



EMPLOYMENT BENEFITS, AUSTRALIA, AUGUST 1986 PRELIMINARY

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MAIN FEATURES

Since August 1983 the proportion of employees in receipt of each benefit has remained fairly constant for most types of benefit.

Annual leave (81.5 per cent of employees) and sick leave (80.9 per cent of employees) continue to be the most common types of benefit received. The agriculture, forestry, fishing and hunting industry group and the recreation, personal and other services industry group had lower proportions of employees who were provided with sick leave (55.3 per cent and 52.4 per cent respectively) and annual leave (55.5 per cent and 53.2 per cent respectively) than the other industry groups.

The government sector had a higher proportion of employees who were provided with sick leave (92.0 per cent), annual leave (91.5 per cent), long-service leave (87.9 per cent) and superannuation (61.5 per cent) than the non-government sector (76.0 per cent, 77.1 per cent, 55.9 per cent and 29.5 per cent respectively) while the non-government sector had higher proportions of employees receiving each of most of the other types of benefits.

19.5 per cent of female employees received no employment benefits while only 7.3 per cent of male employees received no employment benefits. The proportion of employees receiving no benefits varied greatly with respect to weekly earnings in the main job. While 64.2 per cent of employees who earned under \$120 in their main job received no benefits only 2.6 per cent of employees earning \$600 or over received no benefits.

Note: Survey estimates are subject to sampling variability, as explained in paragraph 35.

EXPLANATORY NOTES

Introduction

The monthly Population Survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1986 labour force survey conducted throughout Australia.

2. Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions. This subset of respon-

dents was asked about a range of employment benefits provided to them by employers.

Scope

3. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)), except that it was restricted to persons who were employed as wage and salary earners ('employees') in their main job excluding persons on workers' compensation and persons who worked solely for payment in kind.

Definitions

4. The *employment benefits* included in the survey are a selection of concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary. The definitions of the particular benefits which were included in the survey are given in paragraphs 8 to 25. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over-award payments, bonuses or payments in lieu of leave.

5. All benefits were being received by the employee at the time of the survey, with two exceptions:

(a) in the case of four particular benefits—holiday expenses (paragraph 8), low-interest finance (paragraph 9), goods and services (paragraph 10), shares (paragraph 19)—the benefits had been taken up *at some time* while the employee had been working for the current employer;

(b) in the cases of sick leave (paragraph 23), annual leave (paragraph 24) and long-service leave (paragraph 25), the provision of, rather than the receipt of, the particular type of leave to the employee is defined as an employment benefit.

6. All benefits covered by this survey were received or provided while the employee was working for the current employer. However, not all benefits came directly from the current employer. Some benefits received by or provided to employees from other sources as a result of their employment in a particular occupation or industry have been included in the tables (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

7. For those benefits defined in paragraphs 8 to 22, the mere availability of an entitlement to the benefit was not sufficient reason for inclusion in the estimates in this publication; only those that were used or taken up were counted. For those benefits defined in paragraphs 23 to 25 estimates in this publication refer to the provision of leave, regardless of whether this leave had actually been used.
8. *Holiday expenses*: Any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a person's employment at the time of the survey.
9. *Low-interest finance*: Finance provided by the employer at a low-interest rate. In cases where the employer was an institution which provided loans to persons other than its own employees, e.g. banks, a benefit was recorded only if the loan was at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. While loans made by lending institutions to non-employee members were not included under this definition, it is nevertheless known that some respondents reported, as low-interest finance, loans provided by institutions whose borrowers were restricted to employees of certain other organisations (e.g. some credit unions set up by companies, public service, etc.).
10. *Goods and services*: Goods and services (not included under other headings) provided free or at a discounted price to an employee, e.g. a motor vehicle supplied at a discount price to an employee of a car manufacturer.
11. *Housing*: Assistance in the provision of, or subsidisation of the costs of, accommodation used as a residence by a person or his/her family. It included the provision to an employee, as an employee entitlement, of a residence owned by the employer, payment or subsidisation of rent or board, provision of a housing allowance and payment or subsidisation of water, sewerage or general rates payable to local government authorities.
12. *Electricity*: Payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.
13. *Telephone*: Payment or subsidisation, by the employer, of private telephone charges.
14. *Transport*: Assistance with *day-to-day* travelling for *private purposes* by the provision of a vehicle or by other means, e.g. travelling allowance, excluding payment or subsidisation of the cost of travel to and from work. This type of emolument when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.
15. *Medical*: Payment or subsidisation by the employer, of an employee's medical and/or hospital expenses, etc. and/or benefits fund contributions. Deduction from the employee's wages or salary, where the employee paid the full contribution, was not considered to be a benefit.
16. *Union dues*: Payment or subsidisation by the employer of the employee's union membership dues or professional association membership fees. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.
17. *Club fees*: Payment or subsidisation of the employee's membership fee for a club or society (not being a union or professional association) of which he/she was a member. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.
18. *Entertainment allowance*: Regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.
19. *Shares*: Receipt or provision of shares, rights or options in the employer's business as an employee entitlement.
20. *Study leave*: Time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.
21. *Superannuation*: Membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer even if the employer did not contribute to the fund. There were an additional 452,670 employees covered by schemes not arranged or provided by their employers.
22. *Children's education expenses*: Payment in full or in part by the employer of any expenses incurred in the education of an employee's child(ren), e.g. tuition fees, books.
23. *Sick leave*: Provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'
24. *Annual leave*: Provision by employers of paid holiday leave, as collected by responses to the question 'Does your employer provide you with paid holiday leave?'
25. *Long-service leave*: Provision by employers or industries of long-service leave to *any* employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.
26. *Weekly earnings* referred to the amount of 'last total pay' prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back-payment of wage increases or pre-payment of leave, etc.
27. The *main job* was defined as the job in which most hours were usually worked. A person who held more than one job was classified to the industry of their main job.
28. Further definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

Results of the survey

29. The estimates in this publication refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

30. This publication contains only a summary of the results of the survey. Estimates shown are preliminary and may be revised. A more detailed publication will be released as soon as possible and further information is available on request.

31. Results of similar surveys, the first conducted in February to May 1979, have been published in *Employment Benefits, Australia* (6334.0).

32. It is proposed that this survey will next be conducted in August 1987.

Discontinuities in the series

33. Classification of occupation according to the Australian Standard Classification of Occupations (ASCO 1986) was introduced in the August 1986 survey, replacing the Classification and Classified List of Occupations (CCLO), used in previous surveys. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia*, August 1986 (6203.0).

34. To provide a link between the two classifications, a matrix has been produced and is shown in Table 41 of *The Labour Force, Australia*, August 1986 (6203.0). This matrix shows the relationship between ASCO and CCLO at the broadest classification level (the Major Group). The estimates in the matrix are based on a sub-sample of respondents to the May 1986 Labour Force Survey.

Reliability of the estimates

35. Estimates in this publication are subject to two sources of error:

- (a) *sampling error*: since the estimates are based on information obtained from occupants of a sample of dwellings they may differ from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*. More information about this topic will be found in *The Labour Force, Australia* (6203.0). A table of estimated standard errors for this survey follows these notes. Estimates with a standard

error of more than about 25 per cent have not been shown in this publication, as the degree of sampling variability would seriously detract from their value for most reasonable uses. Although figures for these small components can, in some cases, be derived by subtraction they should not be regarded as reliable;

- (b) *non-sampling error*: inaccuracies may occur because of imperfections in reporting by interviewers and respondents and errors made in the coding and processing of data. These inaccuracies may occur in any enumeration, whether it be a full count or sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

Related publications

36. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly (\$1.20, \$2.10 incl. postage)

Weekly Earnings of Employees (Distribution), Australia (6310.0)—issued annually

Working Conditions, Australia, February to May 1979 (6335.0)

Alternative Working Arrangements, Australia, March to May 1982 (6341.0)—issued irregularly (\$1.00, \$1.70 incl. postage)

Annual and Long-Service Leave Taken, Australia, May 1983 to April 1984 (6317.0)—issued irregularly

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

Symbols and other usages

*subject to sampling variability too high for most practical uses. See paragraph 35 above.

.. not applicable

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

IAN CASTLES
Australian Statistician

STANDARD ERRORS OF ESTIMATES

Size of estimate	Number	Relative standard error (per cent)	Size of estimate	Number	Relative standard error (per cent)
3,500	820	23.4	100,000	3,950	4.0
4,000	880	21.9	200,000	5,300	2.6
4,500	930	20.7	300,000	6,200	2.1
5,000	980	19.6	500,000	7,500	1.5
6,000	1,100	17.9	1,000,000	9,700	1.0
10,000	1,400	13.9	2,000,000	12,300	0.6
20,000	1,950	9.7	5,000,000	16,500	0.3
50,000	2,950	5.9	10,000,000	20,300	0.2

TABLE 1. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED, AUGUST 1983 TO AUGUST 1986

Type of benefit received	August 1983		August 1984		August 1985		August 1986	
	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Total employees	5,187.9	100.0	5,358.2	100.0	5,513.0	100.0	5,683.4	100.0
Holiday expenses	181.9	3.5	208.2	3.9	217.8	4.0	222.0	3.9
Low-interest finance	133.5	2.6	147.5	2.8	138.3	2.5	148.3	2.6
Goods and services	913.9	17.6	1,146.8	21.4	1,103.7	20.0	1,072.1	18.9
Housing	205.6	4.0	221.4	4.1	204.7	3.7	186.4	3.3
Electricity	124.2	2.4	131.0	2.4	113.3	2.1	102.3	1.8
Telephone	444.0	8.6	496.3	9.3	502.4	9.1	445.0	7.8
Transport	436.7	8.4	468.5	8.7	423.7	7.7	396.5	7.0
Medical	172.8	3.3	191.9	3.6	186.1	3.4	168.7	3.0
Union dues	107.3	2.1	135.1	2.5	124.6	2.3	102.2	1.8
Club fees	84.1	1.6	96.6	1.8	84.2	1.5	53.7	0.9
Entertainment allowance	230.2	4.4	271.8	5.1	235.9	4.3	100.5	1.8
Shares	83.4	1.6	87.4	1.6	83.5	1.5	79.3	1.4
Study leave	88.5	1.7	97.1	1.8	100.5	1.8	111.6	2.0
Superannuation	2,068.9	39.9	2,117.5	39.5	2,179.0	39.5	2,237.2	39.4
Children's education expenses	16.8	0.3	18.1	0.3	16.2	0.3	10.8	0.2
Sick leave	(a)	(a)	4,419.0	82.5	4,527.1	82.1	4,599.1	80.9
Annual leave	(a)	(a)	4,437.9	82.8	4,552.2	82.6	4,633.6	81.5
Long-service leave	(a)	(a)	3,575.4	66.7	3,671.0	66.6	3,737.0	65.8

(a) Collected for the first time in the August 1984 survey.

TABLE 2. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, INDUSTRY AND WHETHER GOVERNMENT OR NON-GOVERNMENT SECTOR, AUGUST 1986 ('000)

	Industry						
	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage
Total employees	116.0	93.7	1,064.3	136.8	302.7	1,100.3	314.5
No benefits	34.1	*	72.2	*	37.1	197.6	24.9
One or more benefits	82.0	92.1	992.2	135.4	265.6	902.6	289.7
Holiday expenses	*	15.1	19.6	*	4.6	16.1	94.6
Low-interest finance	*	4.6	11.4	4.8	*	4.8	4.3
Goods and services	27.7	26.9	243.7	17.8	24.1	411.1	63.5
Housing	30.5	23.1	10.7	6.6	11.6	16.8	12.0
Electricity	22.9	14.4	*	5.1	10.8	10.2	5.1
Telephone	22.1	9.9	68.9	13.5	40.0	83.0	23.8
Transport	12.7	6.3	79.5	*	36.3	127.7	23.3
Medical	*	16.4	28.3	*	5.0	24.8	5.8
Union dues	*	*	17.3	*	11.0	16.5	5.5
Club fees	*	*	8.7	*	*	11.1	*
Entertainment allowance	*	*	18.8	*	4.1	25.4	4.0
Shares	*	*	19.1	*	9.1	22.5	3.9
Study leave	*	*	9.7	4.4	*	11.2	*
Superannuation	13.6	65.9	438.2	105.1	105.5	244.4	155.8
Children's education expenses	*	*	*	*	*	*	*
Sick leave	64.2	89.8	954.9	134.6	229.0	782.5	276.5
Annual leave	64.4	91.1	962.1	134.4	236.8	791.8	277.2
Long-service leave	28.9	81.8	771.1	131.6	177.9	539.7	243.7

	Industry					Total	Sector	
	Communi- cation	Finance, property and business services	Public admin. and defence	Community services	Recreation, personal and other services		Government	Non-Government(a)
Total employees	145.6	575.1	327.4	1,164.6	342.2	5,683.4	1,753.3	3,930.1
No benefits	6.1	48.4	17.1	142.8	116.8	700.0	97.1	602.9
One or more benefits	139.6	526.7	310.4	1,021.8	225.4	4,983.4	1,656.2	3,327.1
Holiday expenses	5.6	30.6	10.3	17.0	5.9	222.0	122.6	99.4
Low-interest finance	*	100.6	*	10.1	*	148.3	54.8	93.5
Goods and services	24.2	76.7	8.9	75.3	72.3	1,072.1	167.0	905.1
Housing	*	19.8	6.8	38.5	7.5	186.4	63.0	123.4
Electricity	*	9.0	*	9.7	8.0	102.3	14.7	87.6
Telephone	43.6	61.0	18.1	51.1	10.1	445.0	112.9	332.1
Transport	*	59.9	6.1	30.4	11.3	396.5	30.4	366.1
Medical	*	60.0	*	22.3	*	168.7	36.3	132.5
Union dues	*	27.0	*	12.6	4.7	102.2	12.8	89.4
Club fees	*	17.5	*	5.4	*	53.7	5.7	48.0
Entertainment allowance	*	28.8	*	7.3	5.7	100.5	12.3	88.2
Shares	*	13.5	*	*	*	79.3	*	78.5
Study leave	3.9	19.0	13.7	38.5	4.0	111.6	60.7	50.9
Superannuation	124.4	247.6	236.7	461.6	38.4	2,237.2	1,077.6	1,159.6
Children's education expenses	*	*	*	*	*	10.8	*	9.1
Sick leave	137.6	489.1	302.0	959.6	179.2	4,599.1	1,613.0	2,986.1
Annual leave	138.0	496.7	300.3	958.9	181.9	4,633.6	1,604.2	3,029.4
Long-service leave	135.0	391.0	290.2	843.1	102.9	3,737.0	1,542.0	2,195.0

(a) Includes 16,300 persons for whom sector could not be determined.

TABLE 3. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS(a) IN MAIN JOB, AUGUST 1986
 (' 000)

	Weekly earnings(a) in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
Total employees	538.5	595.2	944.0	1,323.3	882.0	562.3	353.4	484.1	5,683.4
No benefits	345.9	134.1	93.2	56.9	27.8	18.2	11.3	12.5	700.0
One or more benefits	192.6	461.1	850.8	1,266.4	854.2	544.1	342.0	471.6	4,983.4
Holiday expenses	*	8.4	27.0	54.5	42.4	31.2	20.1	36.8	222.0
Low-interest finance	*	3.7	14.8	34.0	26.0	22.4	14.6	31.9	148.3
Goods and services	70.7	119.9	200.0	276.1	164.2	94.3	59.8	87.1	1,072.1
Housing	10.6	15.2	30.4	28.2	22.0	23.1	22.2	34.7	186.4
Electricity	9.7	12.5	20.0	12.8	13.7	9.9	7.0	16.6	102.3
Telephone	20.0	22.5	36.2	59.2	78.0	67.4	48.0	113.6	445.0
Transport	12.3	21.2	31.6	55.2	67.7	58.7	48.5	101.1	396.5
Medical	6.0	8.2	18.7	34.1	25.0	21.7	16.7	38.3	168.7
Union dues	4.2	4.6	7.8	16.9	16.8	11.9	11.3	28.7	102.2
Club fees	*	*	3.7	6.8	8.8	6.7	7.1	17.5	53.7
Entertainment allowance	*	*	*	10.1	14.4	15.5	14.5	41.1	100.5
Shares	*	4.8	6.6	18.3	11.6	11.6	7.3	17.1	79.3
Study leave	7.4	8.4	12.0	21.2	17.8	17.7	13.1	13.9	111.6
Superannuation	16.5	64.1	224.3	541.8	452.4	336.2	242.4	358.0	2,237.2
Children's education expenses	*	*	*	*	*	*	*	*	10.8
Sick leave	94.5	375.3	775.3	1,217.4	825.0	529.6	332.6	448.9	4,599.1
Annual leave	92.3	383.9	781.4	1,227.7	832.7	529.9	334.6	450.8	4,633.6
Long-service leave	61.1	245.5	554.2	989.5	702.4	471.4	308.2	404.5	3,737.0

(a) Refers to weekly earnings from last pay.

TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1986
 (' 000)

	Occupation								Total
	Managers and administrators	Pro-fessionals	Para-pro-fessionals	Trades-persons	Clerks	Sales-persons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
Total employees	345.4	725.8	388.3	911.2	1,083.9	811.4	461.9	955.4	5,683.4
No benefits	9.9	55.8	22.7	58.3	102.1	211.9	41.4	197.8	700.0
One or more benefits	335.5	669.9	365.6	852.9	981.8	599.5	420.6	757.6	4,983.4
Holiday expenses	15.8	19.6	15.9	29.7	48.8	32.5	24.5	35.3	222.0
Low-interest finance	24.3	18.7	7.1	10.9	55.3	20.6	5.1	6.4	148.3
Goods and services	86.6	67.8	43.5	184.6	182.0	258.3	93.6	155.7	1,072.1
Housing	30.3	32.5	18.3	24.7	15.8	12.2	15.1	37.3	186.4
Electricity	18.9	14.7	5.9	19.1	8.6	4.0	7.1	24.0	102.3
Telephone	114.1	77.0	33.2	73.4	54.7	45.2	19.6	27.8	445.0
Transport	128.3	67.0	14.0	42.3	38.2	74.4	13.4	18.8	396.5
Medical	23.3	24.2	14.3	19.5	44.6	18.4	11.4	13.1	168.7
Union dues	20.1	32.6	3.7	12.7	9.6	8.7	7.8	7.0	102.2
Club fees	18.9	12.3	*	5.0	6.4	8.0	*	*	53.7
Entertainment allowance	46.9	18.7	*	3.6	9.4	17.1	*	*	100.5
Shares	19.9	10.4	*	12.0	14.7	9.9	4.5	5.3	79.3
Study leave	7.7	32.2	14.9	11.3	31.3	8.8	*	4.7	111.6
Superannuation	206.2	403.7	197.6	338.3	496.2	136.8	192.6	265.9	2,237.2
Children's education expenses	*	*	*	*	*	*	*	*	10.8
Sick leave	306.6	632.8	350.5	810.0	914.5	500.0	401.5	683.2	4,599.1
Annual leave	311.2	631.1	352.5	821.8	922.2	499.2	405.2	690.7	4,633.6
Long-service leave	247.3	556.4	319.3	621.1	786.3	350.5	325.0	531.1	3,737.0

TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1986
 (' 000)

	Males				Females			
	15-24	25-44	45 and over	Total	15-24	25-44	45 and over	Total
Total employees	774.2	1,753.0	833.8	3,361.0	708.9	1,176.0	437.5	2,322.4
No benefits	120.2	83.9	43.0	247.0	135.8	232.5	84.7	452.9
One or more benefits	654.0	1,669.1	790.8	3,114.0	573.1	943.5	352.8	1,869.4
Holiday expenses	25.8	98.1	42.1	166.0	21.8	27.9	6.3	56.0
Low-interest finance	11.0	73.4	22.4	106.9	17.2	21.8	*	41.5
Goods and services	152.0	353.7	126.9	632.5	172.9	201.4	65.2	439.5
Housing	22.9	95.1	36.0	154.0	7.8	18.9	5.7	32.4
Electricity	14.2	50.0	17.3	81.5	3.7	13.1	4.1	20.8
Telephone	18.8	234.7	121.6	375.2	5.7	47.4	16.7	69.9
Transport	21.2	219.9	95.3	336.3	6.2	42.1	11.9	60.2
Medical	19.2	75.2	24.1	118.4	19.6	25.2	5.5	50.4
Union dues	11.2	56.2	15.9	83.3	4.3	11.6	*	18.9
Club fees	*	28.6	12.2	43.5	*	7.3	*	10.3
Entertainment allowance	*	63.2	24.4	90.2	*	7.4	*	10.3
Shares	*	39.2	21.0	63.1	*	10.0	4.8	16.3
Study leave	20.7	46.0	5.4	72.1	14.2	21.6	3.7	39.5
Superannuation	164.1	967.3	521.4	1,652.8	133.2	317.3	133.9	584.4
Children's education expenses	*	5.5	*	7.7	*	*	*	*
Sick leave	610.4	1,586.8	751.1	2,948.3	521.4	818.6	310.8	1,650.8
Annual leave	616.6	1,601.3	748.9	2,975.9	519.7	822.5	315.5	1,657.7
Long-service leave	432.2	1,334.2	660.9	2,427.2	375.9	668.7	265.3	1,309.9

TABLE 6. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1986
(* 000)

Type of benefit	Type of benefit																	
	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Children's education expenses	Sick leave	Annual leave	Long-service leave
EMPLOYEES WHO WORKED 35 HOURS OR MORE IN MAIN JOB																		
Holiday expenses	..	19.4	65.0	21.7	14.8	19.9	19.7	15.8	7.4	5.2	9.9	3.9	*	109.1	*	156.0	158.2	141.8
Low-interest finance	19.4	..	34.0	13.0	*	25.7	18.3	29.2	7.1	10.1	13.5	5.1	4.1	91.3	*	104.9	105.3	100.4
Goods and services	65.0	34.0	..	43.6	26.3	90.2	94.4	45.8	23.6	14.0	28.5	23.7	12.1	328.7	3.6	708.8	714.7	554.9
Housing	21.7	13.0	43.6	..	58.3	53.3	27.7	19.7	7.5	6.8	11.1	5.8	*	83.5	3.8	129.7	132.7	101.3
Electricity	14.8	*	26.3	58.3	..	40.5	23.1	10.2	7.5	*	5.3	4.7	*	34.4	*	61.1	63.6	38.9
Telephone	19.9	25.7	90.2	53.3	40.5	..	140.4	27.8	32.7	25.6	45.3	23.3	7.2	237.6	*	304.9	311.1	254.5
Transport	19.7	18.3	94.4	27.7	23.1	140.4	..	27.8	34.5	21.7	49.4	23.9	6.4	195.5	*	293.7	301.0	227.1
Medical	15.8	29.2	45.8	19.7	10.2	27.8	14.1	11.5	14.7	7.9	3.7	90.7	*	119.9	121.2	106.3
Union dues	7.4	7.1	23.6	7.5	7.5	32.7	34.5	14.1	..	15.4	13.3	7.1	3.8	52.7	*	69.2	71.5	58.4
Club fees	5.2	10.1	14.0	6.8	*	25.6	21.7	11.5	15.4	..	15.5	3.8	*	32.6	*	42.4	42.3	35.0
Entertainment allowance	9.9	13.5	28.5	11.1	5.3	45.3	49.4	14.7	13.3	15.5	..	8.4	*	65.8	*	80.9	84.4	71.8
Shares	3.9	5.1	23.7	5.8	4.7	23.3	23.9	7.9	7.1	3.8	8.4	..	*	42.1	*	49.1	53.3	38.5
Study leave	*	4.1	12.1	*	*	7.2	6.4	3.7	3.8	*	*	*	..	45.3	*	70.8	71.7	61.8
Superannuation	109.1	91.3	328.7	83.5	34.4	237.6	195.5	90.7	52.7	32.6	65.8	42.1	45.3	..	5.7	1,657.0	1,665.3	1,578.5
Children's education expenses	*	*	3.6	3.8	*	*	*	*	*	*	*	*	*	5.7	..	7.1	7.8	5.2
Sick leave	156.0	104.9	708.8	129.7	61.1	304.9	293.7	119.9	69.2	42.4	80.9	49.1	70.8	1,657.0	7.1	..	3,414.9	2,725.4
Annual leave	158.2	105.3	714.7	132.7	63.6	311.1	301.0	121.2	71.5	42.3	84.4	53.3	71.7	1,665.3	7.8	3,414.9	..	2,739.6
Long-service leave	141.8	100.4	554.9	101.3	38.9	254.5	227.1	106.3	58.4	35.0	71.8	38.5	61.8	1,578.5	5.2	2,725.4	2,739.8	..
ALL EMPLOYEES																		
Holiday expenses	..	26.5	87.5	29.2	20.7	25.3	23.1	21.2	8.8	5.8	11.1	5.2	*	149.9	*	214.6	217.4	198.4
Low-interest finance	26.5	..	48.9	15.1	4.0	31.8	20.3	41.5	9.1	11.5	17.6	7.6	5.1	125.6	*	146.2	146.5	140.0
Goods and services	87.5	48.9	..	54.7	33.1	114.1	110.4	61.0	28.5	17.7	32.4	31.0	17.7	428.7	4.9	925.8	931.9	741.2
Housing	29.2	15.1	54.7	..	70.9	67.0	33.3	25.5	9.7	8.2	12.0	7.3	*	104.1	5.1	159.7	162.6	126.7
Electricity	20.7	4.0	33.1	70.9	..	52.1	28.3	14.5	9.6	4.2	5.7	6.5	*	44.2	3.5	76.1	79.1	51.0
Telephone	25.3	31.8	114.1	67.0	52.1	..	165.2	35.1	38.3	29.4	52.2	29.9	10.2	299.9	4.5	384.2	392.3	322.1
Transport	23.1	20.3	110.4	33.3	28.3	165.2	..	32.1	39.5	24.7	55.0	28.4	7.9	227.3	*	339.3	348.7	260.3
Medical	21.2	41.5	61.0	25.5	14.5	35.1	32.1	..	18.4	13.0	17.3	10.9	5.5	121.5	3.8	160.3	162.0	144.0
Union dues	8.8	9.1	28.5	9.7	9.6	38.3	39.5	18.4	..	18.0	15.3	8.4	4.7	64.5	*	84.8	87.6	71.6
Club fees	5.8	11.5	17.7	8.2	4.2	29.4	24.7	13.0	18.0	..	17.2	4.6	*	37.9	*	49.6	49.5	41.6
Entertainment allowance	11.1	17.6	32.4	12.0	5.7	52.2	55.0	17.3	15.3	17.2	..	10.4	*	76.7	*	94.1	97.4	82.7
Shares	5.2	7.6	31.0	7.3	6.5	29.9	28.4	10.9	8.4	4.6	10.4	..	*	54.0	*	62.8	68.4	50.4
Study leave	*	5.1	17.7	*	*	10.2	7.9	5.5	4.7	*	*	*	..	65.7	*	98.9	100.5	88.4
Superannuation	149.9	125.5	428.7	104.1	44.2	299.9	227.3	121.5	64.5	37.9	76.7	54.0	65.7	..	7.0	2,173.9	2,185.2	2,081.4
Children's education expenses	*	*	4.9	5.1	3.5	4.5	*	3.8	*	*	*	*	*	7.0	..	8.8	9.6	6.3
Sick leave	214.6	146.2	925.8	159.7	76.1	384.2	339.3	160.3	84.8	49.6	94.1	62.8	98.9	2,173.9	8.8	..	4,528.6	3,636.7
Annual leave	217.4	146.5	931.9	162.6	79.1	392.3	348.7	162.0	87.6	49.5	97.4	68.4	100.5	2,185.2	9.6	4,528.6	..	3,653.2
Long-service leave	198.4	140.0	741.2	126.7	51.0	322.1	260.3	144.0	71.6	41.6	82.7	50.4	88.4	2,081.4	6.3	3,636.7	3,653.2	..

(a) This table shows the number of persons who received particular pairs of benefits. It may be interpreted by choosing the row relating to a benefit of interest, e.g. housing, then reading across the row to identify the number of persons who received other particular benefits as well as e.g. the housing benefit. The table can be read equally well down a column. Because some persons received more than one pair of benefits row and column totals are not shown in this table.