

JOB VACANCIES AND OVERTIME

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) THURS 9 JAN 1997

NOVEMBER 1996 KEY FIGURES

TREND ESTIMATES

Quarterly Annual
15 Nov 96 % change % change

Job vacancies - '000

Private sector	52.3	1.7	9.3
Public sector	8.0	-10.3	-27.2
Private and public sectors	60.2	0.0	2.5

Average weekly overtime hours

Per employee	1.06	-2.8	-5.6
Per employee working overtime	7.00	-1.4	0.8

Percentage of employees working overtime

15.16	-1.2	-6.1
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NOVEMBER 1996 KEY POINTS

JOB VACANCIES—TREND ESTIMATES

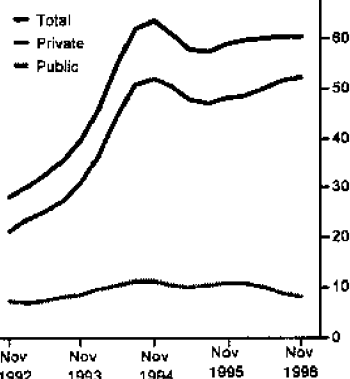
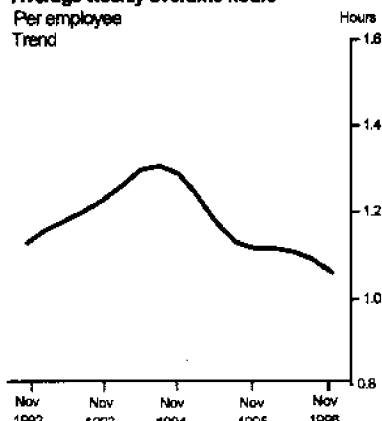
- Total job vacancies in November 1996 were 60,200. This was unchanged from August 1996, and a 2.5% rise from November 1995. Job vacancy estimates in November 1996 were 4.9% lower than the most recent peak of 63,300 vacancies in November 1994.
- Job vacancies for the private sector were 52,300 in November 1996, a rise of 1.7% from August 1996, and a 9.3% rise from November 1995. The private sector comprised 86.7% of all job vacancies, the highest recorded level since the inception of the trend series in February 1984.
- For the public sector, there were 8,000 job vacancies in November 1996, a fall of 10.3% from August 1996, and a fall of 27.2% from November 1995.

OVERTIME—TREND ESTIMATES

- In November 1996, the average weekly overtime hours per employee was 1.06 hours, down 2.8% from August 1996 and 5.6% from November 1995.
- Average weekly overtime hours per employee working overtime was 7.00 hours, a fall of 1.4% from August 1996, but an increase of 0.8% from November 1995.
- The percentage of employees working overtime was 15.16%, down 1.2% from August 1996, and 6.1% from November 1995.

Job vacancies

Trend

Average weekly overtime hours
Per employee
Trend

INQUIRIES

- For further information about these and related statistics, contact Greg Colgan on 09 360 5304, or any ABS Office.

NOTES

FORTHCOMING ISSUES

ISSUE

EXPECTED RELEASE DATE

February 1997

3 April 1997

May 1997

26 June 1997

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CHANGES IN THIS ISSUE

The format and tables in this issue have been revised in accordance with changes in ABS publication standards.

A reanalysis of seasonal adjustment factors has been undertaken for November 1996. As a result, some previously published seasonally adjusted and trend estimates have been revised. See paragraphs 11 and 14 of the Explanatory Notes.

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SAMPLING ERRORS

For further information on sampling errors see Technical Notes at the end of this publication. Standard errors for the original data estimates contained in this publication follow the Technical Notes.

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W. McLennan
Australian Statistician

JOB VACANCIES, States & Territories

ORIGINAL.....

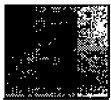
SEASONALLY ADJUSTED

TREND

Reference date	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
.....											
('000)											
1995											
18 August	32.0	10.6	9.3	2.5	4.9	*0.8	1.0	0.8	62.0	57.1	57.2
17 November	25.4	12.0	6.8	1.5	6.9	*1.1	1.0	1.4	56.1	56.4	58.8
1996											
16 February	26.8	16.7	7.2	2.7	7.0	*1.0	0.9	*1.6	63.9	62.8	59.5
17 May	24.5	11.6	7.3	*2.4	5.4	*0.8	0.9	0.8	53.6	59.3	60.1
16 August	25.2	13.6	9.0	*5.0	*7.5	1.3	0.9	*0.9	63.5	58.2	60.2
15 November	25.6	12.8	9.0	2.6	*8.8	*1.1	1.1	*1.4	62.3	62.8	60.2
.....											
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	33.8	3.9	52.0	-23.2	-21.5	-50.8	-3.8	-35.2	15.3	-4.0	-0.7
17 November	-20.6	13.2	-26.8	-39.4	41.2	28.7	-2.1	65.2	-9.6	-1.1	2.7
1996											
16 February	5.6	39.4	5.4	76.8	0.5	-7.0	-2.0	16.0	14.0	11.2	1.3
17 May	-8.8	-30.7	1.7	-13.0	-22.6	-22.5	-6.7	-49.1	-16.2	-5.5	1.0
16 August	2.9	17.2	23.7	109.7	39.6	74.2	4.4	17.6	18.5	-2.0	0.3
15 November	1.4	-6.1	-0.8	-46.7	16.8	-18.3	22.0	45.1	-1.9	7.9	0.0
.....											
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	128.2	30.0	49.5	60.1	57.5	168.9	-11.6	22.3	72.9	72.8	60.4
1995											
17 November	-13.2	-6.5	-27.2	-65.5	6.5	-34.0	54.4	-1.5	-15.1	-15.1	-7.2
1996											
15 November	0.6	6.3	31.7	71.7	26.7	2.6	16.4	0.8	11.1	11.2	2.5
.....											

JOB VACANCIES, Private Sector—States & Territories

Reference date	ORIGINAL.....									SEASONALLY ADJUSTED	TREND
	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
.....											
('000)											
1995											
18 August	28.6	8.8	7.8	*2.0	4.2	*0.4	*0.6	*0.3	52.5	47.5	46.9
17 November	21.3	9.4	5.1	1.2	5.9	*0.7	*0.4	*0.8	44.7	45.1	47.8
1996											
16 February	22.5	13.3	5.8	2.3	5.9	*0.7	0.6	*0.9	52.0	51.2	48.5
17 May	21.0	9.1	6.0	*2.1	4.4	*0.4	0.5	*0.2	43.9	49.4	50.0
16 August	22.1	11.9	7.9	*4.8	*6.5	*1.0	*0.6	*0.5	55.3	49.9	51.4
15 November	22.6	10.9	7.8	2.4	*7.7	*0.7	*0.8	*0.9	53.7	54.3	52.3
.....											
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	37.2	6.8	72.0	-20.8	-24.9	-65.3	-17.3	-38.8	19.6	-3.9	-1.3
17 November	-25.4	7.3	-34.5	-43.1	40.5	78.5	-28.8	171.8	-15.0	-5.1	2.0
1996											
16 February	5.9	40.8	14.7	101.6	1.3	-3.9	45.4	13.5	16.5	13.4	1.4
17 May	-6.7	-31.8	3.2	-8.8	-26.0	-34.1	-5.5	-72.1	-15.7	-3.4	3.2
16 August	5.2	31.2	31.8	122.9	47.8	133.6	9.9	118.3	26.2	1.0	2.6
15 November	2.1	-8.3	-1.6	-50.7	18.1	-31.9	30.8	81.7	-2.9	8.7	1.7
.....											
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	160.4	37.7	55.4	80.1	47.1	304.6	-24.7	-24.7	86.0	85.7	68.8
1995											
17 November	-14.1	-15.4	-35.3	-71.4	6.6	-36.4	18.2	183.3	-18.8	-18.8	-8.0
1996											
15 November	6.1	15.6	53.5	101.7	30.9	0.7	97.5	25.7	20.3	20.3	9.3
.....											



JOB VACANCIES, Public Sector—States & Territories

ORIGINAL.....										SEASONALLY ADJUSTED	TREND
Reference date	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
.....											
('000)											
1995											
18 August	3.5	1.8	1.6	0.5	0.7	*0.4	0.4	0.5	9.5	9.6	10.3
17 November	4.1	2.6	1.7	0.4	1.1	0.4	*0.6	0.6	11.4	11.3	10.9
1996											
16 February	4.3	3.4	1.4	0.4	1.0	*0.3	0.4	0.7	11.9	11.6	11.0
17 May	3.5	2.5	1.3	0.2	1.0	0.3	0.3	0.6	9.7	9.9	10.0
16 August	3.1	1.7	1.1	0.2	1.0	0.3	0.3	0.4	8.1	8.2	8.9
15 November	3.0	1.9	1.2	0.3	1.1	0.4	0.3	0.4	8.5	8.5	8.0
.....											
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	11.0	-8.1	-3.6	-31.8	6.5	-20.2	22.8	-33.2	-3.7	-4.3	2.2
17 November	19.0	41.5	11.5	-23.9	44.6	-16.6	33.5	11.1	20.4	18.7	6.1
1996											
16 February	4.4	34.1	-21.7	-0.7	-4.0	-13.1	-35.8	19.2	4.4	2.5	0.5
17 May	-19.6	-26.7	-4.5	-39.2	-2.9	2.6	-8.7	-21.9	-18.3	-14.9	-8.7
16 August	-10.9	-33.0	-13.6	-15.2	2.9	-8.1	-4.9	-25.0	-16.2	-16.7	-11.6
15 November	-3.5	10.1	5.3	52.8	8.3	29.6	5.1	0.0	5.0	3.1	-10.3
.....											
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	35.5	-5.0	25.0	-25.5	156.0	55.4	11.4	43.6	28.0	27.7	30.6
1995											
17 November	-8.2	52.0	14.6	-4.8	5.8	-28.9	97.5	-45.6	3.6	3.4	-3.7
1996											
15 November	-27.9	-27.5	-32.0	-21.8	3.8	6.3	-41.4	-30.1	-25.0	-25.0	-27.2
.....											

JOB VACANCIES, Industry—Australia: Original

	1995.....		1996.....			
	18 August	17 November	16 February	17 May	16 August	15 November
Industry	'000	'000	'000	'000	'000	'000
Mining	*1.4	1.2	1.4	*2.8	1.3	1.3
Manufacturing	8.5	5.8	9.1	8.2	6.0	6.1
Electricity, gas and water supply	0.2	0.3	0.2	0.2	0.2	0.3
Construction	*1.7	*0.7	*2.8	*1.1	*3.5	*4.5
Wholesale trade	4.0	2.6	3.7	2.2	*3.2	*2.3
Retail trade	12.3	6.4	10.9	*10.2	12.5	10.2
Accommodation, cafes and restaurants	2.9	4.1	3.5	2.8	*3.8	*8.2
Transport and storage	*1.3	*1.2	1.5	*1.9	*2.2	*4.4
Communication services	0.2	0.2	0.3	0.2	*0.3	*0.5
Finance and insurance	4.4	3.7	3.2	2.9	3.5	3.9
Property and business services	*9.2	*9.9	7.2	7.4	*12.5	*6.9
Government administration and defence	3.3	3.8	3.3	2.5	2.5	2.9
Education	2.0	3.2	4.5	2.6	1.7	1.6
Health and community services	7.3	5.5	5.8	5.2	6.8	6.1
Cultural and recreational services	1.7	*3.0	1.8	1.1	*1.8	1.8
Personal and other services	*1.5	*4.3	*4.7	*2.0	*1.6	1.4
Total all Industries	62.0	56.1	63.9	53.6	63.5	62.3

JOB VACANCY RATES(a), States & Territories: Original

Reference date	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
PER CENT									
1995									
18 August	1.39	0.64	0.92	0.60	0.87	*0.55	1.55	0.60	0.98
17 November	1.08	0.73	0.62	0.34	1.15	*0.67	1.39	0.96	0.86
1996									
16 February	1.14	0.96	0.67	0.59	1.12	*0.61	1.34	*1.16	0.97
17 May	1.07	0.68	0.62	*0.51	0.87	*0.48	1.13	0.59	0.81
16 August	1.12	0.83	0.75	*1.07	*1.14	0.83	1.23	*0.75	0.97
15 November	1.10	0.75	0.77	0.52	1.29	*0.74	1.60	*0.97	0.93
PERCENTAGE CHANGE (from previous quarter)									
1995									
18 August	30.8	7.5	48.8	-20.3	-18.9	-49.1	-6.0	-33.8	15.8
17 November	-22.5	12.7	-32.9	-43.9	32.0	22.2	-10.2	58.8	-13.0
1996									
16 February	5.6	33.0	9.1	76.3	-2.6	-9.4	-3.8	21.0	12.9
17 May	-6.2	-30.0	-7.5	-13.6	-22.6	-22.0	-15.8	-48.7	-16.6
16 August	5.1	22.4	21.1	108.2	30.9	74.9	9.5	26.6	19.7
15 November	-1.7	-9.0	2.6	-51.0	13.7	-11.0	-29.9	28.8	-4.0
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
1994									
18 November	120.1	27.6	47.8	48.4	45.1	153.1	-13.7	15.6	66.2
1995									
17 November	-18.1	-5.1	-33.8	-62.7	3.0	-35.7	47.5	-5.0	-17.7
1996									
15 November	2.3	3.7	25.3	55.3	12.2	10.0	15.2	1.2	8.2

(a) See Glossary for definition



AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE, States & Territories

	ORIGINAL.....									SEASONALLY ADJUSTED	TREND
Reference period- pay period ending on or before	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
HOURS											
1995											
18 August	1.12	1.09	1.08	1.04	1.28	0.82	0.92	0.49	1.09	1.14	1.13
17 November	1.15	1.27	1.05	0.95	1.34	0.94	1.11	0.50	1.15	1.08	1.12
1996											
16 February	1.10	1.29	1.06	0.87	1.25	0.91	1.63	0.45	1.13	1.15	1.12
17 May	1.15	1.16	1.20	1.06	1.14	0.89	1.79	0.49	1.14	1.14	1.11
16 August	1.05	0.97	0.97	0.96	1.18	0.78	1.66	0.44	1.01	1.06	1.09
15 November	1.18	1.27	1.01	0.96	1.20	0.78	1.11	0.49	1.14	1.07	1.06
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	-4.8	-17.2	-7.4	-11.6	5.5	-3.9	3.9	-5.6	-8.3	-4.4	-3.9
17 November	2.5	16.2	-2.1	-8.7	4.3	14.4	20.6	3.8	5.0	-4.8	-1.1
1996											
16 February	-4.4	2.3	1.0	-7.8	-6.3	-3.4	46.7	-11.5	-1.3	6.4	0.1
17 May	4.2	-10.7	12.3	21.6	-9.3	-1.7	9.7	9.1	0.7	-1.3	-0.8
16 August	-8.0	-15.9	-18.9	-9.6	3.4	-12.8	-7.2	-10.1	-11.1	-7.1	-2.3
15 November	12.4	30.5	4.0	0.5	1.9	0.4	-33.0	11.0	12.2	1.6	-2.8
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	-5.1	9.2	-1.1	12.3	41.8	17.1	-17.4	-27.4	4.6	4.7	5.0
1995											
17 November	-10.0	-19.9	-15.5	-19.0	-21.3	-18.3	-28.0	-15.8	-16.2	-16.3	-13.1
1996											
15 November	3.1	0.2	-4.3	1.9	-10.4	-16.9	0.0	-3.6	-0.9	-0.9	-5.6

AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME, States & Territories

Reference period— pay period ending on or before	ORIGINAL.....									SEASONALLY ADJUSTED	TREND
	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
HOURS											
1995											
18 August	6.95	6.93	6.20	6.54	7.96	5.73	6.22	5.66	6.83	7.09	6.99
17 November	7.00	7.10	6.03	6.64	8.15	6.42	8.56	5.69	6.92	6.74	6.95
1996											
16 February	7.28	7.37	6.28	6.33	8.02	6.45	8.94	5.37	7.13	7.10	7.04
17 May	7.59	7.13	7.30	6.60	7.90	5.57	7.56	5.89	7.30	7.26	7.12
16 August	6.80	6.71	6.12	6.70	8.42	5.42	9.81	6.47	6.79	7.06	7.10
15 November	7.28	7.92	6.01	6.43	7.82	6.16	5.40	6.27	7.15	6.95	7.00
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	-2.1	-7.6	-6.8	-6.9	-1.1	-3.1	-9.2	3.7	-4.7	-0.5	-2.2
17 November	0.7	2.5	-2.7	1.7	2.4	12.0	37.7	0.6	1.4	-5.0	-0.5
1996											
16 February	3.9	3.9	4.2	-4.8	-1.6	0.4	4.5	-5.6	2.9	5.4	1.3
17 May	4.3	-3.4	16.3	4.4	-1.6	-13.6	-15.4	9.7	2.4	2.3	1.2
16 August	-10.4	-5.9	-16.2	1.5	6.6	-2.7	29.7	9.7	-6.9	-2.8	-0.3
15 November	7.0	18.1	-1.7	-4.0	-7.2	13.8	-44.9	-3.0	5.2	-1.5	-1.4
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	-0.7	-0.8	-16.5	14.2	15.5	-0.2	-0.3	-8.7	-1.0	-0.9	0.4
1995											
17 November	-5.9	-14.3	-4.1	-0.6	-4.5	-7.2	-20.1	-8.0	-8.1	-8.1	-5.3
1996											
15 November	3.9	11.6	-0.2	-3.2	-4.1	-4.0	-36.9	10.2	3.2	3.2	0.8

PERCENTAGE OF EMPLOYEES WORKING OVERTIME, States & Territories

	ORIGINAL.....									SEASONALLY ADJUSTED	TREND
Reference period— pay period ending on or before	New South Wales	Victoria	Queens- land	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia	Australia	Australia
PER CENT											
1995											
18 August	16.11	15.72	17.37	15.87	16.12	14.36	14.80	8.58	15.98	16.10	16.24
17 November	16.40	17.83	17.48	14.25	16.41	14.66	12.96	8.85	16.55	16.10	16.15
1996											
16 February	15.10	17.55	16.94	13.80	15.63	14.10	18.21	8.30	15.87	16.17	15.93
17 May	15.09	16.22	16.37	16.08	14.41	16.04	23.61	8.25	15.60	15.62	15.63
16 August	15.50	14.50	15.85	14.33	13.99	14.38	16.89	6.77	14.90	15.03	15.34
15 November	16.28	16.01	16.77	14.99	15.34	12.68	20.56	7.74	15.89	15.45	15.16
PERCENTAGE CHANGE (from previous quarter)											
1995											
18 August	-2.8	-10.5	-0.6	-5.1	6.6	-0.8	14.4	-9.0	-3.8	-3.3	-1.6
17 November	1.8	13.4	0.6	-10.2	1.8	2.1	-12.4	3.2	3.6	0.0	-0.6
1996											
16 February	-7.9	-1.6	-3.1	-3.1	-4.7	-3.9	40.5	-6.2	-4.1	0.5	-1.3
17 May	-0.1	-7.6	-3.4	16.5	-7.8	13.8	29.6	-0.6	-1.7	-3.4	-1.9
16 August	2.7	-10.6	-3.1	-10.9	-3.0	-10.4	-28.5	-18.0	-4.5	-3.8	-1.8
15 November	5.0	10.5	5.8	4.7	9.7	-11.8	21.7	14.4	6.7	2.8	-1.2
PERCENTAGE CHANGE (from corresponding quarter of previous year)											
1994											
18 November	-4.4	10.1	18.4	-1.6	22.8	17.3	-17.1	-20.4	5.7	5.8	4.6
1995											
17 November	-4.4	-6.5	-11.9	-18.5	-17.6	-12.0	-9.9	-8.5	-8.9	-8.9	-8.2
1996											
15 November	-0.7	-10.2	-4.1	5.2	-6.5	-13.5	58.6	-12.5	-4.0	-4.0	-6.1

OVERTIME, Industry-Australia: **Original**

REFERENCE PERIOD—PAY PERIOD ENDING ON OR BEFORE.....

Industry	1995.....		1996.....			
	18 August	17 November	16 February	17 May	16 August	15 November
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE						
Mining	4.11	4.39	4.03	4.19	3.01	2.49
Manufacturing	2.42	2.61	2.47	2.63	2.46	2.82
Electricity, gas and water supply	2.17	2.02	2.33	2.22	2.22	2.07
Construction	2.33	2.45	2.64	2.96	2.05	2.05
Wholesale trade	0.85	0.97	1.32	1.10	0.97	1.27
Retail trade	0.55	0.62	0.53	0.51	0.54	0.61
Accommodation, cafes and restaurants	0.21	0.25	0.23	0.24	0.24	0.20
Transport and storage	3.14	2.86	3.03	2.94	2.60	3.28
Communication services	2.23	2.34	1.71	1.83	1.19	1.58
Finance and insurance	0.51	0.46	0.36	0.45	0.38	*0.76
Property and business services	*0.72	0.73	0.55	0.63	0.71	0.70
Government administration and defence	0.64	0.72	0.75	0.80	0.64	0.66
Education	0.13	0.13	0.11	0.13	0.11	0.10
Health and community services	0.45	0.41	0.42	0.46	0.49	0.51
Cultural and recreational services	0.62	0.49	0.42	0.49	0.55	0.32
Personal and other services	0.99	0.88	1.06	1.01	0.79	0.80
Total all industries	1.09	1.15	1.13	1.14	1.01	1.14

AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME

Mining	10.82	11.68	10.71	12.10	9.97	10.69
Manufacturing	7.82	7.80	8.07	8.22	8.06	8.42
Electricity, gas and water supply	7.81	7.56	8.23	8.02	7.91	8.04
Construction	9.11	9.15	9.85	10.64	10.31	8.67
Wholesale trade	5.75	6.43	6.95	6.42	5.95	6.99
Retail trade	5.08	5.06	4.79	5.32	5.43	5.13
Accommodation, cafes and restaurants	4.17	4.95	3.80	4.18	4.28	3.70
Transport and storage	8.76	8.93	8.65	8.86	7.99	9.48
Communication services	6.54	7.11	5.10	5.06	3.66	4.33
Finance and insurance	3.24	3.32	3.19	3.61	3.71	*5.69
Property and business services	6.44	5.42	6.19	6.93	6.25	7.61
Government administration and defence	4.79	5.13	5.53	5.23	4.92	4.81
Education	5.83	5.51	6.29	5.46	5.22	4.95
Health and community services	5.13	5.16	5.52	5.94	5.40	5.59
Cultural and recreational services	5.93	5.45	6.20	6.68	9.14	5.77
Personal and other services	5.74	6.09	6.65	6.44	5.72	5.17
Total all industries	6.83	6.92	7.13	7.30	6.79	7.15

PERCENTAGE OF EMPLOYEES WORKING OVERTIME

Mining	38.02	37.62	37.65	34.60	30.15	23.34
Manufacturing	30.95	33.47	30.66	31.98	30.59	33.48
Electricity, gas and water supply	27.73	26.72	28.28	27.62	28.00	25.76
Construction	25.61	26.78	26.79	27.87	19.85	23.65
Wholesale trade	14.78	15.07	19.05	17.14	16.24	18.13
Retail trade	10.89	12.33	10.96	9.60	9.96	11.89
Accommodation, cafes and restaurants	5.03	5.10	5.97	5.77	5.61	5.39
Transport and storage	35.83	32.04	35.02	33.23	32.51	34.63
Communication services	34.11	32.92	33.56	36.22	32.63	36.36
Finance and insurance	15.88	13.79	11.12	12.39	10.23	13.36
Property and business services	11.19	13.41	8.96	9.10	11.38	9.25
Government administration and defence	13.29	14.00	13.48	15.26	12.91	13.73
Education	2.17	2.34	1.72	2.30	2.13	2.08
Health and community services	8.77	7.96	7.65	7.74	9.08	9.12
Cultural and recreational services	10.39	8.91	6.77	7.33	6.04	5.59
Personal and other services	17.28	14.42	16.01	15.62	13.83	15.38
Total all industries	15.98	16.55	15.87	15.60	14.90	15.89

EXPLANATORY NOTES

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INTRODUCTION

1 This publication contains estimates of job vacancies and overtime for November 1996 based on information obtained from a sample survey of employers.

SCOPE

2 All wage and salary earners who received pay for the reference period are represented in the Job Vacancies and Overtime (JVO) Survey, except:

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

3 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
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

4 All vacancies (as defined in the Glossary) for wage and salary earners are represented in the JVO Survey, except those:

- in the Australian permanent defence forces
- in businesses primarily engaged in agriculture, forestry and fishing
- in private households employing staff
- in overseas embassies, consulates, etc.
- located outside Australia.

SURVEY DESIGN

5 A sample of approximately 4,800 employers is selected from the Australian Bureau of Statistics (ABS) register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to reflect changes in the ABS register of businesses. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to changes in the estimates of job vacancies and overtime.

6 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. The statistical units are stratified by State, public/private sector, industry and size of employment and an equal probability sample is selected from each stratum.

SURVEY DESIGN CHANGES

7 From August 1994, the industrial classification used in the design of the JVO Survey is the Australian and New Zealand Standard Industrial Classification (ANZSIC), replacing the Australian Standard Industrial Classification (ASIC) previously used. For further information see paragraphs 14–19 in the Explanatory Notes in the August 1994 issue of this publication.

EXPLANATORY NOTES

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HISTORICAL SERIES

8 The series were introduced with the November 1983 survey. They replaced the previous job vacancy and overtime series based on information from a sample of employers registered to pay payroll tax and from government organisations. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

RELIABILITY OF ESTIMATES

9 Estimates are subject to sampling and non-sampling errors. For further information refer to Technical Notes on page 15.

SEASONAL ADJUSTMENT

10 Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences on the series can be more clearly recognised. Seasonal adjustment does not aim to remove the irregular or non-seasonal influences which may be present in any particular period. Influences that are volatile or unsystematic can still make it difficult to interpret the movement of the series even after adjustment for seasonal variation. This means that quarter-to-quarter movements of seasonally adjusted estimates may not be reliable indicators of trend behaviour.

11 The series have been seasonally adjusted from February 1984 and the historical series can be made available on request. The seasonal factors are reviewed annually to take account of each additional year's original data. The review takes place for the November reference period each year.

12 Details about the method of seasonal adjustment of these series are available on request.

TREND ESTIMATES

13 The ABS considers that trend estimates provide a more reliable guide to the underlying direction of the data, and are more suitable than either the seasonally adjusted or original estimates for most business decisions and policy advice.

14 The trend estimates in this publication, obtained by dampening out the irregular component from the seasonally adjusted series, are calculated using a centred 7-term Henderson moving average of the seasonally adjusted series. Estimates for the three most recent quarters cannot be calculated using this centred average method; instead an asymmetric average is used. This can lead to revisions in the trend estimates for the last three quarters when data become available for later quarters. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

15 If a series is highly volatile then the trend estimates will be subject to greater revision for the latest few quarters as data become available. However, it is important to note that this does not make the trend series inferior to the seasonally adjusted or original series. In some cases the effect of the irregular component on overall movements will remain in the seasonally adjusted and the original estimates but not in the trend series.

16 For more information, see *A Guide to Interpreting Time Series—Monitoring 'Trends': an Overview* (1348.0); or contact the Assistant Director, Time Series Analysis on 06 252 6345.

17 Two feature articles which have appeared in the ABS monthly publication *Australian Economic Indicators* (1350.0) may also be of interest:

- Picking Turning Points in the Economy (April 1991)
- Smarter Data Use (March 1992).

EXPLANATORY NOTES

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RELATED PUBLICATIONS

18 Users may also wish to refer to the following publications which are available from ABS Bookshops:

- *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)
- *The Labour Force, Australia* (6203.0)
- *Average Weekly Earnings, States and Australia* (6302.0)
- *Average Weekly Earnings, Australia 1941–1990* (6350.0)—issued February 1992
- *Employed Wage and Salary Earners, Australia* (6248.0).

19 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

20 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, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Greg Colgan on 09 360 5304 or Information Services in the nearest ABS office.

SYMBOLS AND OTHER USAGES

- * subject to sampling variability too high for most practical purposes.
See paragraph 6 of the Technical Notes on page 15.
- nil or rounded to zero.

21 Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Percentage changes in the Key Figures, Key Points and publication tables are based on unrounded numbers and consequently could differ from percentage changes that are calculated from the published rounded statistics.

TECHNICAL NOTES

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RELIABILITY OF ESTIMATES

- 1** As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of 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.
- 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 which 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** An example of the use of a standard error on levels is as follows. If the estimated number of job vacancies was 25,000 with a standard error of 2,500, then there would be about two chances in three that a full enumeration would have given an estimate in the range 22,500 to 27,500 and about nineteen chances in twenty that it would be in the range 20,000 to 30,000.
- 4** An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of job vacancies was 1,000 and the quarterly change estimate between two quarters was 4,500, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +3,500 to +5,500 and about nineteen chances in twenty that it would be in the range +2,500 to +6,500.
- 5** Quarterly movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.
- 6** 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. Level estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

STANDARD ERRORS, States & Territories—November 1996

States & Territories	JOB VACANCIES.....			JOB VACANCY RATES	OVERTIME.....		
	Total	Private	Public		Average weekly overtime hours per employee	Average weekly overtime hours per employee working overtime	Percentage of employees working overtime
	'000	'000	'000	%	Hours	Hours	%
LEVEL							
New South Wales	5.0	5.0	0.2	0.21	0.08	0.30	0.72
Victoria	2.0	2.0	0.2	0.11	0.09	0.36	0.75
Queensland	1.6	1.6	0.1	0.13	0.07	0.27	0.95
South Australia	0.6	0.6	0.0	0.11	0.09	0.32	1.20
Western Australia	2.2	2.2	0.1	0.31	0.09	0.41	1.03
Tasmania	0.4	0.4	0.1	0.25	0.07	0.27	0.99
Northern Territory	0.3	0.3	0.0	0.36	0.15	0.49	3.16
Australian Capital Territory	0.4	0.4	0.0	0.31	0.07	0.31	1.04
Australia	6.1	6.1	0.3	0.09	0.04	0.16	0.38
QUARTERLY MOVEMENT							
New South Wales	5.8	5.8	0.2	0.25	0.08	0.32	0.76
Victoria	2.6	2.6	0.1	0.15	0.08	0.38	0.72
Queensland	2.5	2.5	0.1	0.21	0.08	0.36	0.77
South Australia	2.9	2.9	0.0	0.61	0.10	0.42	1.19
Western Australia	1.6	1.5	0.1	0.22	0.13	0.53	1.10
Tasmania	0.5	0.5	0.1	0.31	0.07	0.41	1.77
Northern Territory	0.2	0.2	0.0	0.32	0.25	0.90	3.20
Australian Capital Territory	0.4	0.4	0.0	0.27	0.07	0.38	1.02
Australia	7.6	7.6	0.3	0.11	0.04	0.18	0.38

STANDARD ERRORS, Industry-Australia-November 1996

Industry	Job Vacancies '000	Average weekly overtime hours per employee	Average weekly overtime hours per employee working overtime	Percentage of employees working overtime
		Hours	Hours	%
Mining	0.1	0.19	0.41	1.49
Manufacturing	0.9	0.28	0.28	1.33
Electricity, gas and water supply	0.0	0.07	0.13	0.84
Construction	2.0	0.36	1.06	3.21
Wholesale trade	0.6	0.20	0.65	1.78
Retail trade	2.3	0.07	0.34	0.98
Accommodation, cafes and restaurants	3.7	0.03	0.29	0.73
Transport and storage	2.8	0.29	0.38	2.17
Communication services	0.3	0.09	0.21	1.04
Finance and insurance	0.7	0.37	1.99	1.93
Property and business services	1.8	0.12	0.84	1.08
Government administration and defence	0.2	0.03	0.15	0.61
Education	0.1	0.01	0.13	0.16
Health and community services	0.9	0.06	0.37	0.91
Cultural and recreational services	0.4	0.03	0.20	0.60
Personal and other services	0.3	0.08	0.21	1.59
Total all industries	6.1	0.04	0.16	0.38

GLOSSARY

Average overtime hours per employee	Average hours of overtime per employee is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the total number of employees in the same group (including those who were not paid for any overtime).
Average overtime hours per employee working overtime	Average hours of overtime per employee working overtime is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.
Job vacancy	<p>A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories.</p> <p>Excluded are vacancies:</p> <ul style="list-style-type: none"> ▪ of less than one day's duration ▪ to be filled by persons already hired, or by promotion or transfer of existing employees ▪ to be filled by employees returning from paid or unpaid leave or after industrial dispute(s) ▪ not available for immediate filling on the survey reference date ▪ not available within the particular State or Territory to which the return relates ▪ for work to be carried out under contract ▪ for which no effort is being made to fill the position.
Job vacancy rate	The job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.
Number of employees	All wage and salary earners who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have received pay for only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.
Overtime	Overtime is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.
Overtime hours	Overtime hours represent the number of hours of overtime paid for. Providers are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

GLOSSARY

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Reference date	Reference date for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 15 November 1996.
Reference Period	Reference period for the survey refers to the last pay period ending on or before the reference date.
Sector	Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

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