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EMPLOYMENT BENEFITS

AUSTRALIA

AUGUST 1985

A. R. BAGNALL

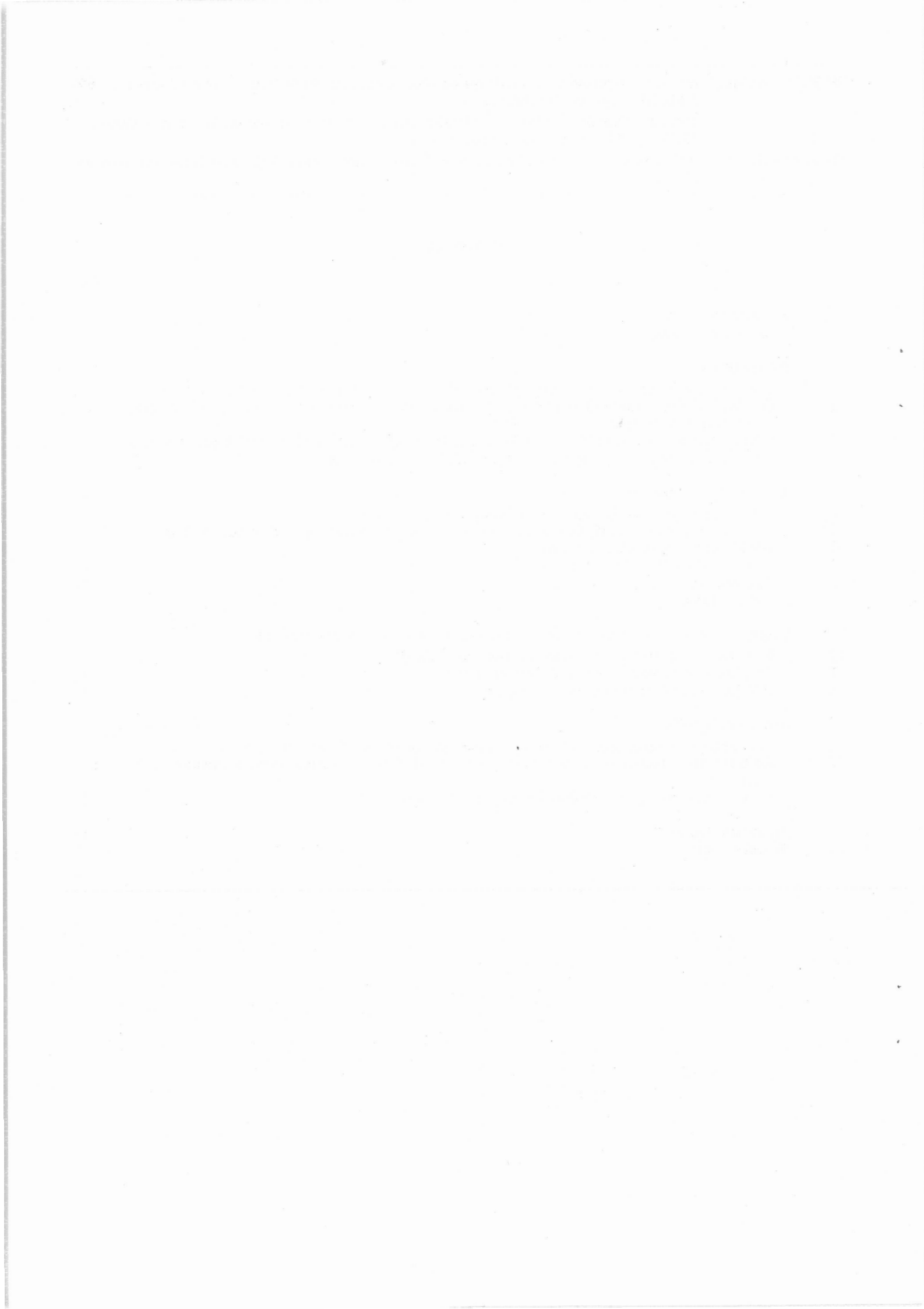
Acting Australian Statistician

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CONTENTS

<i>Table</i>	<i>Page</i>
.. Explanatory notes	1
.. Summary of findings	3
 All employees	
1 Type of benefit received, February to May 1979, August 1983 to August 1985	6
2 Benefits included in the 1983, 1984 and 1985 surveys : number of separate types of benefit received and sex, August 1983 to August 1985	6
3 Benefits included in the 1979, 1983, 1984 and 1985 surveys : number of separate types of benefit received, February to May 1979, August 1983 to August 1985	6
 Type of benefit received	
4 Industry and whether government or non-government sector	7
5 Occupation in August 1985, full-time or part-time status in August 1984 and August 1985 and sex	8
6 Weekly earnings in main job and sex	10
7 Hours worked in main job and sex	11
8 Age and sex	12
9 Family status and sex	13
 Employees who received two or more benefits, by pairs of benefits received	
10 Employees who worked 35 hours or more in main job	14
11 Whether government or non-government sector	15
12 Whether manual or non-manual occupation	16
 Individual benefits	
13 Low interest finance: age, purpose of benefit, source of benefit and sex	17
14 Annual leave: amount of annual leave provided, whether can accrue leave, occupation and sex	17
15 Selected benefits: special characteristics and occupation	18
.. Additional tables	19
.. Technical note	20



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 1985 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 respondents 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 and even if the employer did not contribute to the fund. There were an additional 353,200 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. *Hours worked in main job* referred to actual hours worked during the survey week.

27. *Full-time employees* are those who usually worked 35 hours or more each week (in all jobs) and others who, although usually working less than 35 hours each week, worked 35 hours or more during the survey week.

28. *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.

29. 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 and occupation of their main job.

30. 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

31. Additional tables available but not included in this publication are listed on page 19. A preliminary publication (6332.0) containing a summary of the results of the survey was released on 6 November 1985.

32. Results of similar surveys, the first conducted in February to May 1979, have been given in previous issues of this publication.

Discontinuities in the series

33. The scope of a previous survey conducted in February to May 1979 was restricted to employees who usually worked 20 hours or more per week. In addition, for the 1979 survey respondents were interviewed personally whereas for the August 1983 to August 1985 surveys respondents were either interviewed personally or another adult member of the household responded on their behalf. The methodology adopted for the August 1983 to August 1985 surveys may have resulted in the non-reporting of particular benefits compared with the 1979 survey.

Reliability of the estimates

34. 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 are subject to sampling variability; that is 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 and a table of standard errors will be found in the Technical note;
- (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 a 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

35. 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, Preliminary (6309.0)—issued annually

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

Alternative Working Arrangements, Australia, March to May 1982 (6341.0) (\$1.20, \$2.10 incl. postage)

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

36. 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

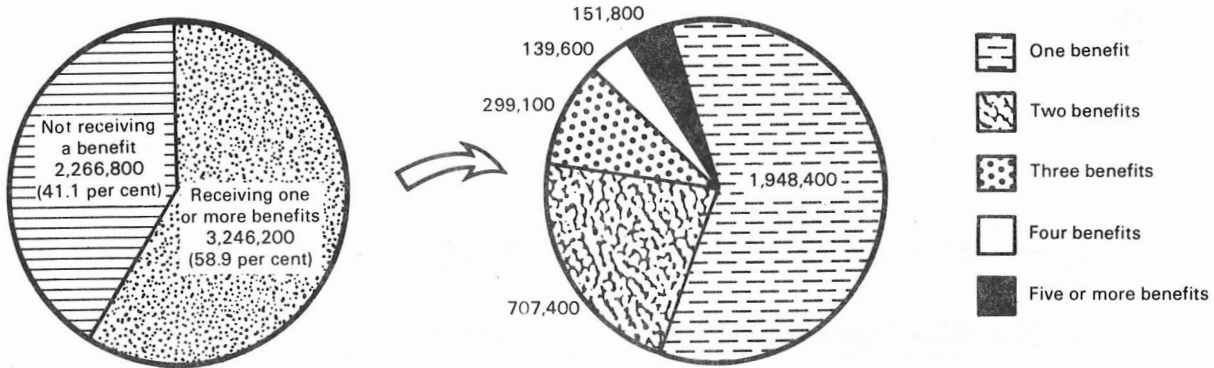
- * subject to sampling variability too high for most practical uses. See paragraph 34 above.
- n.e.c. not elsewhere classified
- .. not applicable

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

SUMMARY OF FINDINGS

In August 1985 it was estimated that 58.9 per cent of employees were receiving employment benefits other than sick leave, annual and long-service leave. Of those receiving benefits 60.0 per cent were receiving only one, 21.8 per cent were receiving two, 9.2 per cent were receiving three and 9.0 per cent were receiving four or more benefits.

DIAGRAM 1. ALL EMPLOYEES: WHETHER RECEIVING A BENEFIT(a) AND NUMBER OF BENEFITS RECEIVED, AUGUST 1985
(Source of data: Table 2)



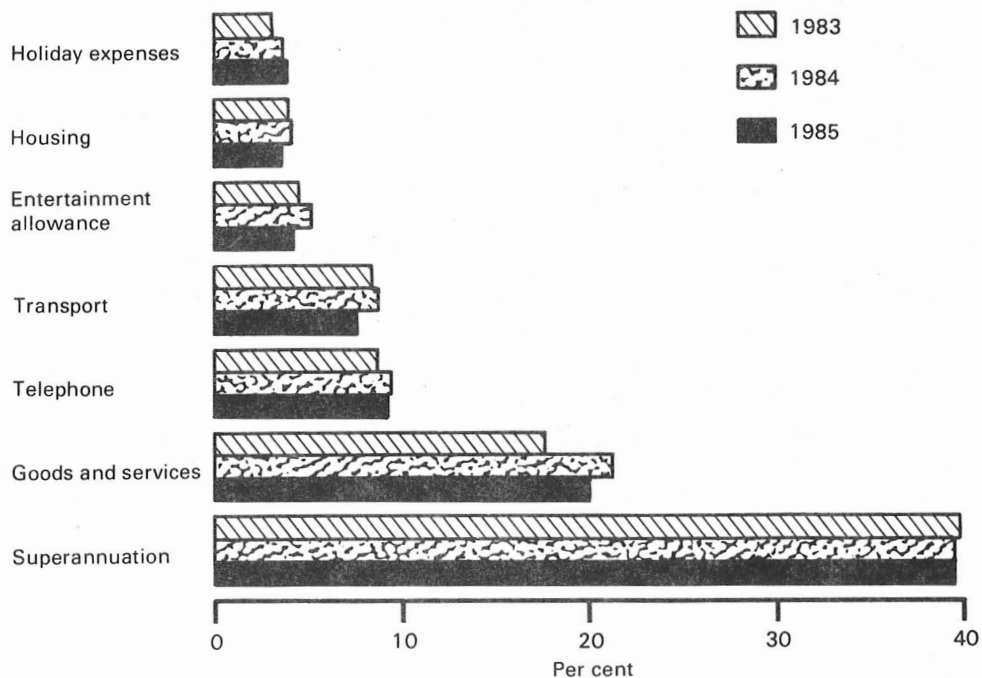
(a) Excluding annual leave, sick leave and long-service leave

Since August 1983 the number of employees receiving one or more benefits (other than sick leave, annual and long-service leave) increased from 3,003,000 to 3,246,200, an increase of 8.1 per cent. Over the same period the number of employees grew by 6.3 per cent. In the twelve months to August 1985 however, the growth in the number of employees (2.9 per cent) was greater than the growth in the number of employees receiving benefits (0.5 per cent).

The number of employees entitled to, or receiving, sick leave, annual and long-service leave was measured for the first time in the August 1984 survey. The proportion of employees receiving any of these benefits remained virtually unchanged over the 12 months to August 1985.

The proportion of employees receiving other major benefits for the period August 1983 to August 1985 is presented in Diagram 2.

DIAGRAM 2. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, AUGUST 1983 TO AUGUST 1985
(Source of data: Table 1)

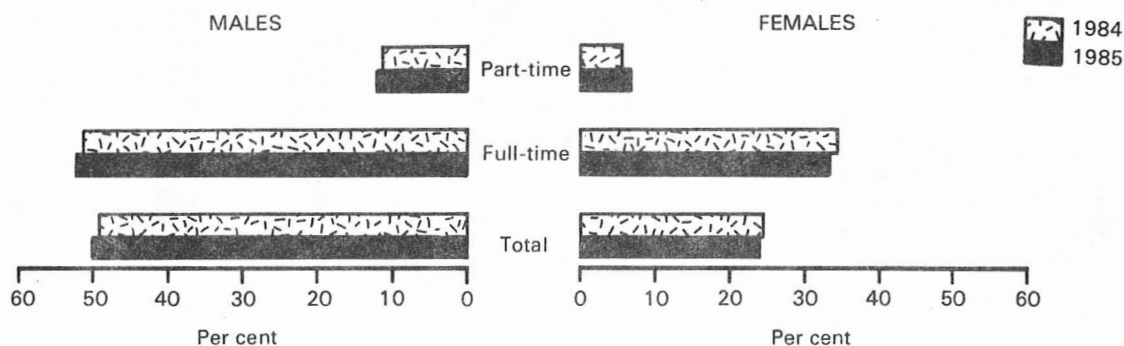


Superannuation as an employment benefit

The proportion of employees receiving a superannuation benefit (39.5 per cent) remained unchanged over the 12 months to August 1985. As presented in Diagram 3, there is a marked difference in the proportion of males receiving this benefit (50.0 per cent) from that of females (24.0 per cent). A small proportion of part-time male employees (12.3 per cent) and part-time female employees (6.8 per cent) were receiving this benefit in 1985.

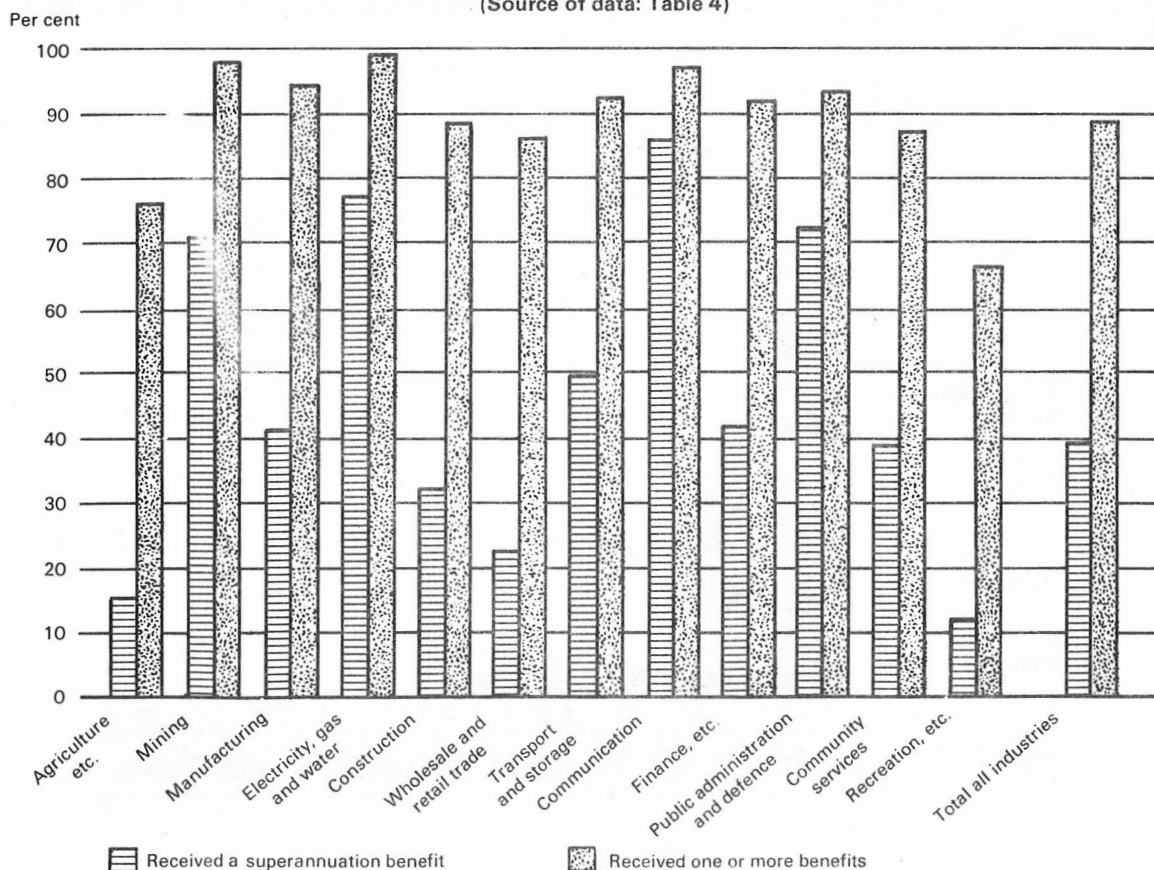
Diagram 3 shows that there has been very little movement in these categories between 1984 and 1985.

DIAGRAM 3. EMPLOYEES WHO RECEIVED A SUPERANNUATION BENEFIT: FULL-TIME/PART-TIME STATUS AND SEX, AUGUST 1984 AND AUGUST 1985
(Source of data: Table 5)



The proportion of employees who received a superannuation benefit varied considerably among the different industries ranging from a low 12.6 per cent in the recreation, etc. industry to 85.3 per cent in communication. Other industries which had high coverage were the electricity, gas and water (76.6 per cent), public administration and defence (72.0 per cent) and mining (70.3 per cent) industries.

DIAGRAM 4. ALL EMPLOYEES: PROPORTIONS WHO RECEIVED A SUPERANNUATION BENEFIT, AND ONE OR MORE BENEFITS, AND INDUSTRY, AUGUST 1985
(Source of data: Table 4)



The incidence of employees receiving a superannuation benefit also varied significantly according to the age, earnings and occupation of the employee. Employees in younger age groups tended to have very low coverage—only 8.6 per cent of 15-19 year olds and 27.7 per cent of 20-24 year olds received this benefit, compared with 52.1 per cent for 45-54 year olds and 54.5 per cent for 55-59 year olds. For older employees the proportion decreased—42.7 per cent of employees aged 60 years and over received a superannuation benefit. The higher the earnings of employees the more likely they were to receive this benefit—only 2.5 per cent of employees earning under \$120 per week reported receiving it, compared with 72.9 per cent of those earning \$520 per week or more.

Across occupation groups, receipt of the superannuation benefit varied markedly—only 20.0 per cent of employees in sales occupations received it, compared with 69.6 per cent of miners and quarry workers and almost 60 per cent of administrative, executive and managerial employees. The pattern was quite different for the next most commonly received benefit—goods and services—where the proportions ranged from 10.1 per cent for professional and technical employees to 42.2 per cent for sales employees.

DIAGRAM 5. ALL EMPLOYEES: PROPORTIONS WHO RECEIVED A SUPERANNUATION BENEFIT AND A GOODS AND SERVICES BENEFIT, AND OCCUPATION, AUGUST 1985
(Source of data: Table 5)

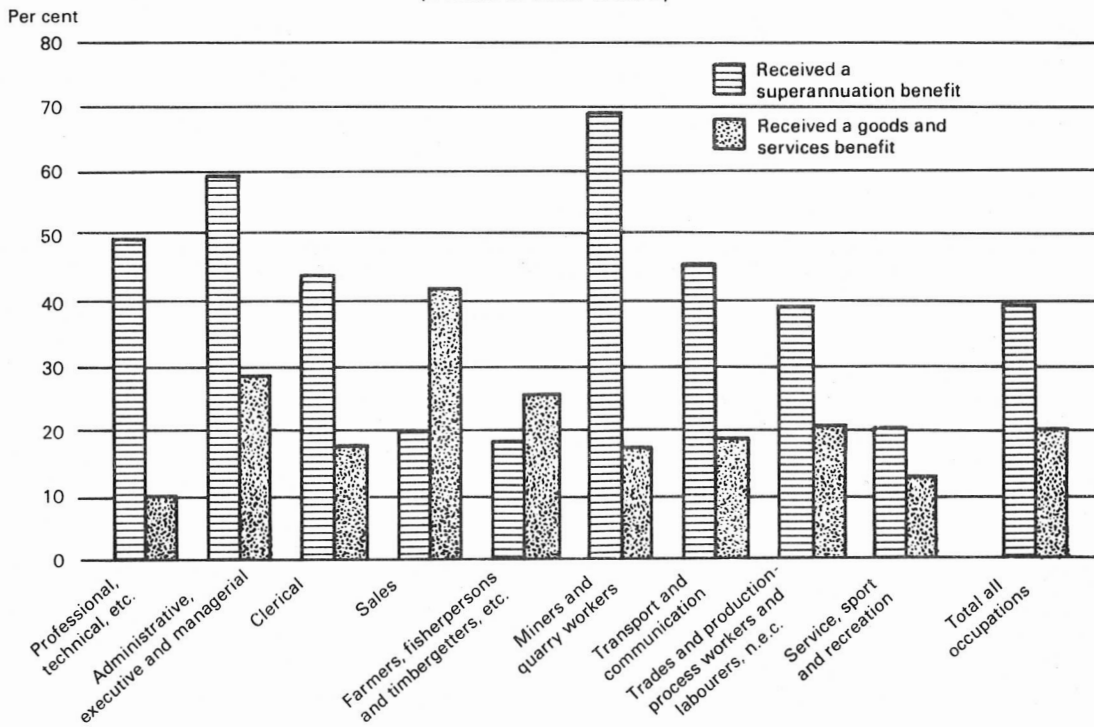


TABLE 1. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED, FEBRUARY TO MAY 1979, AUGUST 1983 TO AUGUST 1985

Type of benefit received	February to May 1979(a)		August 1983		August 1984		August 1985	
	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	4,320.3	100.0	5,187.9	100.0	5,358.2	100.0	5,513.0	100.0
Holiday expenses	272.7	6.3	181.9	3.5	208.2	3.9	217.8	4.0
Low-interest finance	252.8	5.9	133.5	2.6	147.5	2.8	138.3	2.5
Goods and services	1,584.0	36.7	913.9	17.6	1,146.8	21.4	1,103.7	20.0
Housing	232.1	5.4	205.6	4.0	221.4	4.1	204.7	3.7
Electricity	116.8	2.7	124.2	2.4	131.0	2.4	113.3	2.1
Telephone	341.2	7.9	444.0	8.6	496.3	9.3	502.4	9.1
Transport	331.0	7.7	436.7	8.4	468.5	8.7	423.7	7.7
Medical	212.8	4.9	172.8	3.3	191.9	3.6	186.1	3.4
Union dues	88.6	2.1	107.3	2.1	135.1	2.5	124.6	2.3
Club fees	89.9	2.1	84.1	1.6	96.6	1.8	84.2	1.5
Entertainment allowance	182.1	4.2	230.2	4.4	271.8	5.1	235.9	4.3
Shares	55.7	1.3	83.4	1.6	87.4	1.6	83.5	1.5
Study leave	99.6	2.3	88.5	1.7	97.1	1.8	100.5	1.8
Superannuation	1,844.1	42.7	2,068.9	39.9	2,117.5	39.5	2,179.0	39.5
Children's education expenses	(b)	(b)	16.8	0.3	18.1	0.3	16.2	0.3
Sick leave	(c)	(c)	(c)	(c)	4,419.0	82.5	4,527.1	82.1
Annual leave	(c)	(c)	(c)	(c)	4,437.9	82.8	4,555.2	82.6
Long-service leave	(c)	(c)	(c)	(c)	3,575.4	66.7	3,671.0	66.6

(a) Employees who usually worked 20 hours or more each week in main job. (b) Collected for the first time in the August 1983 survey. (c) Collected for the first time in the August 1984 survey.

TABLE 2. ALL EMPLOYEES, BENEFITS INCLUDED IN THE 1983, 1984 AND 1985 SURVEYS(a): NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED, AUGUST 1983 TO AUGUST 1985

Number(a) of separate types of benefit received	August 1983		August 1984				August 1985			
	Persons		Persons				Persons			
	Number ('000)	Proportion of total (per cent)	Males ('000)	Females ('000)	Number ('000)	Proportion of total (per cent)	Males ('000)	Females ('000)	Number ('000)	Proportion of total (per cent)
Total employees	5,187.9	100.0	3,240.4	2,117.8	5,358.2	100.0	3,298.8	2,214.2	5,513.0	100.0
No benefits	2,184.9	42.1	1,014.7	1,112.1	2,126.8	39.7	1,065.0	1,201.8	2,266.8	41.1
One or more benefits	3,003.0	57.9	2,225.7	1,005.6	3,231.3	60.3	2,233.8	1,012.4	3,246.2	58.9
One benefit	1,814.4	35.0	1,181.4	741.0	1,922.4	35.9	1,202.5	745.9	1,948.4	35.3
Two benefits	628.3	12.1	506.4	169.6	676.1	12.6	538.1	169.2	707.4	12.8
Three benefits	283.3	5.5	255.3	50.5	305.8	5.7	241.9	57.2	299.1	5.4
Four benefits	137.7	2.7	129.5	24.4	153.9	2.9	118.6	20.9	139.6	2.5
Five benefits	70.0	1.3	70.0	11.5	81.6	1.5	66.3	9.8	76.0	1.4
Six or more benefits	69.3	1.3	83.0	8.6	91.6	1.7	66.4	9.4	75.8	1.4

(a) Relates only to the fifteen benefits which were included in all three surveys.

TABLE 3. ALL EMPLOYEES, BENEFITS INCLUDED IN THE 1979, 1983, 1984 AND 1985 SURVEYS(a): NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED, FEBRUARY TO MAY 1979, AUGUST 1983 TO AUGUST 1985

Number(a) of separate types of benefit received	February to May 1979(b)		August 1983		August 1984		August 1985	
	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	4,320.3	100.0	5,187.9	100.0	5,358.2	100.0	5,513.0	100.0
No benefits	1,261.9	29.2	2,185.7	42.1	2,127.4	39.7	2,268.2	41.1
One or more benefits	3,058.4	70.8	3,002.2	57.9	3,230.7	60.3	3,244.9	58.9
One benefit	1,622.2	37.5	1,815.3	35.0	1,923.3	35.9	1,947.6	35.3
Two benefits	783.9	18.1	628.1	12.1	677.1	12.6	707.8	12.8
Three benefits	363.5	8.4	283.7	5.5	305.5	5.7	300.1	5.4
Four benefits	147.5	3.4	137.4	2.6	154.4	2.9	140.3	2.5
Five or more benefits	141.2	3.3	137.7	2.7	170.5	3.2	149.1	2.7

(a) Relates only to the fourteen benefits which were included in all four surveys. (b) Employees who usually worked 20 hours or more each week in main job.

TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, INDUSTRY AND WHETHER GOVERNMENT OR NON-GOVERNMENT SECTOR, AUGUST 1985 ('000)

	<i>Agriculture, etc.</i>	<i>Mining</i>	<i>Manu- facturing</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale and retail trade</i>	<i>Transport and storage</i>
Total employees	119.0	97.9	1,052.0	137.0	304.1	1,039.5	302.5
No benefits	29.4	*	54.3	*	34.2	148.5	22.7
One or more benefits	89.6	96.7	997.7	136.4	269.9	891.1	279.8
Holiday expenses	*	15.0	14.3	*	4.0	20.4	91.0
Low-interest finance	*	4.4	10.6	*	*	5.8	4.7
Goods and services	35.7	20.1	266.9	21.4	25.9	423.9	57.6
Housing	36.2	24.1	13.1	7.6	10.0	19.2	12.2
Electricity	26.0	16.3	7.9	4.9	8.4	15.7	5.0
Telephone	27.5	10.5	77.1	15.3	42.1	94.4	28.3
Transport	18.6	5.5	83.9	*	36.1	129.2	27.2
Medical	4.4	18.1	36.0	*	6.3	28.6	5.0
Union dues	*	*	21.9	*	14.9	17.6	7.1
Club fees	*	*	14.3	*	5.2	15.8	4.1
Entertainment allowance	*	*	37.2	*	14.9	61.7	10.1
Shares	4.2	4.6	25.6	*	6.8	17.8	*
Study leave	*	*	11.8	5.7	*	10.4	*
Superannuation	18.3	68.8	437.7	105.0	96.0	234.5	148.3
Children's education expenses	*	*	*	*	*	*	*
Sick leave	67.6	95.1	957.0	135.9	238.7	760.9	267.5
Annual leave	69.3	95.6	964.6	135.4	244.7	766.7	269.1
Long-service leave	29.2	86.5	782.1	132.7	170.2	529.6	235.2

	<i>Com- munication</i>	<i>Finance, etc.</i>	<i>Public adminis- tration and defence</i>	<i>Community services</i>	<i>Recrea- tion, etc.</i>	<i>Total</i>	<i>Government</i>	<i>Non- government</i>
Total employees	148.7	552.6	325.1	1,106.6	328.0	5,513.0	1,722.1	3,790.9
No benefits	4.9	46.7	21.0	137.9	108.5	610.0	98.9	511.1
One or more benefits	143.8	505.9	304.1	968.7	219.5	4,903.0	1,623.2	3,279.8
Holiday expenses	6.4	33.9	7.5	15.8	5.4	217.8	112.9	104.9
Low-interest finance	*	96.0	*	6.2	*	138.3	50.2	88.0
Goods and services	28.8	73.3	8.0	67.9	74.2	1,103.7	158.3	945.4
Housing	5.8	21.9	7.4	40.8	6.3	204.7	64.6	140.0
Electricity	*	7.3	*	14.5	3.5	113.3	16.8	96.5
Telephone	50.6	75.4	17.4	49.9	13.8	502.4	127.6	374.8
Transport	*	73.1	6.4	25.6	15.7	423.7	34.2	389.5
Medical	*	57.0	*	23.2	3.9	186.1	39.4	146.7
Union dues	*	34.4	*	14.2	5.2	124.6	13.2	111.4
Club fees	*	29.5	*	5.5	3.7	84.2	9.3	74.9
Entertainment allowance	*	71.2	3.8	15.7	13.2	235.9	20.0	215.8
Shares	*	18.0	*	*	*	83.5	*	83.2
Study leave	*	16.0	13.3	28.9	*	100.5	52.3	48.2
Superannuation	126.8	231.8	234.1	436.3	41.3	2,179.0	1,062.4	1,116.6
Children's education expenses	*	*	*	3.9	*	16.2	*	14.7
Sick leave	142.2	468.5	299.2	913.1	181.4	4,527.1	1,585.3	2,941.8
Annual leave	142.9	474.5	296.5	911.6	184.3	4,555.2	1,578.2	2,977.0
Long-service leave	141.3	371.1	289.3	798.0	105.9	3,671.0	1,518.0	2,153.1

**TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, OCCUPATION IN AUGUST 1985
AND FULL-TIME OR PART-TIME STATUS IN AUGUST 1984 AND AUGUST 1985
(' 000)**

	<i>Occupation group in August 1985</i>						
	<i>Pro- fessional, technical, etc.</i>	<i>Admin- istrative, executive and managerial</i>	<i>Clerical</i>	<i>Sales</i>	<i>Farmers, fisher- persons and timber- getters, etc.</i>	<i>Miners and quarry workers</i>	<i>Transport and communica- tion</i>
MALES							
<i>Total employees</i>	494.4	270.0	318.8	214.4	127.1	33.3	221.1
No benefits	13.6	4.0	9.8	26.7	23.8	*	16.3
One or more benefits	480.8	266.0	308.9	187.6	103.3	33.1	204.8
Holiday expenses	15.2	17.4	27.8	6.3	*	*	31.3
Low-interest finance	12.9	21.9	39.1	5.3	*	*	*
Goods and services	58.9	74.8	56.8	71.9	32.4	5.9	42.1
Housing	32.3	23.1	13.7	3.8	30.6	6.9	8.8
Electricity	12.8	12.1	*	*	22.2	5.2	4.1
Telephone	80.7	121.9	31.9	37.5	23.9	*	13.5
Transport	58.2	120.1	17.4	62.8	15.9	*	11.0
Medical	21.8	25.0	23.4	4.9	3.9	4.1	4.0
Union dues	29.5	22.4	8.5	4.8	*	*	4.9
Club fees	14.6	30.7	8.6	6.0	*	*	*
Entertainment allowance	42.8	92.4	16.9	31.7	*	*	*
Shares	10.1	19.4	6.4	5.5	*	*	*
Study leave	23.2	6.0	16.1	4.2	*	*	*
Superannuation	328.9	177.5	227.1	71.3	26.7	23.2	108.5
Children's education expenses	*	*	*	*	*	*	*
Sick leave	459.4	250.7	304.6	166.7	86.3	32.6	195.6
Annual leave	463.6	252.3	305.5	170.2	88.2	33.0	197.2
Long-service leave	413.8	205.5	286.8	119.8	49.4	29.4	165.5
FEMALES							
<i>Total employees</i>	446.6	48.1	814.8	253.3	22.3	*	38.2
No benefits	59.9	*	97.4	65.9	8.7	*	9.6
One or more benefits	386.7	45.6	717.5	187.4	13.7	*	28.6
Holiday expenses	7.2	*	33.5	*	*	*	*
Low-interest finance	*	*	33.7	*	*	*	*
Goods and services	36.0	16.7	143.7	125.6	6.5	*	6.4
Housing	8.9	*	11.0	*	3.8	*	*
Electricity	3.5	*	9.4	*	*	*	*
Telephone	11.8	7.1	38.0	7.4	*	*	3.9
Transport	9.2	9.7	31.2	8.1	*	*	*
Medical	11.4	*	32.2	3.9	*	*	*
Entertainment allowance	6.9	5.9	11.3	*	*	*	*
Study leave	11.6	*	13.7	*	*	*	*
Superannuation	135.0	13.1	272.1	22.3	*	*	12.7
Sick leave	362.0	37.8	655.7	126.1	8.3	*	26.2
Annual leave	356.7	39.4	659.0	125.5	8.2	*	26.4
Long-service leave	312.9	24.0	524.7	81.6	*	*	22.5
PERSONS							
<i>Total employees</i>	941.0	318.1	1,133.6	467.6	149.4	33.5	259.3
No benefits	73.6	6.6	107.2	92.6	32.5	*	26.0
One or more benefits	867.4	311.5	1,026.4	375.0	116.8	33.3	233.4
Holiday expenses	22.3	19.3	61.3	9.2	*	*	33.3
Low-interest finance	15.0	23.3	72.8	5.6	*	*	*
Goods and services	94.9	91.4	200.5	197.4	39.0	6.0	48.5
Housing	41.1	24.5	24.7	6.4	34.3	6.9	10.2
Electricity	16.3	14.1	12.5	5.2	25.3	5.2	5.1
Telephone	92.5	129.0	69.9	44.9	26.9	*	17.3
Transport	67.4	129.8	48.6	70.9	17.9	*	11.3
Medical	33.3	27.3	55.6	8.8	4.5	4.1	4.6
Union dues	35.2	24.4	15.7	6.7	*	*	5.1
Club fees	17.5	32.7	14.1	7.0	*	*	*
Entertainment allowance	49.7	98.3	28.2	35.2	*	*	*
Shares	11.8	22.0	14.9	6.7	4.3	*	*
Study leave	34.8	6.8	29.8	5.7	*	*	*
Superannuation	463.9	190.6	499.2	93.6	27.5	23.3	121.2
Children's education expenses	*	3.5	3.5	*	*	*	*
Sick leave	821.3	288.4	960.2	292.7	94.7	32.8	221.8
Annual leave	820.3	291.7	964.5	295.7	96.4	33.1	223.6
Long-service leave	726.7	229.5	811.5	201.4	52.6	29.7	188.0

TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, OCCUPATION IN AUGUST 1985
AND FULL-TIME OR PART-TIME STATUS IN AUGUST 1984 AND AUGUST 1985—continued
(* 000)

	Occupation group in August 1985		All employees in August 1985			All employees in August 1984		
	Trades and production- process workers, and labourers, n.e.c.	Service, sport and recreation	Full-time	Part-time	Total	Full-time	Part-time	Total
MALES								
Total employees	1,418.3	201.6	3,110.7	188.1	3,298.8	3,064.4	176.0	3,240.4
No benefits	77.8	31.0	106.9	96.5	203.3	100.6	89.1	189.7
One or more benefits	1,340.4	170.7	3,003.8	91.7	3,095.5	2,963.9	86.9	3,050.7
Holiday expenses	52.9	6.6	160.4	*	162.7	151.0	*	153.9
Low-interest finance	13.5	*	98.2	*	99.1	112.5	*	113.6
Goods and services	282.8	29.2	621.8	32.9	654.8	658.7	32.9	691.6
Housing	38.8	10.6	164.5	4.0	168.5	189.2	*	191.2
Electricity	22.5	*	84.9	*	87.7	100.5	*	103.5
Telephone	100.4	12.0	416.0	8.3	424.3	413.6	7.7	421.2
Transport	67.3	3.6	350.3	6.7	357.0	392.9	6.9	399.7
Medical	35.8	6.1	126.7	*	129.0	136.0	*	137.2
Union dues	27.2	3.7	102.4	*	104.7	109.0	*	111.7
Club fees	6.8	*	69.5	*	71.7	82.2	*	83.8
Entertainment allowance	15.7	*	203.9	*	207.3	237.5	*	240.1
Shares	16.8	*	65.1	*	66.5	68.7	*	69.5
Study leave	13.9	*	66.4	3.7	70.1	61.8	4.2	66.0
Superannuation	600.5	84.1	1,624.7	23.1	1,647.8	1,573.3	20.5	1,593.9
Children's education expenses	*	*	10.5	*	11.0	12.6	*	12.9
Sick leave	1,287.5	155.9	2,885.1	54.2	2,939.3	2,846.3	47.9	2,894.2
Annual leave	1,298.6	156.3	2,911.2	54.1	2,965.3	2,863.9	47.2	2,911.1
Long-service leave	1,040.8	127.6	2,397.7	40.8	2,438.6	2,356.4	35.9	2,392.3
FEMALES								
Total employees	210.1	380.5	1,433.5	780.7	2,214.2	1,379.0	738.8	2,117.8
No benefits	32.6	130.0	59.9	346.8	406.7	50.6	317.5	368.1
One or more benefits	177.5	250.4	1,373.7	433.9	1,807.5	1,328.4	421.2	1,749.6
Holiday expenses	*	5.5	48.0	7.1	55.1	46.0	8.3	54.3
Low-interest finance	*	*	35.0	4.2	39.2	30.0	3.9	33.9
Goods and services	63.3	50.7	308.0	141.0	449.0	309.2	145.9	455.2
Housing	*	5.3	25.9	10.3	36.2	20.7	9.5	30.2
Electricity	*	*	17.1	8.5	25.6	17.5	9.9	27.5
Telephone	*	5.5	47.1	31.0	78.1	43.5	31.6	75.1
Transport	*	4.3	45.4	21.3	66.7	45.9	22.8	68.7
Medical	*	4.0	49.3	7.9	57.1	47.1	7.6	54.7
Entertainment allowance	*	*	24.5	4.1	28.6	26.6	5.2	31.7
Study leave	*	*	24.2	6.2	30.4	25.2	5.9	31.1
Superannuation	38.9	36.1	477.9	53.3	531.2	476.0	47.6	523.6
Sick leave	159.2	212.3	1,323.1	264.7	1,587.8	1,275.8	249.0	1,524.8
Annual leave	160.1	214.5	1,322.5	267.4	1,589.9	1,278.4	248.3	1,526.8
Long-service leave	114.2	149.1	1,029.7	202.8	1,232.5	1,000.0	183.1	1,183.1
PERSONS								
Total employees	1,628.4	582.1	4,544.2	968.8	5,513.0	4,443.4	914.7	5,358.2
No benefits	110.4	161.0	166.7	443.3	610.0	151.2	406.6	557.8
One or more benefits	1,518.0	421.1	4,377.5	525.5	4,903.0	4,292.2	508.1	4,800.3
Holiday expenses	55.1	12.0	208.4	9.5	217.8	197.0	11.2	208.2
Low-interest finance	14.0	*	133.2	5.1	138.3	142.4	5.1	147.5
Goods and services	346.1	80.0	929.8	173.9	1,103.7	968.0	178.8	1,146.8
Housing	40.6	15.9	190.4	14.3	204.7	209.9	11.5	221.4
Electricity	23.7	5.9	102.0	11.3	113.3	118.1	12.9	131.0
Telephone	102.0	17.6	463.1	39.3	502.4	457.0	39.3	496.3
Transport	69.2	8.0	395.7	28.0	423.7	438.8	29.7	468.5
Medical	37.9	10.1	176.0	10.2	186.1	183.0	8.9	191.9
Union dues	27.6	6.0	118.5	6.1	124.6	128.6	6.5	135.1
Club fees	7.5	*	79.5	4.7	84.2	92.9	3.7	96.6
Entertainment allowance	15.8	4.3	228.4	7.5	235.9	264.1	7.7	271.8
Shares	18.7	*	77.9	5.6	83.5	81.4	6.0	87.4
Study leave	14.6	5.4	90.6	9.9	100.5	87.0	10.1	97.1
Superannuation	639.4	120.2	2,102.6	76.4	2,179.0	2,049.3	68.2	2,117.5
Children's education expenses	*	*	13.1	*	16.2	15.7	*	18.1
Sick leave	1,446.8	368.3	4,208.2	318.9	4,527.1	4,122.1	296.9	4,419.0
Annual leave	1,458.7	371.1	4,233.7	321.5	4,555.2	4,142.3	295.6	4,437.9
Long-service leave	1,155.0	276.7	3,427.4	243.6	3,671.0	3,356.4	219.0	3,575.4

TABLE 6. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1985
(' 000)

	Weekly earnings(a) in main job (\$)									Total
	Under 120	120 and under 160	160 and under 200	200 and under 240	240 and under 280	280 and under 320	320 and under 400	400 and under 520	520 and over	
MALES										
<i>Total employees</i>	146.6	102.3	107.4	171.9	336.2	463.9	772.0	662.6	535.9	3,298.8
No benefits	74.7	13.8	13.0	17.2	18.3	16.1	20.2	18.3	11.8	203.3
One or more benefits	72.0	88.5	94.4	154.7	317.9	447.8	751.9	644.3	524.1	3,095.5
Holiday expenses	*	*	*	4.4	10.2	19.0	37.5	42.0	45.6	162.7
Low-interest finance	*	*	*	*	5.5	10.9	23.1	27.1	28.2	99.1
Goods and services	29.2	15.7	23.5	38.1	65.0	100.3	162.3	128.3	92.4	654.8
Housing	9.1	3.7	4.6	9.7	13.9	16.2	28.1	32.8	50.3	168.5
Electricity	7.4	*	*	6.7	9.6	8.0	13.4	14.5	22.1	87.7
Telephone	10.7	5.3	6.7	12.3	19.4	34.4	83.7	113.4	138.4	424.3
Transport	7.8	6.1	4.9	11.6	17.1	35.1	83.5	90.0	100.9	357.0
Medical	4.4	*	*	4.4	4.9	10.8	24.6	29.2	45.9	129.0
Union dues	*	*	*	3.5	6.1	11.9	21.8	22.5	34.2	104.7
Club fees	*	*	*	*	*	4.9	10.4	19.0	29.0	71.7
Entertainment allowance	*	*	*	4.0	6.8	12.0	37.6	55.5	85.8	207.3
Shares	*	*	*	*	*	4.5	15.0	17.7	21.0	66.5
Study leave	*	*	4.0	*	6.3	5.6	15.3	17.7	15.6	70.1
Superannuation	5.8	9.8	21.4	47.0	112.8	204.6	404.6	441.4	400.3	1,647.8
Children's education expenses	*	*	*	*	*	*	*	*	3.6	11.0
Sick leave	38.5	79.2	84.1	142.8	303.4	429.8	731.1	624.0	506.4	2,939.3
Annual leave	38.0	80.9	87.5	145.0	305.9	435.2	735.4	629.6	507.8	2,965.3
Long-service leave	18.0	42.6	55.3	99.4	225.2	347.9	621.4	564.6	464.2	2,438.6
FEMALES										
<i>Total employees</i>	379.2	210.2	202.9	255.5	332.4	290.2	297.0	179.4	67.5	2,214.2
No benefits	221.7	59.3	38.5	32.3	19.5	13.4	13.7	5.9	*	406.7
One or more benefits	157.5	150.9	164.3	223.2	312.9	276.8	283.3	173.4	65.1	1,807.5
Holiday expenses	*	*	3.8	5.4	7.6	11.1	12.5	7.9	*	55.1
Low-interest finance	*	*	*	*	7.6	10.3	7.6	4.2	*	39.2
Goods and services	72.3	45.3	46.9	63.2	82.7	57.9	52.2	22.5	6.0	449.0
Housing	8.4	3.9	*	*	3.5	3.7	5.6	3.9	*	36.2
Electricity	6.4	*	*	*	*	*	3.7	*	*	25.6
Telephone	15.1	7.4	6.8	6.0	7.5	8.4	11.6	9.8	5.4	78.1
Transport	9.0	5.0	4.7	5.5	6.3	9.7	11.6	10.3	4.7	66.7
Medical	4.5	*	4.3	4.0	10.3	11.1	9.1	8.0	*	57.1
Entertainment allowance	*	*	*	*	*	*	4.7	10.3	3.6	28.6
Study leave	*	*	*	*	*	4.3	6.5	5.7	*	30.4
Superannuation	7.3	11.3	24.2	46.0	85.9	103.6	122.4	90.6	39.9	531.2
Sick leave	69.4	116.7	135.2	196.6	296.9	266.5	273.8	170.6	62.0	1,587.8
Annual leave	69.6	117.7	138.6	197.5	294.9	267.5	272.8	169.4	61.9	1,589.9
Long-service leave	41.3	69.2	93.0	144.0	220.2	218.9	236.8	151.8	57.4	1,232.5
PERSONS										
<i>Total employees</i>	525.8	312.4	310.3	427.4	668.6	754.1	1,069.0	841.9	603.4	5,513.0
No benefits	296.4	73.1	51.5	49.5	37.8	29.5	33.8	24.2	14.2	610.0
One or more benefits	229.5	239.3	258.8	378.0	630.8	724.6	1,035.2	817.7	589.2	4,903.0
Holiday expenses	*	3.7	5.4	9.8	17.8	30.1	50.1	49.9	47.7	217.8
Low-interest finance	*	*	4.6	5.3	13.1	21.2	30.7	31.3	29.7	138.3
Goods and services	101.5	61.1	70.4	101.3	147.6	158.2	214.4	150.8	98.4	1,103.7
Housing	17.5	7.5	7.4	12.4	17.5	20.0	33.8	36.7	52.0	204.7
Electricity	13.7	5.8	5.9	8.7	12.1	9.9	17.1	16.7	23.3	113.3
Telephone	25.8	12.7	13.6	18.3	26.8	42.8	95.3	123.2	143.7	502.4
Transport	16.8	11.1	9.7	17.0	23.3	44.8	95.0	100.2	105.7	423.7
Medical	8.9	5.5	6.6	8.4	15.2	21.9	33.6	37.2	48.8	186.1
Union dues	4.6	*	*	4.9	8.6	15.4	26.2	25.5	35.8	124.6
Club fees	*	*	*	*	5.1	6.5	12.5	21.4	29.5	84.2
Entertainment allowance	3.6	*	*	5.3	8.4	15.2	42.3	65.8	89.4	235.9
Shares	4.1	*	*	4.5	5.4	7.2	17.7	18.7	23.0	83.5
Study leave	5.4	3.5	5.9	*	8.5	10.0	21.8	23.4	18.7	100.5
Superannuation	13.1	21.1	45.6	93.0	198.7	308.2	527.1	532.0	440.2	2,179.0
Children's education expenses	*	*	*	*	*	*	*	*	3.7	16.2
Sick leave	107.9	195.9	219.3	339.5	600.2	696.2	1,004.9	794.7	568.4	4,527.1
Annual leave	107.5	198.6	226.1	342.5	600.8	702.7	1,008.2	798.9	569.7	4,555.2
Long-service leave	59.4	111.8	148.3	243.3	445.4	566.7	858.2	716.3	521.6	3,671.0

(a) Refers to weekly earnings from last pay.

TABLE 7. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1985
(' 000)

	Hours worked in main job						Total
	Less than 20	20-29	30-34	35-39	40	41 and over	
MALES							
Total employees	326.8	167.7	305.4	691.1	835.5	972.4	3,298.8
No benefits	86.3	21.3	16.2	19.9	28.4	31.2	203.3
One or more benefits	240.5	146.4	289.2	671.1	807.0	941.2	3,095.5
Holiday expenses	15.5	7.0	17.3	27.9	40.7	54.3	162.7
Low-interest finance	6.8	5.5	9.1	23.0	25.2	29.4	99.1
Goods and services	61.8	28.4	51.9	112.0	157.4	243.4	654.8
Housing	8.7	8.6	10.9	21.0	46.7	72.5	168.5
Electricity	4.7	*	5.1	10.0	22.3	42.1	87.7
Telephone	23.5	16.6	24.4	64.8	89.3	205.7	424.3
Transport	17.9	9.8	13.7	35.3	83.5	196.7	357.0
Medical	10.3	6.5	10.3	22.6	34.1	45.3	129.0
Union dues	9.4	3.8	6.5	12.6	17.5	54.9	104.7
Club fees	4.7	*	*	8.6	14.8	38.5	71.7
Entertainment allowance	10.4	5.2	7.5	19.7	49.2	115.3	207.3
Shares	3.7	*	4.8	7.8	14.1	33.7	66.5
Study leave	6.7	4.5	7.3	21.9	13.4	16.2	70.1
Superannuation	122.7	83.2	162.5	408.3	375.5	495.5	1,647.8
Children's education expenses	*	*	*	*	*	5.9	11.0
Sick leave	207.0	134.2	279.6	658.7	778.3	881.5	2,939.3
Annual leave	206.6	135.3	280.0	660.4	788.2	894.8	2,965.3
Long-service leave	176.9	113.7	241.3	582.6	618.8	705.4	2,438.6
FEMALES							
Total employees	574.8	291.9	220.4	462.5	430.1	234.6	2,214.2
No benefits	260.3	75.8	25.1	20.0	16.7	8.7	406.7
One or more benefits	314.4	216.1	195.2	442.5	413.4	225.9	1,807.5
Holiday expenses	8.6	6.1	6.0	13.9	14.2	6.4	55.1
Low-interest finance	5.5	4.6	4.8	11.4	9.3	3.6	39.2
Goods and services	100.2	60.5	44.9	84.2	94.1	65.0	449.0
Housing	8.4	4.0	*	5.4	6.0	9.6	36.2
Electricity	5.4	*	*	*	4.5	7.9	25.6
Telephone	22.6	10.4	7.2	9.3	11.5	17.1	78.1
Transport	13.9	7.6	6.2	7.8	13.5	17.7	66.7
Medical	7.6	7.0	6.1	11.5	15.8	9.2	57.1
Entertainment allowance	3.7	*	*	*	6.6	12.1	28.6
Study leave	5.9	*	*	8.5	5.8	4.7	30.4
Superannuation	60.7	48.5	60.8	171.9	113.0	76.2	531.2
Sick leave	200.4	169.7	176.8	428.4	398.8	213.7	1,587.8
Annual leave	201.1	170.0	176.9	429.2	399.6	213.1	1,589.9
Long-service leave	161.1	131.7	141.2	347.9	292.4	158.2	1,232.5
PERSONS							
Total employees	901.5	459.5	525.8	1,153.6	1,265.6	1,207.0	5,513.0
No benefits	346.6	97.1	41.3	40.0	45.1	39.9	610.0
One or more benefits	554.9	362.4	484.5	1,113.6	1,220.5	1,167.1	4,903.0
Holiday expenses	24.0	13.0	23.3	41.8	54.9	60.7	217.8
Low-interest finance	12.3	10.2	13.8	34.4	34.6	32.9	138.3
Goods and services	162.0	88.9	96.8	196.2	251.5	308.4	1,103.7
Housing	17.1	12.6	13.8	26.4	52.7	82.1	204.7
Electricity	10.1	6.0	7.4	13.0	26.8	50.0	113.3
Telephone	46.1	27.0	31.6	74.0	100.8	222.8	502.4
Transport	31.8	17.5	19.9	43.1	97.0	214.4	423.7
Medical	17.9	13.4	16.3	34.1	49.8	54.5	186.1
Union dues	12.5	6.5	8.0	15.4	20.7	61.6	124.6
Club fees	6.9	4.5	*	10.8	17.0	41.9	84.2
Entertainment allowance	14.1	7.0	9.3	22.3	55.8	127.3	235.9
Shares	5.9	4.2	7.2	11.2	17.3	37.7	83.5
Study leave	12.7	7.0	10.3	30.4	19.2	20.9	100.5
Superannuation	183.4	131.8	223.3	580.2	488.6	571.7	2,179.0
Children's education expenses	*	*	*	*	*	7.1	16.2
Sick leave	407.4	303.8	456.5	1,087.2	1,177.1	1,095.2	4,527.1
Annual leave	407.7	305.3	456.9	1,089.7	1,187.8	1,107.8	4,555.2
Long-service leave	338.0	245.4	382.5	930.4	911.2	863.5	3,671.0

TABLE 8. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1985
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	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
<i>Total employees</i>	295.9	471.4	933.6	770.5	500.8	209.4	117.2	3,298.8
No benefits	58.8	40.0	41.3	26.3	17.1	8.4	11.5	203.3
One or more benefits	237.2	431.4	892.2	744.2	483.7	201.1	105.7	3,095.5
Holiday expenses	4.1	17.8	54.6	47.3	24.7	10.2	4.1	162.7
Low-interest finance	*	9.4	39.7	28.5	15.7	*	*	99.1
Goods and services	61.0	111.0	201.5	150.3	81.6	32.1	17.2	654.8
Housing	6.0	17.8	57.2	49.1	25.6	6.8	6.0	168.5
Electricity	4.4	10.3	26.2	26.3	12.6	4.5	*	87.7
Telephone	4.0	17.2	108.6	154.9	94.2	30.6	14.8	424.3
Transport	4.6	26.0	98.5	127.9	68.0	20.2	11.8	357.0
Medical	5.9	14.8	42.4	36.5	19.8	5.4	4.2	129.0
Union dues	*	11.1	35.4	32.7	16.0	*	*	104.7
Club fees	*	4.5	20.9	24.8	13.1	4.9	*	71.7
Entertainment allowance	*	6.9	57.4	78.0	44.3	12.0	8.6	207.3
Shares	*	3.9	18.8	21.8	13.7	5.6	*	66.5
Study leave	5.7	16.0	30.5	14.8	*	*	*	70.1
Superannuation	28.7	138.3	478.2	481.3	328.7	133.7	58.8	1,647.8
Children's education expenses	*	*	*	5.2	*	*	*	11.0
Sick leave	211.5	405.3	858.2	710.4	461.8	195.4	96.8	2,939.3
Annual leave	212.7	410.2	864.5	717.6	465.5	195.8	99.0	2,965.3
Long-service leave	125.4	305.0	721.5	615.9	411.2	177.0	82.7	2,438.6
FEMALES								
<i>Total employees</i>	292.8	414.4	593.6	507.7	289.4	78.4	37.9	2,214.2
No benefits	68.1	42.6	106.0	115.6	52.1	12.9	9.4	406.7
One or more benefits	224.6	371.8	487.7	392.2	237.2	65.5	28.5	1,807.5
Holiday expenses	6.2	16.8	15.6	9.1	5.0	*	*	55.1
Low-interest finance	*	16.8	14.0	4.3	*	*	*	39.2
Goods and services	87.7	102.7	111.2	77.2	49.4	15.1	5.6	449.0
Housing	*	7.3	10.5	10.0	3.7	*	*	36.2
Electricity	*	*	6.9	9.4	*	*	*	25.6
Telephone	*	6.3	23.7	26.1	12.1	4.9	*	78.1
Transport	*	7.6	22.6	22.5	9.1	*	*	66.7
Medical	5.0	18.6	17.6	8.5	5.3	*	*	57.1
Entertainment allowance	*	3.9	11.8	7.5	4.4	*	*	28.6
Study leave	4.0	5.7	10.3	7.3	*	*	*	30.4
Superannuation	22.2	107.2	166.9	121.4	83.0	23.1	7.4	531.2
Sick leave	182.2	348.9	432.8	337.3	208.6	56.2	21.8	1,587.8
Annual leave	180.4	345.7	432.2	338.5	212.6	56.8	23.6	1,589.9
Long-service leave	108.8	265.6	345.3	268.2	178.8	47.2	18.7	1,232.5
PERSONS								
<i>Total employees</i>	588.7	885.8	1,527.2	1,278.2	790.2	287.8	155.1	5,513.0
No benefits	126.9	82.6	147.3	141.9	69.2	21.2	20.9	610.0
One or more benefits	461.8	803.2	1,379.9	1,136.3	721.0	266.6	134.2	4,903.0
Holiday expenses	10.2	34.6	70.2	56.3	29.7	12.2	4.6	217.8
Low-interest finance	3.7	26.2	53.7	32.8	17.2	*	*	138.3
Goods and services	148.7	213.7	312.8	227.6	131.1	47.2	22.8	1,103.7
Housing	9.0	25.0	67.8	59.1	29.3	7.6	6.9	204.7
Electricity	5.9	13.6	33.1	35.7	15.5	5.1	4.3	113.3
Telephone	5.8	23.5	132.3	181.0	106.3	35.4	18.0	502.4
Transport	5.4	33.6	121.1	150.5	77.1	22.4	13.7	423.7
Medical	10.8	33.4	60.0	45.1	25.0	6.3	5.4	186.1
Union dues	4.4	15.3	43.1	36.8	17.6	4.1	*	124.6
Club fees	*	7.7	24.3	28.7	13.4	5.5	*	84.2
Entertainment allowance	*	10.9	69.2	85.5	48.8	12.5	8.9	235.9
Shares	*	5.8	24.6	27.4	16.2	6.1	*	83.5
Study leave	9.7	21.7	40.9	22.1	5.8	*	*	100.5
Superannuation	50.9	245.6	645.1	602.7	411.7	156.8	66.3	2,179.0
Children's education expenses	*	*	*	8.1	*	*	*	16.2
Sick leave	393.8	754.2	1,291.0	1,047.7	670.4	251.6	118.5	4,527.1
Annual leave	393.1	755.8	1,296.7	1,056.2	678.1	252.6	122.7	4,555.2
Long-service leave	234.2	570.6	1,066.7	884.1	589.9	224.2	101.4	3,671.0

TABLE 9. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND FAMILY STATUS, AUGUST 1985
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	Family status									
	Member of a family									
	Husband or wife					Total	Not a member of a family	Not family coded	Total	
	With children aged 0-14 present	Without children aged 0-14 present	Total	Not-married family head	Child of family head					Other relative of family head
MALES										
Total employees	1,208.2	832.2	2,040.4	45.5	585.1	39.3	2,710.3	455.6	132.9	3,298.8
No benefits	37.6	33.7	71.4	*	79.2	4.7	156.8	34.4	12.2	203.3
One or more benefits	1,170.6	798.4	1,969.0	44.0	505.9	34.6	2,553.6	421.2	120.7	3,095.5
Holiday expenses	71.1	40.3	111.4	*	13.4	*	128.8	25.4	8.6	162.7
Low-interest finance	49.8	26.0	75.8	*	6.0	*	83.7	12.7	*	99.1
Goods and services	245.7	160.1	405.8	6.9	100.8	7.0	520.6	104.1	30.1	654.8
Housing	86.5	36.6	123.1	*	6.8	*	133.1	29.0	6.3	168.5
Electricity	39.7	19.3	59.0	*	5.2	*	65.7	17.0	4.9	87.7
Telephone	221.5	130.0	351.5	5.9	11.7	*	370.0	44.5	9.8	424.3
Transport	175.5	108.3	283.9	4.2	16.3	*	307.1	40.5	9.5	357.0
Medical	58.8	32.2	91.0	*	10.1	*	102.8	19.3	6.9	129.0
Union dues	45.4	25.5	70.9	*	6.3	*	79.7	19.7	5.2	104.7
Club fees	31.9	21.8	53.7	*	*	*	57.3	11.5	*	71.7
Entertainment allowance	103.7	60.9	164.6	*	*	*	170.9	30.8	5.6	207.3
Shares	32.6	19.5	52.1	*	*	*	55.1	8.8	*	66.5
Study leave	25.6	11.3	36.8	*	16.4	*	55.4	11.2	3.5	70.1
Superannuation	735.3	491.6	1,226.9	24.7	133.6	11.3	1,396.4	196.7	54.7	1,647.8
Children's education expenses	6.6	*	8.5	*	*	*	8.9	*	*	11.0
Sick leave	1,120.4	766.8	1,887.3	42.7	471.5	31.8	2,433.3	394.5	111.5	2,939.3
Annual leave	1,131.8	774.5	1,906.4	42.5	474.0	31.9	2,454.8	397.0	113.5	2,965.3
Long-service leave	965.6	664.1	1,629.7	38.5	330.1	25.1	2,023.5	323.8	91.3	2,438.6
FEMALES										
Total employees	587.6	578.7	1,166.3	134.3	439.2	22.8	1,762.5	343.2	108.5	2,214.2
No benefits	175.7	75.9	251.6	27.3	73.1	*	354.8	31.3	20.5	406.7
One or more benefits	412.0	502.8	914.7	107.0	366.1	19.9	1,407.7	311.9	87.9	1,807.5
Holiday expenses	8.1	15.6	23.7	3.7	9.2	*	37.5	13.8	3.8	55.1
Low-interest finance	4.9	13.9	18.8	*	5.6	*	28.0	9.4	*	39.2
Goods and services	93.9	116.6	210.4	21.3	109.7	5.6	347.0	76.3	25.6	449.0
Housing	13.3	7.5	20.8	*	*	*	23.5	9.6	*	36.2
Electricity	12.1	6.0	18.1	*	*	*	18.8	4.7	*	25.6
Telephone	31.9	22.8	54.7	*	*	*	60.9	13.6	3.6	78.1
Transport	25.2	15.9	41.1	4.8	*	*	49.1	12.8	4.8	66.7
Medical	9.7	18.5	28.1	*	8.7	*	39.4	12.6	5.1	57.1
Entertainment allowance	7.5	5.9	13.4	*	*	*	16.6	10.2	*	28.6
Study leave	5.9	5.6	11.5	*	6.3	*	21.6	7.3	*	30.4
Superannuation	101.7	176.2	277.8	35.3	82.6	5.6	401.3	110.6	19.2	531.2
Sick leave	328.4	451.7	780.1	95.2	323.2	18.4	1,216.9	294.4	76.5	1,587.8
Annual leave	330.8	454.8	785.7	95.1	320.3	17.8	1,218.9	293.8	77.2	1,589.9
Long-service leave	253.1	382.4	635.5	78.6	220.9	13.3	948.3	230.5	53.7	1,232.5
PERSONS										
Total employees	1,795.8	1,410.8	3,206.7	179.8	1,024.3	62.1	4,472.8	798.8	241.4	5,513.0
No benefits	213.3	109.6	322.9	28.8	152.3	7.6	511.6	65.7	32.7	610.0
One or more benefits	1,582.5	1,301.2	2,883.7	151.0	872.0	54.5	3,961.2	733.2	208.6	4,903.0
Holiday expenses	79.2	55.9	135.1	6.5	22.6	*	166.2	39.2	12.4	217.8
Low-interest finance	54.7	39.9	94.6	4.3	11.6	*	111.7	22.1	4.5	138.3
Goods and services	339.6	276.7	616.2	28.2	210.5	12.7	867.6	180.4	55.7	1,103.7
Housing	99.8	44.1	143.9	4.3	8.2	*	156.6	38.6	9.5	204.7
Electricity	51.7	25.3	77.1	*	5.6	*	84.6	21.7	7.0	113.3
Telephone	253.5	152.7	406.2	9.1	14.7	*	430.9	58.0	13.4	502.4
Transport	200.7	124.2	324.9	9.0	19.4	*	356.2	53.3	14.2	423.7
Medical	68.4	50.6	119.1	3.5	18.7	*	142.3	31.8	12.0	186.1
Union dues	50.1	29.0	79.1	*	8.3	*	91.6	26.6	6.4	124.6
Club fees	34.9	24.3	59.2	*	3.8	*	64.3	16.3	3.6	84.2
Entertainment allowance	111.2	66.8	178.0	5.1	3.9	*	187.5	41.0	7.4	235.9
Shares	38.2	25.8	64.0	*	4.0	*	70.0	10.3	*	83.5
Study leave	31.5	16.8	48.3	4.0	22.8	*	76.9	18.5	5.0	100.5
Superannuation	837.0	667.7	1,504.7	60.0	216.2	16.9	1,797.7	307.3	73.9	2,179.0
Children's education expenses	10.7	*	13.1	*	*	*	13.8	*	*	16.2
Sick leave	1,448.8	1,218.6	2,667.4	137.9	794.7	50.3	3,650.2	688.9	188.0	4,527.1
Annual leave	1,462.7	1,229.4	2,692.0	137.6	794.3	49.7	3,673.7	690.8	190.7	4,552.2
Long-service leave	1,218.7	1,046.5	2,265.2	117.1	551.1	38.4	2,971.8	554.2	145.0	3,671.0

TABLE 10. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1985
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Benefit	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	..	19.0	56.0	20.5	14.5	24.4	28.5	17.7	8.0	9.8	19.6	6.3	*	107.2	*	154.3	155.8	140.9
Low-interest finance	19.0	..	32.1	11.3	*	25.5	17.1	31.4	6.8	11.7	23.5	9.4	*	84.2	*	99.9	100.3	97.0
Goods and services	56.0	32.1	..	50.7	32.4	110.4	116.5	43.9	31.0	26.9	57.4	25.3	13.8	315.7	4.4	712.3	719.9	551.5
Housing	20.5	11.3	50.7	..	66.8	71.6	36.8	28.6	10.6	10.6	22.2	11.6	*	91.9	7.2	145.2	148.6	111.4
Electricity	14.5	*	32.4	66.8	..	50.4	30.9	15.1	9.0	6.7	13.5	8.6	*	44.8	5.0	74.9	77.9	51.1
Telephone	24.4	25.5	110.4	71.6	50.4	..	169.5	40.7	42.7	44.9	112.1	32.1	9.2	268.9	7.2	360.1	364.6	295.8
Transport	28.5	17.1	116.5	36.8	30.9	169.5	..	32.8	39.9	37.1	116.1	26.4	6.9	196.2	4.5	319.9	326.1	237.5
Medical	17.7	31.4	43.9	28.6	15.1	40.7	32.8	..	17.0	19.4	28.1	15.8	*	98.8	5.9	130.8	131.9	117.4
Union dues	8.0	6.8	31.0	10.6	9.0	42.7	39.9	17.0	..	24.9	31.2	9.9	3.6	55.0	*	86.4	87.9	67.8
Club fees	9.8	11.7	26.9	10.6	6.7	44.9	37.1	19.4	24.9	..	40.0	8.0	*	48.5	*	63.8	64.0	52.6
Entertainment allowance	19.6	23.5	57.4	22.2	13.5	112.1	116.1	28.1	31.2	40.0	..	21.6	5.4	135.1	*	188.7	191.5	156.1
Shares	6.3	9.4	25.3	11.6	8.6	32.1	26.4	15.8	9.9	8.0	21.6	..	*	48.4	*	57.6	58.4	48.6
Study leave	*	*	13.8	*	*	9.2	6.9	*	3.6	*	5.4	..	..	42.6	*	68.1	67.7	60.3
Superannuation	107.2	84.2	315.7	91.9	44.8	268.9	196.2	98.8	55.0	48.5	135.1	48.4	42.6	..	6.6	1,610.6	1,618.1	1,544.1
Children's education expenses	*	*	4.4	7.2	5.0	7.2	4.5	5.9	*	*	*	*	*	6.6	..	9.1	9.2	6.1
Sick leave	154.3	99.9	712.3	145.2	74.9	360.1	319.9	130.8	86.4	63.8	188.7	57.6	68.1	1,610.6	9.1	..	3,323.9	2,671.8
Annual leave	155.8	100.3	719.9	148.6	77.9	364.6	326.1	131.9	87.9	64.0	191.5	58.4	67.7	1,618.1	9.2	3,323.9	..	2,685.9
Long-service leave	140.9	97.0	551.5	111.4	51.1	295.8	237.5	117.4	67.8	52.6	156.1	48.6	60.3	1,544.1	6.1	2,671.8	2,685.9	..
ALL EMPLOYEES																		
Holiday expenses	..	25.3	77.9	27.1	19.0	31.8	33.9	25.8	10.0	12.2	22.4	7.3	5.2	146.8	3.6	211.7	213.2	194.1
Low-interest finance	25.3	..	44.6	15.1	*	30.2	18.8	43.4	9.4	14.7	27.8	11.2	3.6	111.8	*	135.4	135.7	131.3
Goods and services	77.9	44.6	..	63.2	40.2	139.0	136.3	60.6	38.2	31.7	66.0	30.9	19.1	415.6	6.4	933.3	940.8	732.0
Housing	27.1	15.1	63.2	..	84.1	89.2	45.3	36.6	14.0	13.7	25.9	14.1	3.6	113.3	10.2	177.5	182.9	136.8
Electricity	19.0	*	40.2	84.1	..	64.5	39.2	19.7	11.4	7.9	15.5	9.7	*	53.8	7.7	90.2	95.1	59.9
Telephone	31.8	30.2	139.0	89.2	64.5	..	199.0	49.9	51.2	52.8	126.3	35.7	11.8	329.9	10.3	438.5	444.6	360.2
Transport	33.9	18.8	136.3	45.3	39.2	199.0	..	40.0	48.5	43.4	129.6	30.0	8.7	226.5	7.2	371.1	378.1	273.5
Medical	25.8	43.4	60.6	36.6	19.7	49.9	40.0	..	23.5	25.5	32.9	17.6	4.2	127.0	8.7	173.9	175.1	154.8
Union dues	10.0	9.4	38.2	14.0	11.4	51.2	48.5	23.5	..	31.2	37.5	10.5	5.7	69.2	*	107.5	110.5	85.3
Club fees	12.2	14.7	31.7	13.7	7.9	52.8	43.4	25.5	31.2	..	45.4	9.0	*	56.5	5.1	76.2	76.6	62.7
Entertainment allowance	22.4	27.8	66.0	25.9	15.5	126.3	129.6	32.9	37.5	45.4	..	23.9	7.0	152.5	4.0	214.5	217.2	175.4
Shares	7.3	11.2	30.9	14.1	9.7	35.7	30.0	17.6	10.5	9.0	23.9	..	*	58.9	*	70.6	71.5	59.3
Study leave	5.2	3.6	19.1	3.6	*	11.8	8.7	4.2	5.7	*	7.0	..	..	58.2	*	91.6	91.4	82.0
Superannuation	146.8	111.8	415.6	113.3	53.8	329.9	226.5	127.0	69.2	56.5	152.5	58.9	58.2	..	8.1	2,131.0	2,141.6	2,049.3
Children's education expenses	3.6	*	6.4	10.2	7.7	10.3	7.2	8.7	*	5.1	4.0	*	*	8.1	..	12.0	12.2	7.5
Sick leave	211.7	135.4	933.3	177.5	90.2	438.5	371.1	173.9	107.5	76.2	214.5	70.6	91.6	2,131.0	12.0	..	4,456.6	3,585.7
Annual leave	213.2	135.7	940.8	182.9	95.1	444.6	378.1	175.1	110.5	76.6	217.2	71.5	91.4	2,141.6	12.2	4,456.6	..	3,601.2
Long-service leave	194.1	131.3	732.0	136.8	59.9	360.2	273.5	154.8	85.3	62.7	175.4	59.3	82.0	2,049.3	7.5	3,585.7	3,601.2	..

(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.

TABLE 11. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED AND WHETHER GOVERNMENT OR NON-GOVERNMENT SECTOR, AUGUST 1985
(' 000)

Benefit	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
GOVERNMENT																		
Holiday expenses	..	10.8	28.4	9.2	3.8	8.3	8.2	6.6	*	*	*	..	*	81.8	*	112.4	112.6	110.3
Low-interest finance	10.8	..	12.7	*	*	8.0	*	14.5	*	4.0	4.1	..	*	42.6	*	50.0	50.0	49.5
Goods and services	28.4	12.7	..	9.9	3.5	29.4	11.3	11.3	*	*	*	..	3.7	106.3	*	154.0	154.2	149.4
Housing	9.2	*	9.9	..	11.8	16.0	*	3.7	*	*	*	..	*	47.4	*	62.7	63.1	62.0
Electricity	3.8	*	3.5	11.8	..	*	*	*	*	*	*	..	*	10.5	*	16.1	16.6	16.0
Telephone	8.3	8.0	29.4	16.0	*	..	8.2	4.2	*	4.3	10.1	..	3.7	113.9	*	125.4	125.6	124.6
Transport	8.2	*	11.3	*	*	8.2	..	*	*	*	3.5	..	*	23.2	*	32.9	32.6	31.9
Medical	6.6	14.5	11.3	3.7	*	4.2	*	..	*	*	*	..	*	27.8	*	38.4	38.6	37.4
Union dues	*	*	*	*	*	*	*	*	..	*	*	..	*	9.6	*	13.2	13.2	12.8
Club fees	*	4.0	*	*	*	4.3	*	*	*	..	*	..	*	7.9	*	9.1	9.3	8.9
Entertainment allowance	*	4.1	*	*	*	10.1	3.5	*	*	*	..	..	*	18.0	*	19.7	19.7	18.7
Shares	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Study leave	*	*	3.7	*	*	3.7	*	*	*	*	*	..	..	38.7	*	50.6	50.5	49.6
Superannuation	81.8	42.6	106.3	47.4	10.5	113.9	23.2	27.8	9.6	7.9	18.0	..	38.7	..	*	1,058.1	1,059.1	1,049.8
Children's education expenses	*	*	*	*	*	*	*	*	*	*	*	..	*	*	..	*	*	*
Sick leave	112.4	50.0	154.0	62.7	16.1	125.4	32.9	38.4	13.2	9.1	19.7	..	50.6	1,058.1	*	..	1,565.9	1,495.1
Annual leave	112.6	50.0	154.2	63.1	16.6	125.6	32.6	38.6	13.2	9.3	19.7	..	50.5	1,059.1	*	1,565.9	..	1,495.9
Long-service leave	110.3	49.5	149.4	62.0	16.0	124.6	31.9	37.4	12.8	8.9	18.7	..	49.6	1,049.8	*	1,495.1	1,495.9	..
NON-GOVERNMENT																		
Holiday expenses	..	14.5	49.5	17.9	15.2	23.5	25.7	19.2	9.0	10.1	20.2	7.3	3.8	65.0	*	99.4	100.6	83.8
Low-interest finance	14.5	..	32.0	11.9	*	22.1	17.0	28.9	6.4	10.7	23.6	11.2	*	69.2	*	85.4	85.7	81.8
Goods and services	49.5	32.0	..	53.3	36.7	109.7	125.0	49.3	35.7	29.5	64.3	30.7	15.4	309.3	6.0	779.2	786.6	582.5
Housing	17.9	11.9	53.3	..	72.3	73.3	44.4	32.9	12.6	11.8	23.3	14.1	*	65.9	9.3	114.7	119.8	74.9
Electricity	15.2	*	36.7	72.3	..	61.0	39.1	18.7	11.0	7.9	15.2	9.7	*	43.4	6.9	74.1	78.5	44.0
Telephone	23.5	22.1	109.7	73.3	61.0	..	190.8	45.8	49.5	48.5	116.2	35.7	8.1	216.1	10.0	313.1	319.0	235.6
Transport	25.7	17.0	125.0	44.4	39.1	190.8	..	38.6	47.6	42.1	126.1	29.8	8.1	203.3	7.1	338.2	345.4	241.6
Medical	19.2	28.9	49.3	32.9	18.7	45.8	38.6	..	20.6	22.8	30.8	17.6	3.8	99.2	7.9	135.5	136.5	117.5
Union dues	9.0	6.4	35.7	12.6	11.0	49.5	47.6	20.6	..	30.4	36.4	10.5	4.9	59.6	*	94.4	97.4	72.5
Club fees	10.1	10.7	29.5	11.8	7.9	48.5	42.1	22.8	30.4	..	42.2	9.0	*	48.5	5.0	67.1	67.3	53.9
Entertainment allowance	20.2	23.6	64.3	23.3	15.2	116.2	126.1	30.8	36.4	42.2	..	23.9	6.6	134.5	3.9	194.8	197.6	156.7
Shares	7.3	11.2	30.7	14.1	9.7	35.7	29.8	17.6	10.5	9.0	23.9	..	*	58.7	*	70.3	71.3	59.1
Study leave	3.8	*	15.4	*	*	8.1	8.1	3.8	4.9	*	6.6	..	..	19.5	*	41.0	40.9	32.5
Superannuation	65.0	69.2	309.3	65.9	43.4	216.1	203.3	99.2	59.6	48.5	134.5	58.7	19.5	..	7.2	1,072.9	1,082.5	999.5
Children's education expenses	*	*	6.0	9.3	6.9	10.0	7.1	7.9	*	5.0	3.9	*	*	7.2	..	10.5	10.7	6.0
Sick leave	99.4	85.4	779.2	114.7	74.1	313.1	338.2	135.5	94.4	67.1	194.8	70.3	41.0	1,072.9	10.5	..	2,890.7	2,090.6
Annual leave	100.6	85.7	786.6	119.8	78.5	319.0	345.4	136.5	97.4	67.3	197.6	71.3	40.9	1,082.5	10.7	2,890.7	..	2,105.3
Long-service leave	83.8	81.8	582.5	74.9	44.0	235.6	241.6	117.5	72.5	53.9	156.7	59.1	32.5	999.5	6.0	2,090.6	2,105.3	..

(a) See footnote (a) to Table 10.

TABLE 12. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED AND WHETHER MANUAL OR NON-MANUAL OCCUPATION, AUGUST 1985 ('000)

Benefit	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
MANUAL																		
Holiday expenses	..	3.5	32.1	15.6	12.5	8.7	9.1	8.5	*	*	*	*	*	65.4	*	96.7	97.2	90.8
Low-interest finance	3.5	..	10.1	*	*	*	*	3.5	*	*	*	*	*	14.8	*	20.8	21.2	19.6
Goods and services	32.1	10.1	..	39.4	25.7	46.6	39.7	20.4	12.2	4.9	5.7	9.9	5.2	189.6	*	444.0	448.8	343.2
Housing	15.6	*	39.4	..	52.6	38.2	17.7	14.5	4.3	*	3.5	5.6	*	49.8	3.6	90.2	93.0	64.1
Electricity	12.5	*	25.7	52.6	..	31.2	16.4	9.9	4.3	*	4.2	4.9	*	27.9	4.0	51.9	54.1	33.7
Telephone	8.7	*	46.6	38.2	31.2	..	41.2	9.6	12.0	5.1	12.9	7.7	*	99.2	*	138.3	139.3	108.3
Transport	9.1	*	39.7	17.7	16.4	41.2	..	7.0	11.0	4.6	11.8	7.3	*	43.6	*	86.9	88.4	56.2
Medical	8.5	3.5	20.4	14.5	9.9	9.6	7.0	..	6.0	3.5	*	4.8	*	38.4	*	54.8	56.0	50.1
Union dues	*	*	12.2	4.3	4.3	12.0	11.0	6.0	..	4.7	4.3	*	*	18.8	*	35.4	37.1	27.4
Club fees	*	*	4.9	*	*	5.1	4.6	3.5	4.7	..	*	*	*	5.6	*	9.6	9.4	7.3
Entertainment allowance	*	*	5.7	3.5	4.2	12.9	11.8	*	4.3	*	..	*	*	13.7	*	18.6	19.1	14.0
Shares	*	*	9.9	5.6	4.9	7.7	7.3	4.8	*	*	*	..	*	18.6	*	22.8	23.1	19.9
Study leave	*	*	5.2	*	*	*	*	*	*	*	*	*	..	10.0	*	20.1	20.3	18.4
Superannuation	65.4	14.8	189.6	49.8	27.9	99.2	43.6	38.4	18.8	5.6	13.7	18.6	10.0	..	*	890.5	855.7	
Children's education expenses	*	*	*	3.6	4.0	*	*	*	*	*	*	*	*	*	..	*	*	*
Sick leave	96.7	20.8	444.0	90.2	51.9	138.3	86.9	54.8	35.4	9.6	18.6	22.8	20.1	890.5	*	..	2,091.8	1,629.2
Annual leave	97.2	21.2	448.8	93.0	54.1	139.3	88.4	56.0	37.1	9.4	19.1	23.1	20.3	894.0	*	2,091.8	..	1,637.6
Long-service leave	90.8	19.6	343.2	64.1	33.7	108.3	56.2	50.1	27.4	7.3	14.0	19.9	18.4	855.7	*	1,629.2	1,637.6	..
NON-MANUAL																		
Holiday expenses	..	21.7	45.8	11.5	6.4	23.1	24.7	17.3	7.2	11.1	20.6	5.9	4.9	81.5	*	115.0	116.0	103.2
Low-interest finance	21.7	..	34.6	12.9	*	27.5	17.4	39.9	7.9	14.0	27.1	10.5	*	97.1	*	114.6	114.6	111.7
Goods and services	45.8	34.6	..	23.8	14.6	92.4	96.6	40.1	25.9	26.8	60.2	20.9	13.9	226.0	4.9	489.2	492.0	388.8
Housing	11.5	12.9	23.8	..	31.5	51.0	27.6	22.1	9.7	11.2	22.3	8.5	*	63.5	6.6	87.2	89.9	72.7
Electricity	6.4	*	14.6	31.5	..	33.2	22.8	9.7	7.1	5.6	11.4	4.8	*	26.0	3.7	38.3	41.0	26.2
Telephone	23.1	27.5	92.4	51.0	33.2	..	157.7	40.3	39.2	47.7	113.4	28.0	9.2	230.7	7.2	300.2	305.3	251.9
Transport	24.7	17.4	96.6	27.6	22.8	157.7	..	33.0	37.4	38.8	117.9	22.7	7.7	182.9	5.3	284.1	289.7	217.3
Medical	17.3	39.9	40.1	22.1	9.7	40.3	33.0	..	17.4	22.0	31.2	12.9	3.6	88.6	6.4	119.1	119.1	104.7
Union dues	7.2	7.9	25.9	9.7	7.1	39.2	37.4	17.4	..	26.4	33.2	7.7	4.9	50.3	*	72.2	73.4	58.0
Club fees	11.1	14.0	26.8	11.2	5.6	47.7	38.8	22.0	26.4	..	42.9	7.9	*	50.9	4.6	66.6	67.2	55.4
Entertainment allowance	20.6	27.1	60.2	22.3	11.4	113.4	117.9	31.2	33.2	42.9	..	21.3	6.2	138.8	3.5	195.9	198.1	161.4
Shares	5.9	10.5	20.9	8.5	4.8	28.0	22.7	12.9	7.7	7.9	21.3	..	*	40.3	*	47.8	48.4	39.4
Study leave	4.9	*	13.9	*	*	9.2	7.7	3.6	4.9	*	6.2	*	..	48.2	*	71.5	71.2	63.7
Superannuation	81.5	97.1	226.0	63.5	26.0	230.7	182.9	88.6	50.3	50.9	138.8	40.3	48.2	..	6.5	1,240.5	1,247.5	1,193.6
Children's education expenses	*	*	4.9	6.6	3.7	7.2	5.3	6.4	*	4.6	3.5	*	*	6.5	..	8.6	8.9	5.2
Sick leave	115.0	114.6	489.2	87.2	38.3	300.2	284.1	119.1	72.2	66.6	195.9	47.8	71.5	1,240.5	8.6	..	2,364.8	1,956.5
Annual leave	116.0	114.6	492.0	89.9	41.0	305.3	289.7	119.1	73.4	67.2	198.1	48.4	71.2	1,247.5	8.9	2,364.8	..	1,963.6
Long-service leave	103.2	111.7	388.8	72.7	26.2	251.9	217.3	104.7	58.0	55.4	161.4	39.4	63.7	1,193.6	5.2	1,956.5	1,963.6	..

(a) See footnote (a) to Table 10.

NOTE. Manual occupations comprised all farming, fishing and timbergetting, etc; all mining and quarrying, most transport and communication, all trades, production-process and labouring and most service, sport and recreation occupations. All other occupations were included as non-manual.

**TABLE 13. EMPLOYEES WHO RECEIVED A LOW-INTEREST FINANCE BENEFIT:
AGE AND PURPOSE AND SOURCE OF BENEFIT, AUGUST 1985**
(' 000)

Age group (years)	Purpose of benefit(a)			Source of benefit		Total
	To purchase or improve house or land	To purchase a motor vehicle	Other	Current employer	Other source(s)	
MALES						
15-24	*	6.9	*	9.5	*	11.2
25-34	28.2	11.7	3.9	34.9	4.8	39.7
35-44	23.1	4.5	*	25.8	*	28.5
45-54	13.4	*	*	13.7	*	15.7
55 and over	*	*	*	*	*	4.0
Total	70.8	26.8	10.7	87.2	11.9	99.1
FEMALES						
15-24	6.8	8.0	5.3	18.0	*	18.7
25-34	9.7	*	*	12.8	*	14.0
35 and over	4.5	*	*	6.1	*	6.5
Total	21.0	12.3	8.3	36.9	*	39.2
PERSONS						
15-19	*	*	*	*	*	3.7
20-24	9.4	12.2	6.7	24.6	*	26.2
25-34	37.8	14.9	5.7	47.7	6.0	53.7
35-44	26.0	5.3	3.7	29.7	*	32.8
45-54	14.6	*	*	15.1	*	17.2
55 and over	3.7	*	*	4.0	*	4.6
Total	91.7	39.1	19.0	124.1	14.2	138.3

(a) Employees who used the benefit(s) for more than one purpose are counted more than once. Hence totals obtained from this section of the table will exceed those shown under 'source of benefit'.

**TABLE 14. EMPLOYEES WHO RECEIVED AN ANNUAL LEAVE BENEFIT : AMOUNT OF ANNUAL LEAVE PROVIDED,
WHETHER CAN ACCRUE LEAVE AND OCCUPATION, AUGUST 1985**
(' 000)

Amount of annual leave provided (weeks) and whether can accrue leave	Occupation group								Total	
	Professional, executive and technical, etc.	Adminis- trative, managerial	Clerical	Sales	Farmers, fisher- persons and timbergetters, etc.	Miners and quarry workers	Transport and communica- tion	Trades and production- process workers and labourers, n.e.c.		Service, sport and recreation
Less than 4—										
Can accrue	11.1	4.5	14.6	4.2	*	*	*	21.9	6.4	66.0
Cannot accrue(a)	7.6	7.4	11.0	7.9	7.7	*	*	31.4	8.1	85.0
Total	18.6	11.9	25.6	12.1	9.5	*	4.8	53.3	14.5	151.0
4—										
Can accrue	312.1	200.1	639.1	172.9	47.9	9.4	86.5	692.9	103.2	2,264.0
Cannot accrue(a)	128.0	56.3	239.2	97.0	29.6	3.8	57.9	559.6	104.6	1,276.0
Total	440.1	256.3	878.2	269.9	77.5	13.2	144.4	1,252.5	207.7	3,540.0
5—										
Can accrue	29.7	7.6	23.6	*	*	7.6	33.6	51.3	27.8	184.1
Cannot accrue(a)	14.1	*	6.2	*	*	3.7	19.1	34.4	27.5	109.2
Total	43.8	10.2	29.8	*	*	11.2	52.6	85.7	55.3	293.3
6 and over—										
Can accrue	62.6	6.1	10.2	3.9	*	4.7	11.1	22.7	37.3	160.6
Cannot accrue(a)	255.2	7.2	20.7	7.2	5.3	*	10.7	44.5	56.3	410.3
Total	317.7	13.3	30.9	11.1	7.4	7.9	21.7	67.2	93.6	570.8
Total—										
Can accrue	415.5	218.2	687.5	182.9	52.8	21.9	132.5	788.8	174.6	2,674.7
Cannot accrue(a)	404.9	73.5	277.0	112.9	43.6	11.2	91.1	669.9	196.5	1,880.5
Total	820.3	291.7	964.5	295.7	96.4	33.1	223.6	1,458.7	371.1	4,555.2

(a) Includes persons who did not know whether they could accrue leave.

TABLE 15. ALL EMPLOYEES : SELECTED BENEFITS RECEIVED AND OCCUPATION,
AUGUST 1985
(' 000)

Type of benefit	Occupation group									Total
	Profession- al, technical, etc.	Adminis- trative, executive and managerial	Clerical	Sales	Farmers, fisher- persons and timber- getters, etc.	Miners and quarry workers	Transport and communica- tion	Trades and production- process workers and labourers, n.e.c.	Service, sport and recreation	
Total employees	941.0	318.1	1,133.6	467.6	149.4	33.5	259.3	1,628.4	582.1	5,513.0
Holiday expenses										
From current employer	19.6	16.1	53.2	8.6	*	*	32.2	52.9	11.2	198.6
From other source(s)	*	*	8.1	*	*	*	*	*	*	19.2
<i>Total</i>	<i>22.3</i>	<i>19.3</i>	<i>61.3</i>	<i>9.2</i>	<i>*</i>	<i>*</i>	<i>33.3</i>	<i>55.1</i>	<i>12.0</i>	<i>217.8</i>
Goods and services										
From current employer	78.2	86.2	186.8	194.9	38.6	5.5	46.6	329.7	74.8	1,041.3
From other source(s)	16.6	5.2	13.7	*	*	*	*	16.4	5.2	62.5
<i>Total</i>	<i>94.9</i>	<i>91.4</i>	<i>200.5</i>	<i>197.4</i>	<i>39.0</i>	<i>6.0</i>	<i>48.5</i>	<i>346.1</i>	<i>80.0</i>	<i>1,103.7</i>
Housing(a)										
Employee entitlement	28.5	10.5	9.8	*	27.0	6.1	6.8	27.4	11.3	129.0
Employer subsidy	7.6	4.4	4.2	*	*	*	*	5.9	*	28.6
Housing allowance	*	4.8	*	*	*	*	*	3.5	*	18.3
Rates	*	4.8	7.3	*	5.0	*	*	3.8	*	28.7
<i>Total</i>	<i>41.1</i>	<i>24.5</i>	<i>24.7</i>	<i>6.4</i>	<i>34.3</i>	<i>6.9</i>	<i>10.2</i>	<i>40.6</i>	<i>15.9</i>	<i>204.7</i>
Telephone(a)										
Rent paid or subsidised by employer	80.4	122.4	60.0	37.6	25.1	*	14.7	87.9	15.2	445.7
Calls paid or subsidised by employer	12.2	6.6	9.8	7.2	*	*	*	14.1	*	56.6
<i>Total</i>	<i>92.5</i>	<i>129.0</i>	<i>69.9</i>	<i>44.9</i>	<i>26.9</i>	<i>*</i>	<i>17.3</i>	<i>102.0</i>	<i>17.6</i>	<i>502.4</i>
Transport										
Vehicle only provided by employer	35.3	85.9	22.4	42.0	8.1	*	*	37.1	*	236.5
Expenses only paid for by employer	21.7	15.2	16.8	11.1	5.2	*	6.4	21.7	3.9	102.7
Vehicle and expenses provided	10.4	28.8	9.4	17.9	4.6	*	*	10.4	*	84.6
<i>Total</i>	<i>67.4</i>	<i>129.8</i>	<i>48.6</i>	<i>70.9</i>	<i>17.9</i>	<i>*</i>	<i>11.3</i>	<i>69.2</i>	<i>8.0</i>	<i>423.7</i>
Study leave										
Paid time off allowed by the employer—										
all time off required to be made up by the employee	4.1	*	*	*	*	*	*	*	*	8.4
all time off not required to be made up by the employee	28.8	5.6	24.6	*	*	*	*	11.8	*	79.4
Unpaid time off allowed by the employer	*	*	*	*	*	*	*	*	*	12.6
<i>Total</i>	<i>34.8</i>	<i>6.8</i>	<i>29.8</i>	<i>5.7</i>	<i>*</i>	<i>*</i>	<i>*</i>	<i>14.6</i>	<i>5.4</i>	<i>100.5</i>
Superannuation										
Males	328.9	177.5	227.1	71.3	26.7	23.2	108.5	600.5	84.1	1,647.8
Females	135.0	13.1	272.1	22.3	*	*	12.7	38.9	36.1	531.2
<i>Persons</i>	<i>463.9</i>	<i>190.6</i>	<i>499.2</i>	<i>93.6</i>	<i>27.5</i>	<i>23.3</i>	<i>121.2</i>	<i>639.4</i>	<i>120.2</i>	<i>2,179.0</i>
Aged 15-19 years	*	*	26.9	*	*	*	*	16.9	*	50.9
Aged 20-24 years	33.2	*	100.4	12.9	*	*	8.9	68.3	13.1	245.6
Aged 25-34 years	160.8	42.7	168.0	23.8	6.9	7.4	30.7	172.2	32.7	645.1
Aged 35-44 years	148.1	72.4	109.3	26.7	7.4	8.1	36.7	163.7	30.3	602.7
Aged 45-54 years	82.8	48.4	61.7	18.4	5.0	4.6	27.5	134.1	29.1	411.7
Aged 55-59 years	27.7	14.3	25.3	6.4	*	*	12.7	57.4	9.2	156.8
Aged 60 years and over	9.7	9.4	7.6	*	*	*	4.0	26.8	3.9	66.3

(a) Benefits in these groups are in a hierarchical order such that employees included under one benefit were not asked whether or not they also received the other benefit(s).

ADDITIONAL TABLES

The following is a list of additional tables of results from this survey which are available to users on request. These tables show a selection of estimates on an Australia-wide basis. Tables disaggregated by State/Territory and other tables may also be available. All tables are dissected by sex.

All employees (in main job)

Number of benefits—

- Marital status and region
- Birthplace and period of arrival (for persons born overseas)
- Industry and full-time or part-time status
- Occupation and full-time or part-time status
- Age and family status
- Age and weekly earnings in main job
- Age and occupation

Type of benefit—

- Marital status and region
- Number of benefits and age
- Industry, whether government or non-government employee and type of benefit (matrix)
- Occupation, whether government or non-government employee and type of benefit (matrix)
- Age and occupation
- Age, family status and weekly earnings in main job
- Age, full-time or part-time status, whether government or non-government employee and weekly earnings in main job
- Age and industry
- Birthplace and period of arrival (for persons born overseas)

Employees (in main job) who received a superannuation benefit

- Weekly earnings in main job, age and whether government or non-government employee
- Age, marital status, industry and hours worked in main job
- Family status and hours worked in main job

Employees (in main job) who received a low-interest finance benefit

- Source of finance benefit, purpose of finance benefit, industry and weekly earnings in main job
- Source of finance benefit, purpose of finance benefit and age

Employees (in main job) who received a goods and services benefit

- Source of goods and services benefit, industry, age and weekly earnings in main job

Employees (in main job) who received a housing benefit

- Type of housing benefit, occupation and weekly earnings in main job
- Type of housing benefit, family status and age

Employees (in main job) who received a transport benefit

- Type of transport benefit, family status and age

Employees (in main job) who received a study leave benefit

- Type of study leave benefit, occupation and age
- Type of study leave benefit, industry, age and whether government or non-government employee
- Type of study leave benefit, occupation, family status and age

TECHNICAL NOTE

Estimation procedure

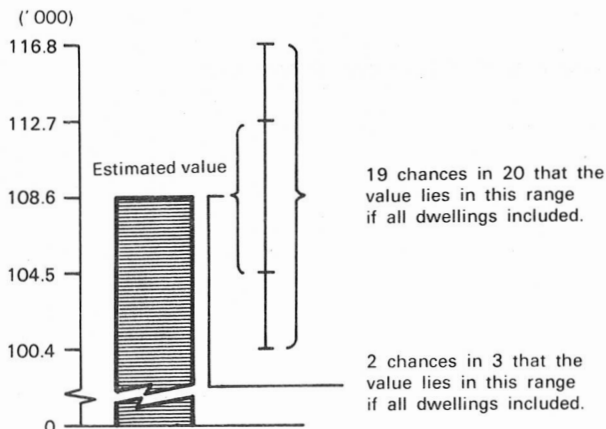
The estimates are derived from the population survey by use of a ratio estimation procedure which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age and sex, rather than to the corresponding distribution within the sample itself.

Reliability of the estimates

2. 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 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*, 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 figure 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.

3. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these figures will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

4. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 8 on page 12 shows the estimated number of males aged 25-34 years who received a telephone benefit is 108,600. Since this estimate is between 100,000 and 200,000, the standard error for Australia will be between 3,950 and 5,300 in the standard error table and can be approximated as 4,100 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 104,500 to 112,700 and about nineteen chances in twenty that the value will fall within the range 100,400 to 116,800. This example is illustrated in the following diagram.



5. As can be seen from the standard error table, *the smaller the estimate the higher is 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, estimates less than the lowest levels shown in the standard error table have not been published. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

6. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. The formula for the relative standard error (RSE) of a proportion is given below:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

7. Considering the example from paragraph 4 above, the 108,600 males represent 11.6 per cent of the 933,600 male employees aged 25-34 years in August 1985. The standard error of 933,600 is approximately 9,400 so the relative standard error is 1.0 per cent. The relative standard error for 108,600 is 3.8 per cent. Applying the above formula, the relative standard error of the proportion is $\sqrt{(3.8)^2 + (1.0)^2}$ or 3.7 per cent, giving a standard error for the proportion (11.6 per cent) of 0.4 percentage points. Therefore, there are about two chances in three that the proportion of male employees aged 25-34 years who had received a telephone benefit in August 1985 is between 11.2 per cent and 12.0 per cent and nineteen chances in twenty that the proportion is within the range 10.8 per cent to 12.4 per cent.

8. Published figures may also be used to estimate the difference between two survey estimates (of numbers or percentages). Such a figure is itself an estimate and is therefore subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE (x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics of sub-populations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

9. 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 the coding and processing of 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 only a sample.

STANDARD ERRORS OF ESTIMATES

Size of estimate	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia	
									—number—	Relative standard error (per cent)
1,000						250				
1,300						280		310		
1,500						300		330		
1,800				430		330	410	350		
2,000				460	480	340	430	370		
2,500				500	530	380	470	400		
3,000			690	550	580	410	500	430		
3,500			750	590	620	440	530	450	820	23.4
4,000	950	960	800	620	660	460	560	470	880	21.9
4,500	1,000	1,000	840	650	690	480	590	500	930	20.7
5,000	1,050	1,050	880	690	720	500	610	510	980	19.6
6,000	1,150	1,150	960	740	780	540	650	550	1,100	17.9
10,000	1,450	1,450	1,200	920	970	660	790	650	1,400	13.9
20,000	2,000	1,950	1,650	1,200	1,300	860	1,050	810	1,950	9.7
50,000	2,900	2,850	2,350	1,700	1,800	1,150	1,450	1,050	2,950	5.9
100,000	3,850	3,700	3,050	2,200	2,300	1,450		1,250	3,950	4.0
200,000	5,100	4,750	3,950	2,750	2,950	1,750			5,300	2.6
300,000	5,900	5,500	4,500	3,100	3,350				6,200	2.1
500,000	7,200	6,500	5,300	3,650	3,900				7,500	1.5
1,000,000	9,200	8,100	6,600						9,700	1.0
2,000,000	11,600	9,900							12,300	0.6
5,000,000									16,500	0.3
10,000,000									20,300	0.2

— Estimates below the levels indicated have not been published, see paragraph 5 above.

