
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State/Territory	\$	\$	\$	\$	\$	\$	\$	\$
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## MALES

New South Wales	983.20	717.10	318.30	699.90	767.80	751.90	219.00	676.10
Victoria	923.00	693.10	302.00	676.10	737.80	722.40	223.30	660.20
Queensland	832.20	676.20	306.40	657.80	701.30	684.70	216.20	620.80
South Australia	845.70	658.80	278.90	643.20	685.00	670.60	262.30	604.00
Western Australia	952.90	729.10	303.90	695.00	765.70	734.30	191.20	660.40
Tasmania	876.20	624.80	340.30	603.90	666.10	645.90	306.30	596.00
Northern Territory	857.40	703.20	337.20	696.50	725.00	718.90	229.70	645.70
Australian Capital Territory	1 127.80	721.00	369.60	710.10	842.50	832.10	197.20	723.70
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>

## FEMALES

New South Wales	729.50	602.90	315.80	590.50	615.60	603.90	248.70	452.60
Victoria	708.90	587.30	318.50	579.20	600.00	592.40	243.60	431.70
Queensland	601.50	566.30	285.80	548.30	569.90	553.40	241.10	414.10
South Australia	682.50	568.50	323.70	553.50	576.50	561.90	268.80	419.00
Western Australia	728.50	568.90	305.90	547.10	582.00	560.80	236.30	407.20
Tasmania	707.30	562.50	279.80	532.10	576.10	547.00	253.30	390.90
Northern Territory	755.30	596.60	267.40	587.20	609.90	601.00	236.50	463.20
Australian Capital Territory	956.40	633.60	301.60	628.40	675.60	670.50	283.20	526.40
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>

## PERSONS

New South Wales	923.60	672.20	317.30	656.90	711.70	697.30	240.50	571.90
Victoria	873.90	652.70	306.90	639.50	688.70	676.30	238.90	552.50
Queensland	771.90	635.20	297.40	616.60	654.40	637.40	234.70	524.10
South Australia	812.30	626.30	299.60	610.50	648.00	633.00	267.00	518.10
Western Australia	906.50	670.90	304.70	641.10	702.80	674.50	225.10	543.20
Tasmania	841.30	604.20	314.40	579.60	637.90	614.10	266.20	501.10
Northern Territory	829.30	660.00	301.20	651.90	680.20	672.70	234.40	560.20
Australian Capital Territory	1 084.40	678.10	347.60	670.30	769.60	761.80	256.50	624.30
<b>Total</b>	<b>881.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>

EMPLOYEES, Distribution, Category of Employee, Sector

FULL-TIME EMPLOYEES.....

	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Non-managerial total</i>	<i>Total adult</i>	<i>Total full-time employees</i>	<i>Total part-time employees</i>	<i>Total all employees</i>
<i>Sex</i>	%	%	%	%	%	%	%	%
PRIVATE SECTOR								
Males	17.2	62.7	4.3	67.1	79.9	84.2	15.8	100.0
Females	6.1	41.3	3.2	44.4	47.4	50.5	49.5	100.0
<b>Persons</b>	<b>12.1</b>	<b>52.9</b>	<b>3.8</b>	<b>56.7</b>	<b>65.0</b>	<b>68.8</b>	<b>31.2</b>	<b>100.0</b>
PUBLIC SECTOR								
Males	8.8	81.9	0.9	82.8	90.6	91.5	8.5	100.0
Females	3.0	62.9	0.7	63.5	65.8	66.5	33.5	100.0
<b>Persons</b>	<b>5.9</b>	<b>72.5</b>	<b>0.8</b>	<b>73.3</b>	<b>78.4</b>	<b>79.2</b>	<b>20.8</b>	<b>100.0</b>
TOTAL ALL SECTORS								
Males	15.0	67.7	3.4	71.1	82.7	86.1	13.9	100.0
Females	5.2	47.5	2.4	49.9	52.7	55.1	44.9	100.0
<b>Persons</b>	<b>10.4</b>	<b>58.2</b>	<b>3.0</b>	<b>61.2</b>	<b>68.7</b>	<b>71.8</b>	<b>28.4</b>	<b>100.0</b>

WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Occupation<sup>1</sup>OCCUPATION<sup>1</sup>.....

Weekly total earnings (\$)	OCCUPATION <sup>1</sup>									Total all occupations
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers		
MALES (%)										
Under 300		3.0	1.9	* 0.5	1.6	* 0.6	* 1.1	* 0.5	1.6	1.4
300 and under	340	0.8	* 0.3	* 0.2	0.9	1.2	1.5	* 0.6	1.7	0.9
340 "	380	1.4	0.8	* 0.3	2.0	1.2	1.8	1.6	5.0	1.9
380 "	420	3.0	* 0.5	* 0.9	4.2	3.6	5.9	4.8	9.1	4.1
420 "	460	2.0	1.1	1.9	7.3	7.0	9.1	9.0	15.8	6.8
460 "	500	1.7	1.6	2.3	7.9	9.9	10.9	8.7	11.8	6.8
500 "	540	3.8	2.4	4.3	11.8	12.6	11.3	8.4	11.5	8.3
540 "	580	2.6	4.5	4.1	8.8	10.3	9.8	7.4	8.8	7.0
580 "	620	3.5	3.9	5.4	9.0	9.9	7.9	6.8	6.1	6.5
620 "	660	2.7	4.2	6.3	6.2	9.1	6.9	4.9	5.0	5.4
660 "	700	4.8	5.1	8.5	5.6	8.1	7.8	5.7	4.1	5.9
700 "	760	7.4	9.9	13.7	8.0	8.1	6.9	8.3	4.9	8.2
760 "	820	6.0	13.6	11.1	6.4	6.3	5.5	6.8	3.7	7.3
820 "	880	5.9	12.2	10.8	4.7	4.5	4.3	5.1	2.8	6.1
880 "	940	6.3	6.7	7.4	3.6	2.0	2.5	4.3	1.9	4.3
940 "	1 000	5.9	6.9	5.8	2.5	2.3	1.1	2.9	1.6	3.6
1 000 "	1 100	9.4	7.4	5.4	3.6	1.3	2.3	4.3	1.4	4.6
1 100 "	1 200	7.1	5.1	3.5	1.8	* 0.8	* 1.1	2.9	0.9	3.0
1 200 "	1 300	5.0	3.1	2.0	1.4	* 0.3	* 0.7	1.9	0.8	2.0
1 300 "	1 400	3.1	2.6	* 1.1	0.7	* 0.4	* 0.2	1.4	* 0.5	1.3
1 400 "	1 500	2.1	1.4	* 1.1	0.6	* 0.1	* 0.3	1.1	* 0.2	0.9
1 500 "	1 600	2.3	1.5	* 0.7	* 0.5	* 0.2	* 0.2	0.9	* 0.3	0.9
1 600 "	1 700	1.9	* 0.7	* 0.6	* 0.3	* 0.1	* 0.2	* 0.6	* 0.2	0.6
1 700 "	1 800	1.3	* 0.5	* 0.5	* 0.2	* 0.1	* 0.0	* 0.3	* 0.1	0.4
1 800 and over		7.4	2.2	1.5	* 0.5	* 0.1	* 0.5	0.9	* 0.2	1.7
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## MALES ('000)

Total employees <sup>2</sup>	353.9	345.6	218.3	490.1	221.6	224.3	334.4	357.5	2 545.7
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## MALES (\$)

25th percentile	668.20	692.70	650.60	501.20	501.20	479.80	500.00	439.00	510.80
50th percentile (median)	897.70	820.80	767.40	603.60	594.60	577.70	639.60	513.10	666.20
75th percentile	1 158.90	997.10	915.10	775.60	713.00	703.90	837.60	648.70	864.30
Mean earnings	990.90	881.40	821.30	667.50	626.50	630.40	713.70	572.80	740.60

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Occupation<sup>1</sup> *continued*

OCCUPATION<sup>2</sup>.....

Weekly total earnings (\$)		Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total all occupations
FEMALES (%)										
Under 300		5.9	* 0.3	* 0.2	* 4.5	1.2	* 1.0	* 1.4	4.0	1.5
300 and under	340	* 1.5	* 0.4	* 0.1	* 2.7	2.0	2.4	* 1.6	2.4	1.6
340	380	* 2.1	* 0.9	* 0.5	* 5.8	1.9	3.6	11.3	11.3	2.9
380	420	5.6	* 0.7	* 1.9	12.5	8.0	17.0	30.3	19.8	8.9
420	460	* 2.4	1.1	3.6	24.5	13.1	16.7	11.1	17.5	10.4
460	500	4.2	2.4	5.6	11.4	15.6	16.6	8.5	14.8	11.3
500	540	5.1	5.4	5.7	11.0	16.1	12.3	7.6	8.8	11.0
540	580	2.7	6.7	5.5	7.4	12.3	9.0	* 3.7	6.6	8.7
580	620	5.1	6.4	8.1	11.6	9.9	6.3	* 3.9	4.9	7.7
620	660	3.4	6.3	9.0	* 2.0	5.9	3.6	* 3.4	2.7	5.3
660	700	5.0	8.7	8.6	* 1.4	4.7	2.9	* 4.4	3.2	5.3
700	760	6.2	14.6	15.7	* 2.2	4.1	2.7	* 2.4	* 1.9	6.7
760	820	5.7	17.9	10.8	* 1.0	2.3	2.0	* 2.8	* 0.8	6.0
820	880	5.0	11.5	10.6	* 0.4	1.4	1.8	* 1.6	* 0.4	4.3
880	940	6.1	4.9	6.7	* 0.2	0.6	* 0.7	* 1.5	* 0.2	2.3
940	1 000	6.2	4.2	3.7	* 0.5	* 0.4	* 0.6	* 1.0	* 0.2	1.9
1 000	1 100	10.9	3.1	2.5	* 0.8	* 0.4	* 0.2	* 1.1	* 0.3	1.8
1 100	1 200	5.9	1.2	* 0.6	* 0.2	* 0.1	* 0.3	* 0.0	* 0.2	0.8
1 200	1 300	3.8	* 0.9	* 0.4	* 0.0	* 0.0	* 0.2	* 0.4	* 0.0	0.5
1 300	1 400	2.8	* 0.7	* 0.2	* 0.0	* 0.0	* 0.1	* 1.7	* 0.0	0.4
1 400	1 500	* 1.3	* 0.5	* 0.0	* 0.0	* 0.0	* 0.0	* 0.3	* 0.1	0.2
1 500	1 600	* 0.7	* 0.3	* 0.0	* 0.0	* 0.0	* 6.1	* 0.0	* 0.0	* 0.1
1 600	1 700	* 0.2	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1
1 700	1 800	* 0.3	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1
1 800 and over		* 1.8	* 0.5	* 0.1	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	0.2
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

FEMALES ('000)

Total employees <sup>2</sup>	102.0	270.4	114.1	38.2	543.4	214.7	37.8	108.5	1 429.0
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FEMALES (\$)

25th percentile	511.10	624.00	589.90	419.40	455.80	423.30	382.00	395.00	458.40
50th percentile (median)	766.70	752.20	702.50	460.40	520.10	481.40	435.50	445.70	552.40
75th percentile	1 019.50	833.00	819.00	557.60	600.00	562.60	574.90	522.20	702.10
Mean earnings	798.20	755.60	704.60	484.80	536.90	512.20	511.50	464.20	599.00

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.



AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Occupation<sup>1</sup>

## ORDINARY TIME.....

Occupation <sup>2</sup>	Base pay <sup>2</sup> \$	Payment by measured result \$	Overaward and overagreement pay \$	Total \$	Overtime \$	Total \$
MALES						
Managers and administrators	974.10	4.10	9.30	987.50	3.40	990.90
Professionals	855.10	* 3.40	* 3.60	862.10	19.30	881.40
Para-professionals	762.90	3.20	3.10	769.30	52.00	821.30
Tradespersons	550.90	5.50	16.70	573.20	94.30	667.50
Clerks	583.40	* 1.60	8.60	593.70	32.80	626.50
Salespersons and personal service workers	564.70	35.30	12.90	612.90	17.50	630.40
Plant and machine operators, and drivers	558.70	20.30	11.50	590.50	123.10	713.70
Labourers and related workers	480.30	7.20	9.30	496.80	76.00	572.80
<b>Total</b>	<b>664.40</b>	<b>9.30</b>	<b>10.00</b>	<b>683.60</b>	<b>57.00</b>	<b>740.60</b>
FEMALES						
Managers and administrators	788.90	* 3.50	* 5.00	797.30	* 0.90	798.20
Professionals	740.10	* 5.40	* 2.00	747.50	8.10	755.60
Para-professionals	688.20	* 0.60	* 1.50	690.30	14.30	704.60
Tradespersons	450.20	* 2.80	* 7.10	460.10	24.80	484.80
Clerks	518.30	* 0.80	7.20	526.30	10.60	536.90
Salespersons and personal service workers	488.70	* 7.50	4.70	500.90	11.30	512.20
Plant and machine operators, and drivers	436.80	* 10.10	* 4.70	451.50	60.00	511.50
Labourers and related workers	427.40	* 4.30	4.10	435.90	28.40	464.20
<b>Total</b>	<b>577.90</b>	<b>3.40</b>	<b>4.90</b>	<b>586.20</b>	<b>12.90</b>	<b>599.00</b>
PERSONS						
Managers and administrators	932.60	4.00	8.30	944.90	2.80	947.70
Professionals	804.60	* 4.30	2.90	811.80	14.40	826.20
Para-professionals	737.30	2.30	2.60	742.20	39.10	781.30
Tradespersons	543.70	5.30	16.00	565.00	89.30	654.30
Clerks	537.20	1.00	7.60	545.80	17.00	562.80
Salespersons and personal service workers	527.50	21.70	8.90	558.10	14.50	572.60
Plant and machine operators, and drivers	546.40	19.30	10.80	576.40	116.70	693.10
Labourers and related workers	468.00	6.50	8.10	482.60	64.90	547.50
<b>Total</b>	<b>633.30</b>	<b>7.20</b>	<b>8.20</b>	<b>648.60</b>	<b>41.10</b>	<b>689.70</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

## WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Institutional Sector

## PUBLIC SECTOR.....

Weekly total earnings (\$)	General government —			Total Public Sector	Total Private Sector	Total all sectors	
	Commonwealth	State and Local	Other <sup>1</sup>				
MALES (%)							
Under 300		* 0.4	* 0.3	* 0.2	* 0.3	1.9	1.4
300 and under	340	* 0.2	0.7	* 0.1	0.5	1.1	0.9
340	" 380	* 0.2	* 0.3	* 0.3	* 0.3	2.5	1.9
380	" 420	* 1.2	2.4	* 0.6	1.7	5.1	4.1
420	" 460	* 1.5	6.3	3.5	4.9	7.6	6.8
460	" 500	* 3.0	7.0	5.5	6.1	7.1	6.8
500	" 540	5.4	5.4	6.6	5.8	9.3	8.3
540	" 580	6.8	6.3	6.2	6.3	7.2	7.0
580	" 620	8.2	5.7	7.9	6.7	6.5	6.5
620	" 660	5.8	5.3	7.4	6.0	5.2	5.4
660	" 700	5.2	5.9	6.2	5.9	5.9	5.9
700	" 760	12.6	9.6	10.5	10.2	7.4	8.2
760	" 820	6.8	11.0	7.8	9.5	6.4	7.3
820	" 880	10.3	9.9	8.0	9.3	4.8	6.1
880	" 940	3.4	6.0	6.8	6.0	3.7	4.3
940	" 1 000	7.1	4.9	5.7	5.4	2.9	3.6
1 000	" 1 100	6.0	4.3	5.2	4.8	4.5	4.6
1 100	" 1 200	5.5	3.4	4.2	3.9	2.7	3.0
1 200	" 1 300	4.2	1.1	2.9	2.0	2.0	2.0
1 300	" 1 400	* 2.2	1.0	* 0.9	1.1	1.4	1.3
1 400	" 1 500	* 0.7	* 0.5	* 0.7	0.6	1.0	0.9
1 500	" 1 600	* 1.2	0.7	* 0.6	0.7	0.9	0.9
1 600	" 1 700	* 1.1	* 0.4	* 0.5	0.5	0.6	0.6
1 700	" 1 800	* 0.1	* 0.3	* 0.4	* 0.3	0.4	0.4
1 800 and over		* 0.9	1.3	1.5	1.3	1.9	1.7
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## MALES ('000)

Total employees <sup>2</sup>	78.8	420.0	225.7	724.5	1 821.2	2 545.7
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## MALES (\$)

25th percentile	605.10	557.90	592.40	575.30	499.20	510.80
50th percentile (median)	749.10	729.20	734.30	733.50	634.50	666.20
75th percentile	972.90	870.90	915.50	896.20	843.20	864.30
Mean earnings	824.50	759.30	792.20	776.60	726.30	740.60

<sup>1</sup> Includes public trading and financial enterprises.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.



WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Institutional Sector *continued*

PUBLIC SECTOR.....

Weekly total earnings (\$)	General government — Commonwealth	General government — State and Local	Other <sup>1</sup>	Total Public Sector	Total Private Sector	Total all sectors
FEMALES (%)						
Under 300	* 0.5	* 0.5	* 0.4	0.5	2.1	1.5
300 and under 340	* 0.5	1.0	* 0.1	0.8	2.1	1.6
340 " 380	* 0.5	0.9	* 0.4	0.8	4.1	2.9
380 " 420	* 1.0	4.4	* 1.6	3.6	11.9	8.9
420 " 460	* 2.3	6.6	5.6	6.0	12.9	10.4
460 " 500	7.6	7.9	12.1	8.5	12.8	11.3
500 " 540	8.2	8.2	15.0	9.2	12.0	11.0
540 " 580	9.8	7.2	12.0	8.2	9.0	8.7
580 " 620	16.3	6.9	9.9	8.4	7.3	7.7
620 " 660	9.4	6.0	7.6	6.6	4.6	5.3
660 " 700	7.2	7.0	6.5	6.9	4.4	5.3
700 " 760	12.2	10.6	8.1	10.4	4.6	6.7
760 " 820	5.3	11.9	6.9	10.4	3.5	6.0
820 " 880	5.0	8.9	4.2	7.7	2.3	4.3
880 " 940	* 2.7	4.2	* 2.6	3.8	1.5	2.3
940 " 1 000	4.4	3.3	* 1.8	3.2	1.1	1.9
1 000 " 1 100	* 2.5	2.5	* 1.8	2.4	1.5	1.8
1 100 " 1 200	* 1.3	0.8	* 1.6	0.9	0.7	0.8
1 200 " 1 300	* 0.8	* 0.4	* 0.9	0.5	0.5	0.5
1 300 " 1 400	* 1.0	* 0.4	* 0.4	0.5	0.4	0.4
1 400 " 1 500	* 1.0	* 0.2	* 0.2	* 0.3	* 0.2	0.2
1 500 " 1 600	* 0.2	* 0.1	* 0.0	* 0.1	* 0.2	* 0.1
1 600 " 1 700	* 0.0	* 0.1	* 0.0	* 0.1	* 0.0	* 0.1
1 700 " 1 800	* 0.0	* 0.1	* 0.1	* 0.1	* 0.1	* 0.1
1 800 and over	* 0.3	* 0.2	* 0.1	* 0.2	0.3	0.2
<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>

FEMALES ('000)

Total employees <sup>2</sup>	57.0	379.6	78.1	514.8	914.2	1 429.0
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FEMALES (\$)

25th percentile	558.00	520.20	511.80	523.70	433.00	458.40
50th percentile (median)	637.30	662.50	587.30	642.90	509.00	552.40
75th percentile	756.20	797.20	727.60	785.80	625.60	702.10
Mean earnings	686.70	673.60	639.40	669.90	559.20	599.00

<sup>1</sup> Includes public trading and financial enterprises.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Institutional Sector *continued*

## PUBLIC SECTOR.....

Weekly total earnings (\$)	General government --			Total Public Sector	Total Private Sector	Total all sectors	
	Commonwealth	State and Local	Other <sup>1</sup>				
PERSONS (%)							
Under 300		* 0.5	0.4	* 0.2	0.4	2.0	1.5
300 and under	340	* 0.3	0.8	* 0.1	0.6	1.4	1.1
340 "	380	* 0.3	0.6	* 0.3	0.5	3.0	2.2
380 "	420	* 1.1	3.3	0.8	2.5	7.4	5.8
420 "	460	1.9	6.5	4.0	5.4	9.3	8.1
460 "	500	4.9	7.5	7.2	7.1	9.0	8.4
500 "	540	6.5	6.7	8.7	7.2	10.2	9.3
540 "	580	8.1	6.7	7.7	7.1	7.8	7.6
580 "	620	11.6	6.3	8.4	7.4	6.7	6.9
620 "	660	7.4	5.6	7.4	6.2	5.0	5.4
660 "	700	6.0	6.4	6.3	6.3	5.4	5.7
700 "	760	12.4	10.1	9.9	10.3	6.4	7.6
760 "	820	6.2	11.4	7.5	9.9	5.4	6.8
820 "	880	8.0	9.4	7.1	8.7	4.0	5.5
880 "	940	3.1	5.2	5.7	5.1	3.0	3.6
940 "	1 000	6.0	4.1	4.7	4.5	2.3	3.0
1 000 "	1 100	4.5	3.4	4.3	3.8	3.5	3.6
1 100 "	1 200	3.7	2.1	3.5	2.7	2.0	2.2
1 200 "	1 300	2.8	0.8	2.4	1.4	1.5	1.5
1 300 "	1 400	* 1.7	0.8	* 0.8	0.9	1.0	1.0
1 400 "	1 500	* 0.8	0.3	* 0.5	0.4	0.7	0.6
1 500 "	1 600	* 0.8	0.4	* 0.5	0.5	0.7	0.6
1 600 "	1 700	* 0.7	* 0.3	* 0.4	0.3	0.4	0.4
1 700 "	1 800	* 0.1	* 0.2	* 0.3	* 0.2	0.3	0.3
1 800 and over		* 0.7	0.7	1.1	0.8	1.4	1.2
<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>

## PERSONS ('000)

Total employees <sup>2</sup>	135.8	799.6	303.9	1 239.3	2 735.4	3 974.7
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## PERSONS (\$)

25th percentile	585.00	535.20	560.70	550.00	467.00	488.70
50th percentile (median)	712.10	694.80	687.70	695.20	579.60	613.60
75th percentile	878.40	834.00	873.10	842.20	770.70	805.30
Mean earnings	766.60	718.60	752.90	732.30	670.40	689.70

<sup>1</sup> Includes public trading and financial enterprises.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Occupation<sup>1</sup>

## ORDINARY TIME.....

Occupation <sup>2</sup>	Base pay <sup>2</sup>	Payment by measured result	Overaward and overagreement pay	Total	Overtime	Total
	\$	\$	\$	\$	\$	\$
MALES						
Managers and administrators	974.10	4.10	9.30	987.50	3.40	990.90
Professionals	855.10	* 3.40	* 3.60	862.10	19.30	881.40
Para-professionals	762.90	3.20	3.10	769.30	52.00	821.30
Tradespersons	550.90	5.50	16.70	573.20	94.30	667.50
Clerks	583.40	* 1.60	8.60	593.70	32.80	626.50
Salespersons and personal service workers	564.70	35.30	12.90	612.90	17.50	630.40
Plant and machine operators, and drivers	558.70	20.30	11.50	590.50	123.10	713.70
Labourers and related workers	480.30	7.20	9.30	496.80	76.00	572.80
<b>Total</b>	<b>664.40</b>	<b>9.30</b>	<b>10.00</b>	<b>683.60</b>	<b>57.00</b>	<b>740.60</b>
FEMALES						
Managers and administrators	788.90	* 3.50	* 5.00	797.30	* 0.90	798.20
Professionals	740.10	* 5.40	* 2.00	747.50	8.10	755.60
Para-professionals	688.20	* 0.60	* 1.50	690.30	14.30	704.60
Tradespersons	450.20	* 2.80	* 7.10	460.10	24.80	484.80
Clerks	518.30	* 0.80	7.20	526.30	10.60	536.90
Salespersons and personal service workers	488.70	* 7.50	4.70	500.90	11.30	512.20
Plant and machine operators, and drivers	436.80	* 10.10	* 4.70	451.50	60.00	511.50
Labourers and related workers	427.40	* 4.30	4.10	435.90	28.40	464.20
<b>Total</b>	<b>577.90</b>	<b>3.40</b>	<b>4.90</b>	<b>586.20</b>	<b>12.90</b>	<b>599.00</b>
PERSONS						
Managers and administrators	932.60	4.00	8.30	944.90	2.80	947.70
Professionals	804.60	* 4.30	2.90	811.80	14.40	826.20
Para-professionals	737.30	2.30	2.60	742.20	39.10	781.30
Tradespersons	543.70	5.30	16.00	565.00	89.30	654.30
Clerks	537.20	1.00	7.60	545.80	17.00	562.80
Salespersons and personal service workers	527.50	21.70	8.90	558.10	14.50	572.60
Plant and machine operators, and drivers	546.40	19.30	10.80	576.40	116.70	693.10
Labourers and related workers	468.00	6.50	8.10	482.60	64.90	547.50
<b>Total</b>	<b>633.30</b>	<b>7.20</b>	<b>8.20</b>	<b>648.60</b>	<b>41.10</b>	<b>689.70</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.



AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Industry<sup>1</sup>

ORDINARY TIME.....

Industry <sup>1</sup>	Base pay <sup>2</sup>	Payment by measured result	Overaward and overagreement pay	Total	Overtime	Total
	\$	\$	\$	\$	\$	\$
<b>MALES</b>						
Mining	900.10	109.30	10.40	1 019.70	124.00	1 143.70
Manufacturing	595.60	6.30	16.10	618.00	94.20	712.20
Electricity, gas and water supply	719.20	* 0.10	* 1.30	720.60	58.50	779.10
Construction	641.90	* 2.50	* 9.20	653.60	95.00	748.60
Wholesale trade	622.80	11.20	13.10	647.00	31.90	678.90
Retail trade	505.10	* 17.30	13.40	535.90	25.20	561.00
Accommodation, cafes and restaurants	530.90	* 3.00	* 7.60	541.40	10.00	551.40
Transport and storage	652.40	* 15.30	3.40	671.00	105.60	776.60
Communication services	707.00	* 2.60	* 0.40	710.00	92.60	802.60
Finance and insurance	838.70	* 16.80	36.60	892.00	15.20	907.20
Property and business services	743.00	* 9.40	7.30	759.70	27.60	787.40
Government administration and defence	692.80	n.p.	n.p.	695.00	28.00	723.00
Education	798.70	* 0.10	* 1.00	799.80	3.80	803.60
Health and community services	754.00	n.p.	n.p.	755.60	41.60	797.10
Cultural and recreational services	691.30	* 5.30	* 5.00	701.70	35.20	736.90
Personal and other services	695.20	* 0.60	* 0.80	696.60	30.30	727.00
<b>Total</b>	<b>664.40</b>	<b>9.30</b>	<b>10.00</b>	<b>683.60</b>	<b>57.00</b>	<b>740.60</b>

**FEMALES**

Mining	752.40	* 27.80	* 1.50	781.70	* 13.30	795.00
Manufacturing	509.50	6.40	7.70	523.70	27.60	551.20
Electricity, gas and water supply	633.20	* 0.30	* 2.50	636.10	* 29.40	665.40
Construction	506.10	n.p.	n.p.	506.60	* 31.20	537.80
Wholesale trade	532.70	* 3.00	9.70	545.40	10.70	556.10
Retail trade	467.80	* 2.20	* 4.70	474.70	11.30	486.00
Accommodation, cafes and restaurants	492.60	* 0.50	* 3.20	496.30	11.40	507.70
Transport and storage	578.80	* 10.10	* 2.60	591.40	25.60	617.00
Communication services	624.20	* 1.90	* 0.20	626.40	28.60	655.00
Finance and insurance	564.90	* 1.40	12.80	579.20	12.50	591.70
Property and business services	559.10	* 8.90	* 10.90	578.90	8.70	587.70
Government administration and defence	635.10	* 0.50	* 1.20	636.80	8.50	645.30
Education	694.50	* 2.90	* 0.80	698.20	2.20	700.40
Health and community services	611.90	n.p.	n.p.	613.00	12.00	625.00
Cultural and recreational services	599.40	* 2.20	* 3.10	604.70	12.00	616.70
Personal and other services	527.60	* 5.20	* 5.20	538.00	14.70	552.70
<b>Total</b>	<b>577.90</b>	<b>3.40</b>	<b>4.90</b>	<b>586.20</b>	<b>12.90</b>	<b>599.00</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Industry<sup>1</sup> *continued*

ORDINARY TIME.....

<i>Industry<sup>2</sup></i>	<i>Base pay<sup>2</sup></i>	<i>Payment by measured result</i>	<i>Overaward and overagreement pay</i>	<i>Total</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$
<b>PERSONS</b>						
Mining	884.10	100.50	9.50	994.10	112.00	1 106.10
Manufacturing	577.70	6.30	14.40	598.40	80.30	678.70
Electricity, gas and water supply	709.30	* 0.10	* 1.40	710.90	55.20	766.00
Construction	624.10	* 2.10	* 8.10	634.30	86.60	720.90
Wholesale trade	598.10	8.90	12.20	619.20	26.10	645.30
Retail trade	490.40	* 11.40	10.00	511.80	19.70	531.50
Accommodation, cafes and restaurants	513.60	* 1.90	* 5.60	521.00	10.60	531.60
Transport and storage	638.50	* 14.30	* 3.30	656.10	90.50	746.60
Communication services	682.20	* 2.40	* 0.40	685.00	73.40	758.40
Finance and insurance	703.30	* 9.20	24.80	737.30	13.90	751.10
Property and business services	667.50	* 9.20	8.80	685.60	19.90	705.40
Government administration and defence	672.00	* 0.20	1.80	674.00	21.00	695.00
Education	736.90	* 1.80	* 0.90	739.50	2.90	742.40
Health and community services	657.20	n.p.	n.p.	658.50	21.40	680.00
Cultural and recreational services	651.10	* 4.00	* 4.20	659.20	25.00	684.30
Personal and other services	636.10	* 2.20	* 2.40	640.70	24.80	665.60
<b>Total</b>	<b>633.30</b>	<b>7.20</b>	<b>8.20</b>	<b>648.80</b>	<b>41.10</b>	<b>689.70</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, Sector

ORDINARY TIME.....

Sector	Base pay <sup>1</sup>	Payment by measured result	Overaward and overagreement pay	Total	Overtime	Total
	\$	\$	\$	\$	\$	\$
MALES						
Private sector	638.80	12.80	13.50	665.00	61.30	726.30
Public sector	729.00	* 0.50	1.10	730.60	46.10	776.60
<b>Total</b>	<b>664.40</b>	<b>9.30</b>	<b>10.00</b>	<b>683.60</b>	<b>57.00</b>	<b>740.60</b>
FEMALES						
Private sector	533.50	5.20	7.40	546.10	13.10	559.20
Public sector	656.70	* 0.30	0.40	657.40	12.50	669.90
<b>Total</b>	<b>577.90</b>	<b>3.40</b>	<b>4.90</b>	<b>586.20</b>	<b>12.90</b>	<b>599.00</b>
PERSONS						
Private sector	603.50	10.20	11.50	625.20	45.20	670.40
Public sector	699.00	* 0.40	0.80	700.20	32.10	732.30
<b>Total</b>	<b>633.30</b>	<b>7.20</b>	<b>8.20</b>	<b>648.80</b>	<b>41.10</b>	<b>689.70</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.



AVERAGE WEEKLY TOTAL EARNINGS, Full-time Adult Employees, States/Territories

ORDINARY TIME.....

State/Territory	Base pay <sup>1</sup> \$	Payment by measured result \$	Overaward and overagreement pay \$	Total \$	Overtime \$	Total \$
<b>MALES</b>						
New South Wales	682.00	11.50	12.50	706.00	61.90	767.80
Victoria	661.80	* 5.90	12.00	679.60	58.20	737.80
Queensland	626.90	* 12.70	7.20	646.80	54.50	701.30
South Australia	629.50	* 4.10	8.20	641.80	43.30	685.00
Western Australia	682.80	12.60	5.70	701.00	64.70	765.70
Tasmania	619.50	* 3.70	* 5.80	629.10	37.00	666.10
Northern Territory	661.30	* 3.90	* 3.40	668.60	56.40	725.00
Australian Capital Territory	813.00	* 3.10	* 2.10	818.20	24.20	842.50
<b>Total</b>	<b>664.40</b>	<b>9.30</b>	<b>10.00</b>	<b>683.60</b>	<b>57.00</b>	<b>740.60</b>

<b>FEMALES</b>						
New South Wales	591.90	* 3.30	6.00	601.30	14.30	615.60
Victoria	576.00	* 5.10	6.20	587.30	12.70	600.00
Queensland	552.40	* 3.10	3.70	559.20	10.70	569.90
South Australia	564.00	* 0.80	1.90	566.70	9.70	576.50
Western Australia	560.40	* 2.90	2.10	565.40	16.60	582.00
Tasmania	563.40	* 0.80	* 3.60	567.80	8.30	576.10
Northern Territory	595.30	* 0.50	* 2.30	598.10	11.80	609.90
Australian Capital Territory	659.70	* 1.20	* 4.20	665.10	10.50	675.60
<b>Total</b>	<b>577.90</b>	<b>3.40</b>	<b>4.90</b>	<b>586.20</b>	<b>12.90</b>	<b>599.00</b>

<b>PERSONS</b>						
New South Wales	648.80	8.50	10.10	667.40	44.30	711.70
Victoria	631.20	5.60	9.90	646.70	42.00	688.70
Queensland	600.30	* 9.30	5.90	615.50	38.90	654.40
South Australia	607.10	3.00	6.00	616.10	31.80	648.00
Western Australia	640.90	9.30	4.40	654.60	48.20	702.80
Tasmania	601.90	* 2.80	5.10	609.90	28.10	637.90
Northern Territory	635.60	* 2.60	3.00	641.20	39.10	680.20
Australian Capital Territory	746.00	* 2.30	* 3.00	751.30	18.20	769.60
<b>Total</b>	<b>633.30</b>	<b>7.20</b>	<b>8.20</b>	<b>648.60</b>	<b>41.10</b>	<b>689.70</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

## ORDINARY TIME HOURLY EARNINGS, Adult Non-managerial Employees

Ordinary time hourly earnings (\$)	FULL-TIME EMPLOYEES.....			PART-TIME EMPLOYEES.....			ALL EMPLOYEES.....			
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
PER CENT										
Under 4		0.2	* 0.2	0.2	* 0.3	* 0.1	* 0.1	0.2	0.1	0.2
4 and under	6	* 0.1	* 0.1	0.1	0.9	0.2	0.4	0.2	0.2	0.2
6 "	8	0.5	0.6	0.5	1.7	0.5	0.8	0.6	0.6	0.6
8 "	10	3.3	4.3	3.7	5.7	4.7	4.9	3.6	4.5	4.0
10 "	11	6.7	9.6	7.8	9.7	11.9	11.3	7.1	10.6	8.8
11 "	12	10.5	10.8	10.6	9.3	12.7	11.9	10.4	11.7	11.0
12 "	13	10.8	12.7	11.5	14.3	15.2	15.0	11.2	13.8	12.5
13 "	14	9.6	9.9	9.7	13.0	12.5	12.6	10.1	11.0	10.6
14 "	15	8.2	9.1	8.6	9.3	8.8	8.9	8.4	9.0	8.7
15 "	16	7.7	7.6	7.7	7.2	6.1	6.3	7.7	6.9	7.3
16 "	17	6.2	6.1	6.2	4.3	5.0	4.8	5.9	5.6	5.8
17 "	18	5.1	4.8	5.0	3.4	3.2	3.2	4.9	4.1	4.5
18 "	19	4.4	4.3	4.4	2.2	2.9	2.7	4.1	3.7	3.9
19 "	20	4.1	3.9	4.0	2.3	2.4	2.4	3.9	3.2	3.6
20 "	22	7.0	6.8	6.9	4.1	4.3	4.3	6.6	5.7	6.2
22 "	24	5.5	4.4	5.1	2.4	2.8	2.7	5.1	3.7	4.4
24 "	26	3.2	2.2	2.8	1.8	2.2	2.1	3.0	2.2	2.6
26 "	28	2.1	1.1	1.7	1.1	1.1	1.1	1.9	1.1	1.5
28 "	30	1.4	0.5	1.1	0.8	0.5	0.6	1.3	0.5	0.9
30 and over		3.4	0.9	2.5	6.3	3.0	3.8	3.8	1.9	2.9
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
'000										
Total employees <sup>1</sup>		2 084.1	1 288.1	3 372.1	328.2	1 039.2	1 367.4	2 412.2	2 327.3	4 739.5
DOLLARS										
25th percentile		12.30	11.90	12.20	11.70	11.50	11.60	12.20	11.70	12.00
50th percentile (median)		15.00	14.20	14.60	13.50	13.30	13.30	14.70	13.70	14.20
75th percentile		19.40	17.80	18.80	16.80	16.40	16.50	19.20	17.20	18.20
Mean earnings		16.50	15.20	16.00	15.10	14.60	14.70	16.40	15.10	15.80

<sup>1</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

ORDINARY TIME HOURLY EARNINGS, Junior Non-managerial Employees

	FULL-TIME EMPLOYEES.....			PART-TIME EMPLOYEES.....			ALL EMPLOYEES.....			
Ordinary time hourly earnings (\$)	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
PER CENT										
Under 4		* 1.3	* 0.7	* 1.1	* 0.3	* 0.5	* 0.4	* 0.9	* 0.6	0.7
4 and under	5	11.7	4.4	8.9	* 2.8	2.0	2.3	7.7	2.7	5.1
5 "	6	10.6	10.6	10.6	12.1	10.9	11.4	11.3	10.8	11.0
6 "	7	20.1	18.5	19.5	19.6	20.0	19.8	19.9	19.5	19.7
7 "	8	15.9	17.3	16.5	20.7	16.0	17.8	18.1	16.4	17.2
8 "	9	17.2	19.6	18.1	15.3	15.2	15.3	16.3	16.6	16.5
9 "	10	10.7	15.6	12.6	9.6	10.7	10.3	10.2	12.2	11.2
10 "	11	7.7	9.9	8.6	7.4	10.2	9.2	7.6	10.1	8.9
11 "	12	2.7	* 2.3	2.5	4.1	5.6	5.0	3.3	4.6	4.0
12 "	13	* 1.4	* 0.5	* 1.0	4.0	4.8	4.5	2.6	3.5	3.0
13 "	14	* 0.3	* 0.5	* 0.4	* 2.2	* 1.7	1.9	* 1.1	1.4	1.2
14 "	15	* 0.1	* 0.0	* 0.1	* 1.4	* 0.8	* 1.0	* 0.7	* 0.5	* 0.6
15 and over		* 0.5	* 0.0	* 0.3	* 0.5	* 1.6	1.2	* 0.5	* 1.1	0.8
<b>Total</b>	<b>≡</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
'000										
Total employees <sup>1</sup>		105.7	66.2	172.0	86.8	142.4	229.3	192.6	208.7	401.2
DOLLARS										
25th percentile		6.10	6.50	6.20	6.50	6.60	6.60	6.30	6.60	6.40
50th percentile (median)		7.30	7.90	7.60	7.70	8.00	7.90	7.50	8.00	7.80
75th percentile		8.90	9.20	9.00	9.30	9.90	9.70	9.00	9.60	9.30
Mean earnings		7.50	7.90	7.70	8.10	8.40	8.30	7.80	8.20	8.00

<sup>1</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY HOURS PAID FOR, Non-Managerial Employees, Category of Employee

Average weekly hours paid for <sup>1</sup>	FULL-TIME NON-MANAGERIAL EMPLOYEES			PART-TIME NON-MANAGERIAL EMPLOYEES		
	Adult	Junior	Total	Adult	Junior	Total
<b>MALES</b>						
Ordinary time	38.1	38.1	38.1	16.2	12.7	15.4
Overtime	2.9	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>16.5</b>	<b>12.8</b>	<b>15.7</b>
<b>FEMALES</b>						
Ordinary time	37.6	37.8	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>18.2</b>	<b>12.0</b>	<b>17.4</b>
<b>PERSONS</b>						
Ordinary time	37.9	38.0	37.9	17.5	12.2	16.8
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>17.8</b>	<b>12.3</b>	<b>17.0</b>

<sup>1</sup> Average weekly hours paid for was not collected for managerial employees.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees, Industry<sup>1</sup>

INDUSTRY<sup>1</sup>.....

Weekly total earnings (\$)	Manufacturing	Wholesale trade and retail trade	Transport and storage; communication services	Finance and insurance; property and business services	Government administration and defence	Education; health and community services	Accommodation; cultural and personal services	Other	Total all industries
MALES (%)									
Under 300	0.8	* 0.1	* 0.2	1.0	* 0.5	* 0.9	1.9	* 0.5	0.7
300 and under 340	0.7	1.4	* 0.1	* 0.5	* 1.1	* 0.9	1.4	* 0.4	0.8
340 " 380	2.8	2.7	* 0.6	1.4	* 0.5	1.0	3.8	* 0.5	1.8
380 " 420	4.9	8.1	1.8	3.7	3.3	3.6	4.1	1.4	4.2
420 " 460	8.5	14.5	4.9	5.3	9.3	5.7	8.8	2.9	7.7
460 " 500	7.8	11.4	6.5	8.4	11.0	6.0	6.5	4.5	7.8
500 " 540	9.2	13.3	8.8	10.3	8.5	4.4	7.9	7.6	9.0
540 " 580	7.8	9.6	5.9	7.9	8.1	6.4	8.2	8.3	7.8
580 " 620	6.9	7.4	8.6	7.5	7.4	5.7	5.8	7.2	7.1
620 " 660	6.1	5.6	6.9	6.5	7.2	4.4	5.5	5.5	5.9
660 " 700	5.7	6.3	6.8	7.7	6.9	4.2	6.8	5.6	6.1
700 " 760	7.6	5.3	10.6	8.8	9.9	9.6	10.3	9.1	8.5
760 " 820	7.5	4.0	7.8	8.0	7.7	14.3	6.3	7.3	7.7
820 " 880	5.4	3.7	7.2	5.1	7.6	11.8	8.3	5.7	6.4
880 " 940	4.2	2.0	5.2	3.0	3.7	5.2	5.0	5.3	4.1
940 " 1 000	3.4	0.9	5.0	2.8	2.3	5.1	2.8	3.8	3.2
1 000 " 1 100	4.1	1.3	3.7	3.8	2.6	3.3	2.8	7.0	3.7
1 100 " 1 200	2.3	1.0	2.9	2.5	1.3	2.4	1.6	4.0	2.3
1 200 " 1 300	1.6	* 0.5	2.1	1.6	* 0.6	* 0.7	* 0.9	3.3	1.5
1 300 " 1 400	1.0	* 0.3	1.0	0.9	* 0.3	1.1	* 0.4	2.8	1.0
1 400 " 1 500	0.5	* 0.2	* 0.8	1.1	* 0.1	* 0.6	* 0.3	2.0	0.7
1 500 " 1 600	0.4	* 0.1	* 0.6	* 0.7	* 0.1	* 0.6	* 0.2	1.8	0.6
1 600 " 1 700	* 0.3	* 0.1	* 0.3	* 0.5	* 0.0	* 0.4	* 0.2	1.2	0.4
1 700 " 1 800	* 0.1	* 0.0	* 0.5	* 0.2	* 0.0	* 0.3	* 0.1	0.9	0.2
1 800 and over	0.4	* 0.1	1.2	0.9	* 0.1	1.3	* 0.2	1.4	0.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

MALES ('000)

Total employees <sup>2</sup>	531.4	308.2	219.7	238.1	159.3	217.7	158.6	251.0	2 084.1
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MALES (\$)

25th percentile	497.90	452.90	556.10	516.40	497.00	558.80	489.40	574.40	505.30
50th percentile (median)	623.30	536.80	691.20	646.60	621.30	748.80	632.70	733.50	639.60
75th percentile	810.40	667.00	862.20	808.30	768.50	856.00	796.90	990.30	817.70
Mean earnings	681.90	581.10	748.10	714.30	650.50	752.30	658.80	821.50	697.70

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

## INDUSTRY:.....

Weekly total earnings (\$)	Manufacturing	Wholesale trade and retail trade	Transport and storage; communication services	Finance and insurance; property and business services	Government administration and defence	Education; health and community services	Accommodation; cultural and personal services	Other	Total all industries	
FEMALES (%)										
Under 300	1.5	* 0.3	* 0.3	* 0.4	* 0.5	0.8	* 0.8	* 1.5	0.7	
300 and under	340	1.4	2.0	* 0.4	1.1	* 1.5	1.3	2.5	* 1.5	1.5
340 "	380	7.0	3.8	* 0.6	1.7	* 0.9	1.7	5.4	* 2.1	2.8
380 "	420	14.0	20.8	* 2.3	6.6	2.9	5.5	11.5	* 3.7	8.9
420 "	460	12.1	18.9	6.2	12.8	6.0	8.4	12.2	* 5.8	11.0
460 "	500	13.4	15.4	10.2	16.1	11.0	8.3	13.5	9.1	12.1
500 "	540	9.8	11.6	15.6	15.0	12.5	8.1	13.2	16.3	11.5
540 "	580	9.3	8.5	10.1	11.4	11.4	7.1	10.9	14.6	9.3
580 "	620	8.8	6.0	12.6	8.6	13.0	6.6	8.0	9.8	8.1
620 "	660	5.8	3.1	8.9	5.5	9.1	5.6	4.5	* 3.7	5.6
660 "	700	4.1	2.5	5.8	5.4	6.8	6.7	5.1	6.3	5.4
700 "	760	3.7	2.5	8.9	4.4	8.8	11.1	3.5	7.0	6.8
760 "	820	2.5	2.3	6.9	3.1	5.1	11.9	2.7	* 3.4	6.1
820 "	880	1.5	* 0.8	4.5	2.5	5.1	8.5	2.1	* 2.0	4.3
880 "	940	1.7	* 0.3	* 2.1	1.4	* 1.3	3.7	* 1.3	* 1.5	2.1
940 "	1 000	* 0.8	* 0.5	* 1.5	1.1	* 1.5	2.4	* 1.2	* 2.9	1.5
1 000 "	1 100	* 1.0	* 0.3	* 1.6	1.0	* 1.4	1.2	* 0.7	* 2.6	1.1
1 100 "	1 200	* 0.5	* 0.2	* 0.7	* 0.5	* 0.3	* 0.3	* 0.1	* 2.6	0.4
1 200 "	1 300	* 0.2	* 0.0	* 0.6	* 0.4	* 0.1	* 0.2	* 0.3	* 1.0	0.2
1 300 "	1 400	* 0.4	* 0.0	* 0.0	* 0.3	* 0.2	* 0.2	* 0.2	* 1.1	0.2
1 400 "	1 500	* 0.2	* 0.0	* 0.2	* 0.1	* 0.3	* 0.1	* 0.1	* 0.8	* 0.1
1 500 "	1 600	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.1	* 0.0	* 0.2	* 0.1
1 600 "	1 700	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
1 700 "	1 800	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.3	* 0.0
1 800 and over		* 0.1	* 0.0	* 0.0	* 0.2	* 0.1	* 0.2	* 0.1	* 0.0	* 0.1
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## FEMALES ('000)

Total employees <sup>2</sup>	145.5	172.3	67.3	246.0	95.5	413.5	115.3	32.7	1 288.1
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## FEMALES (\$)

25th percentile	424.20	416.60	513.50	462.30	508.40	493.80	436.10	500.70	460.20
50th percentile (median)	500.90	467.20	592.40	531.60	586.20	634.10	509.20	574.20	548.20
75th percentile	610.10	549.90	716.20	628.30	694.70	775.00	599.10	708.00	684.30
Mean earnings	538.60	498.20	626.10	574.10	613.90	645.70	540.80	633.80	587.10

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees, Industry<sup>1</sup> *continued*

INDUSTRY<sup>2</sup>.....

Weekly total earnings (\$)	Manufacturing	Wholesale trade and retail trade	Transport and storage; communication services	Finance and insurance; property and business services	Government administration and defence	Education; health and community services	Accommodation; cultural and personal services	Other	Total all industries
Under 300	0.9	* 0.2	* 0.3	0.7	* 0.5	0.9	1.4	* 0.6	0.7
300 and under 340	0.8	1.6	* 0.2	0.8	1.3	1.2	1.9	* 0.6	1.0
340 " 380	3.7	3.1	* 0.6	1.6	* 0.6	1.4	4.5	0.7	2.2
380 " 420	6.8	12.7	1.9	5.1	3.1	4.9	7.2	1.6	5.9
420 " 460	9.2	16.1	5.2	9.1	8.1	7.5	10.2	3.2	9.0
460 " 500	9.0	12.9	7.4	12.3	11.0	7.5	9.4	5.0	9.5
500 " 540	9.3	12.7	10.4	12.7	10.0	6.8	10.1	8.6	10.0
540 " 580	8.1	9.2	6.9	9.7	9.3	6.8	9.3	9.0	8.4
580 " 620	7.3	6.9	9.6	8.0	9.5	6.3	6.7	7.5	7.5
620 " 660	6.0	4.7	7.3	6.0	7.9	5.2	5.1	5.3	5.8
660 " 700	5.3	4.9	6.6	6.6	6.9	5.8	6.1	5.7	5.9
700 " <del>760</del> 760	6.8	4.3	10.2	6.6	9.5	10.6	7.4	8.8	7.8
760 " 820	6.4	3.4	7.6	5.5	6.7	12.7	4.8	6.8	7.1
820 " 880	4.5	2.7	6.6	3.8	6.7	9.6	5.7	5.3	5.6
880 " 940	3.7	1.4	4.5	2.2	2.8	4.2	3.4	4.9	3.3
940 " 1 000	2.9	0.8	4.2	1.9	2.0	3.3	2.1	3.7	2.6
1 000 " 1 100	3.4	1.0	3.2	2.4	2.1	1.9	1.9	6.5	2.7
1 100 " 1 200	1.9	0.7	2.4	1.5	0.9	1.0	1.0	3.9	1.6
1 200 " 1 300	1.3	* 0.3	1.8	1.0	* 0.4	0.4	* 0.6	3.0	1.0
1 300 " 1 400	0.9	* 0.2	0.7	0.6	* 0.3	0.5	* 0.3	2.6	0.7
1 400 " 1 500	0.5	* 0.1	* 0.6	0.6	* 0.1	* 0.3	* 0.2	1.8	0.5
1 500 " 1 600	0.3	* 0.0	* 0.4	* 0.4	* 0.1	* 0.3	* 0.1	1.6	0.4
1 600 " 1 700	* 0.3	* 0.0	* 0.2	* 0.3	* 0.0	* 0.2	* 0.1	1.1	0.3
1 700 " 1 800	* 0.0	* 0.0	* 0.4	* 0.1	* 0.0	* 0.1	* 0.1	0.8	0.2
1 800 and over	0.3	* 0.1	0.9	0.6	* 0.1	0.6	* 0.2	1.2	0.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

PERSONS ('000)

Total employees <sup>2</sup>	676.9	480.5	287.1	484.1	254.8	631.2	273.9	283.7	3 372.1
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PERSONS (\$)

25th percentile	474.60	435.80	537.20	481.70	501.20	510.70	458.50	560.90	484.40
50th percentile (median)	591.90	506.00	661.20	576.30	601.90	670.40	561.60	707.30	598.00
75th percentile	770.60	615.00	826.10	724.50	738.50	808.40	724.20	959.70	769.50
Mean earnings	651.10	551.40	719.50	643.00	636.80	682.50	609.10	799.90	655.50

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

## WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees, States/Territories

Weekly total earning (\$)		New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
MALES (%)										
Under 300		0.7	0.5	* 0.5	* 1.2	* 1.2	* 0.1	* 1.4	* 1.4	0.7
300 and under	340	0.8	0.7	* 0.7	* 1.0	* 0.6	* 1.5	* 1.5	* 0.7	0.8
340	380	1.8	2.0	2.1	1.6	* 1.4	* 1.3	* 3.8	* 1.3	1.8
380	420	3.8	3.9	5.2	3.3	4.7	5.9	* 4.2	* 3.1	4.2
420	460	7.0	6.8	9.1	10.2	7.9	12.0	6.8	* 3.3	7.7
460	500	6.9	7.1	8.7	10.8	7.7	13.7	8.1	5.8	7.8
500	540	9.2	9.0	9.6	9.0	8.2	8.5	7.2	7.3	9.0
540	580	7.5	7.9	8.7	8.0	7.0	8.9	7.7	6.9	7.8
580	620	7.0	7.5	7.2	7.8	6.0	6.9	* 5.4	6.3	7.1
620	660	5.8	6.1	5.7	6.5	5.9	6.1	5.9	6.5	5.9
660	700	6.1	6.8	5.7	6.3	5.1	5.6	* 5.6	6.9	6.1
700	760	8.3	8.9	8.6	8.1	8.0	8.0	8.5	11.1	8.5
760	820	7.6	7.8	8.4	7.2	6.3	7.4	6.6	9.0	7.7
820	880	7.1	7.1	4.1	5.7	6.3	4.2	* 5.0	12.7	6.4
880	920	4.6	4.2	3.7	2.5	4.6	* 2.3	* 4.2	4.5	4.1
920	1 000	3.6	3.2	2.6	2.1	4.4	* 1.7	* 3.1	4.4	3.2
1 000	1 100	4.0	4.4	2.4	2.7	4.0	* 2.5	6.0	* 3.1	3.7
1 100	1 200	2.5	2.4	1.8	2.2	2.5	* 1.3	* 3.3	* 1.8	2.3
1 200	1 300	1.9	1.2	1.2	* 1.2	1.9	* 0.5	* 1.5	* 1.5	1.5
1 300	1 400	1.0	0.8	1.0	* 0.8	2.0	* 0.6	* 1.2	* 0.9	1.0
1 400	1 500	0.7	0.6	* 0.7	* 0.5	* 1.1	* 0.5	* 1.8	* 0.3	0.7
1 500	1 600	0.7	* 0.4	* 0.5	* 0.4	* 1.0	* 0.2	* 0.3	* 0.4	0.6
1 600	1 700	0.5	* 0.2	* 0.5	* 0.1	* 0.7	* 0.1	* 0.1	* 0.3	0.4
1 700	1 800	* 0.2	* 0.1	* 0.3	* 0.1	* 0.6	* 0.0	* 0.1	* 0.0	0.2
1 800 and over		0.9	* 0.3	0.9	* 0.6	* 0.9	* 0.2	* 0.7	* 0.5	0.7
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## MALES ('000)

Total employees <sup>1</sup>	692.7	543.9	359.1	171.5	201.5	53.7	23.0	38.7	2 084.1
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## MALES (\$)

25th percentile	514.80	516.50	493.10	486.60	504.60	469.10	495.40	553.20	505.30
50th percentile (median)	656.80	649.80	608.60	602.70	656.70	572.40	645.20	705.90	639.60
75th percentile	838.60	818.60	776.10	774.70	866.80	733.70	841.40	836.40	817.70
Mean earnings	717.10	693.10	676.20	658.80	729.10	624.80	703.20	721.00	697.70

<sup>1</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.



WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees, States/Territories *continued*

Weekly total earning (\$)	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
FEMALES (%)									
Under 300	1.0	* 0.3	* 0.4	* 1.2	* 1.1	* 0.8	* 0.4	* 0.7	0.7
300 and under	340 1.3	1.4	* 1.3	* 2.2	* 2.2	* 1.4	* 1.8	* 0.6	1.5
340 "	380 2.2	3.4	3.0	3.5	2.7	* 4.4	* 2.0	* 1.1	2.8
380 "	420 8.2	8.7	10.6	7.1	10.7	13.0	* 6.7	4.4	8.9
420 "	460 9.6	11.7	13.3	12.1	11.6	10.7	* 8.3	6.7	11.0
460 "	500 12.4	10.8	13.1	13.5	12.9	11.9	9.1	10.1	12.1
500 "	540 10.4	11.7	12.9	11.3	12.9	11.2	17.9	8.1	11.5
540 "	580 9.4	9.5	9.3	9.4	8.5	10.0	11.5	9.1	9.3
580 "	620 8.5	8.7	7.0	8.5	6.3	* 7.0	* 6.5	11.3	8.1
620 "	660 6.3	5.5	3.8	5.2	6.1	* 3.4	* 6.9	7.5	5.6
660 "	700 5.8	5.6	4.5	4.4	4.9	* 4.6	* 6.2	7.9	5.4
700 "	760 6.1	6.8	6.0	8.4	7.2	* 6.7	* 4.7	12.6	6.8
760 "	820 5.3	6.0	7.8	7.0	4.6	9.6	* 5.3	6.0	6.1
820 "	880 5.9	4.1	2.4	* 2.3	3.5	* 3.0	* 6.3	6.4	4.3
880 "	920 2.7	1.9	1.9	* 1.5	* 0.9	* 0.6	* 1.2	* 3.2	2.1
920 "	1 000 1.8	1.5	* 1.3	* 1.2	* 1.1	* 0.9	* 3.1	* 1.4	1.5
1 000 "	1 100 1.5	0.9	* 0.7	* 0.7	* 1.1	* 0.3	* 1.5	* 1.2	1.1
1 100 "	1 200 * 0.5	* 0.4	* 0.3	* 0.2	* 0.6	* 0.0	* 0.1	* 0.7	0.4
1 200 "	1 300 * 0.3	* 0.2	* 0.0	* 0.0	* 0.5	* 0.2	* 0.4	* 0.3	0.2
1 300 "	1 400 * 0.3	* 0.2	* 0.1	* 0.1	* 0.4	* 0.0	* 0.0	* 0.4	0.2
1 400 "	1 500 * 0.2	* 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.1
1 500 "	1 600 * 0.1	* 0.2	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2	* 0.1
1 600 "	1 700 * 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
1 700 "	1 800 * 0.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
1 800 and over	* 0.2	* 0.1	* 0.0	* 0.1	* 0.0	* 0.2	* 0.0	* 0.0	* 0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
FEMALES ('000)									
Total employees <sup>1</sup>	449.1	335.1	213.1	96.3	115.1	26.5	15.6	37.2	1 288.1
FEMALES (\$)									
25th percentile	467.70	457.30	450.30	456.60	451.00	442.10	481.10	501.80	460.20
50th percentile (median)	562.20	549.30	526.20	534.70	522.70	525.30	555.50	608.80	548.20
75th percentile	700.00	679.60	661.60	668.70	659.90	668.00	681.30	734.20	684.30
Mean earnings	602.90	587.30	566.30	568.50	568.90	562.50	596.60	633.60	587.10

<sup>1</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees, States/Territories *continued*

Weekly total earning (\$)	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	
PERSONS (%)										
Under 300	0.8	0.4	* 0.5	1.2	1.2	* 0.3	* 1.0	* 1.1	0.7	
300 and under	340	1.0	1.0	1.0	1.4	1.2	* 1.5	* 1.6	* 0.7	1.0
340 "	380	2.0	2.5	2.4	2.3	1.9	* 2.3	* 3.1	* 1.2	2.2
380 "	420	5.5	5.8	7.2	4.7	6.9	8.3	5.2	3.7	5.9
420 "	460	8.0	8.7	10.7	10.9	9.3	11.6	7.4	5.0	9.0
460 "	500	9.0	8.5	10.4	11.8	9.6	13.1	8.5	7.9	9.5
500 "	540	9.7	10.1	10.8	9.8	9.9	9.4	11.5	7.7	10.0
540 "	580	8.2	8.5	8.9	8.5	7.6	9.2	9.2	8.0	8.4
580 "	620	7.6	7.9	7.1	8.0	6.2	6.9	5.8	8.7	7.5
620 "	660	6.0	5.9	5.0	6.0	5.9	5.2	6.3	7.0	5.8
660 "	700	6.0	6.4	5.3	5.7	5.0	5.3	5.8	7.4	5.9
700 "	760	7.4	8.1	7.6	8.2	7.7	7.6	7.0	11.9	7.8
760 "	820	6.7	7.1	8.2	7.1	5.7	8.1	6.1	7.5	7.1
820 "	880	6.7	5.9	3.4	4.5	5.3	3.8	5.5	9.6	5.6
880 "	920	3.9	3.3	3.1	2.1	3.3	* 1.8	* 3.0	3.8	3.3
920 "	1 000	2.9	2.6	2.1	1.8	3.2	* 1.4	* 3.1	2.9	2.6
1 000 "	1 100	3.0	3.0	1.8	2.0	3.0	* 1.8	4.2	2.2	2.7
1 100 "	1 200	1.7	1.6	1.3	1.5	1.8	* 0.9	* 2.0	* 1.2	1.6
1 200 "	1 300	1.3	0.8	0.7	* 0.8	1.4	* 0.4	* 1.1	* 0.9	1.0
1 300 "	1 400	0.7	0.6	0.6	* 0.5	1.4	* 0.4	* 0.7	* 0.7	0.7
1 400 "	1 500	0.5	0.4	* 0.5	* 0.3	* 0.7	* 0.3	* 1.0	* 0.2	0.5
1 500 "	1 600	0.4	0.3	* 0.4	* 0.2	* 0.7	* 0.1	* 0.2	* 0.3	0.4
1 600 "	1 700	0.3	* 0.1	* 0.3	* 0.1	* 0.4	* 0.1	* 0.1	* 0.2	0.3
1 700 "	1 800	* 0.1	* 0.1	* 0.2	* 0.1	* 0.4	* 0.0	* 0.1	* 0.0	0.2
1 800 and over		0.6	* 0.2	0.6	* 0.4	* 0.6	* 0.2	* 0.4	* 0.2	0.5
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

PERSONS ('000)

Total employees <sup>1</sup>	1 141.8	879.0	572.2	267.8	316.6	80.2	38.6	75.9	3 372.1
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PERSONS (\$)

25th percentile	494.30	490.70	471.60	473.50	479.90	464.30	489.20	531.30	484.40
50th percentile (median)	610.00	603.10	571.60	577.30	599.20	555.70	598.20	653.80	598.00
75th percentile	794.90	768.80	745.90	738.30	786.80	715.30	781.10	798.30	769.50
Mean earnings	672.20	652.70	635.20	626.30	670.90	604.20	660.00	678.10	655.50

<sup>1</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL HOURS PAID FOR, Full-time Adult Non-managerial Employees, Sector

PRIVATE SECTOR..... PUBLIC SECTOR..... TOTAL ALL SECTORS.....

Weekly total hours paid for<sup>1</sup> Males Females Persons Males Females Persons Males Females Persons

PER CENT

Weekly total hours paid for <sup>1</sup>	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Under 35	1.6	1.2	1.4	0.7	3.7	2.0	1.3	2.2	1.6
35 and under 36	3.8	11.2	6.5	9.7	15.5	12.2	5.7	12.8	8.4
36 " 37	2.2	3.4	2.6	20.0	22.9	21.3	7.8	10.8	9.0
37 " 38	7.3	15.3	10.2	8.3	10.4	9.2	7.6	13.4	9.9
38 " 39	29.9	35.8	32.0	32.7	35.8	34.0	30.8	35.8	32.7
39 " 40	2.1	2.6	2.3	3.2	1.4	2.4	2.5	2.2	2.3
40 " 41	19.6	19.6	19.6	6.7	4.9	5.9	15.6	14.0	15.0
41 " 42	2.8	1.7	2.4	2.6	1.2	2.0	2.7	1.5	2.3
42 " 44	5.8	3.2	4.9	4.7	1.7	3.4	5.4	2.7	4.4
44 " 46	4.9	2.1	3.9	3.0	1.0	2.2	4.3	1.7	3.3
46 " 48	5.1	1.4	3.8	2.7	0.6	1.8	4.4	1.1	3.1
48 " 50	3.8	0.9	2.8	1.8	* 0.3	1.1	3.2	0.7	2.2
50 " 52	2.3	0.4	1.6	1.2	* 0.2	0.8	2.0	0.3	1.3
52 " 54	2.0	* 0.3	1.4	0.6	* 0.1	0.4	1.5	0.2	1.0
54 " 56	1.9	* 0.3	1.3	0.5	* 0.1	0.4	1.5	0.2	1.0
56 and over	4.8	0.7	3.3	1.5	* 0.2	0.9	3.7	0.5	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

'000

Total employees <sup>2</sup>	1 429.7	796.5	2 226.2	654.3	491.6	1 145.9	2 084.1	1 288.1	3 372.1
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HOURS

25th percentile	38.1	37.7	38.0	36.9	36.8	36.8	38.0	37.0	37.7
50th percentile (median)	40.0	38.1	38.2	38.1	37.7	38.0	38.2	38.1	38.2
75th percentile	43.9	40.1	41.1	40.0	38.2	38.2	42.1	39.0	40.2
Mean hours	<b>41.7</b>	<b>38.7</b>	<b>40.7</b>	<b>39.1</b>	<b>37.4</b>	<b>38.4</b>	<b>40.9</b>	<b>38.2</b>	<b>39.9</b>

<sup>1</sup> Average weekly hours paid for was not collected for managerial employees.

<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup>

Occupation <sup>1</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time - Base pay <sup>2</sup>	Ordinary time - Payment by measured result	Ordinary time - Overaward and overagreement pay	Ordinary time - Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
<b>MALES</b>									
Professionals	848.40	* 1.80	* 4.00	854.10	22.00	876.10	37.5	0.6	38.1
Para-professionals	745.80	3.40	3.30	752.60	49.00	801.60	37.9	1.6	39.6
Tradespersons	553.50	5.80	17.70	577.00	99.60	676.60	38.1	4.0	42.1
Clerks	583.90	* 1.60	8.70	594.20	33.30	627.60	37.5	1.4	38.9
Salespersons and personal service workers	565.90	37.20	13.60	616.70	18.60	635.30	38.9	0.9	39.8
Plant and machine operators, and drivers	561.30	20.70	11.70	593.70	125.60	719.40	38.5	5.5	44.0
Labourers and related workers	480.60	7.20	9.40	497.20	76.50	573.70	38.0	3.5	41.6
<b>Total</b>	<b>608.50</b>	<b>10.30</b>	<b>10.60</b>	<b>629.30</b>	<b>68.40</b>	<b>697.70</b>	<b>38.1</b>	<b>2.9</b>	<b>40.9</b>
<b>FEMALES</b>									
Professionals	741.70	* 5.50	* 2.00	749.20	8.30	757.50	37.0	0.3	37.3
Para-professionals	686.50	* 0.60	* 1.50	688.70	14.50	703.20	37.7	0.5	38.3
Tradespersons	461.20	* 3.00	* 7.60	471.80	26.80	498.50	38.2	1.4	39.6
Clerks	521.70	* 0.80	7.50	530.00	11.10	541.10	37.4	0.5	37.9
Salespersons and personal service workers	490.00	* 7.60	4.80	502.50	11.60	514.10	38.3	0.5	38.8
Plant and machine operators, and drivers	437.60	* 10.20	* 4.70	452.50	60.70	513.20	37.9	3.0	40.9
Labourers and related workers	428.80	* 4.40	4.20	437.40	28.70	466.00	38.0	1.6	39.5
<b>Total</b>	<b>564.40</b>	<b>3.50</b>	<b>5.00</b>	<b>572.90</b>	<b>14.20</b>	<b>587.10</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>
<b>PERSONS</b>									
Professionals	798.20	* 3.50	3.00	804.80	15.50	820.30	37.3	0.4	37.7
Para-professionals	724.90	2.40	2.70	730.00	36.90	766.90	37.9	1.2	39.1
Tradespersons	547.00	5.60	16.90	569.50	94.40	664.00	38.1	3.8	41.9
Clerks	540.10	1.00	7.90	549.00	17.70	566.70	37.4	0.8	38.2
Salespersons and personal service workers	528.10	22.50	9.30	559.90	15.10	575.00	38.6	0.7	39.3
Plant and machine operators, and drivers	548.70	19.60	11.00	579.30	119.00	698.30	38.4	5.3	43.7
Labourers and related workers	468.60	6.50	8.20	483.30	65.40	548.70	38.0	3.1	41.1
<b>Total</b>	<b>591.60</b>	<b>7.70</b>	<b>8.50</b>	<b>607.80</b>	<b>47.70</b>	<b>655.50</b>	<b>37.9</b>	<b>2.0</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Industry<sup>1</sup>

Industry <sup>1</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>2</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
MALES									
Mining	845.50	117.30	11.20	974.00	133.30	1,107.30	40.0	4.8	44.8
Manufacturing	551.30	7.00	17.60	575.90	106.00	681.90	38.0	4.5	42.4
Electricity, gas and water supply	692.90	* 0.10	* 1.30	694.30	61.60	755.90	37.0	2.2	39.2
Construction	604.00	* 3.10	* 11.90	619.00	122.60	741.60	38.1	5.0	43.2
Wholesale trade	543.60	* 10.50	16.00	570.10	42.70	612.80	38.4	2.0	40.4
Retail trade	473.90	* 21.70	16.80	512.40	33.60	546.00	39.0	1.7	40.7
Accommodation, cafes and restaurants	504.10	* 0.20	* 6.20	510.50	12.40	522.90	38.6	0.7	39.3
Transport and storage	608.90	* 17.50	3.80	630.10	117.30	747.40	38.8	4.9	43.7
Communication services	651.10	* 2.50	* 0.20	653.70	96.20	749.90	36.9	3.6	40.5
Finance and insurance	660.10	* 23.80	* 29.90	713.80	18.70	732.40	38.0	0.8	38.8
Property and business services	648.70	* 8.90	8.30	665.80	39.70	705.50	38.3	1.8	40.2
Government administration and defence	616.70	n.p.	n.p.	618.90	31.60	650.50	37.2	1.4	38.6
Education	772.50	* 0.10	* 0.80	773.40	4.20	777.60	36.8	0.2	37.0
Health and community services	660.90	n.p.	n.p.	662.50	50.70	713.10	38.1	1.6	39.7
Cultural and recreational services	646.30	* 6.50	* 6.00	658.80	42.80	701.60	38.1	1.7	39.8
Personal and other services	684.60	* 0.60	* 0.80	686.00	35.70	721.70	38.3	1.4	39.7
<b>Total</b>	<b>608.50</b>	<b>10.30</b>	<b>10.60</b>	<b>629.30</b>	<b>68.40</b>	<b>697.70</b>	<b>38.1</b>	<b>2.9</b>	<b>40.9</b>
FEMALES									
Mining	744.10	* 29.70	* 1.70	775.50	* 14.20	789.70	41.4	* 0.6	42.0
Manufacturing	493.50	6.90	8.40	508.80	29.90	538.60	37.9	1.5	39.4
Electricity, gas and water supply	629.40	* 0.30	* 2.50	632.30	* 29.20	661.50	36.4	* 0.9	37.3
Construction	517.50	n.p.	n.p.	518.30	* 46.60	564.90	38.3	* 2.2	40.5
Wholesale trade	513.10	* 3.50	11.20	527.80	12.50	540.30	38.2	0.6	38.8
Retail trade	446.70	* 2.60	* 5.70	455.00	14.20	469.20	38.3	0.7	39.0
Accommodation, cafes and restaurants	478.50	* 0.60	* 3.70	482.70	13.20	495.90	38.5	0.6	39.1
Transport and storage	574.10	* 6.10	* 3.00	583.10	29.80	612.90	38.3	1.2	39.5
Communication services	608.40	* 2.00	* 0.20	610.60	29.70	640.40	36.1	1.3	37.4
Finance and insurance	543.00	* 1.50	9.80	554.30	12.90	567.20	37.8	0.6	38.4
Property and business services	547.90	* 9.30	* 11.90	569.20	9.90	579.10	37.7	0.5	38.2
Government administration and defence	603.20	* 0.50	1.30	605.00	9.00	613.90	36.7	0.4	37.0
Education	678.00	* 3.10	* 0.80	681.90	2.40	684.20	36.4	0.1	36.5
Health and community services	595.30	* 0.10	* 1.10	596.40	12.60	609.00	37.9	0.4	38.4
Cultural and recreational services	588.60	* 2.70	* 3.70	594.90	14.20	609.10	37.2	0.6	37.8
Personal and other services	522.80	* 5.70	* 5.90	534.30	16.50	550.80	37.6	0.7	38.4
<b>Total</b>	<b>564.40</b>	<b>3.50</b>	<b>5.00</b>	<b>572.90</b>	<b>14.20</b>	<b>587.10</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Industry<sup>1</sup> *continued*

Industry <sup>1</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>2</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
PERSONS									
Mining	834.50	107.90	10.20	952.50	120.40	1 072.90	40.2	4.3	44.5
Manufacturing	538.90	7.00	15.60	561.50	89.60	651.10	37.9	3.8	41.8
Electricity, gas and water supply	685.30	* 0.10	* 1.40	686.90	57.80	744.70	37.0	2.0	39.0
Construction	593.90	* 2.70	* 10.60	607.30	113.80	721.00	38.1	4.7	42.9
Wholesale trade	534.40	8.40	14.50	557.30	33.50	590.80	38.3	1.6	39.9
Retail trade	462.70	* 13.90	12.20	488.80	25.60	514.40	38.7	1.3	40.0
Accommodation, cafes and restaurants	491.70	* 0.40	* 5.00	497.10	12.80	509.90	38.6	0.7	39.2
Transport and storage	602.30	* 15.30	* 3.60	621.30	100.80	722.10	38.7	4.2	42.9
Communication services	637.40	* 2.30	* 0.20	639.90	74.90	714.80	36.6	2.8	39.5
Finance and insurance	593.10	* 11.10	18.40	622.50	15.40	637.90	37.9	0.7	38.6
Property and business services	601.40	* 9.10	10.00	620.40	25.70	646.10	38.0	1.2	39.2
Government administration and defence	611.60	* 0.20	1.90	613.70	23.10	636.80	37.0	1.0	38.0
Education	715.40	* 1.90	* 0.80	718.10	3.10	721.20	36.6	0.1	36.7
Health and community services	614.20	* 0.00	1.20	615.40	23.50	639.00	38.0	0.8	38.7
Cultural and recreational services	620.70	* 4.80	* 5.00	630.40	30.10	660.50	37.7	1.2	38.9
Personal and other services	624.80	* 2.50	* 2.70	629.90	28.60	658.60	38.1	1.1	39.2
<b>Total</b>	<b>591.60</b>	<b>7.70</b>	<b>8.50</b>	<b>607.80</b>	<b>47.70</b>	<b>655.50</b>	<b>37.9</b>	<b>2.0</b>	<b>39.9</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Sector

AVERAGE WEEKLY TOTAL EARNINGS..... AVERAGE WEEKLY TOTAL HOURS PAID FOR

Sector	Ordinary time - Base pay <sup>1</sup>	Ordinary time - Payment by measured result	Ordinary time - Overaward and overagreement pay	Ordinary time - Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
MALES									
Private sector	574.50	14.80	14.90	604.20	77.60	681.90	38.4	3.3	41.7
Public sector	682.70	* 0.50	1.00	684.20	48.10	732.30	37.4	1.8	39.1
<b>Total</b>	<b>608.50</b>	<b>10.30</b>	<b>10.60</b>	<b>629.30</b>	<b>68.40</b>	<b>697.70</b>	<b>38.1</b>	<b>2.9</b>	<b>40.9</b>
FEMALES									
Private sector	518.60	5.50	7.90	532.00	15.00	547.00	38.0	0.7	38.7
Public sector	638.60	* 0.30	0.40	639.20	12.90	652.10	36.9	0.5	37.4
<b>Total</b>	<b>564.40</b>	<b>3.50</b>	<b>5.00</b>	<b>572.90</b>	<b>14.20</b>	<b>587.10</b>	<b>37.8</b>	<b>0.6</b>	<b>38.2</b>
PERSONS									
Private sector	554.50	11.50	12.40	578.40	55.20	633.60	38.2	2.4	40.7
Public sector	663.80	* 0.40	0.80	664.90	33.00	697.90	37.2	1.2	38.4
<b>Total</b>	<b>591.60</b>	<b>7.70</b>	<b>8.50</b>	<b>607.80</b>	<b>47.70</b>	<b>655.50</b>	<b>37.9</b>	<b>2.0</b>	<b>39.9</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

## EARNINGS AND HOURS, Full-time Adult Non-managerial, States/Territories

State/Territory	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time - Base pay <sup>1</sup>	Ordinary time - Payment by measured result	Ordinary time - Overaward and overagreement pay	Ordinary time - Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
<b>MALES</b>									
New South Wales	616.70	12.00	14.3	642.90	74.20	717.10	37.7	3.0	40.7
Victoria	603.60	* 7.00	11.40	622.10	71.00	693.10	38.2	3.0	41.2
Queensland	589.20	* 15.00	7.40	611.60	64.60	676.20	38.2	2.8	40.9
South Australia	595.40	* 4.40	8.90	608.60	50.20	658.80	38.2	2.2	40.4
Western Australia	632.20	14.40	5.90	652.40	76.80	729.10	38.8	3.3	42.1
Tasmania	570.80	* 3.20	* 6.70	580.70	44.00	624.80	37.9	1.9	39.9
Northern Territory	629.70	* 4.40	* 3.80	637.90	65.20	703.20	38.1	2.8	40.9
Australian Capital Territory	682.80	* 2.50	* 2.20	687.50	33.40	721.00	37.5	1.4	38.9
<b>Total</b>	<b>608.50</b>	<b>10.30</b>	<b>10.60</b>	<b>629.30</b>	<b>68.40</b>	<b>697.70</b>	<b>38.1</b>	<b>2.9</b>	<b>40.9</b>
<b>FEMALES</b>									
New South Wales	577.20	* 3.40	6.40	587.10	15.80	602.90	37.1	0.7	37.8
Victoria	561.80	* 5.40	5.90	573.20	14.10	587.30	37.8	0.7	38.5
Queensland	547.50	* 3.00	4.00	554.50	11.90	566.30	38.0	0.6	38.5
South Australia	555.20	* 0.90	2.00	558.10	10.50	568.50	37.6	0.5	38.2
Western Australia	545.60	* 3.00	2.30	550.90	18.10	568.90	38.1	0.9	39.0
Tasmania	548.40	* 0.90	* 4.00	553.30	9.20	562.50	37.3	0.5	37.8
Northern Territory	580.60	* 0.60	* 2.50	583.70	12.90	596.60	37.3	0.6	37.9
Australian Capital Territory	615.30	* 1.30	* 4.90	621.40	12.10	633.60	36.9	0.5	37.4
<b>Total</b>	<b>564.40</b>	<b>3.50</b>	<b>5.00</b>	<b>572.90</b>	<b>14.20</b>	<b>587.10</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>
<b>PERSONS</b>									
New South Wales	601.20	8.60	11.20	621.00	51.20	672.20	37.5	2.1	39.5
Victoria	587.70	* 6.40	9.30	603.40	49.30	652.70	38.1	2.1	40.2
Queensland	573.60	* 10.50	6.10	590.30	44.90	635.20	38.1	1.9	40.0
South Australia	580.90	* 3.10	6.40	590.40	35.90	626.30	38.0	1.6	39.6
Western Australia	600.70	10.20	4.50	615.50	55.40	670.90	38.5	2.4	41.0
Tasmania	563.40	* 2.50	5.80	571.70	32.50	604.20	37.7	1.4	39.2
Northern Territory	609.80	* 2.90	* 3.30	616.00	44.00	660.00	37.8	1.9	39.7
Australian Capital Territory	649.70	* 1.90	* 3.50	655.10	23.00	678.10	37.2	1.0	38.1
<b>Total</b>	<b>591.60</b>	<b>7.70</b>	<b>8.50</b>	<b>607.80</b>	<b>47.70</b>	<b>655.50</b>	<b>37.9</b>	<b>2.0</b>	<b>39.9</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.



EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup>

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>2</b>	<b>Professionals</b>	<b>854.10</b>	<b>37.5</b>	<b>876.10</b>	<b>38.1</b>
21	Natural scientists	878.70	38.5	895.40	39.0
22	Building professionals and engineers	907.50	37.6	939.80	38.5
23	Health diagnosis and treatment practitioners	1 030.50	38.6	1 210.70	43.4
24	School teachers	773.60	36.8	773.60	36.8
25	Other teachers and instructors	958.50	36.6	966.20	36.8
26	Social professionals	856.80	37.8	857.30	37.8
27	Business professionals	826.50	37.8	841.00	38.2
28	Artists and related professionals	790.70	37.8	820.80	39.0
29	Miscellaneous professionals	843.40	37.0	850.00	37.2
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>2</b>	<b>Professionals</b>	<b>749.20</b>	<b>37.0</b>	<b>757.50</b>	<b>37.3</b>
21	Natural scientists	740.40	37.7	757.20	38.2
22	Building professionals and engineers	684.10	37.9	699.10	38.5
23	Health diagnosis and treatment practitioners	762.80	37.9	837.20	39.9
24	School teachers	738.10	36.6	738.20	36.6
25	Other teachers and instructors	825.00	36.5	829.80	36.7
26	Social professionals	751.30	37.0	753.40	37.1
27	Business professionals	756.60	37.7	764.70	38.0
28	Artists and related professionals	715.30	37.4	725.90	37.9
29	Miscellaneous professionals	752.30	36.6	757.60	36.8
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>2</b>	<b>Professionals</b>	<b>804.80</b>	<b>37.3</b>	<b>820.30</b>	<b>37.7</b>
21	Natural scientists	835.40	38.2	852.10	38.8
22	Building professionals and engineers	889.30	37.6	920.10	38.5
23	Health diagnosis and treatment practitioners	892.70	38.2	1 018.50	41.6
24	School teachers	750.40	36.7	750.50	36.7
25	Other teachers and instructors	910.30	36.6	917.00	36.8
26	Social professionals	796.50	37.4	797.90	37.4
27	Business professionals	800.10	37.8	812.10	38.1
28	Artists and related professionals	759.80	37.7	781.90	38.5
29	Miscellaneous professionals	789.40	36.8	795.20	37.0
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings \$	Hours	Earnings \$	Hours
<b>MALES</b>					
<b>3</b>	<b>Para-professionals</b>	<b>752.60</b>	<b>37.9</b>	<b>801.60</b>	<b>39.6</b>
31	Medical and science technical officers and technicians	703.60	37.6	752.40	39.5
32	Engineering and building associates and technicians	753.00	37.9	815.80	39.8
33	Air and sea transport technical workers	1 031.00	38.5	1 096.80	39.8
34	Registered nurses	758.00	38.1	787.50	39.2
35	Police	804.20	38.2	830.50	39.0
39	Miscellaneous	729.80	37.9	778.60	39.6
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
<b>FEMALES</b>					
<b>3</b>	<b>Para-professionals</b>	<b>688.70</b>	<b>37.7</b>	<b>703.20</b>	<b>38.3</b>
31	Medical and science technical officers and technicians	555.20	37.4	578.50	38.4
32	Engineering and building associates and technicians	612.50	39.2	644.20	40.6
33	Air and sea transport technical workers	642.00	35.0	642.00	35.0
34	Registered nurses	747.40	37.8	755.70	38.1
35	Police	710.40	38.2	756.50	39.7
39	Miscellaneous	645.60	37.5	659.40	38.0
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
<b>PERSONS</b>					
<b>3</b>	<b>Para-professionals</b>	<b>730.00</b>	<b>37.9</b>	<b>766.90</b>	<b>39.1</b>
31	Medical and science technical officers and technicians	645.70	37.5	684.60	39.0
32	Engineering and building associates and technicians	744.40	38.0	805.30	39.9
33	Air and sea transport technical workers	1 021.00	38.4	1 085.20	39.7
34	Registered nurses	749.00	37.9	760.60	38.3
35	Police	789.50	38.2	818.90	39.1
39	Miscellaneous	702.60	37.8	740.20	39.1
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup> *continued*

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>4</b>	<b>Tradespersons</b>	<b>577.00</b>	<b>38.1</b>	<b>676.60</b>	<b>42.1</b>
41	Metal fitting and machining tradespersons	629.40	38.0	801.90	44.4
42	Other metal tradespersons	573.50	38.1	697.00	43.3
43	Electrical and electronic tradespersons	627.90	37.8	733.50	41.7
44	Building tradespersons	559.10	38.4	639.60	41.8
45	Printing tradespersons	593.90	37.0	694.00	40.7
46	Vehicle tradespersons	547.20	38.3	617.00	41.4
47	Food tradespersons	523.90	38.3	561.90	40.2
48	Amenity horticultural tradespersons	484.20	38.5	502.60	39.3
49	Miscellaneous tradespersons	501.00	38.1	554.50	40.6
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>4</b>	<b>Tradespersons</b>	<b>471.80</b>	<b>38.2</b>	<b>498.50</b>	<b>39.6</b>
41	Metal fitting and machining tradespersons	503.20	38.8	612.00	43.7
42	Other metal tradespersons	444.20	38.2	522.00	42.7
43	Electrical and electronic tradespersons	666.20	37.9	712.80	39.4
44	Building tradespersons	467.10	39.1	471.90	39.3
45	Printing tradespersons	532.40	38.8	574.80	40.8
46	Vehicle tradespersons	453.50	37.6	453.50	37.6
47	Food tradespersons	480.20	38.3	498.00	39.2
48	Amenity horticultural tradespersons	430.90	38.4	433.70	38.7
49	Miscellaneous tradespersons	441.60	38.0	466.10	39.3
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>4</b>	<b>Tradespersons</b>	<b>569.50</b>	<b>38.1</b>	<b>664.00</b>	<b>41.9</b>
41	Metal fitting and machining tradespersons	628.20	38.0	800.10	44.4
42	Other metal tradespersons	571.20	38.1	694.00	43.3
43	Electrical and electronic tradespersons	628.40	37.8	733.30	41.7
44	Building tradespersons	558.40	38.4	638.40	41.8
45	Printing tradespersons	585.20	37.3	677.30	40.7
46	Vehicle tradespersons	546.90	38.3	616.40	41.4
47	Food tradespersons	512.00	38.3	544.50	39.9
48	Amenity horticultural tradespersons	479.80	38.5	496.90	39.3
49	Miscellaneous tradespersons	482.60	38.1	527.20	40.2
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>5</b>	<b>Clerks</b>	<b>594.20</b>	<b>37.5</b>	<b>627.60</b>	<b>38.9</b>
51	Stenographers and typists	560.00	37.4	568.60	37.7
52	Data processing and business machine operators	639.30	37.5	663.80	38.5
53	Numerical clerks	622.90	37.5	637.80	38.1
54	Filing, sorting and copying clerks	522.70	37.4	555.10	38.9
55	Material recording and dispatching clerks	597.00	38.4	656.20	40.7
56	Receptionists, telephonists and messengers	557.20	37.0	593.50	38.8
59	Miscellaneous clerks	601.10	36.9	634.60	38.4
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>5</b>	<b>Clerks</b>	<b>530.00</b>	<b>37.4</b>	<b>541.10</b>	<b>37.9</b>
51	Stenographers and typists	541.50	37.3	547.70	37.6
52	Data processing and business machine operators	512.40	37.5	529.10	38.2
53	Numerical clerks	546.40	37.8	559.90	38.5
54	Filing, sorting and copying clerks	503.40	36.9	515.80	37.5
55	Material recording and dispatching clerks	534.10	37.9	551.80	38.7
56	Receptionists, telephonists and messengers	509.90	37.4	518.70	37.8
59	Miscellaneous clerks	530.30	36.3	542.90	36.9
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>5</b>	<b>Clerks</b>	<b>549.00</b>	<b>37.4</b>	<b>566.70</b>	<b>38.2</b>
51	Stenographers and typists	542.90	37.3	549.20	37.6
52	Data processing and business machine operators	551.80	37.5	571.00	38.3
53	Numerical clerks	569.30	37.7	583.20	38.3
54	Filing, sorting and copying clerks	511.00	37.1	531.20	38.1
55	Material recording and dispatching clerks	572.60	38.2	615.80	39.9
56	Receptionists, telephonists and messengers	520.00	37.3	534.70	38.0
59	Miscellaneous clerks	557.20	36.6	577.70	37.5
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup> *continued*

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>6</b>	<b>Salespersons and personal service workers</b>	<b>616.70</b>	<b>38.9</b>	<b>635.30</b>	<b>39.8</b>
61	Investment, insurance and real estate salespersons	855.80	38.4	857.40	38.5
62	Sales representatives	684.00	38.6	690.00	38.9
63	Sales assistants	552.90	39.3	575.10	40.4
64	Tellers, cashiers and ticket salespersons	531.60	38.3	570.70	39.9
65	Miscellaneous salespersons	539.40	38.9	563.40	40.3
66	Personal service workers	576.80	39.1	622.20	40.8
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>6</b>	<b>Salespersons and personal service workers</b>	<b>502.50</b>	<b>38.3</b>	<b>514.10</b>	<b>38.8</b>
61	Investment, insurance and real estate salespersons	588.70	38.5	592.10	38.7
62	Sales representatives	609.70	37.9	617.40	38.3
63	Sales assistants	452.90	38.2	464.00	38.8
64	Tellers, cashiers and ticket salespersons	489.30	38.2	504.90	38.8
65	Miscellaneous salespersons	513.80	38.6	530.80	39.4
66	Personal service workers	506.70	38.4	516.80	38.8
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>6</b>	<b>Salespersons and personal service workers</b>	<b>559.90</b>	<b>38.6</b>	<b>575.00</b>	<b>39.3</b>
61	Investment, insurance and real estate salespersons	756.50	38.5	758.80	38.6
62	Sales representatives	664.60	38.4	671.00	38.7
63	Sales assistants	506.20	38.8	523.20	39.7
64	Tellers, cashiers and ticket salespersons	502.00	38.2	524.70	39.2
65	Miscellaneous salespersons	527.40	38.8	548.10	39.9
66	Personal service workers	521.20	38.5	538.60	39.2
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>7</b>	<b>Plant and machine operators, and drivers</b>	<b>593.70</b>	<b>38.5</b>	<b>719.40</b>	<b>44.0</b>
71	Road and rail transport drivers	572.10	39.2	682.70	44.5
72	Mobile plant operators (except transport)	624.70	38.1	771.00	44.1
73	Stationary plant operators	692.30	38.3	819.60	43.4
74	Machine operators	540.50	38.1	664.80	43.7
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>7</b>	<b>Plant and machine operators, and drivers</b>	<b>452.50</b>	<b>37.9</b>	<b>513.20</b>	<b>40.9</b>
71	Road and rail transport drivers	468.90	37.8	554.80	41.9
72	Mobile plant operators (except transport)	558.00	37.7	* 804.50	* 49.5
73	Stationary plant operators	* 598.80	38.9	* 646.10	41.1
74	Machine operators	435.90	37.9	477.80	40.0
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>7</b>	<b>Plant and machine operators, and drivers</b>	<b>579.30</b>	<b>38.4</b>	<b>698.30</b>	<b>43.7</b>
71	Road and rail transport drivers	568.00	39.1	677.70	44.4
72	Mobile plant operators (except transport)	622.80	38.1	771.90	44.3
73	Stationary plant operators	690.20	38.3	815.60	43.4
74	Machine operators	514.10	38.0	617.60	42.7
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup> *continued*



Code	Occupation <sup>1</sup>	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
		Earnings	Hours	Earnings	Hours
		\$		\$	
MALES					
<b>8</b>	<b>Labourers and related workers</b>	<b>497.20</b>	<b>38.0</b>	<b>573.70</b>	<b>41.6</b>
81	Trade assistants and factory hands	487.40	37.8	572.00	41.6
82	Agricultural labourers and related workers (c)	456.90	37.5	480.10	38.7
83	Cleaners	448.30	38.2	497.20	40.6
84	Construction and mining labourers	543.80	38.5	646.70	43.1
89	Miscellaneous labourers and related workers	503.30	38.2	574.50	41.5
	<b>All occupations</b>	<b>629.30</b>	<b>38.1</b>	<b>697.70</b>	<b>40.9</b>
FEMALES					
<b>8</b>	<b>Labourers and related workers</b>	<b>437.40</b>	<b>38.0</b>	<b>466.00</b>	<b>39.5</b>
81	Trade assistants and factory hands	415.00	37.7	456.30	40.0
82	Agricultural labourers and related workers (c)	414.70	38.0	444.60	39.7
83	Cleaners	450.20	38.1	468.90	39.2
84	Construction and mining labourers	* 351.80	37.2	* 377.00	38.3
89	Miscellaneous labourers and related workers	456.60	38.2	477.00	39.3
	<b>All occupations</b>	<b>572.90</b>	<b>37.6</b>	<b>587.10</b>	<b>38.2</b>
PERSONS					
<b>8</b>	<b>Labourers and related workers</b>	<b>483.30</b>	<b>38.0</b>	<b>548.70</b>	<b>41.1</b>
81	Trade assistants and factory hands	469.10	37.7	542.70	41.2
82	Agricultural labourers and related workers (c)	451.40	37.6	475.50	38.8
83	Cleaners	449.10	38.2	485.30	40.0
84	Construction and mining labourers	541.30	38.5	643.10	43.1
89	Miscellaneous labourers and related workers	492.20	38.2	551.30	41.0
	<b>All occupations</b>	<b>607.80</b>	<b>37.9</b>	<b>655.50</b>	<b>39.9</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

OVERTIME<sup>1</sup>, Full-time Adult Non-managerial Employees, Occupation<sup>2</sup>

Occupation <sup>2</sup>	AVERAGE WEEKLY OVERTIME EARNING			AVERAGE WEEKLY OVERTIME HOURS PAID FOR.....		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	Hours	Hours	Hours
PRIVATE SECTOR						
Professionals	212.40	* 118.70	185.80	6.6	4.6	6.1
Para-professionals	276.20	106.90	229.90	9.8	4.4	8.3
Tradespersons	221.80	94.20	215.50	9.0	4.9	8.8
Clerks	163.70	89.70	117.00	7.1	4.3	5.4
Salespersons and personal service workers	114.00	61.30	87.20	5.9	3.1	4.5
Plant and machine operators, and drivers	242.60	187.90	238.80	10.7	9.3	10.6
Labourers and related workers	173.50	110.20	163.10	8.1	6.0	7.8
<b>Total</b>	<b>209.40</b>	<b>98.60</b>	<b>188.80</b>	<b>9.0</b>	<b>4.9</b>	<b>8.2</b>
PUBLIC SECTOR						
Professionals	317.50	194.90	269.10	8.5	5.4	7.3
Para-professionals	170.70	107.30	157.20	5.4	3.7	5.0
Tradespersons	200.70	* 161.10	200.20	7.4	5.8	7.4
Clerks	141.90	105.50	125.10	5.8	4.4	5.2
Salespersons and personal service workers	122.00	84.50	101.60	4.5	3.2	3.8
Plant and machine operators, and drivers	148.10	174.50	148.90	6.4	7.5	6.5
Labourers and related workers	170.40	95.30	162.90	7.6	4.9	7.3
<b>Total</b>	<b>176.50</b>	<b>117.80</b>	<b>162.90</b>	<b>6.6</b>	<b>4.4</b>	<b>6.1</b>
TOTAL ALL SECTORS						
Professionals	269.00	168.80	234.10	7.7	5.1	6.8
Para-professionals	200.30	107.20	178.70	6.6	4.0	6.0
Tradespersons	218.60	97.30	213.20	8.8	5.0	8.6
Clerks	152.20	95.40	120.50	6.4	4.4	5.3
Salespersons and personal service workers	115.70	66.90	90.50	5.6	3.2	4.3
Plant and machine operators, and drivers	225.30	186.80	222.90	9.9	9.2	9.9
Labourers and related workers	172.90	108.50	163.10	8.0	5.9	7.7
<b>Total</b>	<b>201.10</b>	<b>104.50</b>	<b>182.00</b>	<b>8.4</b>	<b>4.8</b>	<b>7.7</b>

<sup>1</sup> For those employees who received overtime pay.<sup>2</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.



OVERTIME<sup>1</sup>, Full-time Adult Non-managerial Employees, Industry<sup>2</sup>

Industry <sup>2</sup>	AVERAGE WEEKLY OVERTIME EARNING			AVERAGE WEEKLY OVERTIME HOURS PAID FOR.....		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	Hours	Hours	Hours
PRIVATE SECTOR						
Mining	304.00	158.30	300.40	11.0	6.8	10.9
Manufacturing	218.30	113.50	204.80	9.2	5.8	8.8
Electricity, gas and water supply	176.10	* 168.30	175.00	6.8	6.4	6.7
Construction	308.40	* 322.40	309.10	12.7	* 15.4	12.8
Wholesale trade	149.10	91.00	139.00	7.0	4.6	6.6
Retail trade	109.00	79.40	100.50	5.7	4.1	5.2
Accommodation, cafes and restaurants	88.90	80.00	84.30	5.0	3.8	4.4
Transport and storage	270.20	121.00	258.40	11.8	5.5	11.3
Communication services	208.00	* 100.20	187.10	8.8	* 4.3	7.9
Finance and insurance	88.60	77.00	82.80	3.8	3.6	3.7
Property and business services	165.00	95.60	146.40	7.7	5.0	7.0
Education	45.80	62.00	56.00	2.6	3.2	3.0
Health and community services	* 158.10	77.00	96.00	5.9	3.4	3.9
Cultural and recreational services	164.50	81.80	142.20	6.9	3.8	6.1
Personal and other services	155.90	73.40	120.10	7.4	4.0	5.9
<b>Total</b>	<b>209.40</b>	<b>98.60</b>	<b>188.80</b>	<b>9.0</b>	<b>4.9</b>	<b>8.2</b>
PUBLIC SECTOR						
Mining	338.30	* 0.00	338.30	9.6	* 0.0	9.6
Manufacturing	259.60	* 120.50	239.90	10.0	* 5.0	9.3
Electricity, gas and water supply	212.60	* 160.70	208.80	7.4	* 4.5	7.2
Construction	146.60	* 97.00	142.50	6.1	* 3.2	5.9
Wholesale trade	227.20	* 0.00	227.20	7.5	* 0.0	7.5
Accommodation, cafes and restaurants	* 35.00	* 0.00	* 35.00	* 2.2	* 0.0	* 2.2
Transport and storage	203.70	152.10	198.10	7.8	5.5	7.6
Communication services	180.90	101.40	164.30	6.7	4.4	6.2
Finance and insurance	89.90	61.60	72.90	3.4	2.5	2.9
Property and business services	* 118.30	* 95.20	108.60	* 4.8	3.6	4.3
Government administration and defence	128.30	120.50	127.10	5.6	4.8	5.5
Education	124.10	97.70	111.00	4.6	4.0	4.3
Health and community services	255.20	148.80	205.80	7.7	4.8	6.3
Cultural and recreational services	142.60	115.70	133.20	5.3	4.4	5.0
Personal and other services	143.30	150.50	144.50	4.7	5.5	4.9
<b>Total</b>	<b>178.50</b>	<b>117.80</b>	<b>162.90</b>	<b>6.6</b>	<b>4.4</b>	<b>6.1</b>

<sup>1</sup> For those employees who received overtime pay.<sup>2</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

OVERTIME<sup>1</sup>, Full-time Adult Non-managerial Employees, Industry<sup>2</sup> *continued*

Industry <sup>2</sup>	AVERAGE WEEKLY OVERTIME EARNING			AVERAGE WEEKLY OVERTIME HOURS PAID FOR.....		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	Hours	Hours	Hours
<b>TOTAL ALL SECTORS</b>						
Mining	304.60	158.30	301.00	11.0	6.8	10.9
Manufacturing	219.10	113.60	205.40	9.2	5.8	8.8
Electricity, gas and water supply	210.50	* 161.60	206.70	7.4	4.7	7.2
Construction	295.20	* 290.20	295.00	12.1	* 13.6	12.2
Wholesale trade	149.40	91.00	139.30	7.0	4.6	6.6
Retail trade	109.00	79.40	100.50	5.7	4.1	5.2
Accommodation, cafes and restaurants	88.00	80.00	83.80	5.0	3.8	4.4
Transport and storage	239.30	138.10	230.00	10.0	5.5	9.5
Communication services	182.00	101.30	165.20	6.8	4.4	6.3
Finance and insurance	89.00	70.30	78.90	3.7	3.1	3.4
Property and business services	163.70	95.60	145.00	7.6	5.0	6.9
Government administration and defence	128.30	120.50	127.10	5.6	4.8	5.5
Education	113.10	89.80	101.00	4.3	3.8	4.0
Health and community services	240.30	119.70	173.60	7.4	4.2	5.6
Cultural and recreational services	156.60	97.00	138.70	6.3	4.1	5.6
Personal and other services	147.30	102.20	134.60	5.6	4.6	5.3
<b>Total</b>	<b>201.10</b>	<b>104.50</b>	<b>182.00</b>	<b>8.4</b>	<b>4.8</b>	<b>7.7</b>

<sup>1</sup> For those employees who received overtime pay.

<sup>2</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

OVERTIME<sup>1</sup>, Full-time Adult Non-managerial Employees, States/Territories

State/Territory	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR.....		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	Hours	Hours	Hours
PRIVATE SECTOR						
New South Wales	223.30	96.30	198.30	9.2	4.7	8.3
Victoria	207.60	102.90	188.50	9.0	5.1	8.3
Queensland	196.20	89.00	178.00	8.6	4.6	7.9
South Australia	155.00	90.10	145.50	7.0	4.8	6.7
Western Australia	252.20	121.90	225.60	11.1	6.2	10.1
Tasmania	159.70	73.10	144.50	7.3	3.9	6.7
Northern Territory	214.60	87.30	188.10	9.8	4.5	8.7
Australian Capital Territory	140.40	80.60	118.50	7.0	4.0	5.9
<b>Total</b>	<b>209.40</b>	<b>98.80</b>	<b>188.80</b>	<b>9.0</b>	<b>4.9</b>	<b>8.2</b>
PUBLIC SECTOR						
New South Wales	185.70	142.80	175.60	6.6	4.9	6.2
Victoria	199.80	105.40	176.60	7.2	4.1	6.5
Queensland	158.10	92.10	144.20	6.3	3.8	5.8
South Australia	153.90	97.90	141.00	6.0	3.8	5.5
Western Australia	152.70	108.30	143.50	6.2	4.3	5.8
Tasmania	155.00	85.60	142.60	5.9	3.4	5.5
Northern Territory	195.10	* 113.00	171.90	6.8	* 3.9	6.0
Australian Capital Territory	167.60	127.20	154.60	6.0	4.8	5.6
<b>Total</b>	<b>176.50</b>	<b>117.80</b>	<b>162.90</b>	<b>6.6</b>	<b>4.4</b>	<b>6.1</b>
TOTAL ALL SECTORS						
New South Wales	212.90	111.50	191.80	8.5	4.8	7.7
Victoria	206.10	103.60	186.10	8.6	4.9	7.9
Queensland	184.70	90.10	167.40	7.9	4.3	7.2
South Australia	154.70	92.40	144.50	6.8	4.5	6.4
Western Australia	227.40	118.50	205.10	9.9	5.7	9.0
Tasmania	158.60	76.20	144.00	7.0	3.7	6.4
Northern Territory	209.90	95.50	183.90	9.1	4.3	8.0
Australian Capital Territory	156.00	105.20	138.70	6.4	4.4	5.7
<b>Total</b>	<b>201.10</b>	<b>104.50</b>	<b>182.00</b>	<b>8.4</b>	<b>4.8</b>	<b>7.7</b>

<sup>1</sup> For those employees who received overtime pay.

PRIVATE SECTOR, Earnings and Hours, Full-time Adult Non-managerial Employees, Occupation<sup>1</sup>

Occupation <sup>2</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>2</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
<b>MALES</b>									
Professionals	836.70	* 3.90	* 7.80	848.40	17.50	865.90	38.1	0.5	38.7
Para-professionals	747.10	10.00	9.10	766.20	55.70	821.90	38.9	2.0	40.8
Tradespersons	547.10	6.80	20.90	574.90	103.20	678.00	38.2	4.2	42.4
Clerks	559.50	* 3.00	16.80	579.30	33.70	613.00	38.2	1.5	39.7
Salespersons and personal service workers	556.30	40.90	15.00	612.30	15.90	628.10	39.0	0.8	39.8
Plant and machine operators, and drivers	555.40	26.20	14.30	595.90	140.00	736.00	38.6	6.2	44.8
Labourers and related workers	473.90	8.70	11.40	494.00	79.50	573.50	38.1	3.7	41.8
<b>Total</b>	<b>574.50</b>	<b>14.80</b>	<b>14.90</b>	<b>604.20</b>	<b>77.60</b>	<b>681.90</b>	<b>38.4</b>	<b>3.3</b>	<b>41.7</b>
<b>FEMALES</b>									
Professionals	715.60	* 14.30	* 4.70	734.60	* 5.20	739.80	37.4	* 0.2	37.6
Para-professionals	643.80	* 1.80	* 4.40	650.00	16.90	666.90	38.1	0.7	38.8
Tradespersons	456.10	* 3.30	* 8.50	467.90	27.80	495.70	38.2	1.5	39.7
Clerks	509.20	* 1.20	11.40	521.80	10.40	532.20	37.9	0.5	38.4
Salespersons and personal service workers	477.40	* 8.80	5.80	492.00	9.70	501.70	38.4	0.5	38.9
Plant and machine operators, and drivers	430.40	* 10.80	* 4.90	446.10	58.90	504.90	37.9	2.9	40.8
Labourers and related workers	416.50	* 5.40	5.10	427.00	31.80	458.90	38.0	1.7	39.7
<b>Total</b>	<b>518.60</b>	<b>5.50</b>	<b>7.90</b>	<b>532.00</b>	<b>16.00</b>	<b>547.00</b>	<b>38.0</b>	<b>0.7</b>	<b>38.7</b>
<b>PERSONS</b>									
Professionals	785.10	* 8.30	6.50	799.90	12.30	812.20	37.8	0.4	38.2
Para-professionals	713.60	7.30	7.60	728.50	43.10	771.60	38.6	1.6	40.2
Tradespersons	540.30	6.50	20.00	566.80	97.50	664.30	38.2	4.0	42.2
Clerks	521.70	1.60	12.70	536.00	16.20	552.20	38.0	0.7	38.7
Salespersons and personal service workers	518.80	25.60	10.60	555.10	12.90	568.00	38.7	0.7	39.4
Plant and machine operators, and drivers	540.30	24.40	13.20	577.90	130.30	708.20	38.5	5.8	44.3
Labourers and related workers	460.20	7.90	9.90	478.10	68.20	546.20	38.1	3.2	41.3
<b>Total</b>	<b>554.50</b>	<b>11.50</b>	<b>12.40</b>	<b>578.40</b>	<b>55.20</b>	<b>633.60</b>	<b>38.2</b>	<b>2.4</b>	<b>40.7</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

PRIVATE SECTOR, Earnings and Hours, Full-time Adult Non-managerial Employees, Industry<sup>1</sup>

Industry <sup>1</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>2</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
MALES									
Mining	846.10	118.40	11.30	975.80	132.10	1 107.90	40.0	4.8	44.8
Manufacturing	550.20	6.70	18.00	574.90	106.00	680.90	38.0	4.5	42.4
Electricity, gas and water supply	730.50	* 1.80	0.70	733.00	49.30	782.30	38.1	1.9	40.0
Construction	600.40	* 3.50	* 13.50	617.40	136.10	753.50	38.2	5.6	43.8
Wholesale trade	543.40	* 10.60	16.10	570.10	42.70	612.80	38.4	2.0	40.4
Retail trade	473.90	* 21.70	16.80	512.40	33.60	546.00	39.0	1.7	40.7
Accommodation, cafes and restaurants	504.30	* 0.30	* 6.30	510.90	12.60	523.40	38.6	0.7	39.3
Transport and storage	579.40	* 32.50	* 5.90	617.80	131.90	749.60	39.5	5.8	45.2
Communication services	647.60	* 24.40	* 2.10	674.10	66.80	740.90	39.0	2.8	41.8
Finance and insurance	671.20	* 30.10	38.00	739.30	15.70	754.90	38.1	0.7	38.8
Property and business services	638.40	* 10.20	9.40	658.00	44.50	702.40	38.5	2.1	40.6
Education	686.30	* 0.50	* 1.50	688.40	* 1.20	689.60	37.0	* 0.1	37.1
Health and community services	565.30	* 0.00	* 4.20	569.50	* 17.70	587.20	38.1	* 0.7	38.7
Cultural and recreational services	626.80	* 10.00	* 8.60	645.40	44.20	689.60	38.7	1.9	40.5
Personal and other services	523.50	* 1.90	* 2.40	527.80	37.10	564.80	38.6	1.7	40.4
<b>Total</b>	<b>574.50</b>	<b>14.80</b>	<b>14.90</b>	<b>604.20</b>	<b>77.60</b>	<b>681.90</b>	<b>38.4</b>	<b>3.3</b>	<b>41.7</b>
FEMALES									
Mining	744.50	* 29.80	* 1.70	776.00	* 14.30	790.30	41.4	* 0.6	42.0
Manufacturing	492.30	7.00	8.50	507.70	29.80	537.50	37.9	1.5	39.4
Electricity, gas and water supply	636.40	* 3.20	* 15.20	654.80	* 32.70	687.40	37.9	* 1.2	39.1
Construction	497.10	* 0.00	* 1.10	498.10	* 59.10	557.30	39.0	* 2.8	41.9
Wholesale trade	513.10	* 3.50	11.30	527.90	12.60	540.50	38.2	0.6	38.8
Retail trade	446.70	* 2.60	* 5.70	455.00	14.20	469.20	38.3	0.7	39.0
Accommodation, cafes and restaurants	478.90	* 0.60	* 3.70	483.10	13.40	496.50	38.5	0.6	39.1
Transport and storage	546.20	* 9.10	* 4.30	559.60	17.70	577.30	38.7	0.8	39.5
Communication services	612.10	* 1.60	* 3.50	617.20	* 16.80	634.00	37.9	* 0.7	38.6
Finance and insurance	541.70	* 2.00	12.70	556.40	10.30	566.70	37.9	0.5	38.4
Property and business services	539.60	* 10.30	* 13.00	562.90	10.30	573.10	37.8	0.5	38.3
Education	643.50	* 12.40	* 2.60	658.50	* 1.50	660.00	36.5	* 0.1	36.6
Health and community services	534.90	* 0.10	* 2.50	537.60	8.10	545.60	38.1	0.4	38.5
Cultural and recreational services	549.70	* 4.40	* 6.00	560.10	* 10.90	570.90	37.7	* 0.5	38.2
Personal and other services	477.70	* 8.20	* 8.50	494.40	10.80	505.20	37.7	0.6	38.3
<b>Total</b>	<b>518.60</b>	<b>5.50</b>	<b>7.90</b>	<b>532.00</b>	<b>15.00</b>	<b>547.00</b>	<b>38.0</b>	<b>0.7</b>	<b>38.7</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

Industry <sup>1</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>2</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
PERSONS									
Mining	835.10	108.80	10.30	954.10	119.30	1 073.30	40.2	4.3	44.5
Manufacturing	537.70	6.80	15.90	560.40	89.60	650.00	37.9	3.8	41.8
Electricity, gas and water supply	712.40	* 2.10	* 3.50	717.90	46.10	764.10	38.1	1.8	39.8
Construction	589.80	* 3.20	* 12.20	605.20	128.20	733.40	38.3	5.3	43.6
Wholesale trade	534.20	8.40	14.60	557.30	33.60	590.90	38.3	1.6	39.9
Retail trade	462.70	* 13.90	12.20	488.80	25.60	514.40	38.7	1.3	40.0
Accommodation, cafes and restaurants	492.00	* 0.40	* 5.00	497.40	12.90	510.40	38.6	0.7	39.2
Transport and storage	572.00	* 27.20	* 5.60	604.80	106.40	711.20	39.3	4.7	44.0
Communication services	636.40	* 17.20	* 2.50	656.10	51.00	707.10	38.6	2.2	40.8
Finance and insurance	597.70	* 14.10	23.70	635.50	12.70	648.20	38.0	0.6	38.5
Property and business services	591.00	* 10.20	11.10	612.30	28.00	640.40	38.2	1.3	39.5
Education	658.50	* 8.30	* 2.20	669.00	* 1.40	670.40	36.7	* 0.1	36.8
Health and community services	541.70	* 0.10	2.90	544.70	10.20	554.80	38.1	0.4	38.5
Cultural and recreational services	593.80	* 7.60	* 7.50	608.90	30.00	638.90	38.2	1.3	39.5
Personal and other services	498.20	* 5.40	* 5.80	509.30	22.50	531.80	38.1	1.1	39.2
<b>Total</b>	<b>554.50</b>	<b>11.50</b>	<b>12.40</b>	<b>578.40</b>	<b>55.20</b>	<b>633.60</b>	<b>38.2</b>	<b>2.4</b>	<b>40.7</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

## PRIVATE SECTOR, Earnings and Hours, Full-time Adult Non-managerial Employees, States/Territories

State/Territory	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>1</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	Hours	Hours	Hours
MALES									
New South Wales	580.40	17.20	20.90	618.60	84.00	702.60	38.1	3.5	41.5
Victoria	576.70	* 9.40	14.60	600.80	77.50	678.30	38.4	3.3	41.7
Queensland	551.00	* 22.90	11.00	584.90	73.20	658.10	38.6	3.2	41.8
South Australia	558.10	* 6.10	12.40	576.50	57.10	633.60	38.4	2.6	41.0
Western Australia	613.10	20.70	8.00	641.80	92.40	734.20	39.1	4.1	43.2
Tasmania	524.30	* 5.00	* 9.00	538.20	51.60	589.80	38.3	2.4	40.7
Northern Territory	580.60	* 6.80	* 5.70	593.10	77.50	670.60	38.6	3.6	42.2
Australian Capital Territory	581.90	* 7.30	* 4.70	593.90	36.80	630.70	38.6	1.8	40.4
<b>Total</b>	<b>574.50</b>	<b>14.80</b>	<b>14.90</b>	<b>604.20</b>	<b>77.60</b>	<b>681.90</b>	<b>38.4</b>	<b>3.3</b>	<b>41.7</b>
FEMALES									
New South Wales	536.10	* 5.40	10.00	551.60	14.60	566.20	37.8	0.7	38.5
Victoria	522.70	* 7.70	8.50	538.90	15.40	554.30	37.9	0.8	38.6
Queensland	493.40	* 4.50	6.30	504.20	12.20	516.40	38.3	0.6	39.0
South Australia	492.90	* 1.70	3.50	498.10	13.10	511.20	38.0	0.7	38.7
Western Australia	503.90	* 4.80	* 3.30	512.00	* 22.60	534.70	38.5	* 1.1	39.6
Tasmania	493.20	* 1.60	6.90	501.80	* 12.10	513.90	37.8	* 0.6	38.4
Northern Territory	508.90	* 1.30	* 4.70	514.80	17.50	532.30	38.1	* 0.9	39.0
Australian Capital Territory	537.70	* 3.60	* 13.70	555.00	* 12.80	567.80	37.3	* 0.6	38.0
<b>Total</b>	<b>518.60</b>	<b>5.50</b>	<b>7.90</b>	<b>532.00</b>	<b>15.00</b>	<b>547.00</b>	<b>38.0</b>	<b>0.7</b>	<b>38.7</b>
PERSONS									
New South Wales	563.70	12.80	16.80	593.30	57.80	651.10	38.0	2.4	40.4
Victoria	557.40	8.80	12.40	578.60	55.30	634.00	38.2	2.4	40.6
Queensland	530.40	* 16.30	9.30	556.00	51.40	607.40	38.5	2.3	40.8
South Australia	538.40	* 4.70	9.70	552.90	43.80	596.70	38.3	2.0	40.3
Western Australia	576.30	15.30	6.40	598.10	68.90	667.10	38.9	3.1	42.0
Tasmania	515.20	* 4.00	8.40	527.50	40.00	567.50	38.2	1.9	40.0
Northern Territory	557.50	* 5.00	* 5.40	567.90	58.20	626.10	38.5	2.7	41.2
Australian Capital Territory	560.30	* 5.50	* 9.10	574.90	25.10	600.00	38.0	1.2	39.2
<b>Total</b>	<b>554.50</b>	<b>11.50</b>	<b>12.40</b>	<b>578.40</b>	<b>55.20</b>	<b>633.60</b>	<b>38.2</b>	<b>2.4</b>	<b>40.7</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

Employer unit size (Number of employees)	AVERAGE WEEKLY ORDINARY TIME		AVERAGE WEEKLY TOTAL.....	
	Earnings	Hours	Earnings	Hours
	\$		\$	
MALES				
Under 20	540.10	38.9	572.50	40.5
20 to 49	562.00	38.7	627.60	41.9
50 to 99	586.40	38.1	679.30	42.2
100 to 499	627.10	38.1	728.90	42.3
500 to 999	678.10	38.1	788.40	42.5
1 000 and over	693.30	38.2	778.40	41.4
<b>Total</b>	<b>604.20</b>	<b>38.4</b>	<b>681.90</b>	<b>41.7</b>
FEMALES				
Under 20	494.70	38.1	502.10	38.5
20 to 49	526.90	37.9	537.60	38.5
50 to 99	536.00	37.8	547.30	38.4
100 to 499	545.60	37.9	565.40	38.9
500 to 999	564.00	37.8	594.00	39.2
1 000 and over	561.50	38.1	580.20	38.9
<b>Total</b>	<b>532.00</b>	<b>38.0</b>	<b>547.00</b>	<b>38.7</b>
PERSONS				
Under 20	522.20	38.6	544.70	39.7
20 to 49	550.70	38.4	598.80	40.8
50 to 99	569.50	38.0	635.00	40.9
100 to 499	599.70	38.1	673.90	41.2
500 to 999	640.60	38.0	724.50	41.4
1 000 and over	638.40	38.1	695.80	40.4
<b>Total</b>	<b>578.40</b>	<b>38.2</b>	<b>633.60</b>	<b>40.7</b>



## WEEKLY TOTAL HOURS PAID FOR, Part-time Non-managerial Employees

Weekly total hours paid for <sup>1</sup>	MALES.....			FEMALES.....			PERSONS.....				
	Adult	Junior	Total	Adult	Junior	Total	Adult	Junior	Total		
PER CENT											
Under 2		1.7	* 0.9	1.5	0.8	* 0.3	0.8	1.0	* 0.5	1.0	
2 and under	4	5.6	5.6	5.6	4.0	8.9	4.6	4.4	7.7	4.8	
4	"	6	8.7	12.8	9.6	5.7	12.6	6.5	6.4	12.7	
6	"	8	8.8	11.9	9.4	6.5	12.7	7.3	7.1	12.4	
8	"	10	7.2	12.2	8.3	6.1	13.5	7.0	6.3	13.0	
10	"	12	7.3	12.3	8.3	5.6	11.2	6.2	6.0	11.6	
12	"	14	5.5	8.0	6.0	5.5	9.8	6.0	5.5	9.1	
14	"	16	7.1	6.7	7.0	7.6	5.7	7.3	7.5	6.1	
16	"	18	5.7	6.4	5.9	6.0	5.2	5.9	5.9	5.7	
18	"	20	3.8	3.1	3.7	5.5	3.5	5.3	5.1	3.4	
20	"	22	7.8	5.4	7.3	9.1	3.5	8.4	8.8	4.2	
22	"	24	3.8	3.6	3.8	5.5	2.3	5.1	5.1	2.8	
24	"	26	6.3	* 2.6	5.5	8.4	2.8	7.7	7.9	2.7	
26	"	28	2.8	* 1.2	2.4	4.2	1.9	3.9	3.9	1.6	
28	"	30	3.0	* 2.3	2.9	5.0	2.0	4.7	4.6	2.1	
30	"	32	6.1	* 2.6	5.3	6.7	* 1.6	6.1	6.5	2.0	
32	"	34	4.7	* 1.0	3.9	4.9	1.9	4.6	4.9	1.5	
34 and over			4.2	* 1.4	3.7	2.8	* 0.7	2.6	3.2	* 1.0	
<b>Total</b>			<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	
'000											
Total employees <sup>2</sup>			328.2	86.8	415.0	1 039.2	142.4	1 181.6	1 367.4	229.3	1 596.6
HOURS											
25th percentile			8.0	7.0	7.5	10.0	6.0	9.3	9.8	6.5	8.5
50th percentile (median)			15.1	10.8	14.1	18.5	10.0	17.0	17.7	10.1	16.1
75th percentile			24.1	17.0	23.1	25.1	16.0	25.0	25.1	16.3	24.1
Mean weekly hours			16.5	12.8	15.7	18.2	12.0	17.4	17.8	12.3	17.0

<sup>1</sup> Includes paid overtime hours.<sup>2</sup> Survey sample is not designed specifically to provide estimates of number of employees. See paragraph 7 of the Explanatory Notes.

EARNINGS AND HOURS, Part-time Non-managerial Employees, Occupation<sup>1</sup>

Occupation <sup>2</sup>	AVERAGE WEEKLY TOTAL EARNINGS.....			AVERAGE WEEKLY TOTAL HOURS PAID FOR.....			AVERAGE HOURLY EARNINGS.....		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	Hours	Hours	Hours	\$	\$	\$
ADULT									
Professionals	332.60	320.90	324.20	12.6	14.6	14.0	26.40	22.00	23.10
Para-professionals	293.50	416.60	397.60	17.1	21.1	20.4	17.10	19.80	19.40
Tradespersons	306.90	250.20	277.60	21.4	19.2	20.3	14.30	13.00	13.70
Clerks	249.20	273.10	270.70	18.0	19.8	19.7	13.80	13.80	13.80
Salespersons and personal service workers	217.20	228.60	226.60	16.3	17.8	17.5	13.40	12.80	12.90
Plant and machine operators, and drivers	232.00	231.00	231.70	16.4	17.9	16.8	14.10	12.90	13.80
Labourers and related workers	220.10	219.20	219.50	16.9	17.6	17.4	13.00	12.50	12.60
<b>Total</b>	<b>250.80</b>	<b>265.50</b>	<b>262.00</b>	<b>16.5</b>	<b>18.2</b>	<b>17.8</b>	<b>15.20</b>	<b>14.60</b>	<b>14.80</b>
JUNIOR									
Professionals	n.p.	94.30	94.30	n.p.	9.4	9.4	n.p.	10.00	10.00
Para-professionals	* 55.50	* 102.50	* 83.40	* 8.4	* 12.3	* 10.7	6.60	8.40	7.80
Tradespersons	138.80	206.00	166.70	* 20.5	25.0	22.4	6.80	8.20	7.40
Clerks	108.90	121.40	118.10	13.2	12.4	12.6	8.30	9.80	9.40
Salespersons and personal service workers	100.30	102.70	102.00	12.2	12.0	12.1	8.20	8.50	8.40
Plant and machine operators, and drivers	86.30	* 92.70	87.50	12.0	* 9.2	11.4	7.20	10.10	7.70
Labourers and related workers	110.40	92.30	103.10	13.4	11.5	12.7	8.20	8.00	8.10
<b>Total</b>	<b>104.70</b>	<b>102.10</b>	<b>103.10</b>	<b>12.80</b>	<b>12.00</b>	<b>12.30</b>	<b>8.20</b>	<b>8.50</b>	<b>8.40</b>
TOTAL									
Professionals	332.60	319.50	323.20	12.6	14.6	14.0	26.40	21.90	23.00
Para-professionals	289.70	415.30	395.70	17.0	21.0	20.4	17.00	19.80	19.40
Tradespersons	302.80	249.50	275.40	21.4	19.3	20.3	14.20	12.90	13.50
Clerks	237.10	268.90	265.50	17.6	19.6	19.4	13.50	13.70	13.70
Salespersons and personal service workers	172.40	198.50	193.10	14.7	16.4	16.1	11.70	12.10	12.00
Plant and machine operators, and drivers	225.90	226.40	226.00	16.3	17.6	16.6	13.90	12.90	13.60
Labourers and related workers	190.20	204.60	199.10	16.0	16.9	16.5	11.90	12.10	12.00
<b>Total</b>	<b>220.20</b>	<b>245.80</b>	<b>239.20</b>	<b>15.7</b>	<b>17.4</b>	<b>17.0</b>	<b>14.00</b>	<b>14.10</b>	<b>14.10</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.

<sup>2</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.

# 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 paid for, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

**2** Preliminary estimates were published in *Employee Earnings and Hours, Preliminary, Australia, May 1995* (6305.0), released on the 21 December 1995.

## 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 employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the business in the State or Territory. In a small number of cases where a business 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 73 000 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 3 078 100 male and 2 711 600 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 Earnings 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 *continued*

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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.

**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* (6301.0 and 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
- *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

## EXPLANATORY NOTES *continued*

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- *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

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## 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 67 to 73 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 141 600 males. Table A shows the relative standard error of this estimate lies between 4.9% and 4.1% (i.e. approximately 4.3%) or 6 090 employees. There are about two chances in three that a complete collection would give a figure within the range 135 510 to 147 690 and about nineteen chances in twenty that the figure would be within the range 129 420 to 153 780.

**5** Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours) for full-time adult 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 \$68.40. Table B shows the approximate relative standard error for this estimate to be 3.0% (i.e. approximately \$2.10). There are about two chances in three that a complete collection would give a figure within the range \$66.30 to \$70.50 and about nineteen chances in twenty that the figure would be within the range of \$64.30 to \$72.50.

**6** Tables C, D, E and F 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.

## RELATIVE STANDARD ERRORS, Number of Employees

Size of employment estimate	STATE/TERRITORY.....								AUSTRALIA.....		
	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Private	Public	Total
	PER CENT										
500	51.8	43.5	50.8	41.5	50.2	38.4	31.6	39.0	49.2	39.8	49.5
600	47.8	40.8	47.1	38.7	46.4	36.3	29.5	35.9	45.6	36.8	45.7
700	44.6	38.7	44.1	36.4	43.4	34.6	27.9	33.4	42.7	34.5	42.7
800	42.0	36.9	41.7	34.6	40.9	33.1	26.6	31.5	40.4	32.6	40.3
900	39.9	35.4	39.6	33.0	38.9	31.9	25.4	29.8	38.5	31.1	38.3
1 000	38.1	34.2	37.9	31.7	37.1	30.9	24.5	28.4	36.8	29.7	36.6
1 100	36.5	33.0	36.4	30.6	35.6	30.0	23.6	27.2	35.3	28.5	35.1
1 200	35.1	32.1	35.1	29.6	34.3	29.2	22.9	26.1	34.1	27.5	33.8
1 300	33.9	31.2	33.9	28.6	33.1	28.5	22.2	25.2	33.0	26.6	32.6
1 400	32.8	30.4	32.9	27.8	32.0	27.8	21.6	24.3	31.9	25.8	31.6
1 500	31.8	29.7	31.9	27.1	31.1	27.2	21.1	23.6	31.0	25.0	30.6
1 600	30.9	29.0	31.1	26.4	30.2	26.7	20.6	22.9	30.2	24.4	29.8
1 700	30.1	28.4	30.3	25.8	29.4	26.2	20.1	22.3	29.4	23.8	29.0
1 800	29.3	27.8	29.6	25.2	28.7	25.7	19.7	21.7	28.7	23.2	28.3
1 900	28.6	27.3	28.9	24.7	28.0	25.3	19.3	21.2	28.1	22.7	27.6
2 000	28.0	26.8	28.3	24.2	27.4	24.9	18.9	20.7	27.5	22.2	27.0
2 500	25.3	24.8	25.7	22.2	24.9	23.2	17.4	18.7	25.0	20.2	24.5
3 000	23.4	23.3	23.8	20.7	23.0	21.9	16.3	17.2	23.2	18.7	22.6
3 500	21.8	22.1	22.3	19.5	21.5	20.9	15.4	16.0	21.7	17.5	21.2
4 000	20.6	21.1	21.1	18.5	20.3	20.0	14.7	15.0	20.6	16.6	20.0
4 500	19.5	20.2	20.1	17.7	19.2	19.3	14.0	14.2	19.6	15.8	19.0
5 000	18.6	19.5	19.2	17.0	18.4	18.7	13.5	13.6	18.7	15.1	18.1
5 500	17.9	18.9	18.4	16.4	17.6	18.1	13.0	13.0	18.0	14.5	17.4
6 000	17.2	18.3	17.8	15.8	17.0	17.6	12.6	12.5	17.3	14.0	16.7
8 000	15.1	16.6	15.7	14.1	15.0	16.1	11.4	10.9	15.4	12.4	14.8
10 000	13.7	15.3	14.3	13.0	13.6	15.0	10.5	9.9	14.0	11.3	13.4
20 000	10.1	12.0	10.7	9.9	10.0	12.1	8.1	7.2	10.5	8.4	9.9
30 000	8.4	10.4	9.0	8.5	8.4	10.7	7.0	6.0	8.8	7.1	8.3
40 000	7.4	9.5	8.0	7.6	7.4	9.7	6.3	5.2	7.8	6.3	7.3
50 000	6.7	8.7	7.2	6.9	6.7	9.1	5.8	4.7	7.1	5.7	6.6
60 000	6.2	8.2	6.7	6.5	6.2	8.6	5.4	4.3	6.6	5.3	6.1
70 000	5.8	7.8	6.3	6.1	5.8	8.2	5.1	4.0	6.2	5.0	5.7
80 000	5.4	7.4	5.9	5.8	5.5	7.8	4.9	3.8	5.8	4.7	5.4
90 000	5.2	7.1	5.6	5.5	5.2	7.6	4.6	3.6	5.6	4.5	5.1
100 000	4.9	6.9	5.4	5.3	5.0	7.3	4.5	3.4	5.3	4.3	4.9
150 000	4.1	6.0	4.5	4.5	4.2	6.4		2.9	4.5	3.6	4.1
200 000	3.6	5.4	4.0	4.1	3.7	5.9		2.5	4.0	3.2	3.6
300 000	3.0	4.7	3.4	3.5	3.1				3.4	2.7	3.0
400 000	2.7	4.2	3.0	3.1	2.7				3.0	2.4	2.7
500 000	2.4	3.9	2.7	2.8	2.5				2.7	2.2	2.4
1 000 000	1.8	3.1	2.0						2.0	1.6	1.8
2 000 000	1.3	2.4							1.5	1.2	1.3
3 000 000									1.3		1.1
4 000 000									1.1		1.0
5 000 000											0.9
6 000 000											0.8



RELATIVE STANDARD ERRORS, Composition, Full-time Adult Non-managerial Employees

Sector	AVERAGE WEEKLY TOTAL EARNINGS.....						AVERAGE WEEKLY TOTAL HOURS PAID FOR		
	Ordinary time – Base pay <sup>1</sup>	Ordinary time – Payment by measured result	Ordinary time – Overaward and overagreement pay	Ordinary time – Total	Overtime	Total	Ordinary time	Overtime	Total
	%	%	%	%	%	%	%	%	%
PRIVATE SECTOR									
Male	0.5	11.5	7.1	0.5	3.0	0.5	0.1	2.8	0.2
Females	0.6	23.9	9.9	0.6	5.3	0.5	0.1	5.1	0.1
<b>Persons</b>	<b>0.4</b>	<b>10.6</b>	<b>6.4</b>	<b>0.4</b>	<b>3.1</b>	<b>0.4</b>	<b>0.1</b>	<b>3.0</b>	<b>0.2</b>
PUBLIC SECTOR									
Male	1.2	38.0	17.5	1.3	11.1	1.4	0.3	10.7	0.6
Females	1.2	49.2	27.7	1.2	13.7	1.3	0.3	14.2	0.4
<b>Persons</b>	<b>0.9</b>	<b>30.8</b>	<b>15.0</b>	<b>0.9</b>	<b>9.5</b>	<b>1.0</b>	<b>0.2</b>	<b>9.2</b>	<b>0.4</b>
TOTAL ALL SECTORS									
Male	0.5	11.4	7.0	0.5	3.0	0.5	0.1	2.8	0.2
Females	0.6	23.7	9.8	0.6	5.1	0.6	0.1	4.9	0.1
<b>Persons</b>	<b>0.4</b>	<b>10.5</b>	<b>6.4</b>	<b>0.4</b>	<b>3.1</b>	<b>0.4</b>	<b>0.1</b>	<b>2.9</b>	<b>0.2</b>

<sup>1</sup> Includes payments from enterprise bargaining awards and agreements. See Appendix B - Glossary.



RELATIVE STANDARD ERRORS, Average Weekly Total Earnings, Occupation<sup>1</sup>

## FULL-TIME EMPLOYEES.....

Occupation <sup>2</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	%	%	%	%	%	%	%	%
<b>MALES</b>								
Managers and administrators	1.5	3.5	0.0	3.5	1.5	1.5	18.2	1.5
Professionals	4.3	0.9	4.0	0.9	1.0	1.0	4.1	1.0
Para-professionals	6.9	0.8	7.9	0.8	0.9	0.9	9.7	1.1
Tradespersons	3.7	1.0	2.0	1.2	1.0	1.1	5.0	1.2
Clerks	8.6	0.7	3.2	0.8	0.7	0.8	4.7	1.0
Salespersons and personal service workers	4.3	1.4	3.0	1.4	1.3	1.4	3.2	2.1
Plant and machine operators, and drivers	5.4	1.5	6.7	1.5	1.5	1.5	6.6	1.7
Labourers and related workers	15.9	1.0	3.7	1.0	1.0	1.0	2.8	1.3
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.4</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>
<b>FEMALES</b>								
Managers and administrators	2.2	6.1	0.0	6.1	2.2	2.2	8.5	2.3
Professionals	8.0	0.9	0.0	0.9	0.9	0.9	3.0	1.4
Para-professionals	4.4	0.8	6.5	0.9	0.8	0.9	2.2	1.1
Tradespersons	10.9	1.8	5.3	2.0	1.9	2.0	6.0	2.5
Clerks	3.9	0.4	1.7	0.4	0.4	0.4	1.4	0.7
Salespersons and personal service workers	9.1	0.8	1.9	0.9	0.8	0.9	1.8	1.5
Plant and machine operators, and drivers	19.6	3.7	7.1	3.7	3.7	3.7	7.5	3.9
Labourers and related workers	23.0	1.2	5.7	1.2	1.2	1.2	2.6	1.8
<b>Total</b>	<b>2.1</b>	<b>0.5</b>	<b>1.3</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.9</b>
<b>PERSONS</b>								
Managers and administrators	1.4	5.7	0.0	5.7	1.4	1.4	8.8	1.4
Professionals	4.1	0.8	4.0	0.8	0.8	0.8	2.6	0.9
Para-professionals	6.3	0.6	5.5	0.7	0.7	0.7	2.5	0.9
Tradespersons	4.0	1.0	1.9	1.1	1.0	1.1	3.9	1.2
Clerks	3.6	0.4	1.5	0.4	0.4	0.4	1.4	0.6
Salespersons and personal service workers	4.5	1.0	1.7	1.0	0.9	1.0	1.7	1.6
Plant and machine operators, and drivers	5.5	1.5	5.2	1.5	1.5	1.5	5.9	1.7
Labourers and related workers	16.3	0.9	3.2	0.9	0.9	0.9	2.1	1.3
<b>Total</b>	<b>1.3</b>	<b>0.4</b>	<b>1.0</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>1.0</b>	<b>0.6</b>

<sup>1</sup> Occupation classified according to ASCO. See paragraphs 12 to 14 of the Explanatory Notes.



RELATIVE STANDARD ERRORS, Average Weekly Total Earnings, Industry<sup>1</sup>

FULL-TIME EMPLOYEES.....

Industry <sup>1</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	%	%	%	%	%	%	%	%
<b>MALES</b>								
Mining	5.7	2.0	10.7	1.9	2.0	2.0	33.8	2.0
Manufacturing	2.6	1.1	2.9	1.1	1.1	1.1	6.7	1.1
Electricity, gas and water supply	3.4	1.3	6.0	1.4	1.3	1.4	19.0	1.4
Construction	3.8	2.8	3.4	2.9	2.5	2.6	10.5	2.7
Wholesale trade	3.8	1.7	4.3	1.7	2.1	2.2	9.8	2.3
Retail trade	2.9	1.8	3.0	2.3	1.5	1.7	3.2	2.6
Accommodation, cafes and restaurants	4.7	1.6	4.9	1.8	1.9	2.0	4.1	2.8
Transport and storage	4.7	2.0	5.3	2.1	1.9	1.9	7.1	2.3
Communication services	3.0	1.6	12.2	1.6	1.9	1.9	6.7	2.1
Finance and insurance	5.3	2.9	1.3	3.2	3.8	4.0	13.5	3.9
Property and business services	4.0	1.7	3.5	2.3	2.1	2.4	5.1	2.4
Government administration and defence	5.2	1.0	9.2	0.9	1.7	1.7	7.6	1.7
Education	3.0	0.9	7.2	1.0	1.0	1.1	4.6	1.9
Health and community services	4.8	2.0	6.3	2.0	2.0	2.0	7.1	2.7
Cultural and recreational services	7.2	3.2	10.7	3.4	3.0	3.2	8.4	4.7
Personal and other services	10.4	2.4	6.3	2.4	2.9	2.9	9.8	3.2
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.4</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>

FEMALES

Mining	15.1	3.7	6.2	3.7	3.6	3.6	13.5	3.8
Manufacturing	5.9	1.3	4.5	1.3	1.5	1.5	3.8	1.7
Electricity, gas and water supply	5.5	3.1	8.0	3.2	3.1	3.2	7.4	3.4
Construction	6.4	4.7	5.9	4.7	3.9	3.9	7.8	4.7
Wholesale trade	6.4	1.5	4.3	1.5	1.9	1.9	4.7	2.3
Retail trade	7.1	1.2	2.1	1.3	2.3	2.3	2.1	2.4
Accommodation, cafes and restaurants	12.2	1.5	11.4	1.6	2.7	2.6	4.4	4.3
Transport and storage	14.4	1.8	4.8	1.7	2.6	2.6	8.8	3.7
Communication services	5.9	1.4	12.0	1.4	1.5	1.5	5.1	1.7
Finance and insurance	6.5	1.0	2.9	1.0	1.2	1.2	1.9	1.3
Property and business services	6.6	1.5	2.9	1.5	1.6	1.6	3.4	1.8
Government administration and defence	3.0	1.1	4.4	1.1	1.2	1.2	3.8	1.7
Education	2.3	1.0	10.0	1.0	1.0	1.0	2.3	2.1
Health and community services	3.5	0.9	3.1	1.0	0.9	1.0	2.5	1.8
Cultural and recreational services	7.5	2.8	4.9	2.7	2.3	2.3	6.5	5.8
Personal and other services	10.5	2.0	4.4	2.3	2.3	2.6	4.9	3.6
<b>Total</b>	<b>2.1</b>	<b>0.5</b>	<b>1.3</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.9</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.

RELATIVE STANDARD ERRORS, Average Weekly Total Earnings, Industry<sup>1</sup> *continued*

## FULL-TIME EMPLOYEES.....

Industry <sup>1</sup>	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	%	%	%	%	%	%	%	%
PERSONS								
Mining	5.8	1.9	10.4	1.9	1.9	1.9	22.6	1.9
Manufacturing	2.5	1.0	2.6	1.1	1.0	1.0	3.8	1.1
Electricity, gas and water supply	3.3	1.2	6.3	1.3	1.3	1.4	8.1	1.4
Construction	3.7	2.7	3.3	2.9	2.5	2.5	5.9	2.7
Wholesale trade	3.7	1.4	3.0	1.5	1.8	1.8	5.3	2.0
Retail trade	3.4	1.5	2.0	1.7	1.4	1.5	1.9	2.2
Accommodation, cafes and restaurants	4.9	1.1	5.1	1.1	1.4	1.3	3.5	2.9
Transport and storage	5.0	1.8	4.4	1.8	1.7	1.7	6.2	2.1
Communication services	2.8	1.2	11.9	1.2	1.6	1.6	4.4	1.7
Finance and insurance	5.0	1.6	2.0	1.6	2.5	2.6	2.2	2.5
Property and business services	4.1	1.3	2.5	1.6	1.7	1.8	3.0	1.9
Government administration and defence	4.2	0.8	5.1	0.8	1.3	1.2	3.6	1.4
Education	1.9	0.7	6.2	0.7	0.6	0.7	2.4	1.7
Health and community services	3.3	1.1	2.8	1.1	1.1	1.1	2.7	1.9
Cultural and recreational services	5.8	2.8	7.9	2.9	2.6	2.7	5.7	4.3
Personal and other services	8.5	1.8	3.9	1.9	2.2	2.2	4.9	3.1
<b>Total</b>	<b>1.3</b>	<b>0.4</b>	<b>1.0</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>1.0</b>	<b>0.6</b>

<sup>1</sup> Industry classified according to ANZSIC. See paragraphs 3 and 8 to 11 of the Explanatory Notes.



## RELATIVE STANDARD ERRORS, Average Weekly Total Earnings, Sector

### FULL-TIME EMPLOYEES.....

Sector	Managerial adult	Non-managerial adult	Non-managerial junior	Non-managerial total	Total adult	Total full-time employees	Total part-time employees	Total all employees
	%	%	%	%	%	%	%	%
MALES								
Private sector	1.6	0.7	1.5	0.7	0.7	0.8	2.0	0.8
Public sector	2.1	0.5	3.7	0.5	0.6	0.6	3.6	0.6
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.4</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>
FEMALES								
Private sector	2.6	0.6	1.3	0.6	0.7	0.7	1.3	0.9
Public sector	1.5	0.6	3.0	0.6	0.6	0.6	1.3	0.8
<b>Total</b>	<b>2.1</b>	<b>0.5</b>	<b>1.3</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.9</b>
PERSONS								
Private sector	1.5	0.6	1.1	0.6	0.6	0.6	1.2	0.8
Public sector	1.7	0.4	2.4	0.4	0.4	0.4	1.4	0.5
<b>Total</b>	<b>1.3</b>	<b>0.4</b>	<b>1.0</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>1.0</b>	<b>0.6</b>

## RELATIVE STANDARD ERRORS, Average Weekly Total Earnings, States/Territories

## FULL-TIME EMPLOYEES.....

<i>State/Territory</i>	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Non-managerial total</i>	<i>Total adult</i>	<i>Total full-time employees</i>	<i>Total part-time employees</i>	<i>Total all employees</i>
	%	%	%	%	%	%	%	%
MALES								
New South Wales	2.4	0.9	2.4	0.9	1.0	1.0	3.1	1.1
Victoria	3.1	1.0	3.7	1.0	1.2	1.2	3.9	1.3
Queensland	3.1	1.2	3.1	1.3	1.2	1.2	4.8	1.4
South Australia	3.0	1.6	4.4	1.7	1.5	1.6	4.8	1.8
Western Australia	3.4	1.7	2.2	2.1	1.7	2.0	5.2	2.1
Tasmania	5.1	2.0	4.8	2.1	2.4	2.5	9.7	2.5
Northern Territory	4.6	2.9	6.9	2.9	2.7	2.7	14.7	3.2
Australian Capital Territory	3.7	2.0	15.5	2.2	2.2	2.3	6.9	2.8
<b>Total</b>	<b>1.4</b>	<b>0.5</b>	<b>1.4</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>1.8</b>	<b>0.6</b>
FEMALES								
New South Wales	3.1	0.7	2.6	0.7	0.7	0.7	2.0	1.2
Victoria	4.5	1.7	3.2	1.7	1.7	1.7	2.6	2.5
Queensland	7.1	0.9	2.7	1.0	1.2	1.2	2.0	1.5
South Australia	6.9	1.2	2.9	1.3	1.2	1.3	2.9	2.0
Western Australia	7.3	1.2	2.4	1.4	1.3	1.4	3.3	1.8
Tasmania	11.8	3.1	4.7	3.7	4.0	4.6	3.9	3.8
Northern Territory	4.7	1.8	6.4	1.9	1.8	1.9	5.8	2.6
Australian Capital Territory	3.4	1.3	5.1	1.5	1.5	1.7	3.9	2.0
<b>Total</b>	<b>2.1</b>	<b>0.5</b>	<b>1.3</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.9</b>
PERSONS								
New South Wales	2.2	0.7	1.8	0.7	0.8	0.8	1.8	1.0
Victoria	2.8	0.9	2.8	1.0	1.0	1.0	2.4	1.4
Queensland	3.2	1.0	2.2	1.0	1.0	1.0	2.0	1.2
South Australia	3.2	1.2	2.8	1.3	1.2	1.2	2.9	1.6
Western Australia	3.5	1.3	1.6	1.6	1.4	1.6	3.1	1.7
Tasmania	5.2	1.6	3.9	1.9	2.2	2.4	4.0	2.3
Northern Territory	3.7	2.0	5.8	2.0	1.9	1.9	6.4	2.3
Australian Capital Territory	3.2	1.4	12.0	1.5	1.6	1.6	3.7	2.1
<b>Total</b>	<b>1.3</b>	<b>0.4</b>	<b>1.0</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>1.0</b>	<b>0.6</b>

## APPENDIX B - GLOSSARY

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<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 (dir. 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 3 and 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 collected 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.
<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 paid 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 collected for managerial employees.)

# APPENDIX C - ADDITIONAL DATA AVAILABLE ON REQUEST

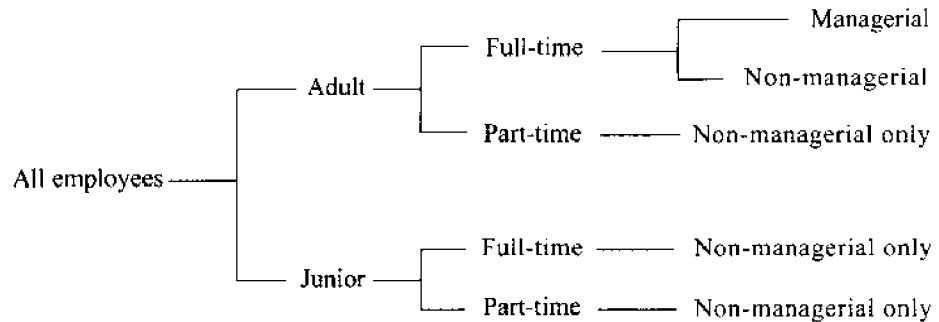
**INTRODUCTION** A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

**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 a request by facsimile to (09) 360 5954.

**POPULATIONS**



**VARIABLES**

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

Note: The more variables included in any one tabulation the more likely it is that confidentiality provisions associated with the data will be invoked and some data suppressed.

**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 collected for managerial employees

**Composition of earnings**

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

**Average hourly earnings**

- Average hourly ordinary time earnings
- Average hourly total earnings

**Composition of hours paid for**

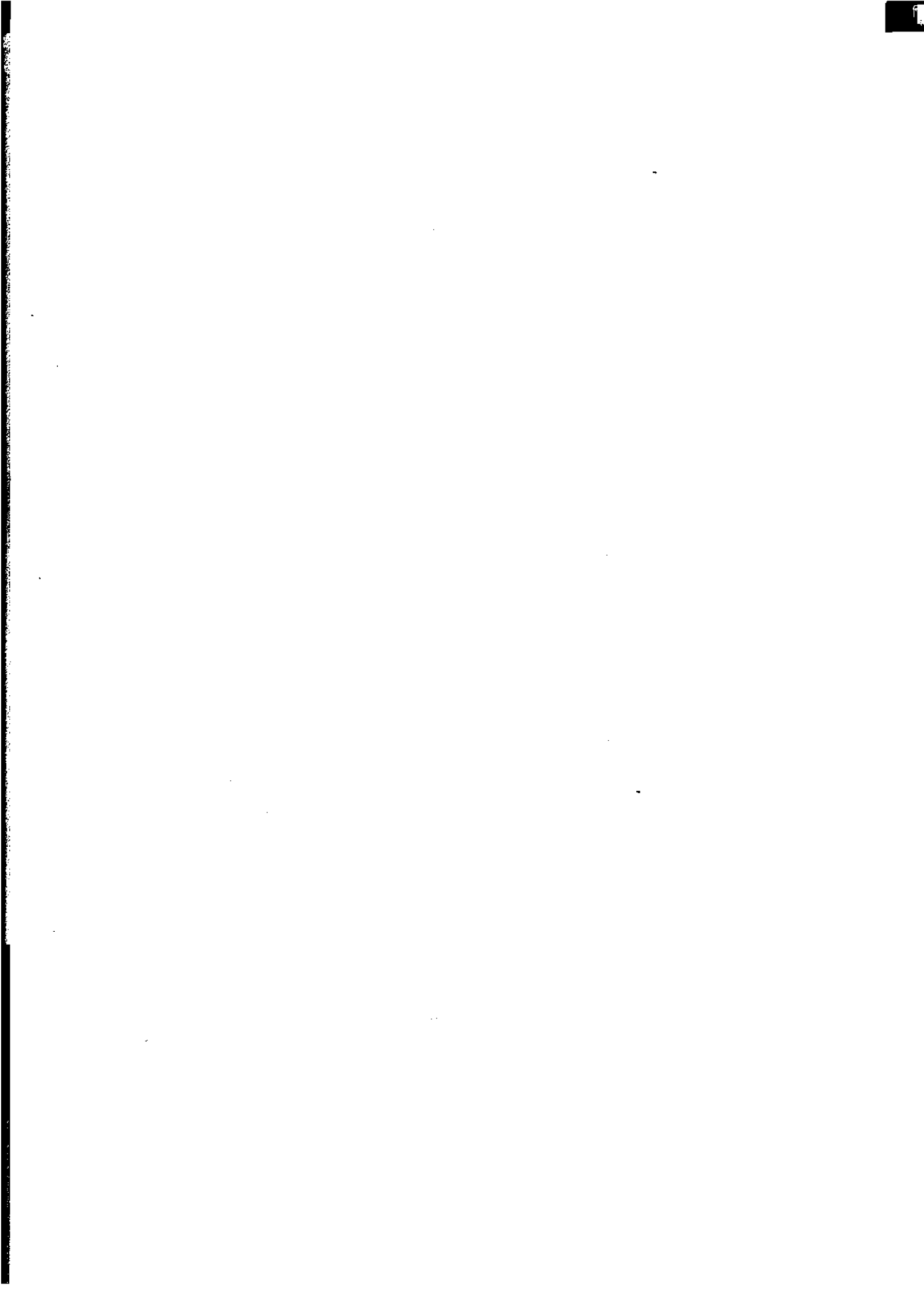
- Average weekly total hours paid for
- Average weekly ordinary time hours paid for
- Average weekly overtime hours paid for

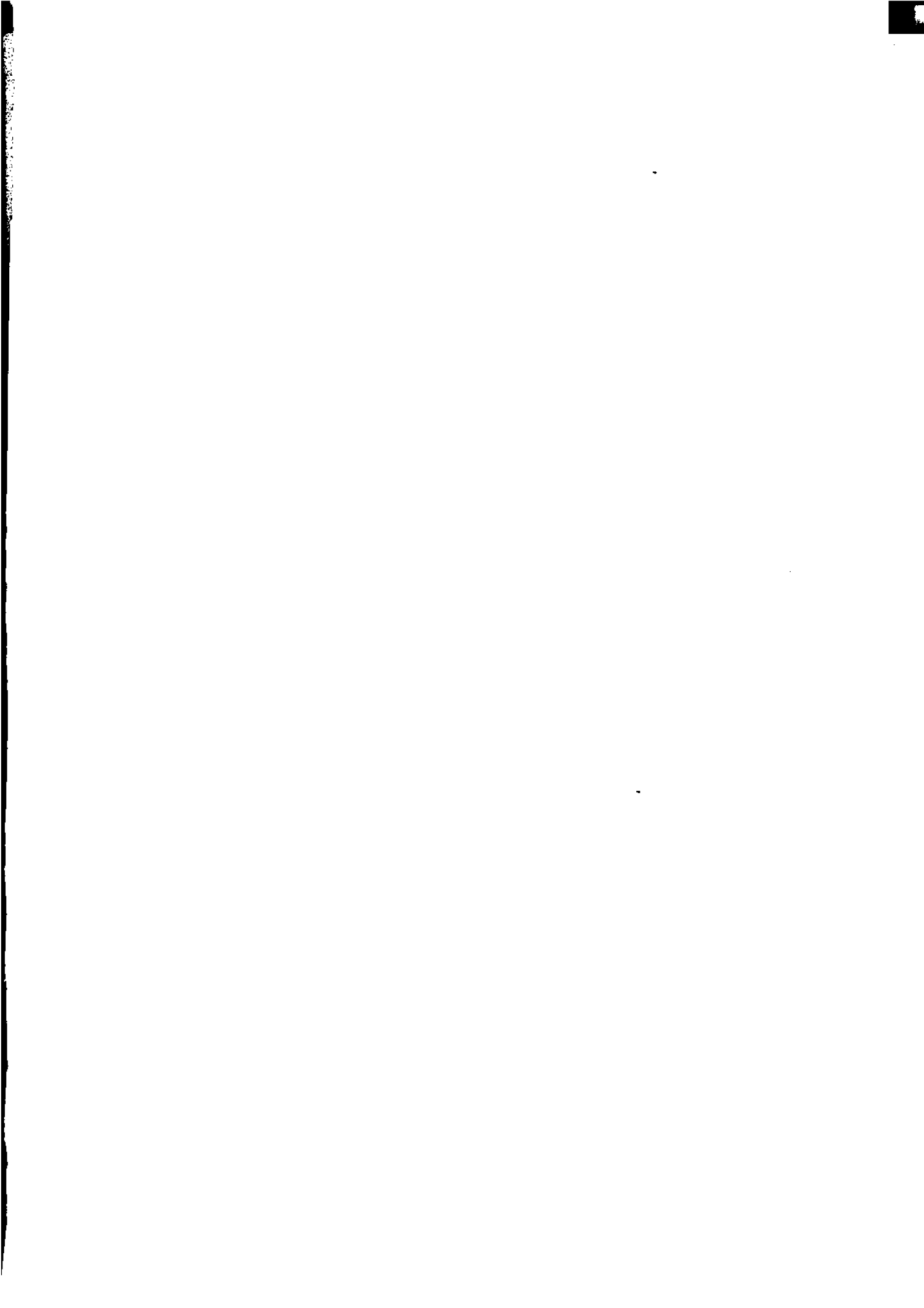


# APPENDIX C - ADDITIONAL DATA AVAILABLE ON REQUEST

VARIABLES (continued)

	States/Territories	New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory Australia
	Sector	Private sector Public sector Total all sectors
	Level of Government (Public Sector)	Commonwealth government State government Local government
	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 3) ASCO minor group (2 digit codes - as shown in Table 24) ASCO unit group (4 digit codes)
	Industry (ANZSIC classification)	ANZSIC Division (1 digit code - as shown in Table 4) 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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