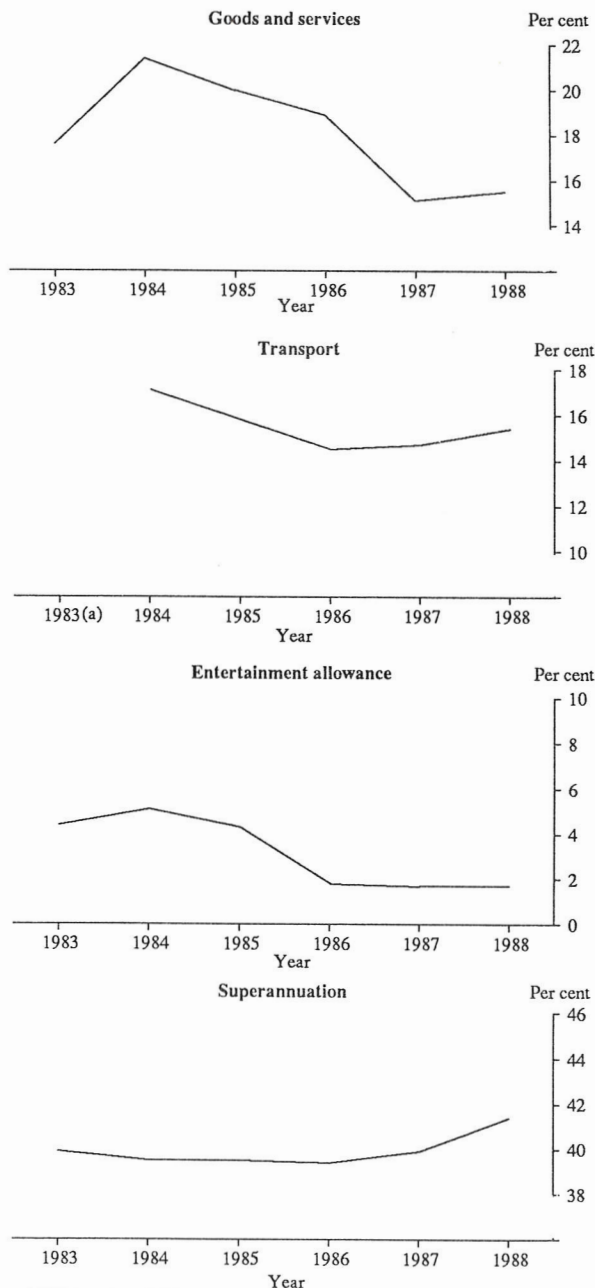


PHONE INQUIRIES	<ul style="list-style-type: none"> <li>• <i>about these statistics</i> — contact Nicolle Wittmann on Canberra (062) 52 7361 or any ABS State office.</li> <li>• <i>about other statistics and ABS services</i> — contact Information Services on Canberra (062) 52 5402, 52 6007, 52 6627 or any ABS State office.</li> </ul>
MAIL INQUIRIES	<ul style="list-style-type: none"> <li>• <i>write to Information Services</i>, ABS, P.O. Box 10, Belconnen, A.C.T. 2616 or any ABS State office.</li> </ul>
ELECTRONIC SERVICES	<ul style="list-style-type: none"> <li>• on VIATEL — key *656#.</li> <li>• on AUSSTATS — phone (062) 52 6017.</li> <li>• on TELESTATS — phone (062) 52 5404.</li> </ul>

**MAIN FEATURES**

DIAGRAM 1. ALL EMPLOYEES: SELECTED BENEFITS, AUGUST 1983 TO 1988  
(Source of data: Table 1)



(a) Data not available.

The August 1988 survey showed the proportion of all employees receiving a benefit was 87.5 per cent – comparable to the August 1987 result. In previous years this proportion decreased steadily from 89.6 per cent in August 1984 to 87.3 per cent in August 1987.

Some 96.7 per cent of employees working full time in their main job received benefits, compared to just over half (53.0 per cent) of part-time employees. While the same percentage of males and females working full time in their main job received a benefit, females working part time were more likely to receive a benefit than their male counterparts (56.5 per cent compared to 38.1 per cent).

For some types of benefits, receipt of the benefit was predominantly associated with employees in a particular industry. Of the 2.9 per cent of employees who received low-interest finance as a benefit, 64.6 per cent were employed in the Finance, property and business services industry, while of the 15.5 per cent of employees receiving goods and services, 45.3 per cent were employed in the Wholesale and retail trade industry.

Compared to the private sector, public sector employees were more likely to receive superannuation (63.4 per cent vs 32.9 per cent), sick leave (91.8 per cent vs 74.2 per cent), annual leave (91.3 per cent vs 75.2 per cent) and long-service leave (87.9 per cent vs 54.0 per cent) benefits. Private sector employees however, were more likely to have received goods and services, transport benefits, entertainment allowances, and assistance with medical and union dues.

Of all employees, 81.1 per cent were categorised as permanent, while the remainder worked on a casual basis. Of the casual employees, 34.1 per cent received one or more benefits. The most common benefit received by casual employees was goods and services.

TABLE 1. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES,  
AUGUST 1985 TO AUGUST 1988

Type of benefit	August 1985		August 1986		August 1987		August 1988	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
FULL-TIME EMPLOYEES								
Total	4,544.2	100.0	4,657.6	100.0	4,678.7	100.0	4,920.9	100.0
No benefits	166.7	3.7	190.0	4.1	185.0	4.0	220.9	4.5
Holiday expenses	208.4	4.6	213.0	4.6	202.8	4.3	210.6	4.3
Low-interest finance	133.2	2.9	145.0	3.1	169.9	3.6	170.3	3.5
Goods and services	929.8	20.5	921.8	19.8	722.4	15.4	744.8	15.1
Housing	190.4	4.2	175.4	3.8	178.8	3.8	194.0	3.9
Electricity	102.0	2.2	93.4	2.0	96.8	2.1	115.9	2.4
Telephone	463.1	10.2	411.8	8.8	425.3	9.1	465.5	9.5
Transport	812.7	17.9	775.9	16.7	803.3	17.2	879.9	17.9
Medical	176.0	3.9	161.6	3.5	172.6	3.7	187.9	3.8
Union dues	118.5	2.6	97.3	2.1	114.4	2.4	135.1	2.7
Club fees	79.5	1.7	52.1	1.1	71.2	1.5	73.5	1.5
Entertainment allowance	228.4	5.0	98.9	2.1	95.4	2.0	103.2	2.1
Shares	77.9	1.7	72.8	1.6	116.3	2.5	156.8	3.2
Study leave	90.6	2.0	98.3	2.1	105.7	2.3	103.2	2.1
Superannuation	2,102.6	46.3	2,165.0	46.5	2,228.9	47.6	2,409.3	49.0
Child care/ education expenses	13.1	0.3	9.8	0.2	10.8	0.2	17.5	0.4
Sick leave	4,208.2	92.6	4,276.0	91.8	4,291.6	91.7	4,461.3	90.7
Annual leave	4,233.7	93.2	4,308.5	92.5	4,324.3	92.4	4,497.1	91.4
Long-service leave	3,427.4	75.4	3,480.4	74.7	3,541.0	75.7	3,601.0	73.2
PART-TIME EMPLOYEES								
Total	968.8	100.0	1,025.7	100.0	1,138.9	100.0	1,181.0	100.0
No benefits	443.3	45.8	510.0	49.7	551.8	48.4	539.2	45.7
Holiday expenses	9.5	1.0	9.0	0.9	7.8	0.7	9.8	0.8
Low-interest finance	5.1	0.5	*3.4	*0.3	5.4	0.5	5.0	0.4
Goods and services	173.9	18.0	150.2	14.6	156.6	13.7	202.2	17.1
Housing	14.3	1.5	10.9	1.1	12.7	1.1	13.0	1.1
Electricity	11.3	1.2	8.9	0.9	11.1	1.0	14.2	1.2
Telephone	39.3	4.1	33.3	3.2	35.9	3.2	45.2	3.8
Transport	60.4	6.2	50.2	4.9	54.8	4.8	61.9	5.2
Medical	10.2	1.1	7.2	0.7	7.5	0.7	8.5	0.7
Union dues	6.1	0.6	4.8	0.5	5.2	0.5	5.0	0.4
Club fees	4.7	0.5	*1.6	*0.2	*1.7	*0.1	*3.2	*0.3
Entertainment allowance	7.5	0.8	*1.6	*0.2	*2.3	*0.2	*1.4	*0.1
Shares	5.6	0.6	6.6	0.6	8.7	0.8	11.5	1.0
Study leave	9.9	1.0	13.3	1.3	16.3	1.4	15.3	1.3
Superannuation	76.4	7.9	72.2	7.0	94.8	8.3	116.9	9.9
Child care/ education expenses	*3.1	*0.3	*1.0	*0.1	*2.3	*0.2	*2.8	*0.2
Sick leave	318.9	32.9	323.1	31.5	353.4	31.0	363.3	30.8
Annual leave	321.5	33.2	325.1	31.7	354.0	31.1	364.1	30.8
Long-service leave	243.6	25.1	256.6	25.0	291.6	25.6	266.9	22.6
TOTAL								
Total	5,513.0	100.0	5,683.4	100.0	5,817.6	100.0	6,101.9	100.0
No benefits	610.0	11.1	700.0	12.3	736.8	12.7	760.2	12.5
Holiday expenses	217.8	4.0	222.0	3.9	210.6	3.6	220.4	3.6
Low-interest finance	138.3	2.5	148.3	2.6	175.2	3.0	175.3	2.9
Goods and services	1,103.7	20.0	1,072.1	18.9	879.0	15.1	946.9	15.5
Housing	204.7	3.7	186.4	3.3	191.4	3.3	207.0	3.4
Electricity	113.3	2.1	102.3	1.8	107.9	1.9	130.1	2.1
Telephone	502.4	9.1	445.0	7.8	461.2	7.9	510.7	8.4
Transport	873.1	15.8	826.1	14.5	858.0	14.7	941.8	15.4
Medical	186.1	3.4	168.7	3.0	180.1	3.1	196.4	3.2
Union dues	124.6	2.3	102.2	1.8	119.6	2.1	140.1	2.3
Club fees	84.2	1.5	53.7	0.9	72.9	1.3	76.7	1.3
Entertainment allowance	235.9	4.3	100.5	1.8	97.6	1.7	104.7	1.7
Shares	83.5	1.5	79.3	1.4	125.0	2.1	168.3	2.8
Study leave	100.5	1.8	111.6	2.0	122.0	2.1	118.5	1.9
Superannuation	2,179.0	39.5	2,237.2	39.4	2,323.7	39.9	2,526.3	41.4
Child care/ education expenses	16.2	0.3	10.8	0.2	13.0	0.2	20.3	0.3
Sick leave	4,527.1	82.1	4,599.1	80.9	4,645.0	79.8	4,824.7	79.1
Annual leave	4,555.2	82.6	4,633.6	81.5	4,678.3	80.4	4,861.2	79.7
Long-service leave	3,671.0	66.6	3,737.0	65.8	3,832.6	65.9	3,867.9	63.4

TABLE 2. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB AND TYPE OF BENEFIT RECEIVED, AUGUST 1988

Type of benefit received	Males		Females		Persons	
	Number ('000)	Proportion (Per cent)	Number ('000)	Proportion (Per cent)	Number ('000)	Proportion (Per cent)
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	3,284.9	100.0	1,572.3	100.0	4,857.2	100.0
No benefits	106.8	3.3	53.7	3.4	160.6	3.3
Holiday expenses	161.0	4.9	51.4	3.3	212.4	4.4
Low-interest finance	121.3	3.7	48.9	3.1	170.3	3.5
Goods or services	461.7	14.1	271.7	17.3	733.3	15.1
Housing	163.1	5.0	28.4	1.8	191.5	3.9
Electricity	93.9	2.9	20.9	1.3	114.8	2.4
Telephone	413.5	12.6	49.9	3.2	463.4	9.5
Transport	783.5	23.9	93.3	5.9	876.9	18.1
Medical	138.3	4.2	50.2	3.2	188.5	3.9
Union dues	111.5	3.4	22.7	1.4	134.3	2.8
Club fees	63.7	1.9	9.1	0.6	72.7	1.5
Entertainment allowance	93.9	2.9	9.2	0.6	103.1	2.1
Shares	126.5	3.9	31.2	2.0	157.7	3.2
Study leave	69.3	2.1	33.7	2.1	103.0	2.1
Superannuation	1,789.6	54.5	632.4	40.2	2,422.0	49.9
Child care/ education expenses	13.6	0.4	* 3.7	* 0.2	17.4	0.4
Sick leave	3,021.7	92.0	1,462.1	93.0	4,483.8	92.3
Annual leave	3,051.0	92.9	1,471.9	93.6	4,522.8	93.1
Long-service leave	2,467.5	75.1	1,151.5	73.2	3,619.0	74.5
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	214.4	100.0	914.9	100.0	1,129.3	100.0
No benefits	132.8	61.9	397.7	43.5	530.5	47.0
Holiday expenses	* 1.0	* 0.5	6.4	0.7	7.4	0.7
Low-interest finance	* 0.5	* 0.2	4.2	0.5	4.7	0.4
Goods or services	36.2	16.9	160.6	17.6	196.7	17.4
Housing	* 2.8	* 1.3	10.2	1.1	13.0	1.2
Electricity	* 2.0	* 0.9	10.4	1.1	12.4	1.1
Telephone	6.1	2.9	34.9	3.8	41.0	3.6
Transport	10.3	4.8	46.3	5.1	56.6	5.0
Medical	* 0.0	* 0.0	6.9	0.7	6.9	0.6
Union dues	* 1.1	* 0.5	* 3.8	* 0.4	5.0	0.4
Club fees	* 0.9	* 0.4	* 2.4	* 0.3	* 3.3	* 0.3
Entertainment allowance	* 0.4	* 0.2	* 0.9	* 0.1	* 1.3	* 0.1
Shares	* 1.4	* 0.7	8.7	1.0	10.1	0.9
Study leave	4.4	2.0	9.2	1.0	13.6	1.2
Superannuation	11.4	5.3	84.9	9.3	96.4	8.5
Child care/ education expenses	* 0.0	* 0.0	* 2.4	* 0.3	* 2.4	* 0.2
Sick leave	30.1	14.0	295.8	32.3	325.8	28.9
Annual leave	29.3	13.7	294.3	32.2	323.6	28.7
Long-service leave	20.0	9.3	214.5	23.4	234.5	20.8
<b>TOTAL(a)</b>						
<i>Total</i>	3,543.5	100.0	2,558.4	100.0	6,101.9	100.0
No benefits	266.0	7.5	494.2	19.3	760.2	12.5
Holiday expenses	162.4	4.6	58.0	2.3	220.4	3.6
Low-interest finance	122.2	3.4	53.1	2.1	175.3	2.9
Goods or services	504.1	14.2	442.8	17.3	946.9	15.5
Housing	166.8	4.7	40.2	1.6	207.0	3.4
Electricity	97.0	2.7	33.0	1.3	130.1	2.1
Telephone	422.3	11.9	88.4	3.5	510.7	8.4
Transport	798.2	22.5	143.5	5.6	941.8	15.4
Medical	138.6	3.9	57.9	2.3	196.4	3.2
Union dues	113.1	3.2	26.9	1.1	140.1	2.3
Club fees	65.3	1.8	11.4	0.4	76.7	1.3
Entertainment allowance	94.3	2.7	10.4	0.4	104.7	1.7
Shares	128.2	3.6	40.2	1.6	168.3	2.8
Study leave	74.4	2.1	44.1	1.7	118.5	1.9
Superannuation	1,802.9	50.9	723.3	28.3	2,526.3	41.4
Child care/ education expenses	13.8	0.4	6.5	0.3	20.3	0.3
Sick leave	3,056.4	86.3	1,768.3	69.1	4,824.7	79.1
Annual leave	3,084.4	87.0	1,776.8	69.4	4,861.2	79.7
Long-service leave	2,491.2	70.3	1,376.8	53.8	3,867.9	63.4

(a) Includes employees in main job whose status varied or was not known.

TABLE 3. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, TYPE OF BENEFIT RECEIVED, INDUSTRY AND WHETHER GOVERNMENT OR PRIVATE SECTOR, AUGUST 1988 ('000)

Type of benefit received	Industry												Sector		
	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total	Public	Private (b)
	FULL-TIME EMPLOYEES IN MAIN JOB														
Total	96.9	88.1	1,040.2	111.6	301.8	856.6	277.0	125.2	556.5	296.2	879.7	227.4	4,857.2	1,461.8	3,395.3
No benefits	15.2	* 1.6	26.6	* 0.4	24.0	22.8	9.6	* 0.4	17.0	* 2.4	21.9	18.6	160.6	12.9	147.7
Holiday expenses	* 1.5	10.6	23.6	* 1.3	4.8	21.2	81.9	6.0	30.9	8.4	14.4	7.9	212.4	104.2	108.2
Low-interest finance	* 1.6	5.0	17.3	* 2.0	* 2.0	8.8	4.6	* 1.3	109.5	4.3	13.1	* 0.9	170.3	53.1	117.1
Goods or services	16.6	11.5	179.1	8.6	18.8	287.1	35.9	19.0	53.1	5.4	49.1	49.1	733.3	98.0	635.4
Housing	36.0	24.6	13.4	* 3.2	13.0	19.4	8.0	* 3.5	22.4	7.5	34.8	5.7	191.5	49.7	141.9
Electricity	27.5	13.3	6.3	4.5	10.3	14.8	* 3.7	* 2.9	10.5	* 2.7	14.1	4.3	114.8	19.8	95.0
Telephone	27.5	12.1	64.4	16.2	44.9	83.8	23.6	49.1	66.9	15.3	46.2	13.5	463.4	118.0	345.3
Transport	25.7	27.9	150.4	19.6	119.9	202.9	78.6	16.2	114.9	26.7	62.4	31.6	876.9	176.5	700.3
Medical	5.0	19.7	34.0	* 0.1	4.6	27.4	5.9	* 0.7	66.9	* 1.1	20.5	* 2.7	188.5	41.2	147.4
Union dues	* 2.3	5.3	21.2	* 0.9	15.5	18.7	7.4	* 1.9	40.7	* 3.1	12.3	4.9	134.3	16.9	117.4
Club fees	* 1.3	* 2.0	11.0	* 0.5	* 3.1	15.7	* 3.3	* 0.8	25.7	* 0.5	4.8	4.2	72.7	6.1	66.6
Entertainment allowance	* 1.3	* 2.1	15.9	* 0.0	4.2	29.2	5.4	* 0.8	26.6	* 3.1	7.3	7.0	103.1	13.4	89.7
Shares	* 3.1	10.0	55.4	* 0.4	11.3	29.3	4.9	* 0.5	35.7	* 0.0	* 2.4	4.6	157.7	* 0.9	156.8
Study leave	* 0.7	* 1.1	12.7	* 3.9	* 3.8	8.3	5.3	* 2.0	18.3	11.9	32.0	* 3.0	103.0	50.5	52.5
Superannuation	22.8	63.5	537.6	90.4	127.5	268.9	155.8	113.7	269.6	240.2	476.7	55.5	2,422.0	1,042.7	1,379.3
Child care/ education expenses	* 0.9	* 1.8	* 3.1	* 0.0	* 0.5	* 2.4	* 0.3	* 0.2	* 2.0	* 0.0	5.6	* 0.7	17.4	* 1.2	16.2
Sick leave	66.5	83.6	983.6	111.1	251.1	783.5	257.5	124.2	507.2	291.0	836.2	188.4	4,483.8	1,438.4	3,045.4
Annual leave	69.0	84.5	993.8	110.7	252.7	793.0	258.9	124.6	515.4	291.6	835.4	193.0	4,522.8	1,434.4	3,088.4
Long-service leave	31.2	76.1	800.2	109.7	187.2	539.9	223.1	121.8	397.3	283.0	743.2	106.3	3,619.0	1,384.1	2,234.9
TOTAL(a)															
Total	131.8	89.9	1,127.6	113.6	334.2	1,232.8	299.0	132.7	673.9	322.5	1,238.4	405.4	6,101.9	1,692.7	4,409.2
No benefits	35.5	* 2.4	70.0	* 0.9	36.2	209.5	23.2	* 2.3	66.6	13.5	166.3	133.9	760.2	97.3	662.9
Holiday expenses	* 1.6	10.8	24.1	* 1.3	4.8	22.8	83.3	6.2	32.9	8.5	15.1	9.0	220.4	106.1	114.3
Low-interest finance	* 1.6	5.0	17.3	* 2.0	* 2.3	9.0	4.6	* 1.3	113.3	4.3	13.5	* 1.1	175.3	54.3	121.0
Goods or services	20.9	11.5	193.9	8.6	19.2	429.2	36.5	19.2	59.1	6.0	63.7	79.0	946.9	104.8	842.2
Housing	40.0	24.9	14.1	* 3.2	15.6	21.8	8.1	* 3.7	23.5	7.5	37.3	7.2	207.0	50.6	156.5
Electricity	31.7	13.3	7.7	4.5	13.4	16.4	4.0	* 2.9	13.2	* 2.7	14.6	5.7	130.1	20.1	109.9
Telephone	32.1	12.2	67.6	16.2	55.3	91.7	25.6	49.9	75.5	16.2	52.3	16.1	510.7	121.1	389.6
Transport	30.4	28.2	156.9	19.6	129.1	215.4	80.2	16.3	125.0	29.3	75.4	35.8	941.8	185.9	755.9
Medical	6.3	19.7	34.1	* 0.1	5.5	27.8	5.9	* 0.7	69.7	* 1.1	22.5	* 3.0	196.4	43.2	153.2
Union dues	* 2.6	5.3	21.4	* 0.9	16.5	19.7	7.4	* 1.9	41.1	* 3.1	14.4	5.7	140.1	17.0	123.1
Club fees	* 1.7	* 2.0	11.2	* 0.5	* 3.4	15.7	* 3.3	* 0.8	26.3	* 0.5	5.9	5.5	76.7	6.3	70.4
Entertainment allowance	* 1.6	* 2.1	16.1	* 0.0	4.4	29.2	5.4	* 0.8	27.2	* 3.1	7.3	7.4	104.7	13.4	91.3
Shares	* 3.5	10.0	56.3	* 0.4	13.4	31.4	5.1	* 0.5	40.3	* 0.0	* 2.8	4.6	168.3	* 0.9	167.4
Study leave	* 1.1	* 1.1	13.7	* 3.9	4.3	11.9	5.6	* 2.0	20.1	12.3	36.1	6.4	118.5	52.2	66.3
Superannuation	25.5	63.8	548.7	91.1	133.1	279.5	158.4	114.7	283.3	246.2	517.4	64.4	2,526.3	1,073.4	1,452.8
Child care/ education expenses	* 1.4	* 1.8	* 3.1	* 0.0	* 0.7	* 2.8	* 0.5	* 0.2	* 2.3	* 0.0	6.8	* 0.8	20.3	* 1.3	19.0
Sick leave	71.5	84.2	1,005.6	112.4	260.3	839.7	261.3	128.8	555.4	300.3	1,000.2	205.0	4,824.7	1,553.5	3,271.2
Annual leave	74.5	85.0	1,018.8	111.9	263.4	842.8	262.7	129.6	566.0	300.7	997.1	208.7	4,861.2	1,544.8	3,316.4
Long-service leave	33.6	76.7	814.3	110.9	193.5	575.8	225.0	126.0	423.3	293.4	876.5	118.9	3,867.9	1,488.1	2,379.8

(a) Includes part-time employees in main job and those whose status varied or was not known. (b) Includes 27,200 persons for whom sector could not be determined.

TABLE 4. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1988  
(\*000)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Total</i>	395.6	669.9	345.4	881.9	893.0	513.1	464.5	693.7	4,857.2
No benefits	8.1	12.5	4.8	34.0	21.6	19.1	20.5	40.1	160.6
Holiday expenses	23.1	25.1	15.1	29.4	39.7	34.6	19.0	26.4	212.4
Low-interest finance	29.8	21.1	6.5	10.6	58.2	25.6	9.8	8.7	170.3
Goods or services	74.0	56.1	33.6	137.9	109.4	150.9	71.0	100.4	733.3
Housing	39.4	36.8	16.6	25.3	16.2	11.1	15.1	30.8	191.5
Electricity	23.5	18.6	7.1	21.7	10.0	6.3	7.9	19.6	114.8
Telephone	136.6	72.3	41.3	79.9	41.6	40.7	22.3	28.7	463.4
Transport	207.0	116.0	65.2	173.2	61.6	116.2	58.2	79.4	876.9
Medical	30.8	29.8	12.2	20.6	41.9	24.5	13.0	15.7	188.5
Union dues	27.6	41.7	5.8	20.3	12.1	12.0	6.8	7.9	134.3
Club fees	30.1	18.6	* 1.7	* 3.5	6.7	9.7	* 0.9	* 1.6	72.7
Entertainment allowance	49.1	18.5	* 2.8	* 2.4	4.7	24.1	* 0.2	* 1.2	103.1
Shares	36.6	19.6	7.7	27.0	25.7	14.0	14.6	12.4	157.7
Study leave	7.2	28.1	16.9	9.1	23.1	11.1	* 1.8	5.7	103.0
Superannuation	244.0	423.9	205.7	372.1	474.2	157.7	245.8	298.7	2,422.0
Child care/ education expenses	4.9	5.4	* 1.3	* 2.1	* 0.9	* 1.2	* 1.2	* 0.4	17.4
Sick leave	349.9	633.5	332.0	814.4	851.4	457.0	424.5	621.1	4,483.8
Annual leave	356.0	635.2	332.8	818.0	855.1	465.1	431.1	629.6	4,522.8
Long-service leave	269.1	559.5	299.4	614.8	718.6	323.3	345.4	488.9	3,619.0
TOTAL(a)									
<i>Total</i>	412.4	781.8	421.8	931.6	1,151.3	904.6	499.6	998.8	6,101.9
No benefits	11.8	63.0	31.2	65.5	122.2	214.7	40.6	211.1	760.2
Holiday expenses	23.8	25.7	15.5	29.4	42.6	37.0	19.1	27.2	220.4
Low-interest finance	29.8	21.6	6.8	10.9	59.3	28.3	9.8	8.8	175.3
Goods or services	77.1	61.8	36.3	143.5	137.0	275.6	75.9	139.6	946.9
Housing	40.8	38.2	16.6	25.8	23.8	12.3	15.3	34.3	207.0
Electricity	24.1	18.7	7.9	22.3	19.4	6.9	7.9	22.9	130.1
Telephone	140.4	74.8	43.9	81.6	70.4	43.6	22.6	33.5	510.7
Transport	211.4	121.5	68.8	177.1	85.4	127.1	59.7	90.8	941.8
Medical	31.3	30.0	12.6	20.6	45.2	26.8	13.0	16.9	196.4
Union dues	28.2	44.3	5.8	20.6	12.9	13.2	6.8	8.3	140.1
Club fees	30.8	19.5	* 1.8	* 3.5	8.1	10.3	* 0.9	* 1.8	76.7
Entertainment allowance	49.1	19.2	* 2.8	* 2.4	5.5	24.1	* 0.3	* 1.3	104.7
Shares	37.3	20.6	7.7	27.6	31.7	15.9	14.6	13.1	168.3
Study leave	7.6	30.8	18.3	9.5	25.5	16.9	* 2.1	7.8	118.5
Superannuation	246.0	436.6	215.9	375.8	509.8	174.7	250.0	317.4	2,526.3
Child care/ education expenses	4.9	5.6	* 1.7	* 2.1	* 2.3	* 1.9	* 1.2	* 0.7	20.3
Sick leave	357.0	675.6	374.3	820.6	946.2	526.9	432.1	692.0	4,824.7
Annual leave	363.6	674.9	375.0	825.4	954.2	527.1	439.7	701.2	4,861.2
Long-service leave	272.0	595.6	333.9	620.1	780.6	375.3	350.2	540.2	3,867.9

(a) Includes part-time employees in main job and those whose status varied or was not known.

TABLE 5. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1988 ('000)

Type of benefit received	Weekly earnings 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	
FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Total</i>	46.5	244.9	504.9	1,075.1	993.1	699.7	482.7	810.3	4,857.2
No benefits	7.4	14.5	23.9	32.7	31.4	20.7	11.8	18.1	160.6
Holiday expenses	* 1.4	* 2.3	10.3	32.1	42.4	35.1	27.4	61.5	212.4
Low-interest finance	* 0.5	* 2.0	11.9	23.6	30.7	32.1	20.5	48.9	170.3
Goods or services	5.6	43.6	90.7	193.6	149.6	91.8	58.9	99.5	733.3
Housing	7.6	10.4	19.5	28.7	26.2	27.4	19.2	52.6	191.5
Electricity	6.3	9.6	18.9	15.3	17.1	15.5	8.5	23.5	114.8
Telephone	9.4	11.9	30.1	44.4	59.2	72.8	65.2	170.4	463.4
Transport	10.8	22.5	46.4	100.1	141.0	154.9	112.2	289.0	876.9
Medical	* 3.2	5.4	14.9	24.6	26.0	31.0	25.2	58.1	188.5
Union dues	* 1.5	* 2.8	5.9	14.3	20.4	20.5	15.4	53.5	134.3
Club fees	* 1.4	* 1.0	* 3.9	* 3.4	7.3	9.5	10.6	35.7	72.7
Entertainment allowance	* 1.3	* 0.7	* 2.3	5.5	8.9	14.3	14.3	55.8	103.1
Shares	* 2.7	* 3.8	7.0	21.2	23.6	26.0	19.8	53.6	157.7
Study leave	* 1.0	* 2.0	6.3	14.5	17.2	20.5	17.3	24.3	103.0
Superannuation	8.9	38.8	142.5	438.4	489.5	416.7	313.1	574.2	2,422.0
Child care/ education expenses	* 1.0	* 0.7	* 1.7	* 2.1	* 1.7	* 2.6	* 1.3	6.3	17.4
Sick leave	27.8	211.4	442.4	1,000.8	932.1	656.7	458.6	754.0	4,483.8
Annual leave	28.0	215.6	452.3	1,008.4	936.8	660.9	458.4	762.5	4,522.8
Long-service leave	13.4	115.4	297.5	777.9	765.6	573.6	408.1	667.4	3,619.0
TOTAL(a)									
<i>Total</i>	514.4	544.8	743.4	1,205.9	1,043.0	725.0	494.2	831.2	6,101.9
No benefits	310.2	143.1	107.5	78.8	48.0	28.0	16.1	28.4	760.2
Holiday expenses	* 2.4	4.8	12.6	33.3	42.4	35.2	27.9	61.8	220.4
Low-interest finance	* 0.9	* 3.0	14.5	23.9	31.0	32.6	20.5	48.9	175.3
Goods or services	97.6	104.7	125.6	210.6	154.7	93.3	59.7	100.7	946.9
Housing	13.9	15.1	21.5	30.0	26.4	28.0	19.2	52.9	207.0
Electricity	10.4	13.7	22.7	17.2	17.6	16.3	8.5	23.6	130.1
Telephone	22.0	22.1	41.8	49.6	62.4	75.7	65.7	171.6	510.7
Transport	25.9	35.3	61.2	108.5	145.5	159.5	113.0	292.8	941.8
Medical	4.6	7.8	17.6	25.5	26.4	31.0	25.2	58.2	196.4
Union dues	* 3.1	* 3.2	7.0	15.1	21.2	20.8	15.4	54.2	140.1
Club fees	* 2.7	* 2.1	4.3	4.0	7.6	9.8	10.6	35.7	76.7
Entertainment allowance	* 1.6	* 0.8	* 2.5	6.0	9.0	14.5	14.4	55.8	104.7
Shares	5.4	4.5	9.9	22.0	24.9	27.4	20.0	54.3	168.3
Study leave	7.1	5.0	10.2	16.1	17.2	20.8	17.7	24.4	118.5
Superannuation	22.0	59.1	174.7	457.6	497.2	423.5	314.6	577.6	2,526.3
Child care/ education expenses	* 2.1	* 1.2	* 2.6	* 2.2	* 2.0	* 2.7	* 1.3	6.3	20.3
Sick leave	68.6	304.7	546.0	1,057.3	954.7	668.8	463.0	761.7	4,824.7
Annual leave	63.7	309.9	560.4	1,063.7	958.5	673.2	462.3	769.4	4,861.2
Long-service leave	43.0	179.4	370.7	821.4	783.6	584.5	412.4	672.9	3,867.9

( a ) Includes part-time employees in main job and those whose status varied or was not known.

TABLE 6. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, TYPE OF BENEFIT RECEIVED AND PERMANENT OR CASUAL EMPLOYEE, AUGUST 1988  
(<sup>'000</sup>)

Type of benefit received	Permanent employee		Casual employee		Total	
	Number ( <sup>'000</sup> )	Proportion (Per cent)	Number ( <sup>'000</sup> )	Proportion (Per cent)	Number ( <sup>'000</sup> )	Proportion (Per cent)
FULL-TIME EMPLOYEES IN MAIN JOB						
Total	4,573.1	100.0	284.1	100.0	4,857.2	100.0
No benefits	..	..	160.6	56.5	160.6	3.3
Holiday expenses	208.1	4.6	4.4	1.5	212.4	4.4
Low-interest finance	167.9	3.7	* 2.4	* 0.8	170.3	3.5
Goods or services	703.1	15.4	30.2	10.6	733.3	15.1
Housing	176.9	3.9	14.7	5.2	191.5	3.9
Electricity	98.7	2.2	16.1	5.7	114.8	2.4
Telephone	424.6	9.3	38.8	13.7	463.4	9.5
Transport	826.8	18.1	50.0	17.6	876.9	18.1
Medical	184.6	4.0	* 3.9	* 1.4	188.5	3.9
Union dues	123.6	2.7	10.6	3.7	134.3	2.8
Club fees	69.4	1.5	* 3.3	* 1.2	72.7	1.5
Entertainment allowance	98.9	2.2	4.2	1.5	103.1	2.1
Shares	146.9	3.2	10.9	3.8	157.7	3.2
Study leave	100.7	2.2	* 2.3	* 0.8	103.0	2.1
Superannuation	2,388.4	52.2	33.6	11.8	2,422.0	49.9
Child care/ education expenses	15.0	0.3	* 2.4	* 0.8	17.4	0.4
Sick leave	4,483.8	98.0	..	..	4,483.8	92.3
Annual leave	4,522.8	98.9	..	..	4,522.8	93.1
Long-service leave	3,598.5	78.7	20.5	7.2	3,619.0	74.5
PART-TIME EMPLOYEES IN MAIN JOB						
Total	357.6	100.0	771.7	100.0	1,129.3	100.0
No benefits	..	..	530.5	68.7	530.5	47.0
Holiday expenses	* 3.9	* 1.1	* 3.5	* 0.4	7.4	0.7
Low-interest finance	4.1	1.1	* 0.6	* 0.1	4.7	0.4
Goods or services	47.1	13.2	149.6	19.4	196.7	17.4
Housing	6.4	1.8	6.6	0.9	13.0	1.2
Electricity	6.2	1.7	6.2	0.8	12.4	1.1
Telephone	20.9	5.8	20.1	2.6	41.0	3.6
Transport	29.1	8.1	27.5	3.6	56.6	5.0
Medical	5.2	1.5	* 1.6	* 0.2	6.9	0.6
Union dues	* 2.3	* 0.6	* 2.7	* 0.3	5.0	0.4
Club fees	* 1.7	* 0.5	* 1.7	* 0.2	* 3.3	* 0.3
Entertainment allowance	* 1.0	* 0.3	* 0.4	* 0.0	* 1.3	* 0.1
Shares	5.1	1.4	5.1	0.7	10.1	0.9
Study leave	4.4	1.2	9.2	1.2	13.6	1.2
Superannuation	69.7	19.5	26.7	3.5	96.4	8.5
Child care/ education expenses	* 1.2	* 0.3	* 1.3	* 0.2	* 2.4	* 0.2
Sick leave	325.8	91.1	..	..	325.8	28.9
Annual leave	323.6	90.5	..	..	323.6	28.7
Long-service leave	199.0	55.7	35.5	4.6	234.5	20.8
TOTAL(a)						
Total	4,949.0	100.0	1,152.9	100.0	6,101.9	100.0
No benefits	..	..	760.2	65.9	760.2	12.5
Holiday expenses	212.1	4.3	8.2	0.7	220.4	3.6
Low-interest finance	172.0	3.5	* 3.3	* 0.3	175.3	2.9
Goods or services	753.8	15.2	193.2	16.8	946.9	15.5
Housing	184.9	3.7	22.2	1.9	207.0	3.4
Electricity	106.5	2.2	23.5	2.0	130.1	2.1
Telephone	448.6	9.1	62.1	5.4	510.7	8.4
Transport	859.9	17.4	81.8	7.1	941.8	15.4
Medical	190.6	3.9	5.9	0.5	196.4	3.2
Union dues	125.9	2.5	14.2	1.2	140.1	2.3
Club fees	71.3	1.4	5.4	0.5	76.7	1.3
Entertainment allowance	99.8	2.0	4.8	0.4	104.7	1.7
Shares	151.9	3.1	16.4	1.4	168.3	2.8
Study leave	105.3	2.1	13.2	1.1	118.5	1.9
Superannuation	2,462.7	49.8	63.5	5.5	2,526.3	41.4
Child care/ education expenses	16.5	0.3	* 3.8	* 0.3	20.3	0.3
Sick leave	4,824.7	97.5	..	..	4,824.7	79.1
Annual leave	4,861.2	98.2	..	..	4,861.2	79.7
Long-service leave	3,805.5	76.9	62.5	5.4	3,867.9	63.4

(a) Includes employees in main job whose status varied or was not known.

TABLE 7. ALL EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1988  
('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods or services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/ education expenses	Sick leave	Annual leave	Long-service leave
FULL-TIME EMPLOYEES IN MAIN JOB																		
Holiday expenses	..	26.0	51.8	23.1	14.5	30.3	73.9	26.4	11.3	10.6	15.5	13.0	7.9	151.7	* 1.6	206.5	207.1	188.8
Low-interest finance	26.0	..	34.0	18.1	5.1	37.1	48.2	46.2	13.3	15.5	18.1	29.9	7.1	146.7	* 2.3	166.9	166.8	158.0
Goods or services	51.8	34.0	..	36.4	20.5	80.6	154.1	42.7	24.1	18.7	23.4	36.9	14.4	326.6	4.6	691.5	698.5	536.8
Housing	23.1	18.1	36.4	..	83.5	84.8	69.7	33.6	13.5	10.5	14.0	21.3	* 3.7	109.4	7.3	172.4	172.3	135.3
Electricity	14.5	5.1	20.5	83.5	..	69.2	53.2	19.9	12.3	7.8	4.7	14.2	* 2.1	56.0	6.0	93.6	93.5	60.1
Telephone	30.3	37.1	80.6	84.8	69.2	..	259.2	44.9	52.3	36.4	54.3	51.2	10.9	323.6	7.5	410.0	414.6	334.7
Transport	73.9	48.2	154.1	69.7	53.2	259.2	..	63.2	71.5	48.3	76.8	63.4	20.4	536.5	8.0	801.4	812.0	640.8
Medical	26.4	46.2	42.7	33.6	19.9	44.9	63.2	..	24.9	18.1	13.8	28.7	7.5	140.3	7.5	183.0	181.9	161.7
Union dues	11.3	13.3	24.1	13.5	12.3	52.3	71.5	24.9	..	27.6	14.9	13.9	6.4	90.8	* 2.9	119.2	120.4	97.4
Club fees	10.6	15.5	18.7	10.5	7.8	36.4	48.3	18.1	27.6	..	20.6	15.4	* 3.9	53.3	* 2.7	67.6	68.8	55.2
Entertainment allowance	15.5	18.1	23.4	14.0	4.7	54.3	76.8	13.8	14.9	20.6	..	14.1	4.9	75.6	* 2.0	96.3	97.4	83.2
Shares	13.0	29.9	36.9	21.3	14.2	51.2	63.4	28.7	13.9	15.4	14.1	..	* 3.4	115.7	* 2.1	143.9	143.8	119.5
Study leave	7.9	7.1	14.4	* 3.7	* 2.1	10.9	20.4	7.5	6.4	* 3.9	4.9	* 3.4	..	64.0	* 0.8	99.7	100.2	87.5
Superannuation	151.7	146.7	326.6	109.4	56.0	323.6	536.5	140.3	90.8	53.3	75.6	115.7	64.0	..	10.3	2,365.2	2,373.3	2,227.2
Child care/ education expenses	* 1.6	* 2.3	4.6	7.3	6.0	7.5	8.0	7.5	* 2.9	* 2.7	* 2.0	* 2.1	* 0.8	10.3	..	14.6	14.2	10.7
Sick leave	206.5	166.9	691.5	172.4	93.6	410.0	801.4	183.0	119.2	67.6	96.3	143.9	99.7	2,365.2	14.6	..	4,433.6	3,573.6
Annual leave	207.1	166.8	698.5	172.3	93.5	414.6	812.0	181.9	120.4	68.8	97.4	143.8	100.2	2,373.3	14.2	4,433.6	..	3,586.1
Long-service leave	188.8	158.0	536.8	135.3	60.1	334.7	640.8	161.7	97.4	55.2	83.2	119.5	87.5	2,227.2	10.7	3,573.6	3,586.1	..
TOTAL(b)																		
Holiday expenses	..	26.9	54.1	23.6	14.9	31.1	75.2	26.7	11.3	10.9	15.7	13.4	8.1	154.3	* 1.6	210.4	210.9	191.8
Low-interest finance	26.9	..	34.9	18.4	5.1	37.7	48.7	46.7	13.3	15.5	18.1	30.6	7.1	149.5	* 2.3	171.0	170.9	162.1
Goods or services	54.1	34.9	..	38.3	21.9	84.0	163.1	44.4	24.6	19.7	24.0	38.5	18.4	340.2	5.3	737.7	742.2	568.3
Housing	23.6	18.4	38.3	..	92.5	94.8	75.8	34.7	14.3	11.1	14.4	23.2	* 3.8	115.0	7.8	179.6	179.9	139.5
Electricity	14.9	5.1	21.9	92.5	..	82.2	60.2	21.5	12.6	8.5	5.0	16.2	* 2.5	61.2	6.5	100.1	100.9	62.0
Telephone	31.1	37.7	84.0	94.8	82.2	..	280.5	48.0	53.8	38.1	55.1	55.6	11.4	337.7	8.5	430.1	436.1	343.9
Transport	75.2	48.7	163.1	75.8	60.2	280.5	..	66.3	72.9	50.1	77.8	68.2	22.0	553.2	9.1	831.4	843.3	657.7
Medical	26.7	46.7	44.4	34.7	21.5	48.0	66.3	..	25.5	19.1	13.8	29.0	7.5	142.3	8.4	189.0	187.8	164.8
Union dues	11.3	13.3	24.6	14.3	12.6	53.8	72.9	25.5	..	28.8	15.3	14.1	6.7	91.8	* 3.2	121.1	122.7	99.1
Club fees	10.9	15.5	19.7	11.1	8.5	38.1	50.1	19.1	28.8	..	20.8	15.7	* 3.9	54.4	* 3.0	69.1	70.6	56.2
Entertainment allowance	15.7	18.1	24.0	14.4	5.0	55.1	77.8	13.8	15.3	20.8	..	14.5	4.9	76.3	* 2.0	97.0	98.2	83.5
Shares	13.4	30.6	38.5	23.2	16.2	55.6	68.2	29.0	14.1	15.7	14.5	..	* 3.5	119.8	* 2.4	148.5	148.4	121.5
Study leave	8.1	7.1	18.4	* 3.8	* 2.5	11.4	22.0	7.5	6.7	* 3.9	4.9	* 3.5	..	66.2	* 0.8	104.3	104.4	90.6
Superannuation	154.3	149.5	340.2	115.0	61.2	337.7	553.2	142.3	91.8	54.4	76.3	119.8	66.2	..	11.0	2,435.9	2,445.7	2,283.8
Child care/ education expenses	* 1.6	* 2.3	5.3	7.8	6.5	8.5	9.1	8.4	* 3.2	* 3.0	* 2.0	* 2.4	* 0.8	11.0	..	15.7	15.5	11.5
Sick leave	210.4	171.0	737.7	179.6	100.1	430.1	831.4	189.0	121.1	69.1	97.0	148.5	104.3	2,435.9	15.7	..	4,736.8	3,770.8
Annual leave	210.9	170.9	742.2	179.9	100.9	436.1	843.3	187.8	122.7	70.6	98.2	148.4	104.4	2,445.7	15.5	4,736.8	..	3,785.6
Long-service leave	191.8	162.1	568.3	139.5	62.0	343.9	657.7	164.8	99.1	56.2	83.5	121.5	90.6	2,283.8	11.5	3,770.8	3,785.6	..

(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, e.g. the telephone benefit. Because some persons received more than one pair of benefits, row and column totals are not shown in this table. (b) Includes part-time employees in main job and those whose status varied or was not known.



## APPENDIX A

## GLOSSARY

*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?'

*Casual employees:* employees who were not entitled to annual leave nor sick leave.

*Child care/education expenses:* payment in full or in part by the employer of any expenses incurred in providing childcare and/or in the education of an employee's child(ren), e.g. tuition fees, books.

*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.

*Electricity:* payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.

*Employees:* employed persons who worked for an employer for wages or salary or in their own business, either with or without employees, if that business was a limited liability company.

*Employment benefits:* concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. 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 payment in the nature of wages or salary, over award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry: (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry loan employee in that industry).

*Entertainment allowance:* regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.

*Full-time employees (in all jobs):* employees who usually worked 35 hours or more a week (in all jobs) and others who, although usually part-time employees, worked 35 hours or more during the reference week.

*Full-time employees in main job:* all employees for whom "full-time" was the response to the question 'Is your main job full-time or part-time?'

*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.

*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.

*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.

*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.

*Low-interest finance:* finance provided by the employer or as a result of working for 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.).

*Main job:* the job in which most hours were usually worked.

*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.

*Part-time employees (in all jobs):* employees who usually worked less than 35 hours a week and who did so during the reference week.

*Part-time employees in main job:* all employees for whom "part-time" was the response to the question 'Is your main job full-time or part-time?'

*Permanent employees:* employees who were entitled to annual leave or sick leave.

*Shares:* receipt or provision of shares, rights or options in the employer's business as an employee entitlement.

*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?'.

*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.

*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 641,200 employees covered by schemes not arranged or provided by their employers.

*Telephone:* payment or subsidisation, by the employer, of private telephone charges.

*Transport:* assistance with *day-to-day* travelling for *private purposes* including the payment or subsidisation of the cost of travel to and from work by the provision of a vehicle or by other means, e.g. travelling allowance. This type of emolument when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.

*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.

*Weekly earnings:* amount of 'last total pay' from wage and salary jobs 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.

## APPENDIX B

## EXPLANATORY NOTES

**Introduction**

1. 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 1988 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. They were 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.

**Coverage**

4. In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *The Labour Force, Australia* (6203.0) for more details.

**Definitions**

5. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

6. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview (i.e. the reference week) and to all jobs.

**Results of the survey**

7. 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.

8. This publication contains only a summary of the results of the survey. A more detailed publication *Employment Benefits* (6334.0) will be released as soon as possible. Tables of unpublished data may be purchased on request.

9. The first survey was conducted in February to May 1979. Regular annual surveys have been conducted since August 1983. Results of these surveys have been published in previous issues of this publication.

10. It is proposed that this survey will be conducted next in August 1989.

**Discontinuities in the series**

11. The definition of a *Transport benefit* was broadened in August 1987 to include the payment or subsidisation of the cost of travel to and from work. This has had the effect of increasing the estimate of the number of persons in receipt of this benefit. In this publication, estimates from previous surveys have been revised to enable comparisons to be made.

**Survey sample redesign**

12. The labour force survey sample has been redesigned and reselected using information collected in the 1986 Population Census. The new sample was phased in over the period September 1987 to December 1987. For details see *Information Paper-Labour Force Survey Sample Design* (6269.0).

**Reliability of the estimates**

13. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability, that is, they may differ from those 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*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

14. As can be seen from the standard error table, *the smaller the estimate, the higher the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication only estimates with relative standard errors of 25 per cent or less and percentages based on such estimates are considered sufficiently reliable for most purposes. However, estimates and percentages with larger relative standard errors have been included and are preceded by an asterisk (e.g. \*3.4) to indicate they are subject to high standard errors and should be used with caution.

15. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error* and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sam-

pling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

#### Related publications

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

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

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

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

*Alternative Working Arrangements, Australia, September to November 1986* (6341.0)—issued irregularly

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

17. 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 14 above.
- . . not applicable

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

#### Electronic services

VIATEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

For further information phone the AUSSTATS Help Desk on (062) 52 6017.

TELESTATS. This service provides foreign trade statistics tailored to users' requirements.

Further information is available on (062) 52 5404.

#### Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (062) 52 6684.

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#### STANDARD ERRORS OF ESTIMATES

Size of estimate	Number	Relative standard error (per cent)	Size of estimate	Number	Relative standard error (per cent)
600	—		5,000	1,050	21.1
800	400	49.5	6,000	1,150	19.2
1,000	450	44.9	10,000	1,500	14.9
1,300	520	39.9	20,000	2,050	10.4
1,500	560	37.3	50,000	3,150	6.3
1,800	620	34.3	100,000	4,250	4.2
2,000	650	32.7	200,000	5,600	2.8
2,500	740	29.4	300,000	6,600	2.2
3,000	810	27.0	500,000	8,000	1.6
3,500	880	25.1	1,000,000	10,400	1.0
4,000	940	23.5	2,000,000	13,200	0.7
4,500	1,000	22.2	5,000,000	17,700	0.4
			10,000,000	21,800	0.2

