



**AUSTRALIAN BUREAU OF STATISTICS**

**CANBERRA**

**DISTRIBUTION AND COMPOSITION  
OF EMPLOYEE EARNINGS AND  
HOURS—AUSTRALIA**

**MAY 1985**

**CATALOGUE NO. 6306.0**



**EMBARGOED UNTIL 11.30 A.M. 16 MAY 1986**

**DISTRIBUTION AND COMPOSITION OF EMPLOYEE  
EARNINGS AND HOURS, AUSTRALIA  
MAY 1985**

**IAN CASTLES  
Australian Statistician**

**AUSTRALIAN BUREAU OF STATISTICS**

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**(P)**

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## EXPLANATORY NOTES

### Introduction

This publication contains results of a sample survey conducted in May 1985. The survey is designed to provide statistics of the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Preliminary estimates were published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1985, Preliminary (6305.0) on 19 December 1985*.

3. The estimates contained in this publication are obtained from a sample selected from the ABS register of businesses.

### Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses who are not paid a salary;
- (i) self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 8,900 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, government/private, industry and size of employment and a simple random sample selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 68,000 employees are obtained in the survey.

7. Although the sample is not designed to provide estimates of numbers of employees, it is estimated that 2,974,300 male and 2,028,600 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

### Definitions

8. *Reference period* for the survey refers to the last pay period ending on or before 17 May 1985.

9. *Employees* refers to all wage and salary earners (as defined in paragraph 4) who receive pay for any part of the reference period.

10. *Sector*. Government sector includes local government authorities, and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

11. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

12. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. Junior employees are all other employees.

13. *Managerial employees* are managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

14. *Award pay or base rate of pay* refers to the award pay or rate of pay for ordinary time hours paid for and includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award.

15. *Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

16. *Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

17. *Other pay* refers to ordinary time earnings not included in award or base rate of pay, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

18. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

19. *Weekly overtime earnings* refers to that part of weekly total earnings for hours paid for in excess of award, standard or agreed hours of work.

20. *Weekly total earnings* is equal to weekly ordinary time earnings plus weekly overtime earnings.

21. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

22. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

23. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

24. *Mean (or average) earnings or hours* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

25. *Median earnings or hours* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

#### Classification of industry and occupation

26. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1-The Classification (1201.0)*. The following table shows details of the ASIC industries used in the survey. Occupation is classified according to the *Classification and Classified List of Occupations (CCLO), Australia, Revised June 1981 (1206.0)*.

<i>ASIC code</i>			
<i>Division</i>	<i>Sub-division</i>	<i>Title</i>	<i>Abbreviated description used</i>
B		Mining	
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, paper products, printing, etc.
	27	Chemical, petroleum and coal products	
		Metal products, machinery and equipment—	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other manufacturing(a)	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G		Transport and storage	
H		Communication	
I		Finance, property and business services	
J		Public administration and defence(b)	Public administration, etc.
K		Community services	
L		Recreation, personal and other services(c)	
		Total	Other industries

(a) Includes wood, wood products and furniture (subdivision 25), glass, clay and other non-metallic mineral products (subdivision 28), leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A (Agriculture, Forestry, Fishing and Hunting) is excluded from the scope of the survey.



### Comparability of results

27. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from the 1983 and 1985 surveys are not strictly comparable with surveys conducted between 1974 and 1981. In addition, care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0) as a different sample design and survey methodology are used.

28. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

29. Although considerable care is taken in questionnaire design, in the instructions given to employers on how to select samples of their employees, in editing the survey returns and in relating the figures to comparable statistics from the quarterly survey of Average Weekly Earnings, the results of this survey are ultimately dependent on the details supplied by selected employers relating to the sample of employees selected by them. Whilst selected employers were provided with precise instructions on the method to use in selecting a sample of employees, it is still possible that some groups of employees may be either under or over represented in the sample.

### Reliability of the estimates

30. Since the estimates are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ by chance from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical note on page 30.

### Related publications

31. Users may also wish to refer to the following publications which are available on request:

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, May 1985, Preliminary* (6305.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, May 1983* (6306.0)

*Average Weekly Earnings, Australia (Preliminary)* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

*Average Earnings and Hours of Employees, Australia* (6304.0)—issued annually

*Weekly Earnings of Employees (Distribution), Australia, August (Preliminary)* (6309.0) and final publication (6310.0), containing results of household surveys conducted annually

*Overtime, Australia* (6330.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

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

32. 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.

### Unpublished statistics

33. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer print-out, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

### Statistics on VIATEL

34. Selected economic, social and demographic statistics are available on VIATEL \*656#.

### Symbols and other usages

- \* subject to sampling variability too high for most practical uses. (See paragraph 30)
- .. not applicable
- n.e.c. not elsewhere classified

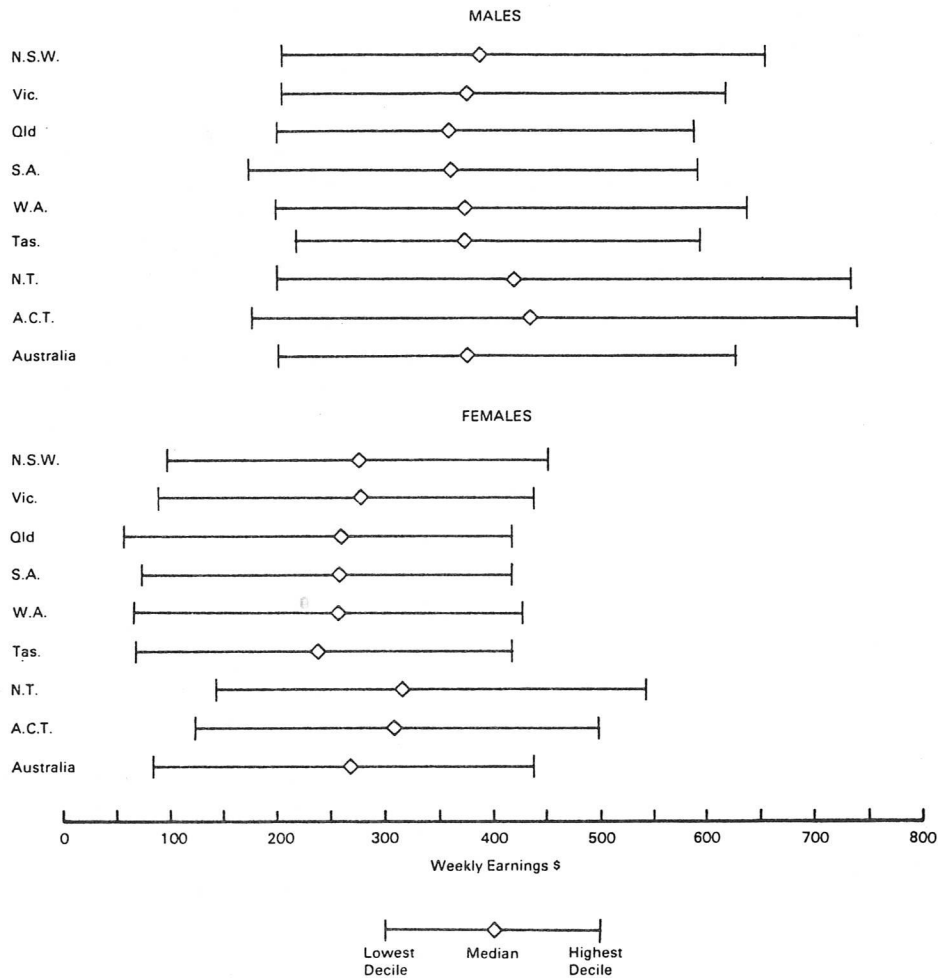
35. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

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

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## SUMMARY OF FINDINGS

## ALL EMPLOYEES

DIAGRAM 1. DISTRIBUTION OF EMPLOYEE EARNINGS: AUSTRALIA AND STATES, MAY 1985  
(Source: Table 1)

The median is the central point of the earnings distribution, i.e. half of the population earn less than the median and half of the population earn more. A decile is a ten percentage point on the distribution. Ten percent of the population earn less than the lowest decile, and ten percent of the population earn more than the highest decile. Mean earnings is the average earnings over the whole population, i.e. the total earnings of the population divided by the number of members in the population.

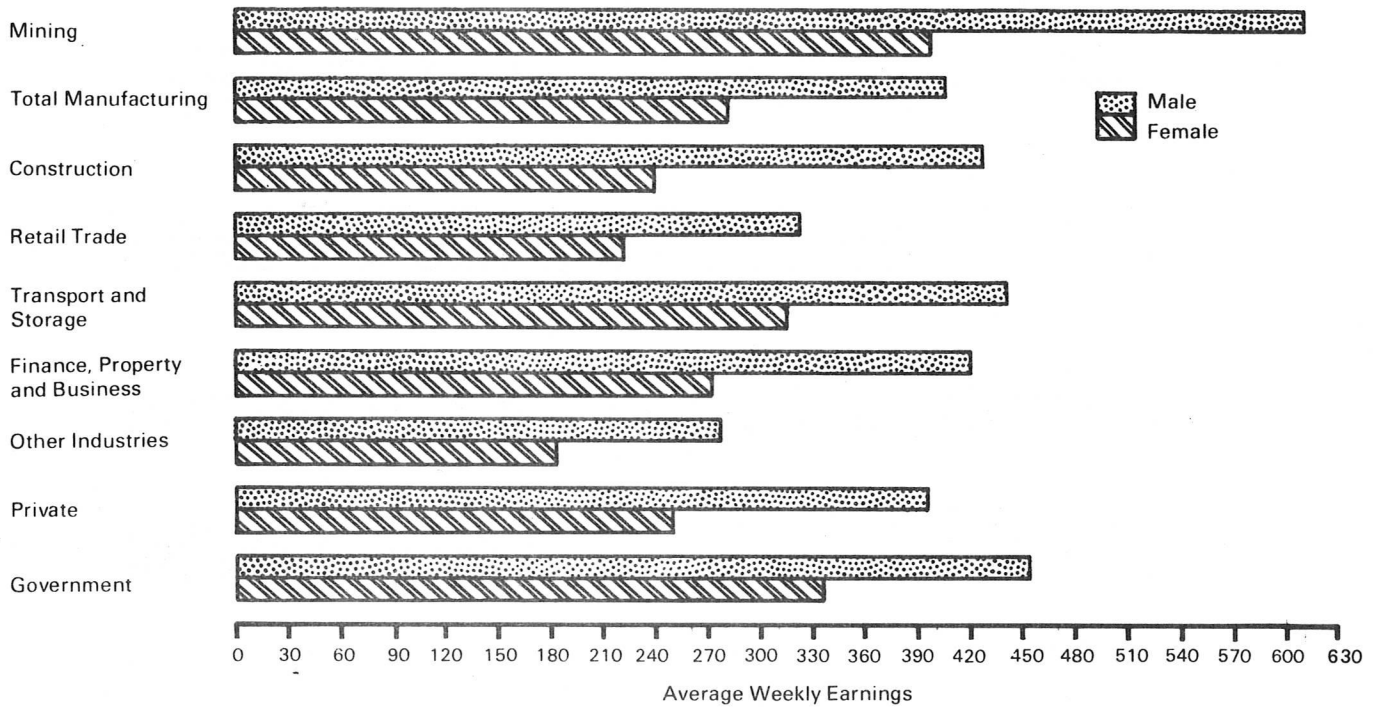
In May 1985 median weekly earnings for male employees were estimated to be \$374.90. Male employees in the ACT had the highest median earnings (\$433.90) and male employees in Queensland had the lowest median earnings (\$356.40).

Median weekly earnings for female employees were estimated to be \$269.20. Female employees in the Northern Territory had the highest median earnings (\$315.50) and female employees in Tasmania had the lowest median earnings (\$236.20).

		<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Australia</i>
Males	Median	384.50	374.50	356.40	359.80	373.60	372.30	418.50	433.90	374.90
	Mean	414.80	397.80	379.90	379.50	404.70	391.40	446.90	454.10	401.50
Females	Median	274.10	276.30	257.80	256.60	255.30	236.20	315.50	309.60	269.20
	Mean	272.60	269.40	246.00	250.50	247.70	236.20	328.70	310.20	263.90

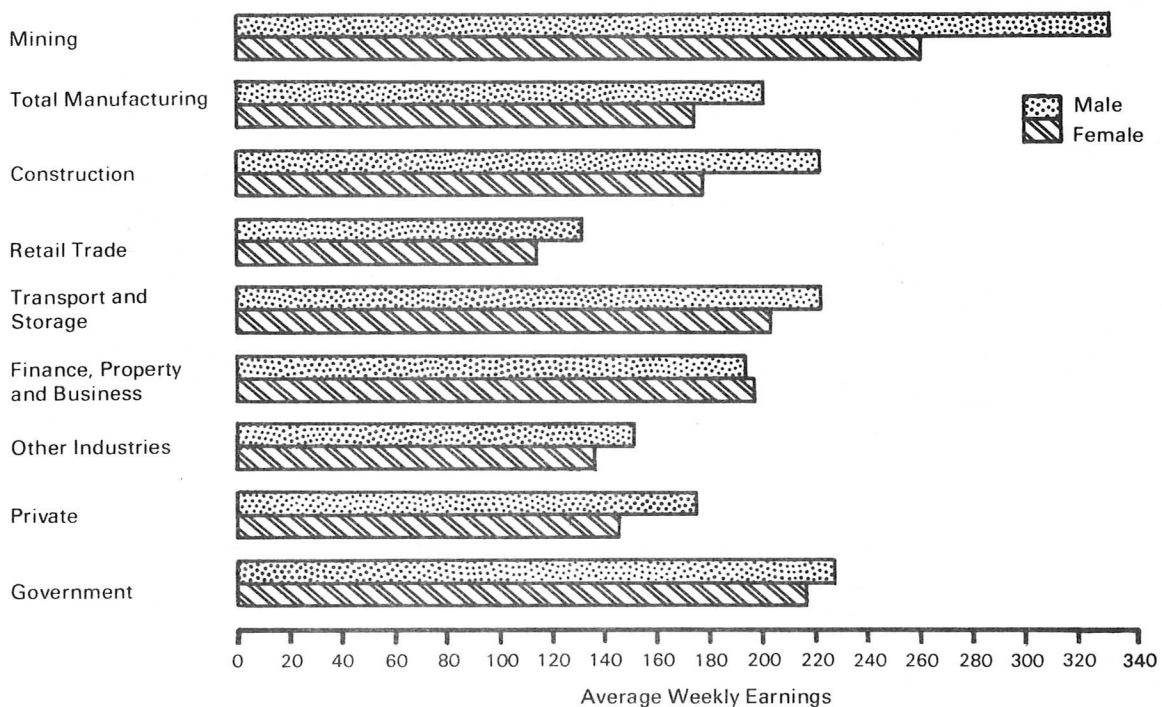
The mean can be higher or lower than the median, depending on the shape of the distribution. If the distribution has a long upper tail, with the distance from the median to the highest decile greater than the distance from the median to the lowest decile then the mean will occur above the median. This is generally the case for males. However, for females, the mean generally occurs below the median.

**DIAGRAM 2. AVERAGE WEEKLY EARNINGS: ALL EMPLOYEES BY INDUSTRY AND PRIVATE/GOVERNMENT, MAY 1985**  
**ADULTS**  
 (Source: Table 3)



For adult male employees in the private sector average weekly earnings were \$398.20 or 87.3% of the \$456.00 average weekly earnings of adult males employed in the Government sector. Average weekly earnings of females in the private sector were 74.5% of their counterparts in the Government sector. The differences are largely explained by the different occupational distributions in the two sectors. For adult males and adult females, average weekly earnings were highest in the mining industry and lowest in the retail industry.

**DIAGRAM 3. AVERAGE WEEKLY EARNINGS: ALL EMPLOYEES BY INDUSTRY AND PRIVATE/GOVERNMENT, MAY 1985**  
**JUNIORS**  
 (Source: Table 3)



As with adults, the average weekly earnings of juniors were highest in the mining and lowest in the retail industry.

FULL-TIME NON-MANAGERIAL EMPLOYEES

DIAGRAM 4. COMPOSITION OF AVERAGE WEEKLY EARNINGS, MAY 1983 AND MAY 1985  
(Source: Table 10)

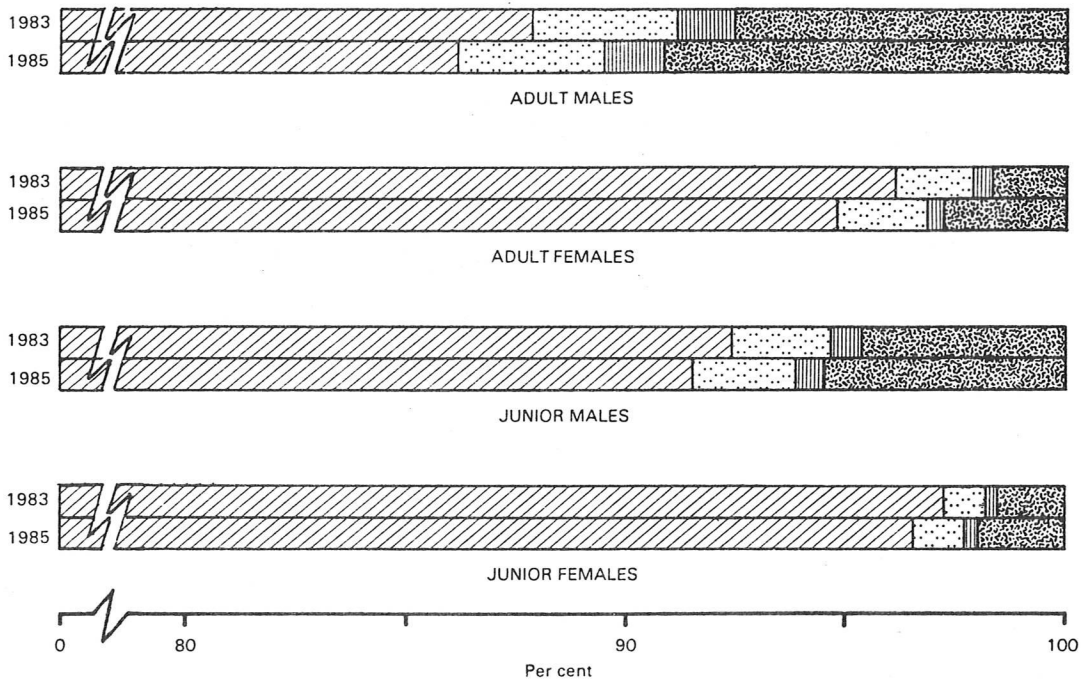
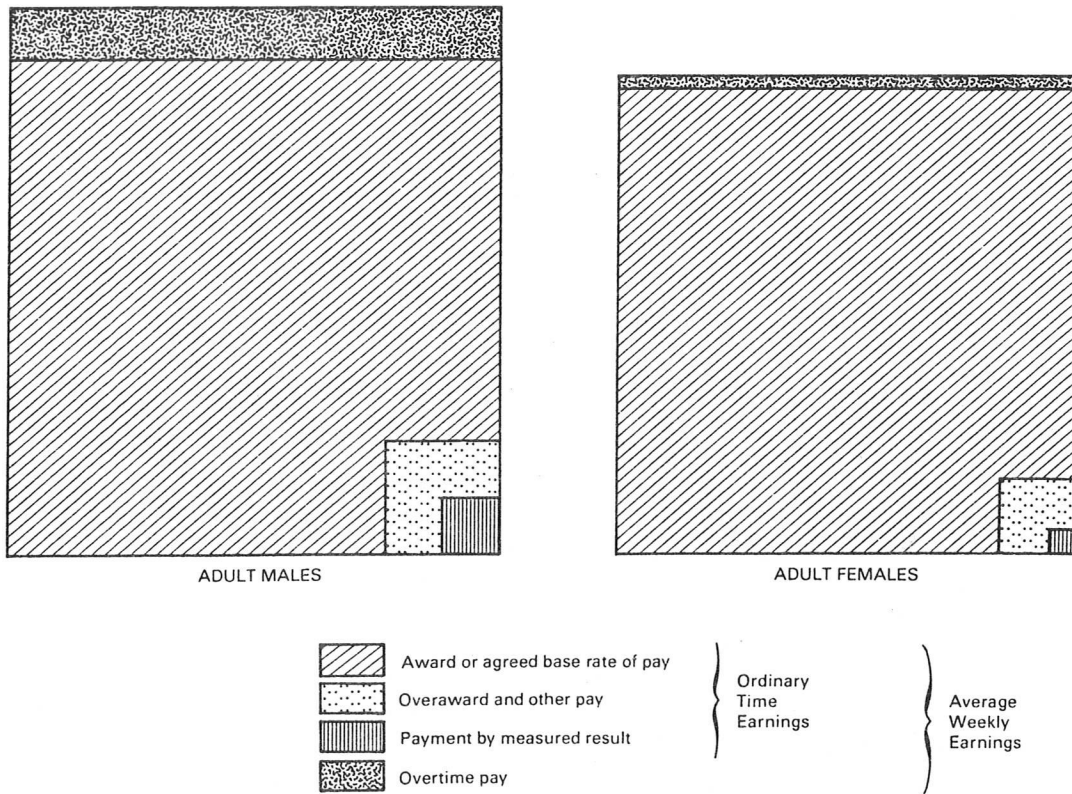


DIAGRAM 5. COMPOSITION OF AVERAGE WEEKLY EARNINGS, MAY 1985  
(Source: Table 10)



For full-time non-managerial adult males, overaward and other pay was 3.7% of ordinary time earnings (i.e. \$13.80/ (\$356.80 + \$13.80 + \$5.30)), compared to 3.6% in May 1983. For full-time non-managerial adult females, overaward and other pay was 2.2% of ordinary time earnings, compared to 1.8% in May 1983.

DIAGRAM 6. DISTRIBUTION OF WEEKLY EARNINGS, MAY 1985  
ADULT EMPLOYEES IN THE PRIVATE SECTOR  
(Source: Table 5)

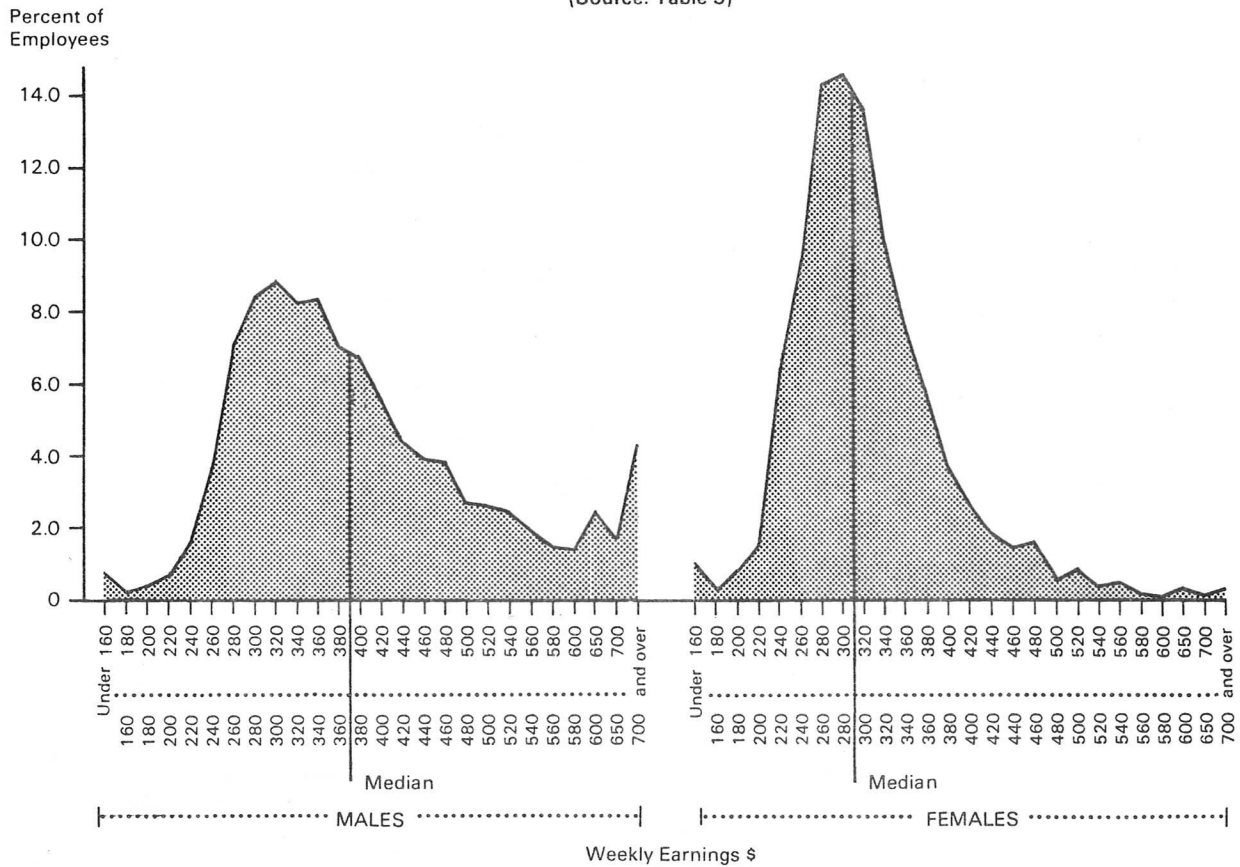
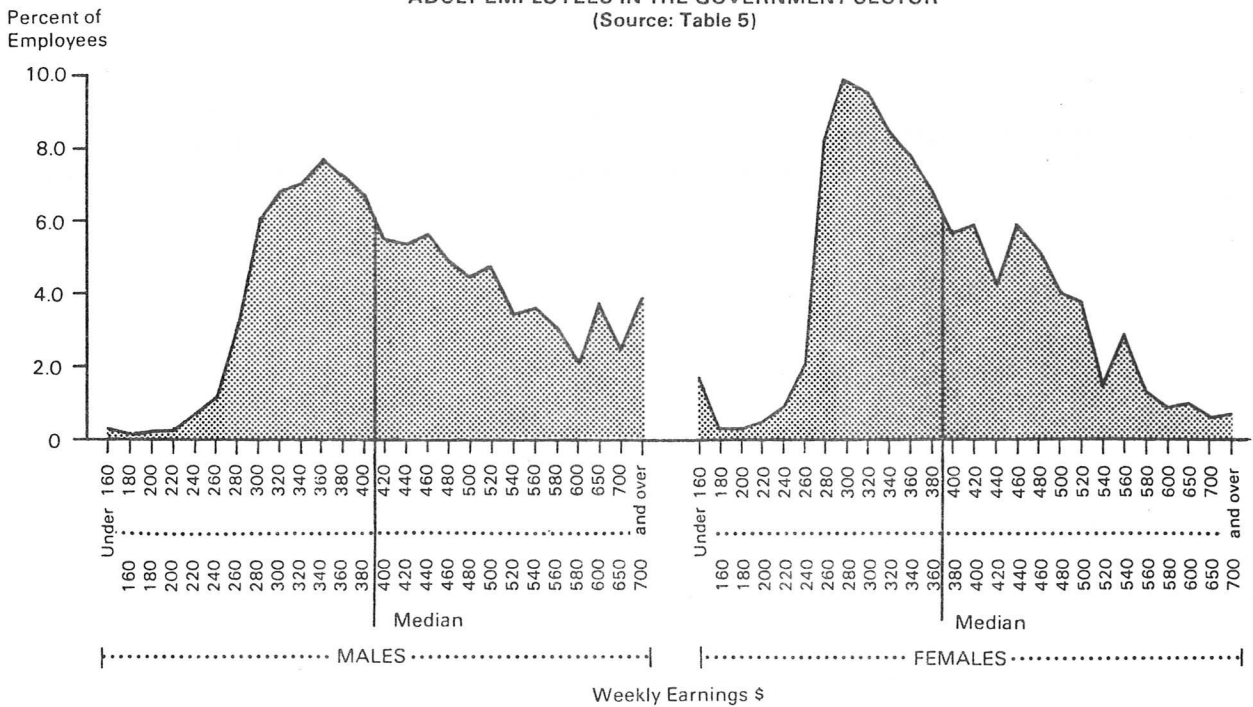
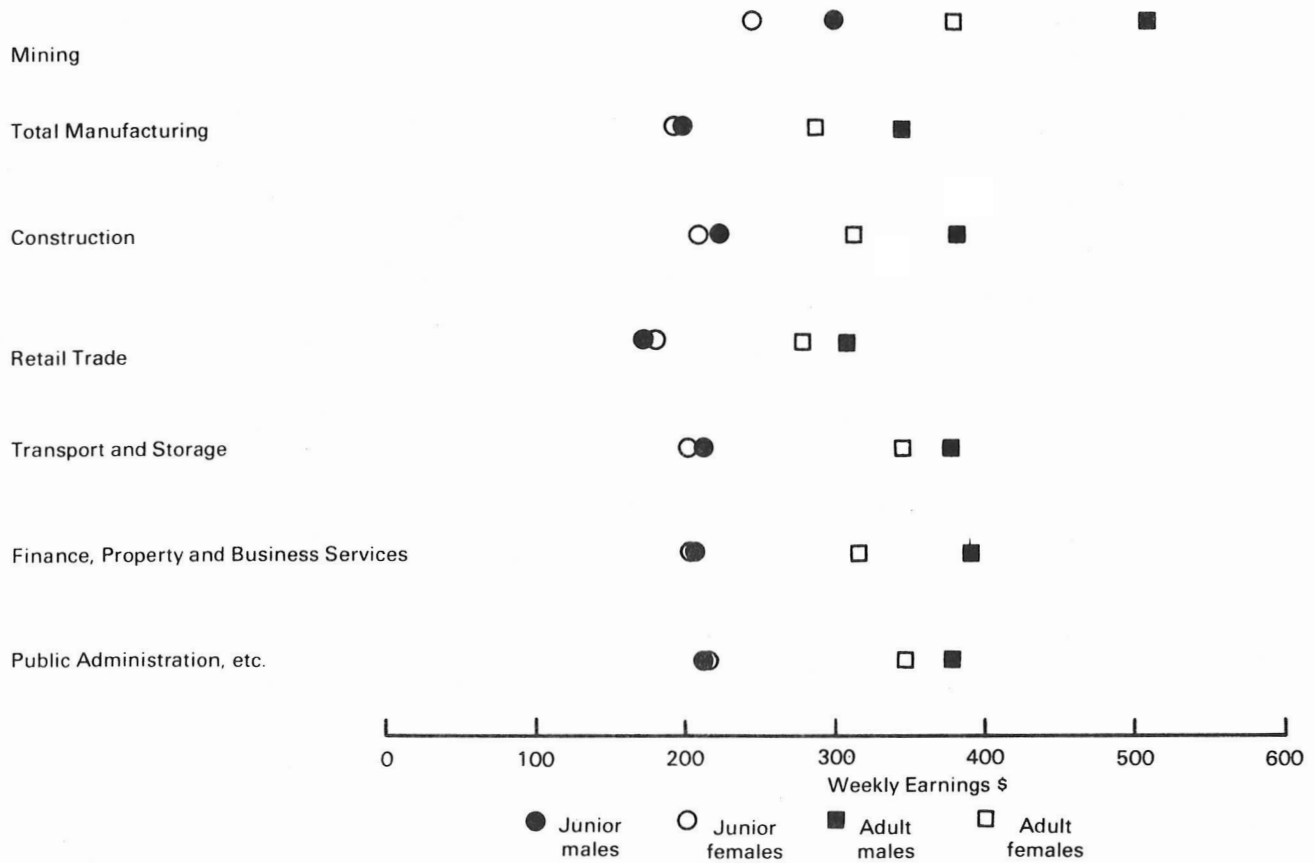


DIAGRAM 7. DISTRIBUTION OF EARNINGS, MAY 1985  
ADULT EMPLOYEES IN THE GOVERNMENT SECTOR  
(Source: Table 5)



By comparing the government and private earnings distributions it can be seen that the private distributions are more sharply peaked for both males and females. The government distributions fall away much more gradually towards the higher end of the distribution displaying a more uniform distribution of earnings for the government sector, and resulting in higher median and mean earnings for both males and females.

DIAGRAM 8. AVERAGE WEEKLY ORDINARY TIME EARNINGS BY INDUSTRY, MAY 1985  
(Source : Table 9)



For full-time non-managerial employees, diagram 8 shows that junior males in the mining industry had a higher average weekly earnings than adult females in either total manufacturing or retail trade. Mining industry employees were the highest paid.

DIAGRAM 9. DISTRIBUTION OF TOTAL WEEKLY HOURS PAID FOR FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES, MAY 1985  
(Source : Table 8)

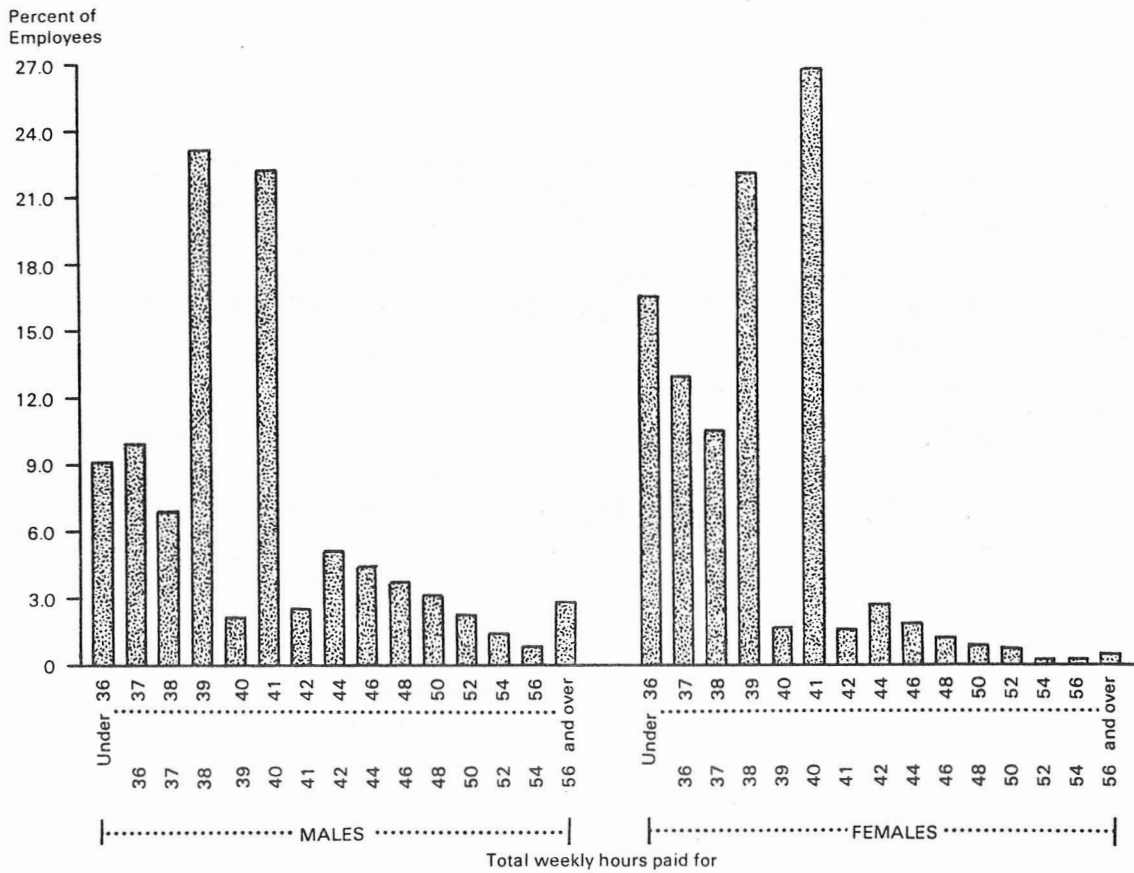
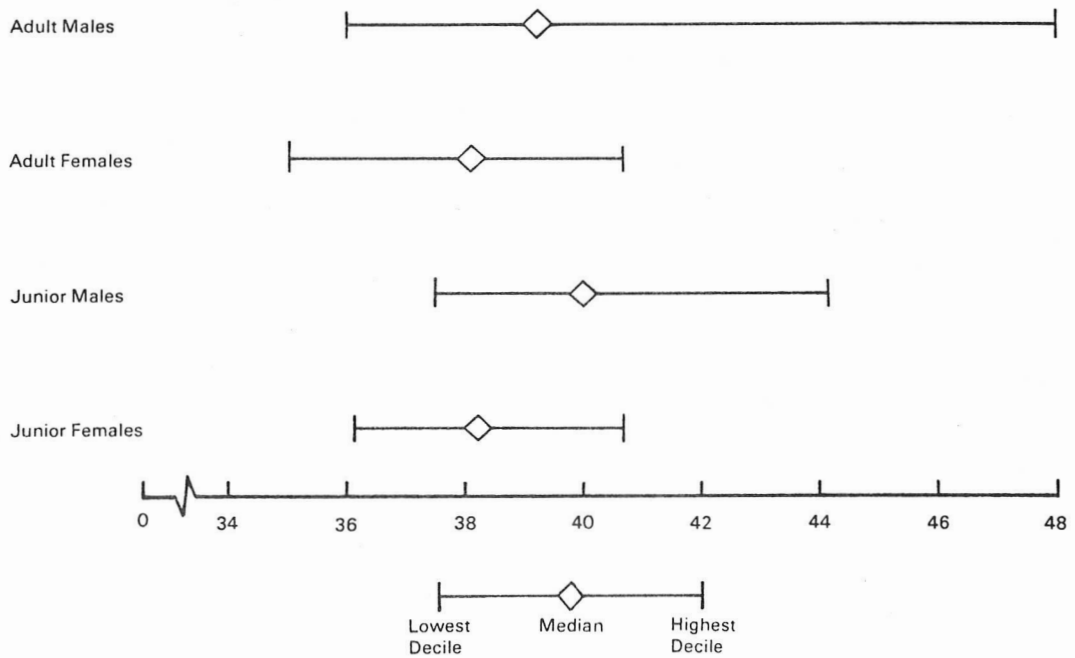


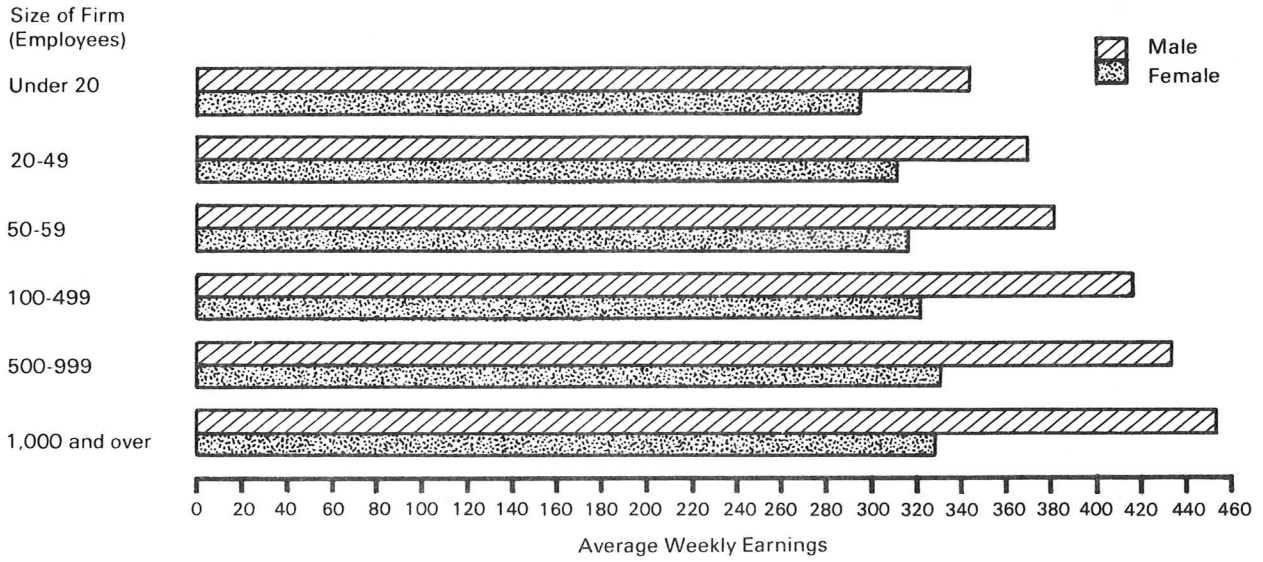
DIAGRAM 10. DISTRIBUTION OF TOTAL WEEKLY HOURS PAID FOR FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES, MAY 1985  
(Source : Table 8)



For full-time non-managerial adult males the median total weekly hours paid for was 39.3 hours, 38.1 hours for adult females, 40.0 hours for junior males and 38.2 hours for junior females.

FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES IN THE PRIVATE SECTOR

DIAGRAM 11. AVERAGE WEEKLY EARNINGS CLASSIFIED BY SIZE OF FIRM, MAY 1985  
(Source: Table 17)





## TABLES OF ALL EMPLOYEES

TABLE I. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY EARNINGS, STATES, MAY 1985

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Australia(a)</i>
MALES							
—per cent of employees—							
Weekly earnings (\$)—							
Under 60	1.6	1.6	3.0	2.9	2.2		2.0
60 and under 80	1.6	1.5	2.2	4.2	1.9		0.8
80 " 100	0.9	2.3	2.8	3.1	2.3	10.2	0.8
100 " 120	1.3	1.6	2.4	3.5	2.5		0.9
120 " 140	1.6	2.3	1.8	4.8	2.8		1.3
140 " 160	1.3	1.5	1.6	4.9	5.5		1.6
160 " 180	1.3	2.3	2.4	6.2	6.3		1.1
180 " 200	1.3	2.3	1.6	6.2	5.5		1.4
200 " 220	1.7	1.5	1.8	6.7	5.3	9.8	1.6
220 " 240	1.5	2.1	2.9	4.9	6.4		1.7
240 " 260	2.4	3.4	2.9	6.2	6.5		2.9
260 " 280	3.7	4.9	5.9	7.6	5.5	13.3	4.7
280 " 300	5.4	5.7	7.6	6.2	5.3		5.8
300 " 320	6.0	6.9	7.3	6.7	5.3	12.6	6.5
320 " 340	6.0	6.0	6.8	6.2	6.4		6.1
340 " 360	6.6	6.1	6.4	7.6	6.5	11.5	6.4
360 " 380	6.0	5.8	6.0	5.3	3.7		5.6
380 " 400	5.1	5.6	5.5	5.0	5.3	9.5	5.3
400 " 420	4.8	5.0	4.9	5.9	4.1		4.9
420 " 440	3.8	4.1	3.9	4.1	4.2	12.1	4.0
440 " 460	4.0	3.9	3.9	4.0	3.9		3.9
460 " 480	3.7	3.4	3.3	3.3	3.6	10.2	3.6
480 " 500	3.4	2.9	2.2	3.4	2.8		3.0
500 " 520	3.0	3.9	3.0	5.2	3.2		3.2
520 " 540	2.7	2.4	2.5	3.4	2.9	10.2	2.6
540 " 560	2.7	2.5	3.4	4.1	4.3		2.3
560 " 580	2.0	2.3	3.9	4.1	5.2		2.1
580 " 600	1.9	1.6	3.1	3.0	4.0		1.7
600 " 650	3.8	3.4	3.6	4.1	5.4	10.6	3.5
650 " 700	2.9	2.4	3.1	3.2	4.0		2.5
700 " 750	2.0	1.4	3.6	3.0	5.4		1.7
750 " 800	1.5	3.6	3.6	3.0	5.4		1.3
800 and over	3.8						3.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—							
Total employees	1,026.1	802.5	449.5	259.5	262.9	79.2	2,974.3
—dollars—							
Median earnings	384.50	374.50	356.40	359.80	373.60	372.30	374.90
Mean earnings	414.80	397.80	379.90	379.50	404.70	391.40	401.50

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 1. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY EARNINGS, STATES, MAY 1985—(continued)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(a)
FEMALES							
—per cent of employees—							
Weekly earnings (\$)—							
Under 60	5.7	6.0	10.1	7.0	8.0	} 13.5	6.8
60 and under 80	2.7	2.5	2.4	} 8.3	4.5		} 11.8
80 " 100	2.1	2.8	3.0		} 6.8	4.0	
100 " 120	3.1	3.4	2.9	} 5.4		} 8.3	} 15.2
120 " 140	3.8	3.3	4.0		} 4.2		
140 " 160	4.2	3.6	4.9	} 4.3		} 4.4	} 15.6
160 " 180	3.5	4.2	4.3		} 4.6		
180 " 200	4.5	3.1	4.8	} 4.9		} 5.6	} 15.2
200 " 220	4.2	4.5	4.6		} 7.3		
220 " 240	4.2	6.2	3.8	} 8.9		} 6.9	} 15.6
240 " 260	5.9	5.6	5.8		} 6.7		
260 " 280	8.9	5.4	9.9	} 4.6		} 5.6	} 15.6
280 " 300	7.4	8.3	7.6		} 6.0		
300 " 320	7.3	8.2	6.7	} 4.0		} 5.1	} 15.6
320 " 340	5.3	6.3	5.0		} 5.1		
340 " 360	4.6	5.5	3.7	} 6.3		} 4.1	} 15.6
360 " 380	4.2	3.9	} 6.6		} 5.1		
380 " 400	3.1	2.7		} 6.1		} 6.3	} 6.9
400 " 420	2.9	3.0	} 6.1		} 6.3		
420 " 440	1.7	2.0		} 6.1		} 6.3	} 6.9
440 " 460	1.5	2.0	} 6.1		} 6.3		
460 " 480	2.5	1.2		} 6.1		} 6.3	} 6.9
480 " 500	1.3	1.5	} 6.1		} 6.3		
500 " 550	2.8	2.4		} 3.7		} 6.0	} 5.0
550 " 600	} 2.6	} 2.4	} 3.7		} 6.0		
600 and over				2.6		2.4	3.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—							
Total employees	684.2	553.1	298.6	185.9	182.4	59.4	2,028.6
—dollars—							
Median earnings	274.10	276.30	257.80	256.60	255.30	236.20	269.20
Mean earnings	272.60	269.40	246.00	250.50	247.70	236.20	263.90

(a) Includes the Northern Territory and the Australian Capital Territory.

**TABLE 2. COMPOSITION OF AVERAGE WEEKLY EARNINGS : ALL EMPLOYEES,  
STATES AND TERRITORIES, MAY 1985**  
( $\$$ )

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>MALES</b>									
Overtime	31.70	27.60	24.40	24.70	28.50	21.90	48.50	20.40	28.30
Ordinary time -									
Award or agreed base rate of pay(a)	362.90	353.50	341.00	343.60	362.80	362.20	384.10	428.50	357.00
Payment by measured result(a)	6.80	*	3.70	*	*	*	*	*	4.10
Overaward and other pay(a)	13.50	14.40	10.80	8.30	10.20	5.50	*	*	12.20
<b>Total</b>	<b>414.80</b>	<b>397.80</b>	<b>379.90</b>	<b>379.50</b>	<b>404.70</b>	<b>391.40</b>	<b>446.90</b>	<b>454.10</b>	<b>401.50</b>
<b>FEMALES</b>									
Overtime	6.50	7.10	4.00	*	5.60	*	*	*	6.10
Ordinary time -									
Award or agreed base rate of pay(a)	259.50	255.70	237.30	241.00	238.50	229.10	309.00	301.60	252.10
Payment by measured result(a)	*	*	*	*	*	*	0.00	*	0.60
Overaward and other pay(a)	6.00	5.90	4.10	3.30	3.20	*	6.90	*	5.00
<b>Total</b>	<b>272.60</b>	<b>269.40</b>	<b>246.00</b>	<b>250.50</b>	<b>247.70</b>	<b>236.20</b>	<b>328.30</b>	<b>310.20</b>	<b>263.90</b>

(a) For definitions see the Explanatory notes.

**TABLE 3. AVERAGE WEEKLY EARNINGS : ALL EMPLOYEES, INDUSTRIES AND  
PRIVATE/GOVERNMENT, MAY 1985**  
( $\$$ )

<i>Industry/Sector</i>	<i>Adults</i>			<i>Juniors</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	614.90	398.90	594.70	332.50	261.20	314.70
Manufacturing -						
Food, beverages and tobacco	395.40	279.30	363.20	211.10	145.80	187.70
Textiles; clothing and footwear	355.50	263.30	298.40	184.20	172.10	176.00
Paper, paper products, printing, etc.	430.10	288.70	393.20	201.40	161.30	184.40
Chemical, petroleum and coal products	468.80	326.30	427.50	177.40	176.00	176.70
Metal products, machinery and equipment						
Basic metal products	471.40	360.00	463.30	258.00	198.40	253.10
Fabricated metal products; other machinery, etc.	398.40	283.50	374.50	208.40	209.90	208.70
Transport equipment	413.50	301.30	397.30	220.50	212.90	219.80
<i>Total metal products, etc.</i>	<i>417.80</i>	<i>294.30</i>	<i>397.40</i>	<i>217.70</i>	<i>209.60</i>	<i>216.50</i>
Other manufacturing	381.90	268.70	358.40	178.10	222.70	184.50
<i>Total manufacturing</i>	<i>409.30</i>	<i>282.90</i>	<i>378.10</i>	<i>203.90</i>	<i>179.20</i>	<i>197.10</i>
Electricity, gas and water	461.30	347.20	451.00	253.70	234.10	248.70
Construction	428.40	240.20	398.20	221.80	179.70	218.90
Wholesale trade	395.20	284.60	362.60	195.00	189.20	192.30
Retail trade	325.10	219.90	274.50	136.50	116.30	124.30
Transport and storage	442.40	316.50	423.00	221.80	204.70	216.10
Communication	426.40	346.70	408.40	237.60	241.30	238.80
Finance, property and business services	422.80	270.70	346.60	197.00	199.80	198.90
Public administration, etc.	440.00	321.80	401.80	217.10	214.90	215.70
Community services	464.00	313.20	370.40	198.00	193.60	194.60
Other industries	279.20	183.70	224.10	146.40	136.60	139.80
<b>Total all industries</b>	<b>419.30</b>	<b>279.80</b>	<b>364.80</b>	<b>183.10</b>	<b>157.00</b>	<b>169.00</b>
<b>Private</b>	<b>398.20</b>	<b>251.60</b>	<b>338.80</b>	<b>175.70</b>	<b>146.70</b>	<b>160.10</b>
<b>Government</b>	<b>456.00</b>	<b>337.60</b>	<b>412.20</b>	<b>228.90</b>	<b>218.20</b>	<b>223.00</b>

TABLE 4. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS OF ALL EMPLOYEES  
IN MAJOR AND MINOR OCCUPATION GROUPS, MAY 1985

Code No. (CCLO) Occupation group(a)	Weekly earnings (\$)		
	Ordinary time	Total(b)	
ADULT MALES			
001-091	<i>Professional, technical and related workers</i>	498.20	511.60
001-011	Architects, engineers and surveyors	599.20	609.40
012-016	Chemists, physicists, geologists, etc.	577.20	590.50
017-020	Biologists, vets, agronomists, etc.	571.90	575.90
021-022	Medical practitioners and dentists	661.00	716.50
023-027	Nurses, incl. probationers and trainees	356.20	369.50
028-037	Professional medical workers, n.e.c.	451.00	470.50
038-052	Teachers	507.70	512.30
059-060	Clergy and related workers	299.50	299.50
062-065	Artists, entertainers, writers, etc.	417.20	431.80
066-078	Draftsmen and technicians, n.e.c.	436.30	462.00
079-091	Other professional and technical workers	483.60	492.30
100-119	<i>Administrative, executive and managerial workers</i>	532.20	535.30
100-109	Administrative and executive government workers	519.50	538.10
110-119	Employers, directors, managers, etc.	533.00	535.10
150-155	<i>Clerical workers</i>	400.50	414.90
150	Book-keepers and cashiers	374.40	383.60
152-155	Other clerical workers	402.70	417.70
200-211	<i>Sales workers</i>	332.40	340.20
200-201	Insurance, real estate salesmen, auctioneers and valuers	451.40	452.60
202	Commercial travellers and manufacturers agents	391.40	392.40
203-211	Retail and wholesale trade salesmen and assistants	298.60	309.20
300-337	<i>Farmers, fishermen, hunters, timbergetters and related workers</i>	283.30	298.60
317-331	Farm workers, incl. farm foremen	280.60	299.30
400-414	<i>Miners, quarrymen and related workers</i>	518.20	605.70
400-411	Miners, mineral prospectors and quarrymen	542.60	628.60
414	Mineral treaters	425.30	500.10
500-531	<i>Workers in transport and communication</i>	355.50	411.20
505-507	Drivers and firemen, rail transport	410.90	465.20
508-513	Drivers, road transport	319.70	377.70
514	Guards and conductors, railway	385.00	472.70
515-520	Inspectors, supervisors, traffic controllers, etc.	415.50	482.20
526-528	Postmasters, postmen and messengers	339.80	373.40
529-531	Workers in transport etc., n.e.c.	335.30	404.20
600-747	<i>Tradesmen, production-process workers and labourers, n.e.c.</i>	343.70	389.50
600-606	Spinners, weavers, knitters, dyers, etc.	282.50	354.90
607-615	Tailors, cutters, furriers and related workers	296.30	331.20
616-618	Leather cutters, lasters, sewers, etc.	276.90	293.30
619-623	Furnacemen, rollers, drawers, moulders, etc.	359.00	426.70
624-631	Watch makers, jewellers and other precision instrument makers	379.20	390.50
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	358.80	406.50
650-659	Electricians, etc.	397.00	447.60
660-664	Metal and electrical production-process workers	307.90	359.10
665-675	Carpenters, woodworking machinists, cabinet makers, etc.	330.40	360.40
676-677	Painters and decorators	333.70	365.20
678-686	Bricklayers, plasterers and construction workers, n.e.c.	371.90	396.10
687-692	Compositors, printing machinists, engravers, bookbinders, etc.	353.90	406.50
693-698	Potters, kilnmen, glass and clay formers, etc.	316.30	382.70
699-707	Millers, bakers, butchers, brewers, etc.	309.00	344.80
708-710	Chemical, sugar and paper workers	386.30	462.50
712-719	Paper products, rubber, plastic workers, etc., n.e.c.	296.70	351.90
720	Packers, wrappers, labellers	303.00	359.30
721-727	Stationary engine, excavating and lifting equipment operators	367.10	439.60
728-730	Storemen and freight handlers	311.10	350.00
731-743	Labourers, n.e.c.	303.50	337.50
744-747	Apprentices, factory workers, etc., n.e.c.	379.10	456.10
800-823	<i>Service, sport and recreation workers</i>	302.30	324.10
800-802	Firemen, police, etc.	445.50	479.30
803-809	Housekeepers, cooks, maids, etc.	276.70	302.00
810-811	Waiters, bartenders	180.00	189.60
812-813	Caretakers, cleaners, buildings	210.40	223.80
819-823	Service, sport and recreation workers, n.e.c.	316.20	337.80
	<b>All occupations(c)</b>	<b>389.60</b>	<b>419.30</b>

(a) See paragraph 26 of the Explanatory notes. (b) Includes overtime earnings. (c) Includes occupation groups not shown separately above.

TABLE 4. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS OF ALL EMPLOYEES  
IN MAJOR AND MINOR OCCUPATION GROUPS, MAY 1985—continued

Code No. (CCLO) Occupation group(a)	Weekly earnings (\$)		
	Ordinary time	Total(b)	
<b>ADULT FEMALES</b>			
001-091	Professional, technical and related workers	356.00	360.40
023-027	Nurses (including probationers or trainees)	322.20	327.90
028-037	Professional medical workers, n.e.c.	344.20	351.60
038-052	Teachers	381.80	382.10
066-078	Draftswomen and technicians, n.e.c.	325.90	333.30
079-091	Certain other professional and technical workers	363.70	368.60
100-119	Administrative, executive and managerial workers	347.50	351.40
110-119	Employers, directors, managers, etc.	346.90	350.70
150-155	Clerical workers	278.90	285.10
150	Book-keepers and cashiers	248.90	255.30
151	Stenographers and typists	281.80	285.00
152-155	Other clerical workers	282.40	289.20
200-211	Sales workers	202.30	206.40
203-211	Retail and wholesale trade saleswomen and assistants	199.40	203.50
500-531	Workers in transport and communication	264.20	276.20
521-525	Telephone, telegraph, and related operators	284.80	292.30
600-747	Tradeswomen, production-process workers and labourers, n.e.c.	251.40	268.90
600-606	Spinners, weavers, knitters, dyers, etc.	254.90	289.10
607-615	Tailors, cutters, furriers and related workers etc.	242.70	250.60
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	312.70	330.70
650-659	Electricians, etc.	320.20	364.50
660-664	Metal and electrical production-process workers	258.00	284.70
687-692	Compositors, printing machinists, engravers, bookbinders, etc.	254.90	263.70
699-707	Millers, bakers, butchers, brewers, etc.	239.80	257.70
712-719	Paper product, rubber, plastic workers, etc.	238.20	253.00
720	Packers, wrappers, labellers	236.50	252.60
728-730	Storewomen and freight handlers	216.00	229.50
731-743	Labourers, n.e.c.	249.20	263.80
744-747	Apprentices, factory workers, etc., n.e.c.	243.80	267.70
800-823	Service, sport and recreation workers	195.20	199.70
800-802	Firewomen, police, etc.	392.10	411.40
803-809	Housekeepers, cooks, maids	203.90	207.70
810-811	Waitresses, bartenders	148.50	155.90
812-813	Caretakers, cleaners, buildings	158.70	159.90
814	Barbers, hairdressers, beauticians	207.80	210.80
815	Launderers, dry cleaners and pressers	220.30	229.20
819-823	Service, sport and recreation workers, n.e.c.	260.40	265.80
	<b>All occupations(c)</b>	<b>273.30</b>	<b>279.80</b>
<b>JUNIOR MALES</b>			
150-155	Clerical workers	200.50	205.50
150	Book-keepers and cashiers	209.40	214.90
152-155	Other clerical workers	198.40	203.30
200-211	Sales workers	108.50	116.30
203-211	Retail and wholesale trade salesmen and assistants	107.90	115.40
600-747	Tradesmen, production-process workers and labourers, n.e.c.	190.00	202.30
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	200.80	214.60
650-659	Electricians, etc.	230.40	240.40
660-664	Metal and electrical production-process workers	168.20	179.20
665-675	Carpenters, woodworking machinists, cabinet makers, etc.	184.00	196.10
699-707	Millers, bakers, butchers, brewers, etc.	191.30	212.90
728-730	Storemen and freight handlers	171.00	182.30
731-743	Labourers, n.e.c.	156.60	171.30
800-823	Service, sport and recreation workers	124.50	130.10
	<b>All occupations(c)</b>	<b>173.00</b>	<b>183.10</b>
<b>JUNIOR FEMALES</b>			
001-091	Professional, technical and related workers	222.20	223.50
023-027	Nurses (including probationers or trainees)	229.40	230.00
150-155	Clerical workers	181.50	185.50
150	Book-keepers and cashiers	137.80	142.40
151	Stenographers and typists	199.40	200.90
152-155	Other clerical workers	194.00	198.30
200-211	Sales workers	107.90	111.70
203-211	Retail and wholesale trade saleswomen and assistants	107.80	111.50
600-747	Tradeswomen, production-process workers and labourers, n.e.c.	157.00	160.30
607-615	Tailors, cutters, furriers, etc.	170.40	173.70
800-823	Service, sport and recreation workers	135.50	139.30
814	Barbers, hairdressers, beauticians	158.20	162.00
	<b>All occupations(c)</b>	<b>153.20</b>	<b>157.00</b>

(a) See paragraph 26 of the Explanatory notes. (b) Includes overtime earnings. (c) Includes occupation groups not shown separately above.

## TABLES OF FULL-TIME NON-MANAGERIAL EMPLOYEES

TABLE 5. DISTRIBUTION OF FULL-TIME NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY EARNINGS, MAY 1985

	Males			Females		
	Private	Government	Total	Private	Government	Total
ADULTS						
—per cent of employees—						
Weekly earnings (\$)—						
Under 160	0.7	0.3	0.5		1.7	1.3
160 and under 180	} 1.3	} 1.5	} 0.5	} 2.2	} 1.9	} 0.9
180 " 200						
200 " 220			0.5	1.5		1.1
220 " 240	1.6		1.2	6.3		4.1
240 " 260	3.7	1.2	2.7	9.4	2.1	6.4
260 " 280	7.1	3.2	5.5	14.3	8.2	11.8
280 " 300	8.4	6.0	7.4	14.6	9.9	12.7
300 " 320	8.8	6.8	8.0	13.6	9.5	11.9
320 " 340	8.2	7.0	7.7	9.9	8.5	9.3
340 " 360	8.3	7.7	8.1	7.6	7.8	7.7
360 " 380	7.0	7.2	7.1	5.8	6.9	6.2
380 " 400	6.7	6.7	6.7	3.7	5.7	4.5
400 " 420	5.6	5.5	5.6	2.7	5.9	4.0
420 " 440	4.4	5.4	4.8	1.9	4.3	2.9
440 " 460	3.7	5.6	4.5	1.5	5.9	3.3
460 " 480	3.6	4.9	4.1	1.6	5.1	3.1
480 " 500	2.7	4.4	3.4	} 1.5	4.0	2.0
500 " 520	2.6	4.7	3.4		3.8	2.1
520 " 540	2.4	3.4	2.8	} 4.3	} 4.3	} 2.3
540 " 560	1.9	3.6	2.6			
560 " 580	1.5	3.0	2.1	} 1.9	} 2.2	} 1.1
580 " 600	1.4	2.1	1.7			
600 " 650	2.5	3.8	3.0	} 2.3	} 2.3	} 1.4
650 " 700	1.7	2.5	2.0			
700 and over	4.3	3.9	4.1			
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—						
Total employees	1,235.5	858.6	2,094.1	620.5	429.3	1,049.8
—dollars—						
Median earnings	365.30	410.10	382.30	302.50	360.90	319.80
Mean earnings	399.30	434.90	413.90	315.10	378.90	341.20
JUNIORS						
—per cent of employees—						
Weekly earnings (\$)—						
Under 120	7.4		6.5	8.9		7.4
120 and under 130	} 8.0	} 27.2	} 7.6	} 10.2	} 25.4	} 8.8
130 " 140						
140 " 150	6.3		5.9	7.9		6.7
150 " 160	6.3		5.7	7.9		6.7
160 " 170	} 9.9	} 42.2	} 9.5	} 13.0	} 26.0	} 12.4
170 " 180						
180 " 190	8.2		7.8	11.2		10.5
190 " 200	6.6		6.8	6.9		7.7
200 " 210	7.8		7.3	14.5		8.2
210 " 220	6.0		5.8	14.5		6.5
220 " 240	9.0		9.1	} 18.9	} 29.2	} 12.7
240 " 260	6.9		8.2			
260 " 280	} 9.8	} 30.6	} 6.7	} 8.5	} 19.3	} 10.7
280 " 300						
300 and over	7.7		13.1			
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—						
Total employees	153.4	30.4	183.8	140.3	35.8	176.1
—dollars—						
Median earnings	196.30	232.50	200.10	188.40	217.40	195.60
Mean earnings	203.20	233.50	208.20	191.80	223.50	198.30

**TABLE 6. DISTRIBUTION OF WEEKLY EARNINGS FOR FULL-TIME  
NON-MANAGERIAL ADULT EMPLOYEES, STATES, MAY 1985**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(a)
<b>MALES</b>							
per cent of employees							
Weekly earnings (\$)							
Under 220	1.5	1.9	} 4.9	5.7	5.9	} 17.6	1.5
220 and under 240	1.0	1.7		5.7	5.9		1.2
240 .. 260	2.1	3.1	} 6.9	6.2	7.1	} 9.2	2.7
260 .. 280	4.1	5.8		6.2	7.1		5.5
280 .. 300	7.0	7.1	9.5	8.0	6.8	7.4	
300 .. 320	7.4	8.2	8.7	8.8	6.8	9.2	8.0
320 .. 340	7.5	7.5	8.6	8.4	8.2	7.9	7.7
340 .. 360	8.5	7.6	7.5	9.7	8.1	8.0	8.1
360 .. 380	7.6	7.2	7.4	7.0	4.8	7.1	7.1
380 .. 400	6.3	7.0	7.4	6.1	6.8	7.4	6.7
400 .. 450	12.3	12.4	13.1	15.0	11.6	13.6	12.7
450 .. 500	10.3	9.4	7.8	10.1	10.0	11.9	9.7
500 .. 550	8.2	7.8	6.8	6.5	8.0	7.8	7.7
550 and over	16.1	13.4	11.5	8.8	15.9	9.5	14.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
number (' 000)							
Total employees	725.8	566.0	319.7	180.8	183.9	58.7	2,094.1
dollars							
Median earnings	390.60	379.90	370.60	370.40	385.70	381.20	382.30
Mean earnings	425.30	408.20	399.80	394.50	421.60	400.70	413.90
<b>FEMALES</b>							
per cent of employees							
Weekly earnings (\$)							
Under 200	} 3.8	} 3.5	} 10.7	12.9	15.1	} 28.5	2.2
200 and under 220				12.9	15.1		1.1
220 .. 240	3.4	6.3	} 6.4	6.2	6.4	} 11.2	4.1
240 .. 260	6.4	6.2		6.2	6.4		6.4
260 .. 280	13.1	7.2	17.4	11.9	12.7	11.2	11.8
280 .. 300	11.6	13.2	14.0	16.8	12.6	11.2	12.7
300 .. 350	24.1	27.8	24.2	24.1	24.1	24.0	25.1
350 .. 400	15.2	14.6	13.1	12.6	14.0	13.8	14.6
400 and over	22.4	21.3	20.6	21.8	21.5	22.6	22.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
number (' 000)							
Total employees	377.4	298.9	143.4	80.0	84.6	25.3	1,049.8
dollars							
Median earnings	320.30	320.80	313.10	314.70	315.40	318.70	319.80
Mean earnings	341.90	338.60	336.80	341.00	340.10	336.40	341.20

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 7. DISTRIBUTION OF WEEKLY EARNINGS FOR FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES, INDUSTRY GROUPS, MAY 1985

MALES								
	<i>Metal products machinery etc.</i>	<i>Other manu- facturing</i>	<i>Total manu- facturing</i>	<i>Wholesale and retail trade</i>	<i>Transport and storage; communi- cation</i>	<i>Public admin; community service</i>	<i>Other(a)</i>	<i>Total</i>
— per cent of employees —								
Weekly earnings (\$)								
Under 250	4.1	4.2	4.2	5.3		3.1	3.0	3.6
250 and under 260		2.9	2.2	4.7				1.8
260 .. 270	6.4	3.5	3.1	5.8	4.0	2.8	2.3	2.4
270 .. 280		4.1	3.3	6.6		2.7		3.1
280 .. 290	3.7	5.1	4.4	6.9	4.9	3.0	3.8	3.7
290 .. 300	3.8	3.9	3.8	5.5	3.6	3.5	2.9	3.7
300 .. 320	6.6	8.9	7.8	12.7	7.3	6.6	7.0	8.0
320 .. 340	8.8	7.9	8.3	9.9	8.1	6.2	7.0	7.7
340 .. 360	8.9	9.1	9.0	9.6	8.3	5.3	8.4	8.1
360 .. 380	8.0	7.4	7.7	7.1	7.8	5.4	7.5	7.1
380 .. 400	6.2	7.1	6.7	5.6	8.7	5.2	7.5	6.7
400 .. 420	7.3	5.2	6.2	4.5	5.9	4.8	5.9	5.6
420 .. 440	4.6	4.3	4.5		5.6	5.2	5.3	4.8
440 .. 460	4.3	3.7	4.0	6.2	4.3	5.7	5.0	4.5
460 .. 480	4.2	3.9	4.1		4.4	5.4	4.3	4.1
480 .. 500			3.2	4.7	3.7	4.5	3.7	3.4
500 .. 520	6.7	5.3	2.8		3.1	5.8	3.3	3.4
520 .. 540	3.6		2.9			3.8	3.0	2.8
540 .. 560		6.9	2.0		5.4	4.6	2.4	2.6
560 .. 580	5.3		2.9		3.8	3.8	2.2	2.1
580 .. 600				5.0		2.4	2.0	1.7
600 .. 650			2.6		3.5	4.1	3.6	3.0
650 .. 700	7.3	6.8	1.7		7.7	2.6	2.5	2.0
700 and over			2.7			3.6	7.3	4.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
— number ('000)—								
Total employees	279.5	310.6	590.1	279.4	287.7	442.7	494.2	2,094.1
— dollars—								
Median earnings	378.10	361.50	369.10	325.40	395.30	424.40	401.60	382.30
Mean earnings	404.10	389.90	396.60	346.80	431.40	436.90	441.70	413.90
FEMALES								
		<i>Total manufacturing</i>	<i>Wholesale and retail trade</i>	<i>Public admin; community serv.</i>		<i>Other(b)</i>		<i>Total</i>
— per cent of employees —								
Weekly earnings (\$)								
Under 250		21.8	9.2	5.9		7.1		9.4
250 and under 260		5.2	12.9	2.0				4.3
260 .. 270		5.8	12.3	2.2		7.8		5.0
270 .. 280		7.3	8.5	5.3		8.1		6.8
280 .. 290		8.8	9.3	5.8		7.8		7.3
290 .. 300		6.1	6.9	3.4		7.1		5.3
300 .. 320		12.0	14.9	8.8		15.3		11.9
320 .. 340		9.1	7.3	8.1		12.5		9.3
340 .. 360		6.2		7.8		8.5		7.7
360 .. 380		8.2	12.0	6.5		7.7		6.2
380 .. 400				5.5		5.0		4.5
400 .. 420				5.7		3.5		4.0
420 .. 440				4.4				2.9
440 .. 460				6.0		3.9		3.3
460 .. 480				5.8				3.1
480 .. 500				3.8				2.0
500 .. 520			6.8	4.1				2.1
520 .. 540		9.6		4.5				2.3
540 .. 560				2.1		5.7		1.1
560 .. 580				2.3				1.4
580 .. 600								
600 .. 650								
650 .. 700								
700 and over								
<b>Total</b>		<b>100.0</b>	<b>100.0</b>	<b>100.0</b>		<b>100.0</b>		<b>100.0</b>
— number ('000)—								
Total employees		179.9	148.3	443.4		278.3		1,049.8
— dollars—								
Median earnings		291.90	288.10	361.80		315.60		319.80
Mean earnings		303.90	297.40	378.10		329.70		341.20

(a) Includes mining; electricity, gas and water; construction; finance, property and business services; recreation and personal services. (b) Includes mining; electricity, gas and water; construction; transport and storage; communication; finance, property and business services; recreation and personal services.



**TABLE 8. DISTRIBUTION OF TOTAL WEEKLY HOURS PAID FOR: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, MAY 1985**

	<i>Males</i>		<i>Females</i>	
	<i>Adults</i>	<i>Juniors</i>	<i>Adults</i>	<i>Juniors</i>
	—per cent of total—			
Total weekly hours—				
Under 36	9.1	4.9	16.5	8.5
36 and under 37	9.9	4.2	12.9	6.9
37 .. 38	6.7	5.7	10.5	8.9
38 .. 39	23.3	} 32.2	22.1	} 30.9
39 .. 40	2.4		1.7	
40 .. 41	22.3	31.9	26.8	} 37.9
41 .. 42	2.5	3.1	1.6	
42 .. 44	5.3	5.9	2.7	} 3.7
44 .. 46	4.4	4.8	1.8	
46 .. 48	3.8	2.9	1.2	} 3.2
48 .. 50	3.1	} 4.4	0.9	
50 .. 52	2.1		0.7	
52 .. 54	1.4	} 0.8	} 0.8	
54 .. 56	0.9			
56 and over	2.8			
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	—number ('000)—			
Total employees	2,094.1	183.8	1,049.8	176.1
	—hours—			
Median weekly hours	39.3	40.0	38.1	38.2
Mean weekly hours	40.4	39.7	38.3	38.8

**TABLE 9. COMPOSITION OF AVERAGE WEEKLY EARNINGS AND AVERAGE WEEKLY HOURS PAID FOR:  
FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1985**

Industry	Weekly earnings(\$)					Weekly hours paid for			
	Overtime	Ordinary time			Total ordinary time	Total	Weekly hours paid for		
		Award or agreed base rate of pay(a)	Payment by measured result (a)	Over award and other pay(a)			Overtime	Ordinary time	Total
<b>ADULT MALES</b>									
Mining	94.70	424.70	62.60	21.10	508.40	603.10	5.6	36.6	42.2
Manufacturing									
Food, beverages and tobacco	50.80	309.40	10.00	15.70	335.10	385.90	3.7	38.1	41.8
Textiles; clothing and footwear	*	268.90	6.40	19.40	294.70	340.10	*	37.9	41.8
Paper, paper products, printing, etc.	57.70	340.50	*	*	372.80	430.50	*	37.5	41.0
Chemical, petroleum and coal products	50.00	369.60	*	16.20	386.90	436.90	3.1	37.1	40.2
Metal products, machinery and equipment									
Basic metal products	62.60	343.80	33.80	13.40	391.00	453.60	4.1	37.6	41.7
Fabricated metal products; other machinery, etc.	48.80	302.10	*	25.00	331.20	380.00	3.7	37.7	41.4
Transport equipment	57.20	335.10	*	13.50	349.90	407.10	4.2	37.8	42.0
Total metal products, etc.	54.40	321.30	9.50	18.90	349.70	404.10	4.0	37.7	41.7
Other manufacturing	50.40	296.90	*	19.00	319.30	369.70	3.7	37.9	41.7
Total manufacturing	52.80	317.30	7.20	19.40	343.80	396.60	3.8	37.8	41.6
Electricity, gas and water	35.10	399.30	0.60	9.40	409.20	444.40	2.0	37.1	39.1
Construction	42.00	362.80	*	17.40	380.90	422.90	2.7	37.8	40.5
Wholesale trade	25.40	324.40	*	16.10	342.30	367.70	1.8	38.4	40.2
Retail trade	15.00	287.60	*	14.60	308.90	323.90	1.3	39.3	40.6
Transport and storage	61.40	363.90	*	12.80	377.80	439.30	4.1	38.0	42.0
Communication	32.70	380.40	0.00	2.10	382.50	415.10	2.0	36.7	38.7
Finance, property and business services	17.20	369.20	*	*	390.60	407.70	1.2	38.1	39.3
Public administration, etc.	17.60	372.00	*	6.90	379.00	396.60	1.1	37.2	38.4
Community services	17.40	435.10	*	7.40	442.80	460.20	0.9	37.8	38.7
Other industries	33.90	308.20	*	13.20	322.00	355.80	2.7	38.4	41.2
<b>Total all industries</b>	<b>38.00</b>	<b>356.80</b>	<b>5.30</b>	<b>13.80</b>	<b>375.90</b>	<b>413.90</b>	<b>2.6</b>	<b>37.8</b>	<b>40.4</b>
<b>ADULT FEMALES</b>									
Mining	*	356.00	*	*	378.80	414.60	*	37.3	39.5
Manufacturing—									
Food, beverages and tobacco	18.20	284.20	2.20	*	296.70	314.90	1.5	37.5	39.0
Textiles; clothing and footwear	14.50	240.50	*	6.30	256.00	270.60	1.4	37.3	38.7
Paper, paper products, printing, etc.	*	303.40	*	*	317.30	326.60	*	37.5	38.3
Chemical, petroleum and coal products	*	308.30	*	14.30	323.20	341.00	*	37.1	38.3
Metal products, machinery and equipment—									
Basic metal products	*	328.50	*	*	346.80	367.30	*	37.8	39.2
Fabricated metal products; other machinery, etc.	*	269.40	*	17.00	289.80	305.50	*	37.8	39.2
Transport equipment	*	275.10	*	*	287.10	319.50	*	38.0	40.8
Total metal products, etc.	20.70	276.30	3.70	14.30	294.30	315.00	1.8	37.9	39.6
Other manufacturing	*	264.00	*	11.70	277.40	288.80	*	37.7	38.7
Total manufacturing	16.30	272.40	4.10	11.10	287.60	303.90	1.4	37.6	39.0
Electricity, gas and water	*	341.80	0.00	*	343.10	349.60	*	36.8	37.2
Construction	*	303.70	*	*	311.10	316.70	*	38.1	38.5
Wholesale trade	*	297.20	*	9.90	307.20	314.90	*	37.9	38.6
Retail trade	7.10	272.50	*	5.80	279.00	286.10	0.6	38.8	39.5
Transport and storage	15.50	330.80	0.00	*	345.40	360.90	1.2	37.9	39.1
Communication	19.80	335.40	0.00	*	338.00	357.80	1.4	36.4	37.7
Finance, property and business services	6.70	305.80	*	9.60	315.60	322.30	0.5	37.4	37.9
Public administration, etc.	8.4	342.10	0.00	*	346.50	354.90	0.6	36.6	37.2
Community services	5.20	372.10	*	5.10	377.50	382.70	0.3	37.4	37.7
Other industries	*	279.10	*	6.60	286.10	302.70	*	38.4	39.8
<b>Total all industries</b>	<b>9.20</b>	<b>323.60</b>	<b>1.00</b>	<b>7.30</b>	<b>331.90</b>	<b>341.20</b>	<b>0.7</b>	<b>37.6</b>	<b>38.3</b>

(a) For definitions see the Explanatory notes.

TABLE 9. COMPOSITION OF AVERAGE WEEKLY EARNINGS AND AVERAGE WEEKLY HOURS PAID FOR:  
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1985—*continued*

Industry	Junior males				Junior females			
	Weekly earnings (\$)		Weekly hours paid for		Weekly earnings (\$)		Weekly hours paid for	
	Overtime	Ordinary time	Total	Total hours	Overtime	Ordinary time	Total	Total hours
Mining	*	294.40	333.00	41.1	*	242.40	261.20	39.0
Manufacturing—								
Food, beverages and tobacco	*	207.50	223.60	39.8	*	192.00	197.60	38.3
Textiles; clothing and footwear	*	175.30	193.90	38.6	6.20	176.70	182.90	38.6
Paper, paper products, printing, etc.	*	192.90	207.10	39.3	*	177.70	181.30	38.5
Chemical, petroleum and coal products	*	196.30	196.70	36.3	*	192.90	197.30	38.6
Metal products, machinery and equipment—								
Basic metal products	*	238.40	259.30	37.9	0.00	198.40	198.40	38.9
Fabricated metal products; other machinery, etc.	*	195.20	211.00	39.8	*	205.40	210.40	38.3
Transport equipment	*	213.50	221.70	39.3	*	205.70	212.90	39.1
Total metal products, etc.	*	205.60	219.90	39.4	*	205.00	210.00	38.4
Other manufacturing	*	173.40	181.20	38.5	*	219.50	228.10	40.4
Total manufacturing	13.00	195.40	208.40	39.2	*	191.50	197.10	38.7
Electricity, gas and water	*	246.20	253.70	37.8	*	230.30	234.10	37.1
Construction	*	221.20	231.60	39.4	*	207.00	209.30	38.0
Wholesale trade	*	188.20	203.70	40.9	*	195.60	199.20	39.3
Retail trade	10.40	173.10	183.50	40.7	*	179.20	184.00	39.3
Transport and storage	*	211.10	238.10	41.9	*	201.10	206.90	39.4
Communication	*	226.80	240.50	37.9	*	229.80	239.80	38.0
Finance, property and business services	*	203.00	208.10	38.6	*	202.10	205.50	38.4
Public administration, etc.	*	213.30	217.10	37.8	*	214.70	218.50	37.0
Community services	*	214.60	216.50	38.6	*	208.20	210.00	38.5
Other industries	*	170.80	180.50	41.0	*	166.00	170.90	40.1
<b>Total all industries</b>	<b>11.40</b>	<b>196.80</b>	<b>208.20</b>	<b>39.7</b>	<b>4.00</b>	<b>194.20</b>	<b>198.30</b>	<b>38.8</b>

TABLE 10. COMPOSITION OF AVERAGE WEEKLY EARNINGS AND AVERAGE WEEKLY HOURS PAID FOR:  
FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1985

Industry	Weekly earnings(\$)					Weekly hours paid for			
	Overtime	Ordinary time			Total ordinary time	Total	Overtime	Ordinary time	Total
		Award or agreed base rate of pay(a)	Payment by measured result (a)	Over award and other pay(a)					
<b>ADULT MALES</b>									
New South Wales	42.20	360.30	8.40	14.30	383.00	425.30	2.7	37.4	40.2
Victoria	37.60	350.70	*	17.00	370.60	408.20	2.7	37.9	40.6
Queensland	32.20	350.00	4.90	12.70	367.60	399.80	2.2	38.2	40.4
South Australia	33.10	347.20	*	10.20	361.40	394.50	2.5	38.0	40.5
Western Australia	38.70	366.50	*	12.00	382.90	421.60	2.6	38.2	40.8
Tasmania	28.00	364.30	*	6.10	372.70	400.70	1.8	37.9	39.7
Northern Territory	68.50	393.10	*	13.50	407.60	476.00	4.1	38.0	42.1
Australian Capital Territory	32.00	402.30	*	*	409.60	441.60	2.1	37.4	39.6
<b>Australia</b>	<b>38.00</b>	<b>356.80</b>	<b>5.30</b>	<b>13.80</b>	<b>375.90</b>	<b>413.90</b>	<b>2.6</b>	<b>37.8</b>	<b>40.4</b>
<b>ADULT FEMALES</b>									
New South Wales	9.90	322.80	0.90	8.20	331.90	341.90	0.8	37.2	37.9
Victoria	10.20	319.00	*	8.20	328.30	338.60	0.8	37.6	38.4
Queensland	6.50	322.50	*	6.60	330.30	336.80	0.5	38.2	38.7
South Australia	*	326.00	*	5.60	332.80	341.00	*	37.9	38.6
Western Australia	8.30	325.20	*	*	331.90	340.10	0.7	38.1	38.8
Tasmania	*	326.10	*	*	329.50	336.40	*	37.1	37.7
Northern Territory	*	367.80	0.00	8.10	375.90	393.70	*	38.0	39.3
Australian Capital Territory	*	357.70	*	*	360.10	367.10	*	37.2	37.7
<b>Australia</b>	<b>9.20</b>	<b>323.60</b>	<b>1.00</b>	<b>7.30</b>	<b>331.90</b>	<b>341.20</b>	<b>0.7</b>	<b>37.6</b>	<b>38.3</b>
<b>JUNIOR MALES</b>									
New South Wales	12.40	190.40	*	5.40	197.80	210.10	1.4	38.0	39.4
Victoria	8.70	193.40	*	5.80	199.90	208.60	1.1	38.2	39.3
Queensland	*	193.90	*	*	201.40	213.40	*	38.5	39.9
South Australia	*	178.00	*	*	183.20	197.40	*	38.9	41.0
Western Australia	*	191.00	*	*	193.20	206.70	*	38.8	40.6
Tasmania	*	195.30	*	*	197.90	203.10	*	38.7	39.4
Northern Territory	*	191.80	*	*	197.70	215.10	*	38.4	40.1
Australian Capital Territory	*	183.20	0.00	*	184.80	188.80	*	37.9	38.5
<b>Australia</b>	<b>11.40</b>	<b>190.60</b>	<b>*</b>	<b>5.00</b>	<b>196.80</b>	<b>208.20</b>	<b>1.4</b>	<b>38.3</b>	<b>39.7</b>
<b>JUNIOR FEMALES</b>									
New South Wales	3.10	189.70	*	3.10	192.90	196.00	0.4	37.9	38.3
Victoria	*	194.20	*	*	198.10	203.30	*	37.9	38.6
Queensland	*	190.00	*	*	192.90	195.20	*	38.8	39.1
South Australia	*	197.60	0.00	*	199.40	206.40	*	38.4	39.4
Western Australia	*	186.30	0.00	*	187.20	192.40	*	38.9	39.5
Tasmania	*	189.50	*	*	190.10	194.10	*	39.1	39.6
Northern Territory	*	222.80	0.00	*	227.80	228.70	*	37.8	37.9
Australian Capital Territory	*	185.20	0.00	*	186.90	192.20	*	38.0	38.7
<b>Australia</b>	<b>4.00</b>	<b>191.30</b>	<b>*</b>	<b>2.60</b>	<b>194.20</b>	<b>198.30</b>	<b>0.5</b>	<b>38.2</b>	<b>38.8</b>

(a) For definitions see the Explanatory notes.

**TABLE 11. COMPOSITION OF AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS OF FULL-TIME NON-MANAGERIAL EMPLOYEES IN MAJOR AND MINOR OCCUPATION GROUPS, MAY 1985**

Code No. (CCLO) Occupation group(a)	Ordinary time		Total(b)		
	Earnings (\$)	Hours	Earnings (\$)	Hours	
<b>ADULT MALES</b>					
001-091	<i>Professional, technical and related workers</i>	483.90	37.2	501.60	38.2
001-011	Architects, engineers and surveyors	558.70	37.4	572.10	38.0
012-016	Chemists, physicists, geologists, etc	525.20	37.4	553.40	39.0
021-022	Medical practitioners and dentists	564.70	41.4	685.10	47.3
023-027	Nurses, incl. probationers and trainees	394.50	39.3	410.50	40.3
028-037	Professional medical workers, n.e.c.	480.20	36.9	506.60	38.1
038-052	Teachers	521.50	36.5	528.00	36.7
062-065	Artists, entertainers, writers, etc.	455.60	37.5	477.30	38.8
066-078	Draftsmen and technicians, n.e.c.	433.90	37.2	461.30	38.8
079-091	Other professional and technical workers	460.60	37.7	473.40	38.4
100-119	<i>Administrative, executive and managerial workers</i>	464.10	37.7	486.80	38.9
100-109	Administrative and executive government workers	466.80	37.6	488.80	38.8
150-155	<i>Clerical workers</i>	390.50	37.4	407.20	38.4
150	Book-keepers and cashiers	376.80	38.0	388.10	38.8
152-155	Other clerical workers (excl. typists and stenographers)	391.70	37.3	408.90	38.4
200-211	<i>Sales workers</i>	355.40	39.1	365.00	39.9
200-201	Insurance, real estate salesmen, auctioneers and valuers	443.70	38.3	445.20	38.4
202	Commercial travellers and manufacturers agents	386.90	39.1	388.10	39.2
203-211	Retail and wholesale trade salesmen and assistants	329.60	39.3	343.60	40.5
300-337	<i>Farmers, fishermen, hunters, timbergetters and related workers</i>	305.80	37.9	323.80	39.4
300-316	Farmers and farm managers	306.40	38.3	308.00	38.5
317-331	Farm workers, incl. farm foremen	302.30	37.8	324.10	39.6
400-414	<i>Miners, quarrymen and related workers</i>	514.20	35.8	602.40	40.9
400-411	Miners, mineral prospectors and quarrymen	541.70	35.3	628.10	40.4
414	Mineral treaters	415.20	37.0	494.20	41.7
500-531	<i>Workers in transport and communication</i>	354.40	38.2	414.90	42.5
505-507	Drivers and firemen, rail transport	410.90	38.1	465.20	41.7
508-513	Drivers, road transport	329.70	38.4	392.60	43.1
514	Guards and conductors, railway	385.00	37.4	472.70	43.0
515-520	Inspectors, supervisors, traffic controllers, etc.	407.90	38.2	477.20	42.6
526-528	Postmasters, postmen and messengers	325.10	36.9	362.90	39.5
529-531	Workers in transport, etc. n.e.c.	343.30	39.6	414.00	44.3
600-747	<i>Tradesmen, production-process workers and labourers, n.e.c.</i>	347.60	37.8	395.90	41.1
600-606	Spinners, weavers, knitters, dyers, etc.	281.70	36.6	354.30	43.3
607-615	Tailors, cutters, furriers and related workers	299.30	38.3	335.10	41.2
616-618	Leather cutters, casters, sewers, etc.	277.90	37.2	294.90	38.7
619-623	Furnacemen, rollers, drawers, moulders, etc.	360.00	37.7	428.30	42.6
624-631	Watchmakers, jewellers and other precision instrument makers	391.60	38.6	405.30	39.4
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	357.70	38.0	407.70	41.4
650-659	Electricians, etc.	397.90	37.2	449.30	40.1
660-664	Metal and electrical production-process workers	308.90	37.5	361.00	41.7
665-675	Carpenters, woodworking machinists, cabinet makers, etc.	332.30	38.0	363.50	40.2
676-677	Painters and decorators	336.30	38.0	369.40	40.3
678-686	Bricklayers, plasterers and construction workers, n.e.c.	378.50	38.0	405.40	39.6
687-692	Compositors, printing machinists, engravers, bookbinders, etc.	356.30	37.3	411.90	40.8
693-698	Potters, kilnmen, glass and clay formers, etc.	322.10	36.8	392.50	41.8
699-707	Millers, bakers, butchers, brewers, etc.	321.30	38.7	360.80	41.9
708-710	Chemical, sugar and paper workers	383.60	37.2	460.80	42.0
712-719	Paper products, rubber, plastic workers, etc., n.e.c.	310.30	38.0	371.10	42.7
720	Packers, wrappers, labellers	312.70	37.8	375.70	42.4
721-727	Stationary engine, excavating and lifting equipment operators	367.90	37.7	442.50	42.7
728-730	Storemen and freight handlers	321.10	37.9	362.20	40.8
731-743	Labourers, n.e.c.	313.50	37.8	350.20	40.6
744-747	Apprentices, factory workers, etc., n.e.c.	377.90	37.6	457.30	42.8
800-823	<i>Service, sport and recreation workers</i>	379.70	38.5	411.70	40.6
800-802	Firemen, police, etc.	462.40	39.6	499.20	41.6
803-809	Housekeepers, cooks, maids, etc.	330.90	36.3	366.70	39.1
810-811	Waiters, bartenders	294.40	38.4	322.10	40.4
812-813	Caretakers, cleaners, buildings	295.60	38.3	322.70	40.3
819-823	Service, sport and recreation workers, n.e.c.	356.80	38.7	383.40	40.4
	<b>All occupations(c)</b>	<b>375.90</b>	<b>37.8</b>	<b>413.90</b>	<b>40.4</b>

(a) See paragraph 26 of the Explanatory notes. (b) Includes overtime earnings and overtime hours. (c) Includes occupation groups not shown separately above.

TABLE 11. COMPOSITION OF AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS OF FULL-TIME NON-MANAGERIAL EMPLOYEES IN MAJOR AND MINOR OCCUPATION GROUPS, MAY 1985—continued

Code No. (C.C.L.O) Occupation group(a)	Ordinary time		Total(b)		
	Earnings (\$)	Hours	Earnings (\$)	Hours	
<b>ADULT FEMALES</b>					
001-091	<i>Professional, technical and related workers</i>	419.50	37.1	425.00	37.4
023-027	Nurses (including probationers or trainees)	385.90	39.0	393.50	39.5
028-037	Professional medical workers, n.e.c.	435.40	37.4	447.70	37.9
038-052	Teachers	452.50	35.7	453.00	35.8
062-065	Artists, entertainers and writers, etc.	360.10	37.1	384.40	38.5
066-078	Draftswomen and technicians, n.e.c.	350.90	37.3	359.40	37.9
079-091	Certain other professional and technical workers	405.00	37.3	411.10	37.6
150-155	<i>Clerical workers</i>	318.60	37.5	326.60	38.1
150	Book-keepers and cashiers	310.10	38.3	319.70	39.0
151	Stenographers and typists	311.20	37.2	315.20	37.5
152-155	Other clerical workers	320.90	37.5	329.50	38.2
200-211	<i>Sales workers</i>	283.00	38.7	289.00	39.3
202	Commercial travellers and manufacturers agents	361.00	38.8	368.80	39.3
203-211	Retail and wholesale trade saleswomen and assistants	273.80	38.8	279.80	39.3
500-531	<i>Workers in transport and communication</i>	320.80	37.7	337.40	38.9
521-525	Telephone, telegraph, and related operators	314.70	37.5	323.40	38.1
600-747	<i>Tradeswomen, production-process workers and labourers, n.e.c.</i>	272.50	37.3	292.90	39.1
600-606	Spinners, weavers, knitters, dyers, etc.	270.30	37.9	310.20	41.6
607-615	Tailors, cutters, furriers and related workers	252.40	37.4	261.30	38.3
616-618	Leather cutters, lasters, sewers, etc.	236.70	36.1	247.60	37.2
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	315.00	37.8	333.70	39.3
650-659	Electricians, etc.	323.70	35.6	369.50	38.9
660-664	Metal and electrical production-process workers	262.30	37.5	290.10	40.0
687-692	Compositors, printing machinists, engravers, bookbinders, etc.	294.60	36.8	306.10	37.6
699-707	Millers, bakers, butchers, brewers, etc.	273.10	37.5	296.10	39.6
712-719	Paper product, rubber, plastic workers, etc.	261.50	37.7	278.80	39.4
720	Packers, wrappers, labellers	270.90	37.5	291.30	39.2
728-730	Storewomen and freight handlers	284.40	37.9	304.40	39.5
731-743	Labourers, n.e.c.	277.90	37.0	295.80	38.7
744-747	Apprentices, factory workers, etc., n.e.c.	260.00	36.9	285.90	39.2
800-823	<i>Service, sport and recreation workers</i>	302.60	38.3	311.40	39.0
800-802	Firewomen, police, etc.	410.10	39.4	431.50	40.6
803-809	Housekeepers, cooks, maids	303.80	38.4	310.40	39.0
810-811	Waitresses, bartenders	289.60	38.2	314.10	40.1
812-813	Caretakers, cleaners, buildings	289.70	35.8	292.90	36.0
814	Barbers, hairdressers, beauticians	266.10	39.1	271.10	39.6
815	Launderers, dry cleaners and pressers	263.70	38.8	275.60	40.0
819-823	Service, sport and recreation workers, n.e.c.	312.10	38.9	319.20	39.5
	<b>All occupations(c)</b>	<b>331.90</b>	<b>37.6</b>	<b>341.20</b>	<b>38.3</b>
<b>JUNIOR MALES</b>					
001-091	<i>Professional, technical and related workers</i>	221.50	37.3	229.20	38.0
150-155	<i>Clerical workers</i>	208.90	38.0	214.30	38.7
150	Book-keepers and cashiers	222.00	38.6	227.60	39.3
152-155	Other clerical workers	205.90	37.9	211.30	38.6
200-211	<i>Sales workers</i>	170.00	39.2	180.80	40.7
203-211	Retail and wholesale trade salesmen and assistants	169.80	39.2	180.20	40.6
600-747	<i>Tradesmen, production-process workers and labourers, n.e.c.</i>	198.00	38.2	210.80	39.8
632-649	Toolmakers, machinists, mechanics, plumbers, etc.	201.50	38.4	215.40	40.0
650-659	Electricians	230.60	37.9	240.60	38.8
660-664	Metal and electrical production process workers	176.50	38.3	188.00	39.9
665-675	Carpenters, woodworking machinists, cabinet makers, etc.	185.60	37.4	197.80	38.8
699-707	Millers, bakers, butchers, brewers, etc.	194.20	39.5	217.20	42.4
728-730	Storemen and freight handlers	188.70	38.3	199.50	39.8
731-743	Labourers, n.e.c.	187.00	38.6	206.40	41.0
800-823	<i>Service, sport and recreation workers, n.e.c.</i>	179.80	39.9	188.20	40.8
	<b>All occupations(c)</b>	<b>196.80</b>	<b>38.3</b>	<b>208.20</b>	<b>39.7</b>
<b>JUNIOR FEMALES</b>					
001-091	<i>Professional, technical and related workers</i>	233.20	38.2	234.70	38.4
023-027	Nurses (including probationers or trainees)	235.00	38.7	235.60	38.7
150-155	<i>Clerical workers</i>	202.70	38.0	206.80	38.5
150	Book-keepers and cashiers	200.50	38.2	205.30	38.8
151	Stenographers and typists	201.30	37.5	202.90	37.7
152-155	Other clerical workers	203.30	38.0	207.70	38.5
200-211	<i>Sales workers</i>	176.10	38.8	180.80	39.4
203-211	Retail and wholesale trade saleswomen and assistants	175.90	38.8	180.60	39.4
600-747	<i>Tradeswomen, production-process workers and labourers, n.e.c.</i>	178.60	37.7	182.50	38.3
607-615	Tailors, cutters, furriers, etc.	177.90	38.2	181.40	38.7
800-823	<i>Service, sport and recreation workers</i>	167.80	39.2	171.80	40.0
803-809	Housekeepers, cooks, maids, etc.	171.30	38.7	177.20	40.1
814	Barbers, hairdressers, beauticians	162.10	39.4	165.90	40.0
	<b>All occupations(c)</b>	<b>194.20</b>	<b>38.2</b>	<b>198.30</b>	<b>38.8</b>

(a) See paragraph 26 of the Explanatory notes. (b) Includes overtime earnings and overtime hours. (c) Includes occupation groups not shown separately above.

**TABLE 12. COMPOSITION OF AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS OF FULL-TIME NON-MANAGERIAL EMPLOYEES IN SELECTED OCCUPATIONS, MAY 1985**

Code No. (CCLO) Occupation group(a)	Ordinary time		Total(b)		
	Earnings (\$)	Hours	Earnings (\$)	Hours	
<b>ADULT MALES</b>					
002	Civil engineers, professional	574.00	37.2	579.50	37.4
023	Nurses, certificated, general	401.30	39.2	409.70	39.7
039	Lecturers, teachers, tertiary quals : Universities	530.50	37.8	530.80	37.8
042	Executive teachers, tertiary quals: C.A.E. and T.A.F.E.	526.40	36.6	552.40	37.5
045	Teachers, tertiary quals: secondary, special	513.70	35.1	513.70	35.1
063	Authors, journalists and related workers	517.00	38.0	527.80	38.7
066	Draftsmen and tracers	439.60	37.3	461.20	38.6
067	Physical science technicians	403.50	36.9	426.90	38.4
068	Civil engineering technicians	447.70	37.1	468.80	38.2
069	Electrical and electronic engineering technicians	475.10	37.1	507.80	38.7
074	Engineering technicians, n.e.c.	446.10	37.7	497.00	40.9
079	Accountants, auditors	446.70	37.8	453.70	38.2
087	Computer programmers	465.50	37.3	477.80	38.0
150	Book-keepers, cashiers, bank tellers	376.80	38.0	388.10	38.8
152	Office machine operators	383.80	37.4	442.00	41.0
154	Clerical workers, government, n.e.c.	408.40	36.8	421.70	37.6
155	Clerical workers, not government, n.e.c.	371.90	38.0	389.20	39.1
202	Commercial travellers and manufacturers agents	386.90	39.1	388.10	39.2
205	Retail, wholesale sales attendants	315.30	39.2	331.00	40.6
211	Salesmen, n.e.c.	355.60	40.0	363.80	40.6
406	Machinemen and drillers, mining and quarrying	561.30	35.7	630.00	39.8
407	Loaders, wheelers, clippers, truckers, mining and quarrying	528.10	33.6	607.90	38.5
414	Ore and mineral treatment operators	415.20	37.0	494.20	41.7
505	Railway drivers	445.70	38.1	504.10	41.7
508	Motor bus drivers	342.10	39.2	396.50	43.6
510	Car, taxi, hire car drivers	306.70	38.6	390.60	44.9
511	Motor truck and van drivers, incl. deliverymen, etc.	329.20	38.3	392.40	42.9
514	Guards and conductors, railway	385.00	37.4	472.70	43.0
517	Porters (not luggage), ticket collectors, railway	321.90	38.7	401.70	43.8
520	Traffic controllers, and despatchers	523.50	36.9	589.00	40.4
527	Postmen, postal officers and assistants	329.40	36.5	376.90	39.8
619	Furnacemen, metal	394.40	37.7	466.60	42.6
623	Metal making and treating workers, n.e.c.	333.90	37.9	411.70	43.4
632	Fitters and turners, metal, n.e.c.	373.90	37.4	442.10	41.7
633	Machine tool and diemakers, metal	362.60	37.8	418.30	41.7
634	Metal machine tool setters, operators and machinists	321.80	37.6	377.90	42.0
635	Vehicle body builders	356.90	38.2	408.00	41.3
636	Motor vehicle mechanics	324.20	39.1	351.00	41.0
637	Aircraft mechanics	441.70	38.7	489.10	41.3
638	Sheet metal workers	334.20	38.0	375.80	40.9
641	Plumbers	384.40	37.9	409.40	39.4
643	Welders and flame cutters	328.10	37.4	377.70	41.0
644	Boiler makers and related workers	355.10	37.5	401.60	40.2
646	Engineers, not professional, n.e.c.	501.10	38.0	527.40	39.4
647	Mechanics, servicemen, n.e.c.	368.90	38.3	438.10	43.1
648	Foremen, metal working, n.e.c.	440.10	38.3	496.10	41.5
650	Electricians incl. electrical mechanics	415.60	37.7	487.10	41.6
651	Electrical fitters	411.10	36.9	471.40	40.3
655	Telecommunication technicians	401.20	36.9	452.20	39.7
656	Linemen, electrical cable jointers	370.20	36.8	408.30	39.2
659	Electrical and electronic workers, n.e.c.	362.50	36.7	392.70	38.7
660	Assemblers, process workers, metal, electrical	287.60	37.6	344.10	42.6
663	Tradesmens assistants, metal, electrical	326.40	37.1	377.30	40.6
665	Carpenters, joiners	362.90	37.9	395.40	39.9
676	Painters and decorators, building, etc.	364.80	37.9	400.60	40.0
677	Painters, n.e.c.	300.70	38.3	330.40	40.7
683	Foremen, building and construction, n.e.c.	433.70	37.7	469.30	39.7
685	Pipelayers, construction	344.10	38.0	371.10	39.9
687	Compositors and typesetters	377.80	37.3	408.50	38.9
688	Printing machinists, printers	359.10	37.3	423.80	41.4
700	Bakers, pastrycooks	330.00	38.8	378.70	42.9
703	Butchers and meat cutters	333.50	39.5	354.60	41.3
708	Chemical production-process workers	389.10	37.6	459.10	42.0
712	Rubber product workers	320.90	37.7	420.70	45.7
720	Packers, wrappers, labellers	312.70	37.8	375.70	42.4
721	Stationary engine drivers	505.50	37.4	575.90	41.7
723	Crane and hoist operators	371.50	37.7	435.90	41.9
725	Operators of earth moving and other construction machinery	366.60	37.8	445.10	43.0
726	Material handling equipment operators	329.80	37.4	400.00	42.7
729	Storemen, incl. storemen and packers	315.90	37.9	351.80	40.5
730	Freight handlers, n.e.c.	310.20	38.3	353.20	42.1
731	Railway and tramway repairmen, fettlers, n.e.c.	329.50	38.2	384.70	42.2
732	Labourers in textiles, clothing and footwear industry	310.00	37.6	346.60	40.4
742	Labourers in wholesale and retail trade	311.50	38.9	330.20	40.4
746	Foremen, n.e.c.	429.00	38.5	500.70	42.6
801	Policemen	491.80	40.0	512.10	41.1
802	Other protective service workers	409.40	38.7	466.50	42.1
805	Cooks, chefs	332.40	37.5	373.20	40.4
813	Cleaners, offices, buildings	297.10	38.2	321.10	40.0
822	Attendants, hospitals and other medical, incl. asst. nurses	335.10	36.5	352.90	39.7
<b>All occupations (c)</b>		<b>375.90</b>	<b>37.8</b>	<b>413.90</b>	<b>40.4</b>

**TABLE 12. COMPOSITION OF AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS OF FULL-TIME NON-MANAGERIAL EMPLOYEES IN SELECTED OCCUPATIONS, MAY 1985—continued**

Code No. (C.C.I.O)	Occupation group(a)	Ordinary time		Total(b)	
		Earnings (\$)	Hours	Earnings (\$)	Hours
<b>ADULT FEMALES</b>					
023	Nurses, certificated, general	402.80	39.0	410.20	39.5
026	Nurses, no certificate	375.10	38.7	386.90	39.4
027	Nurses, probationers or trainees	302.90	39.2	305.10	39.4
039	Lecturers, teachers, tertiary quals: universities	459.00	37.0	459.00	37.0
042	Executive teachers, tertiary quals: C.A.E. and T.A.F.E.	479.40	36.7	485.30	36.9
045	Lecturers, teachers, tertiary quals: secondary	483.30	35.2	483.30	35.2
046	Teachers, no tertiary quals: secondary, special	300.70	33.2	300.70	33.2
049	Teachers, no tertiary quals: primary	424.30	36.1	424.30	36.1
075	Medical science technicians	383.80	37.7	389.00	37.9
150	Book-keepers and cashiers, incl. bank tellers	310.10	38.3	319.70	39.0
151	Stenographers and typists	311.20	37.2	315.20	37.5
152	Office machine operators	322.90	37.3	337.10	38.4
153	Receptionists	288.40	38.4	298.80	39.5
154	Clerical workers, government, n.e.c.	342.20	36.5	350.00	37.0
155	Clerical workers, non-government, n.e.c.	313.40	38.0	321.40	38.6
205	Retail, wholesale sales attendants	271.50	38.9	277.00	39.4
521	Telephonists and phonogram operators	316.00	37.4	324.60	38.1
613	Machinists, textile and leather	250.10	37.4	259.10	38.3
660	Assemblers: process workers, metal, electrical	262.70	37.6	286.60	39.9
720	Packers, wrappers, labellers	270.90	37.5	291.30	39.2
729	Storemen, incl. storemen and packers	288.00	37.6	308.90	39.3
732	Labourers in textiles, clothing and footwear industry	278.50	36.8	296.10	38.5
805	Cooks, chefs	299.50	38.9	310.50	39.8
806	Maids, hotel, hospital, not private households	296.00	38.7	301.00	39.2
807	Catering, kitchen and canteen workers	291.30	38.3	297.30	38.8
813	Cleaners, offices, buildings	289.70	35.7	292.90	36.0
815	Launderers, dry cleaners and pressers	263.70	38.8	275.60	40.0
820	Nursing aides incl. trainees	313.80	39.7	316.50	39.9
822	Hospital and medical attendants	308.50	38.7	317.20	39.4
	<b>All occupations(c)</b>	<b>331.90</b>	<b>37.6</b>	<b>341.20</b>	<b>38.3</b>
<b>JUNIOR MALES</b>					
150	Book-keepers and cashiers, incl. bank tellers	222.00	38.6	227.60	39.3
154	Clerical workers, government, n.e.c.	205.50	37.2	209.30	37.6
155	Clerical workers, not government, n.e.c.	205.50	38.3	211.50	39.1
205	Retail, wholesale sales attendants	174.40	38.8	183.90	40.0
632	Fitters and turners, metal, n.e.c.	226.30	36.9	240.80	38.4
636	Motor vehicle mechanics	171.10	39.4	184.30	41.3
729	Storemen and packers	184.90	38.3	193.50	39.5
	<b>All occupations(c)</b>	<b>196.80</b>	<b>38.3</b>	<b>208.20</b>	<b>39.7</b>
<b>JUNIOR FEMALES</b>					
150	Book-keepers and cashiers, incl. bank tellers	200.50	38.2	205.30	38.8
151	Stenographers and typists	201.30	37.5	202.90	37.7
152	Office machine operators	211.70	37.7	220.70	38.7
153	Receptionists	197.60	38.3	203.70	39.1
154	Clerical workers, government, n.e.c.	206.60	37.1	209.80	37.4
155	Clerical workers, not government, n.e.c.	202.60	38.3	206.60	38.8
205	Retail, wholesale sales attendants	175.40	38.8	180.10	39.4
	<b>All occupations(c)</b>	<b>194.20</b>	<b>38.2</b>	<b>198.30</b>	<b>38.8</b>

(a) See paragraph 26 of the Explanatory notes. (b) Includes overtime earnings and overtime hours. (c) Includes occupations not shown separately above.



**TABLE 13. AVERAGE OVERTIME EARNINGS AND HOURS:  
FULL-TIME NON-MANAGERIAL EMPLOYEES WHO RECEIVED OVERTIME PAY  
INDUSTRIES, MAY 1985**

Industry	Average weekly overtime earnings (\$)		Average weekly overtime hours paid for	
	Males	Females	Males	Females
<b>ADULTS</b>				
Mining	162.50	*	9.60	7.60
Manufacturing—				
Food, beverages and tobacco	109.30	58.80	8.10	4.90
Textiles; clothing and footwear	110.40	60.70	9.50	5.90
Paper, paper products, printing, etc.	135.90	*	8.40	*
Chemical, petroleum and coal products	141.10	76.60	8.70	5.40
Metal products, machinery and equipment—				
Basic metal products	130.00	78.10	8.60	5.40
Fabricated metal products; other machinery, etc.	116.90	*	8.90	*
Transport equipment	127.20	101.50	9.40	8.70
<i>Total metal products, etc.</i>	<i>123.30</i>	<i>85.00</i>	<i>9.00</i>	<i>7.30</i>
Other manufacturing	114.30	65.20	8.50	6.00
<i>Total manufacturing</i>	<i>120.60</i>	<i>69.00</i>	<i>8.70</i>	<i>6.00</i>
Electricity, gas and water	103.10	*	6.00	*
Construction	129.70	*	8.40	*
Wholesale trade	93.50	53.70	6.70	4.40
Retail trade	58.50	38.10	5.00	3.40
Transport and storage	133.40	64.60	8.90	5.00
Communication	87.90	75.10	5.30	5.20
Finance, property and business services	91.40	49.60	6.40	4.10
Public administration, etc.	83.60	64.80	5.40	4.50
Community services	116.90	77.90	6.30	5.00
Other industries	94.00	72.20	7.60	6.20
<b>Total all industries</b>	<b>114.20</b>	<b>64.40</b>	<b>7.70</b>	<b>5.00</b>
<b>JUNIORS</b>				
Mining	*	*	*	*
Manufacturing—				
Food, beverages and tobacco	42.20	32.30	5.20	4.70
Textiles; clothing and footwear	*	*	*	*
Paper, paper products, printing, etc.	*	*	*	*
Chemical, petroleum and coal products	10.00	33.00	1.70	3.50
Metal products, machinery and equipment—				
Basic metal products	*	0.00	*	0.00
Fabricated metal products; other machinery, etc.	*	*	4.70	*
Transport equipment	*	*	*	*
<i>Total metal products, etc.</i>	<i>41.00</i>	<i>*</i>	<i>4.70</i>	<i>*</i>
Other manufacturing	*	40.70	*	4.90
<i>Total manufacturing</i>	<i>40.50</i>	<i>*</i>	<i>5.00</i>	<i>*</i>
Electricity, gas and water	*	*	*	*
Construction	*	35.40	5.90	3.30
Wholesale trade	49.90	*	5.70	4.50
Retail trade	36.20	*	5.20	*
Transport and storage	*	*	7.60	*
Communication	41.80	22.60	3.70	2.80
Finance, property and business services	24.40	20.70	3.10	2.60
Public administration, etc.	*	*	*	*
Community services	*	19.30	*	*
Other industries	*	*	*	*
<b>Total all industries</b>	<b>41.90</b>	<b>25.40</b>	<b>5.10</b>	<b>3.30</b>

## TABLES OF PART-TIME NON-MANAGERIAL EMPLOYEES

TABLE 14. PART-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, MAY 1985

State or Territory	Average weekly earnings (\$)			Average weekly hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
ADULTS									
New South Wales	159.50	156.50	157.20	15.5	17.5	17.0	10.30	8.90	9.20
Victoria	153.80	156.50	155.90	16.0	17.3	17.0	9.60	9.00	9.20
Queensland	127.80	140.60	137.70	15.1	16.1	15.8	8.50	8.80	8.70
South Australia	146.80	164.60	161.20	15.5	18.0	17.5	9.40	9.20	9.20
Western Australia	146.50	148.40	148.00	16.0	17.8	17.5	9.20	8.30	8.50
Tasmania	133.50	151.80	149.50	*	17.0	16.5	10.20	8.90	9.00
Northern Territory	161.70	182.50	174.70	18.1	20.3	19.5	8.90	9.00	9.00
Australian Capital Territory	141.10	181.50	169.50	14.2	19.4	17.9	10.00	9.40	9.50
<b>Australia</b>	<b>149.80</b>	<b>154.60</b>	<b>153.50</b>	<b>15.6</b>	<b>17.4</b>	<b>17.0</b>	<b>9.60</b>	<b>8.90</b>	<b>9.10</b>
JUNIORS									
New South Wales	75.20	79.00	77.80	13.9	14.8	14.5	5.40	5.40	5.40
Victoria	78.70	71.10	73.20	13.5	12.4	12.7	5.80	5.70	5.80
Queensland	59.70	59.80	59.80	12.0	13.5	13.0	5.00	4.40	4.60
South Australia	65.90	83.00	76.80	13.2	15.2	14.5	5.00	5.50	5.30
Western Australia	*	62.20	59.70	*	12.8	12.1	5.10	4.90	4.90
Tasmania	*	*	*	*	*	*	5.60	5.30	5.30
Northern Territory	89.60	*	*	*	*	*	5.70	6.70	6.30
Australian Capital Territory	*	*	61.40	11.5	*	12.8	5.40	4.10	4.80
<b>Australia</b>	<b>68.50</b>	<b>72.50</b>	<b>71.20</b>	<b>12.8</b>	<b>13.8</b>	<b>13.5</b>	<b>5.40</b>	<b>5.30</b>	<b>5.30</b>

TABLE 15. DISTRIBUTION OF WEEKLY EARNINGS AND HOURS PAID FOR : PART-TIME NON-MANAGERIAL EMPLOYEES, MAY 1985

	Males			Females		
	Adult	Junior	Total	Adult	Junior	Total
WEEKLY EARNINGS						
— per cent of total—						
Weekly earnings (\$)						
Under 20						
20 and under 30	} 8.6	} 25.3	3.7	} 3.5	} 20.3	2.3
30 .. 40			5.0			3.4
40 .. 50	} 15.1	} 31.3	5.3	2.9	13.5	4.2
50 .. 60			5.4	4.1	10.9	5.0
60 .. 70			7.1	4.2	} 15.9	4.9
70 .. 80			4.4	3.4		3.8
80 .. 90	5.2	} 24.1	5.5	4.2	11.2	4.5
90 .. 100	5.5		4.8	4.8	4.8	
100 .. 110	} 10.4	}	7.5	3.3	} 12.6	3.2
110 .. 120			4.0	4.0		4.0
120 .. 130	6.4	}	8.4	3.6	}	3.7
130 .. 140	5.7		4.8	4.8		4.5
140 .. 150	} 8.1	}	5.0	4.2	}	4.0
150 .. 160			7.7	4.2		4.0
160 .. 170	} 5.2	}	4.7	4.2	}	4.4
170 .. 180			4.3	3.9		3.9
180 .. 190	} 5.9	}	3.4	3.4	}	3.1
190 .. 200			3.9	3.4		3.0
200 .. 210	} 5.8	} 19.4	5.2	5.0	} 15.5	4.5
210 .. 220			2.8	2.8		2.6
220 .. 230	} 6.9	}	4.8	2.3	}	2.0
230 .. 240			2.3	2.3		2.1
240 .. 250	} 6.3	}	2.7	2.7	}	2.4
250 .. 260			2.2	2.2		1.9
260 .. 280	} 4.9	}	3.4	3.4	}	3.0
280 .. 300			1.8	1.8		1.6
300 .. 320	} 4.0	}	5.1	1.7	}	1.5
320 .. 340			2.1	2.1		1.8
340 .. 360	} 4.9	}	4.0	2.1	}	1.8
360 and over			2.2	2.2		2.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
— number (' 000)—						
Total employees	174.2	40.3	214.5	594.5	86.3	680.8
— dollars—						
Median earnings	126.30	52.10	112.20	146.20	55.20	134.40
Mean earnings	149.80	68.50	134.50	154.60	72.50	144.20
WEEKLY HOURS PAID FOR						
— per cent of total—						
Total weekly hours						
Under 4						
4 and under 6	} 16.6	} 22.6	7.5	3.8	} 18.2	4.2
6 .. 8			10.2	6.9		7.5
8 .. 10	} 8.8	} 26.1	9.5	6.4	}	7.3
10 .. 12			10.1	6.6		13.3
12 .. 14			8.7	6.4		14.5
14 .. 16			7.0	6.7		16.5
16 .. 18	} 14.8	} 26.6	6.9	6.7	}	6.7
18 .. 20			8.0	8.0		6.9
20 .. 22	} 9.1	}	14.7	7.5	} 11.1	7.5
22 .. 24			5.6	5.6		5.1
24 .. 26	} 7.3	}	9.1	10.8	} 13.0	10.1
26 .. 28			4.0	4.0		3.8
28 .. 30	} 5.5	} 24.1	7.6	7.5	}	7.3
30 .. 32			3.0	3.0		2.8
32 .. 34	} 8.0	}	4.7	3.7	}	3.5
34 and over			7.0	6.8		6.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
— number (' 000)—						
Total employees	174.2	40.3	214.5	594.5	86.3	680.8
— hours—						
Median weekly hours	13.5	10.0	13.0	16.6	10.5	16.1
Mean weekly hours	15.6	12.8	15.1	17.4	13.8	16.9

## TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 16. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (PRIVATE SECTOR), INDUSTRIES, MAY 1985  
(\$)

Industry	Adults			Juniors		
	Males	Females	Persons	Males	Females	Persons
Mining	615.00	399.60	593.80	327.40	260.60	310.30
Manufacturing						
Food, beverages and tobacco	396.20	280.00	363.50	212.00	145.90	188.30
Textiles; clothing and footwear	354.60	263.00	297.90	184.20	171.00	175.40
Paper, paper products, printing, etc.	430.70	286.60	392.90	200.70	159.90	183.60
Chemical, petroleum and coal products	474.80	327.40	433.20	173.50	176.00	174.90
Metal products, machinery and equipment—						
Basic metal products	471.70	359.90	463.50	258.00	198.40	253.10
Fabricated metal products; other machinery, etc.	398.20	282.60	373.90	208.00	209.90	208.40
Transport equipment	418.60	299.70	396.90	211.70	218.00	212.30
<i>Total metal products, etc.</i>	<i>419.60</i>	<i>293.30</i>	<i>397.40</i>	<i>215.60</i>	<i>210.20</i>	<i>214.70</i>
Other manufacturing	382.00	268.40	358.20	177.70	222.70	184.20
<i>Total manufacturing</i>	<i>410.10</i>	<i>282.20</i>	<i>377.50</i>	<i>202.00</i>	<i>178.90</i>	<i>195.40</i>
Electricity, gas and water	461.20	312.00	448.60	240.80	*	219.30
Construction	422.10	226.20	387.20	220.80	*	217.70
Wholesale trade	394.60	284.10	362.00	194.80	189.00	192.10
Retail trade	325.10	219.90	274.50	136.50	116.30	124.20
Transport and storage	417.80	284.60	388.90	195.40	197.10	196.10
Communication	434.20	245.30	349.60	*	*	*
Finance, property and business services	416.50	267.20	341.20	193.40	195.40	194.80
Public administration, etc.	..	..	..	..	..	..
Community services	397.00	265.60	294.50	192.80	176.60	179.10
Other industries	258.80	178.70	211.40	144.90	136.00	138.90
<b>Total all industries</b>	<b>398.20</b>	<b>251.60</b>	<b>338.80</b>	<b>175.70</b>	<b>146.70</b>	<b>160.10</b>

TABLE 17. AVERAGE WEEKLY EARNINGS AND HOURS, FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES (PRIVATE SECTOR), BY SIZE OF FIRM, ETC.(a), STATES AND TERRITORIES, MAY 1985

<i>Size of firm, etc. (Number of employees)(a)</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
AVERAGE WEEKLY EARNINGS (\$)									
<i>Males—</i>									
Under 20	351.10	330.80	336.10	338.40	350.50	342.70	384.20	384.60	343.40
20- 49	372.10	376.00	360.10	366.80	375.40	344.20	451.30	394.70	371.70
50- 99	392.90	379.90	358.90	359.70	413.00	366.60	492.50	366.40	382.20
100-499	439.20	403.00	402.10	382.80	461.10	408.20	544.60	398.10	419.60
500-999	451.40	416.20	446.20	418.00	443.10	391.90	585.30	311.00	435.70
1,000 and over	461.90	440.60	496.40	410.40	515.80	442.80	..	..	457.20
<b>Total</b>	<b>412.90</b>	<b>389.00</b>	<b>387.60</b>	<b>377.80</b>	<b>418.00</b>	<b>386.90</b>	<b>456.50</b>	<b>387.00</b>	<b>399.30</b>
<i>Females—</i>									
Under 20	296.80	299.40	290.70	287.70	301.10	298.70	322.80	309.50	297.30
20- 49	316.40	318.30	305.90	302.10	289.40	305.10	318.80	301.80	312.10
50- 99	329.00	324.00	296.50	307.80	308.20	291.40	322.10	311.20	318.20
100-499	327.00	315.20	309.60	317.70	321.40	329.70	357.80	335.50	320.60
500-999	350.40	311.30	329.90	299.80	336.80	305.40	448.70	*	331.10
1,000 and over	318.20	324.00	358.30	328.30	349.50	299.30	..	..	327.30
<b>Total</b>	<b>319.90</b>	<b>313.80</b>	<b>310.40</b>	<b>308.30</b>	<b>312.60</b>	<b>308.80</b>	<b>337.00</b>	<b>313.90</b>	<b>315.10</b>
AVERAGE WEEKLY HOURS									
<i>Males—</i>									
Under 20	40.1	40.0	39.9	41.2	40.1	39.4	42.3	40.8	40.2
20- 49	41.0	41.1	40.8	38.2	40.8	40.4	44.6	39.8	40.7
50- 99	40.8	41.4	41.8	40.8	42.4	40.2	46.3	43.6	41.4
100-499	41.9	41.5	41.6	42.2	44.5	42.3	44.5	40.5	42.0
500-999	41.1	42.5	41.2	40.5	40.3	41.3	45.6	39.4	41.4
1,000 and over	41.6	42.0	41.1	43.1	42.0	39.7	..	..	41.8
<b>Total</b>	<b>41.2</b>	<b>41.3</b>	<b>41.0</b>	<b>41.4</b>	<b>41.8</b>	<b>40.8</b>	<b>43.7</b>	<b>40.8</b>	<b>41.3</b>
<i>Females—</i>									
Under 20	38.3	37.7	39.3	38.6	39.2	37.4	43.7	38.7	38.5
20- 49	39.1	37.4	39.7	39.3	38.5	37.9	40.9	37.1	38.5
50- 99	38.8	38.1	39.7	37.4	38.3	37.3	40.3	39.9	38.6
100-499	38.4	38.4	39.6	40.0	39.4	40.4	40.3	40.6	38.8
500-999	39.1	40.0	40.0	38.1	39.7	39.8	38.0	37.2	39.5
1,000 and over	38.6	39.5	39.3	39.5	39.5	40.7	..	..	39.1
<b>Total</b>	<b>38.6</b>	<b>38.4</b>	<b>39.5</b>	<b>39.0</b>	<b>39.1</b>	<b>38.8</b>	<b>42.2</b>	<b>39.2</b>	<b>38.8</b>

(a) Size of firm refers to the number of persons paid by the employer for the pay period which included 17 May 1985.

**TABLE 18. COMPOSITION OF AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS, FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES (PRIVATE SECTOR), INDUSTRIES, MAY 1985 (\$)**

Industry	Weekly earnings (\$)					Total
	Overtime	Ordinary time			Total ordinary time	
		Award or agreed base rate of pay(a)	Payment by measured result (a)	Over-award and other pay(a)		
<b>MALES</b>						
Mining	97.80	423.90	59.20	21.80	504.90	602.70
Manufacturing						
Food, beverages and tobacco	50.40	309.90	9.40	16.00	335.30	385.70
Textiles; clothing and footwear	*	268.00	6.20	19.50	293.70	338.80
Paper, paper products, printing, etc.	59.00	339.00	*	*	372.60	431.70
Chemical, petroleum and coal products	52.90	371.20	*	17.10	389.30	442.20
Metal products, machinery and equipment						
Basic metal products	62.90	343.80	34.00	13.40	391.20	454.10
Fabricated metal products; other machinery, etc.	49.50	299.60	*	25.80	329.70	379.20
Transport equipment	71.70	324.90	*	14.90	341.60	413.30
<i>Total metal products, etc.</i>	<i>58.30</i>	<i>316.40</i>	<i>10.60</i>	<i>20.10</i>	<i>347.20</i>	<i>405.40</i>
Other manufacturing	50.50	296.40	*	19.30	319.00	369.60
<i>Total manufacturing</i>	<i>54.70</i>	<i>314.50</i>	<i>7.50</i>	<i>20.20</i>	<i>342.20</i>	<i>369.90</i>
Electricity, gas and water	*	362.20	13.50	*	386.20	451.00
Construction	49.60	355.80	*	19.40	376.20	425.90
Wholesale trade	25.10	324.00	*	16.20	341.90	367.00
Retail trade	15.00	287.60	*	14.60	308.90	323.90
Transport and storage	77.70	342.90	*	*	357.50	435.20
Communication	*	*	0.00	0.00	*	*
Finance, property and business services	19.10	361.40	*	*	389.10	408.20
Public administration, etc.	..	..	..	..	..	..
Community services	*	369.60	*	*	377.50	391.10
Other industries	33.00	289.90	*	14.50	305.20	338.10
<b>Total all industries</b>	<b>45.20</b>	<b>327.80</b>	<b>8.30</b>	<b>17.90</b>	<b>354.00</b>	<b>399.30</b>
<b>FEMALES</b>						
Mining	*	356.60	*	*	379.00	415.90
Manufacturing						
Food, beverages and tobacco	18.00	284.40	2.20	*	296.90	314.90
Textiles; clothing and footwear	14.60	240.50	*	6.30	255.70	270.30
Paper, paper products, printing, etc.	*	302.30	*	*	316.90	325.60
Chemical, petroleum and coal products	*	307.40	*	16.10	323.90	342.90
Metal products, machinery and equipment						
Basic metal products	*	328.40	*	*	346.70	367.10
Fabricated metal products; other machinery, etc.	*	268.50	*	17.20	289.30	304.90
Transport equipment	*	272.60	*	*	285.20	317.80
<i>Total metal products, etc.</i>	<i>20.70</i>	<i>275.20</i>	<i>3.70</i>	<i>14.60</i>	<i>293.50</i>	<i>314.20</i>
Other manufacturing	*	263.70	*	11.80	277.10	288.70
<i>Total manufacturing</i>	<i>16.30</i>	<i>271.60</i>	<i>4.10</i>	<i>11.30</i>	<i>286.90</i>	<i>303.20</i>
Electricity, gas and water	*	311.20	0.00	0.00	311.20	317.80
Construction	*	291.50	0.00	*	301.00	307.80
Wholesale trade	*	297.20	*	10.00	307.30	314.60
Retail trade	7.20	272.50	*	5.80	279.00	286.20
Transport and storage	*	312.70	0.00	*	334.30	345.40
Communication	0.00	*	0.00	0.00	*	*
Finance, property and business services	7.80	303.30	*	11.80	315.50	323.20
Public administration, etc.	..	..	..	..	..	..
Community services	*	335.40	*	5.40	341.30	345.80
Other industries	*	273.80	*	*	280.90	296.80
<b>Total all industries</b>	<b>10.40</b>	<b>293.80</b>	<b>1.50</b>	<b>9.30</b>	<b>304.70</b>	<b>315.10</b>

(a) For definitions see the Explanatory Notes.

**TABLE 19. COMPOSITION OF AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS, FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES (PRIVATE SECTOR), STATES AND TERRITORIES, MAY 1985**  
(**\$**)

Industry	Weekly earnings (\$)					Total
	Overtime	Ordinary time			Total ordinary time	
		Award or agreed base rate of pay(a)	Payment by measured result (a)	Over-award and other pay(a)		
<b>MALES</b>						
New South Wales	48.00	331.50	12.50	20.90	364.90	412.90
Victoria	46.40	319.30	*	18.80	342.60	389.00
Queensland	36.10	327.40	8.50	15.60	351.50	387.60
South Australia	42.10	315.50	*	13.50	335.70	377.80
Western Australia	48.80	347.20	*	14.50	369.10	418.00
Tasmania	35.20	338.90	*	8.30	351.70	386.90
Northern Territory	*	347.60	*	20.70	370.10	456.50
Australian Capital Territory	*	339.10	*	*	356.20	387.00
<b>Australia</b>	<b>45.20</b>	<b>327.80</b>	<b>8.30</b>	<b>17.90</b>	<b>354.00</b>	<b>399.30</b>
<b>FEMALES</b>						
New South Wales	10.30	296.70	1.30	11.70	309.60	319.90
Victoria	11.30	291.80	*	9.00	302.50	313.80
Queensland	*	292.40	*	8.20	302.50	310.40
South Australia	*	289.60	*	*	297.70	308.30
Western Australia	*	294.70	*	6.40	302.50	312.60
Tasmania	*	294.80	*	*	300.60	308.80
Northern Territory	*	288.30	0.00	15.10	303.40	337.00
Australian Capital Territory	*	298.90	*	*	305.00	313.90
<b>Australia</b>	<b>10.40</b>	<b>293.80</b>	<b>1.50</b>	<b>9.30</b>	<b>304.70</b>	<b>315.10</b>

(a) For definitions see the Explanatory Notes.

**TABLE 20. DISTRIBUTION OF WEEKLY EARNINGS FOR FULL-TIME MANAGERIAL, ETC. EMPLOYEES (PRIVATE SECTOR), MAY 1985**

	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— per cent of total —		
Weekly earnings (\$) —			
Under 220	4.1	13.7	5.9
220 and under 240	} 2.9	} 11.8	} 3.6
240 .. 260			
260 .. 280	} 3.3	} 17.1	} 2.3
280 .. 300			
300 .. 320	4.1	} 11.7	5.1
320 .. 340	3.8		
340 .. 360	4.7	} 10.0	5.1
360 .. 380	4.0		
380 .. 400	4.1	} 10.0	4.6
400 .. 420	7.2		
420 .. 440	4.3	} 13.3	4.1
440 .. 460	5.4		
460 .. 480	4.3	} 12.3	4.1
480 .. 500	4.6		
500 .. 520	5.1	} 12.3	4.9
520 .. 540	4.4		
540 .. 560	3.1	} 12.3	3.9
560 .. 580	4.1		
580 .. 600	2.5	} 12.3	3.7
600 .. 650	6.3		
650 .. 700	4.8	} 12.3	4.1
700 and over	12.8		
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	— number ('000) —		
Total employees	360.6	82.6	443.2
	— dollars —		
Median earnings	466.80	350.30	448.20
Mean earnings	498.00	363.20	472.90

**TABLE 21. AVERAGE WEEKLY EARNINGS: FULL-TIME MANAGERIAL, ETC. EMPLOYEES (PRIVATE SECTOR), INDUSTRIES, MAY 1985**

<i>Industry</i>	<i>Average weekly earnings</i>	
	<i>Males</i>	<i>Females</i>
Mining	755.50	503.10
Manufacturing		
Food, beverages and tobacco	538.40	319.60
Textiles; clothing and footwear	445.10	340.00
Paper, paper products, printing, etc.	489.40	413.00
Chemical, petroleum and coal products	620.70	416.50
Metal products, machinery and equipment —		
Basic metal products	689.70	*
Fabricated metal products; other machinery, etc.	515.20	335.60
Transport equipment	518.00	281.50
<i>Total metal products, etc.</i>	<i>542.30</i>	<i>336.70</i>
Other manufacturing	494.50	321.20
<i>Total manufacturing</i>	<i>526.70</i>	<i>355.60</i>
Electricity, gas and water	651.50	*
Construction	445.70	248.40
Wholesale trade	512.10	371.80
Retail trade	402.70	341.70
Transport and storage	497.40	290.60
Communication	*	*
Finance, property and business services	533.00	409.70
Public administration, etc.	..	..
Community services	551.30	407.60
Other industries	423.20	303.20
<b>Total all industries</b>	<b>498.00</b>	<b>363.20</b>





AUSTRALIAN BUREAU OF STATISTICS

IN CONFIDENCE

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The Australian Bureau  
of Statistics in your  
State or Territory (for  
the address and telephone  
number see below)

**SURVEY OF EMPLOYEE EARNINGS AND HOURS  
WEEK ENDING 17 MAY 1985**

The Survey of Employee Earnings and Hours is an Australia wide survey covering a sample of approximately 7,000 private and government organisations. The survey collects information which is essential for producing estimates on the distribution and composition of average weekly earnings and hours which are used by a wide range of private and government organisations in monitoring certain aspects of the Australian economy and in formulating economic policy. Survey results will be released in the publication, Distribution and Composition of Employee Earnings and Hours—Australia (6306.0).

This return is collected under the authority of the *Census and Statistics Act 1905* which provides for the compulsory furnishing of a completed form. Individual returns remain confidential to the ABS and statistics are only released in the form of aggregated data.

- **DUE DATE** — Please complete the questions on page 2 and return this form in the reply paid envelope to reach the ABS **NOT LATER THAN 31 MAY 1985.**
- **ESTIMATES** — Where actual figures are not available, please supply careful estimates.
- **INSTRUCTIONS** — A separate set of instructions with an example printed on the back is enclosed to assist in completing this form.
- **ASSISTANCE** — If you require further information or are experiencing particular difficulties in completing any part of the form, please contact the ABS in your State or Territory. Reverse charge calls will be accepted.

R. J. CAMERON  
Australian Statistician

ACT	Box 10, PO Belconnen 2616	Mr Jon Havelock	062/526692
NSW	Box 796, GPO Sydney 2001	Labour Section	02/2684345
VIC	Box 2796Y, GPO Melbourne 3001	Survey of Employee Earnings and Hours	03/630181
QLD	345 Ann Street, Brisbane 4000	Survey of Employee Earnings and Hours	07/2226278
WA	1-3 St George's Tce, Perth 6000	Survey of Employee Earnings and Hours	09/3235339
SA	Box 2272, GPO Adelaide 5001	Survey of Employee Earnings and Hours	08/2289281
TAS	Box 66A, GPO Hobart 7001	Survey of Employee Earnings and Hours	002/209458
NT	Box 3796, GPO Darwin 5794	Manpower Section	089/815222

**COMMENTS**

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or hours).

.....  
 .....  
 .....

Name of person to be contacted if any queries arise regarding the return:

Mr ..... Phone number ..... / ..... Date ..... Signature .....

Mrs .....  
 Miss ..... BLOCK LETTERS ..... STD Code ..... Number .....

SURVEY OF EMPLOYEE EARNINGS AND HOURS, MAY 1985

ITEM

<b>A</b> EMPLOYEES ON ASSEMBLED LIST (see definitions A, E, F, G, and the example on the back of the instruction sheet)	FULL-TIME ADULTS—Managerial	1	
	FULL-TIME ADULTS—Non-Managerial	2	
	FULL-TIME JUNIORS	3	
	PART-TIME ADULTS	4	
	PART-TIME JUNIORS	5	
	<b>TOTAL EMPLOYEES</b>	6	

**NOTE: Item A need only be completed on ONE questionnaire**

<b>B</b> IDENTIFICATION OF EMPLOYEE	I/D	Office Use	<input type="checkbox"/>	I/D	Office Use	<input type="checkbox"/>	I/D	Office Use	<input type="checkbox"/>	I/D	Office Use	<input type="checkbox"/>
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<b>C</b> PLACE OF EMPLOYMENT	Town/Suburb	Town/Suburb	Town/Suburb	Town/Suburb
	Postcode	Postcode	Postcode	Postcode

<b>D</b> SEX	Male	<input type="checkbox"/>	1	Male	<input type="checkbox"/>	1	Male	<input type="checkbox"/>	1	Male	<input type="checkbox"/>	1
	Female	<input type="checkbox"/>	2	Female	<input type="checkbox"/>	2	Female	<input type="checkbox"/>	2	Female	<input type="checkbox"/>	2

<b>E</b> ADULT OR JUNIOR (see definitions)	Paid as Adult	<input type="checkbox"/>	1	Paid as Adult	<input type="checkbox"/>	1	Paid as Adult	<input type="checkbox"/>	1	Paid as Adult	<input type="checkbox"/>	1
	Paid as Junior	<input type="checkbox"/>	2	Paid as Junior	<input type="checkbox"/>	2	Paid as Junior	<input type="checkbox"/>	2	Paid as Junior	<input type="checkbox"/>	2

<b>F</b> STATUS OF EMPLOYEE (see definitions)	Managerial, etc.	<input type="checkbox"/>	1	Managerial, etc.	<input type="checkbox"/>	1	Managerial, etc.	<input type="checkbox"/>	1	Managerial, etc.	<input type="checkbox"/>	1
	Minor Supervisory	<input type="checkbox"/>	2	Minor Supervisory	<input type="checkbox"/>	2	Minor Supervisory	<input type="checkbox"/>	2	Minor Supervisory	<input type="checkbox"/>	2
	Apprentice, etc.	<input type="checkbox"/>	3	Apprentice, etc.	<input type="checkbox"/>	3	Apprentice, etc.	<input type="checkbox"/>	3	Apprentice, etc.	<input type="checkbox"/>	3
	Other	<input type="checkbox"/>	4	Other	<input type="checkbox"/>	4	Other	<input type="checkbox"/>	4	Other	<input type="checkbox"/>	4

<b>G</b> FULL-TIME OR PART-TIME (see definitions)	Full-Time	<input type="checkbox"/>	1	Full-Time	<input type="checkbox"/>	1	Full-Time	<input type="checkbox"/>	1	Full-Time	<input type="checkbox"/>	1
	Part-Time	<input type="checkbox"/>	2	Part-Time	<input type="checkbox"/>	2	Part-Time	<input type="checkbox"/>	2	Part-Time	<input type="checkbox"/>	2

<b>H</b> OCCUPATION (see definitions)	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>
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<b>I</b> 1. AWARD COVERAGE (see definitions)	A	<input type="checkbox"/>	1	UA	<input type="checkbox"/>	3	A	<input type="checkbox"/>	1	UA	<input type="checkbox"/>	3	A	<input type="checkbox"/>	1	UA	<input type="checkbox"/>	3
	RA	<input type="checkbox"/>	2	NC	<input type="checkbox"/>	4	RA	<input type="checkbox"/>	2	NC	<input type="checkbox"/>	4	RA	<input type="checkbox"/>	2	NC	<input type="checkbox"/>	4

<b>I</b> 2. TITLE OF AWARD, DETERMINATION OR AGREEMENT (see definitions)	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>
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<b>I</b> 3. AWARD, etc. CLASSIFICATION (as actually specified in award)	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>	Office Use	<input type="checkbox"/>
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<b>J</b> WEEKLY STANDARD/ ROSTERED HOURS (see definitions)	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins
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<b>K</b> WEEKLY HOURS PAID FOR (see definitions)	1. OVERTIME	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins
	2. ORDINARY TIME	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins
	3. TOTAL HOURS PAID FOR	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins	_____ hrs _____ mins

<b>L</b> GROSS EARNINGS (see definitions)	<b>WHOLE DOLLARS ONLY</b>	<b>WHOLE DOLLARS ONLY</b>	<b>WHOLE DOLLARS ONLY</b>	<b>WHOLE DOLLARS ONLY</b>	
	1. PAY IN ADVANCE/ RETROSPECTIVE PAY/ PERIODIC BONUSES	\$ _____	\$ _____	\$ _____	\$ _____
	2. OVERTIME PAY	\$ _____ per week	\$ _____ per week	\$ _____ per week	\$ _____ per week
	3. PAYMENT BY MEASURED RESULT	\$ _____ per week	\$ _____ per week	\$ _____ per week	\$ _____ per week
	4. AWARD PAY OR BASE RATE OF PAY	\$ _____ per week	\$ _____ per week	\$ _____ per week	\$ _____ per week
	5. OVER AWARD PAY	\$ _____ per week	\$ _____ per week	\$ _____ per week	\$ _____ per week
	6. OTHER PAY	\$ _____ per week	\$ _____ per week	\$ _____ per week	\$ _____ per week
7. TOTAL EARNINGS	\$ _____	\$ _____	\$ _____	\$ _____	

AWARDS  
EARNINGS  
KNOWLEDGE

## DEFINITIONS

The **REFERENCE PERIOD** for this return is the last pay period ending on or before **17 May 1985**. If the operations of the establishment(s) covered by this return were seriously curtailed by an industrial dispute, breakdown, fire, etc., during the reference period, **please supply particulars for the previous normal pay period for those affected** (and describe the action taken in the space provided for comments at the bottom of page 1).

A	<b>EMPLOYEES ON ASSEMBLED LIST</b> Summarise details of employment on your assembled list. Check whether the total employment is within the limits set in Step 2 on the instruction sheet. If your total employment is not within these limits please contact the ABS (see page 1 of the questionnaire) before proceeding to Step 3. Item A need only be completed on ONE questionnaire.
B	<b>IDENTIFICATION OF EMPLOYEE.</b> To enable the information shown on this return to be checked with you if necessary, please use a method of positive identification such as payroll number, personnel number, name or initials, etc. <i>The name of the employee is not necessary if some other suitable method of identification is available.</i> The identity of the employee will not be recorded and on completion of this survey the questionnaire will be destroyed.
C	<b>PLACE OF EMPLOYMENT.</b> Show town or suburb and postcode of employee's actual place of employment or base.
D	<b>SEX OF EMPLOYEE.</b>
E	<b>ADULT/JUNIOR.</b> ADULTS are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation. JUNIORS are those employees who are not ADULTS as defined.
F	<b>STATUS OF EMPLOYEE.</b> (tick one box only) Abbreviations Managerial, etc: Managerial, Executive, Professional or Higher Supervisory Minor Supervisory: Minor supervisory, Foreman, Leading Hand, etc. Apprentice, etc: Apprentice, Trainee or Cadet. <p style="text-align: right;">NOTE: MANAGERIAL employees are managerial, executive, professional and higher supervisory staff, i.e. those employees who do not receive payment for overtime or who are in charge of a significant number of employees in a separate establishment.</p>
G	<b>FULL-TIME/PART-TIME.</b> (tick one box only). FULL-TIME employees are those (permanent, temporary and casual) <b>who normally work the agreed or award hours for a full-time employee in their occupation;</b> if agreed or award hours do not apply, employees should be regarded as full-time if they ordinarily work 35 hours or more a week. PART-TIME employees are those (permanent, temporary and casual) who are not FULL-TIME as defined.
H	<b>OCCUPATION.</b> Give full title of each employee's occupation stating trade, class or grade where applicable. e.g. First-class Welder, Civil Engineering Draftsman, Fastfood Cook, Accounts Clerk, Extruder Operator, Coal Miner. Describe as fully as possible the main tasks or duties usually performed by the employee in this occupation. e.g. Welding of high pressure steam pipes, preparing drawings for dam construction, cooking hamburgers and chips, recording and paying accounts, operating plastic extruding machine, operating continuous mining machine.
I	<b>1. AWARD COVERAGE.</b> Give the nature of the <b>actual</b> coverage of each employee; A : covered by an award or determination RA : covered by a registered agreement UA : covered by an unregistered agreement NC : not covered by an award, determination or agreement. NOTE: For employees not actually covered by an award, etc., but whose rates of pay are varied in accordance with some award tick the category NC. <b>2. TITLE OF AWARD, DETERMINATION OR AGREEMENT</b> Show the precise name of the award, etc., used to vary the employee's rate of pay even where the employee is not actually covered by that award, etc. (e.g. Federal Metal Industry Award Part II). If not specified in the actual title, indicate whether it is a Federal or State award. For registered or unregistered agreements specify the names of the parties involved. If no award, etc. is applicable write N.A. NOTE: It is not sufficient to identify the award by giving the name of the employee's trade union. <b>3. AWARD, etc., CLASSIFICATION.</b> Specify precisely the classification shown in the award, etc., in Item 2 (e.g. machinist 1st class) on which the employee's ordinary time rate of pay was based. If no award, etc., classification is applicable write N.A.
J	<b>WEEKLY STANDARD/ROSTERED HOURS.</b> <b>Standard or rostered hours (excluding overtime)</b> which the employee would ordinarily be paid for in a full week. Where necessary estimate standard hours for managerial, executive, professional and higher supervisory staff. NOTE: Where necessary convert hours to a <b>weekly basis</b> , e.g. employees paid fortnightly or monthly, employees on shift cycles, etc.
K	<b>WEEKLY HOURS PAID FOR</b> in the last pay period ending on or before 17 May 1985. Do not include hours worked which were not paid for in the pay period. Details are not required for managerial, executive, professional and higher supervisory staff. NOTE: Where necessary convert hours to a <b>weekly basis</b> , e.g. employees paid fortnightly or monthly, employees on shift cycles, etc. <b>1. Overtime hours paid</b> for refers to hours in excess of award, standard or agreed hours of work. Do not convert overtime hours to their ordinary time equivalent (e.g. if 4 hours of overtime were paid for at time and a half, the number of hours reported should be 4 and not 6). <b>Exclude</b> normal shift work and standard hours paid for at penalty rates. <b>2. Ordinary time hours paid</b> for refers to award, standard or agreed hours of work. Do not convert standard hours paid for at penalty rates (e.g. shift hours) to their ordinary time equivalent. <b>Exclude</b> hours on stand-by or reporting time except where these are part of standard hours. <b>Include</b> any part of paid leave related to the reference period.
L	<b>GROSS EARNINGS</b> for the last pay period ending on or before 17 May 1985, (i.e. earnings before taxation and other deductions are made). <b>SPECIAL PAYMENTS</b> i.e. payments made in this period but related to other pay periods. <b>1. Pay in advance/retrospective pay/periodic bonuses</b> <b>Include</b> annual leave loading paid this pay. <b>Exclude</b> any payments for leave taken during the reference period and any bonuses relating directly to the reference period. (These payments and bonuses are to be included in items 3 to 5). <b>WEEKLY EARNINGS IN THIS PAY PERIOD.</b> <b>Include one week's proportion</b> of payments made <b>other than</b> on a weekly basis (e.g. salary paid fortnightly or monthly; paid annual and other leave taken during the reference period; commissions, periodic payments under incentive or piecework, and any payments under profit-sharing schemes which are normally paid each pay period). NOTE: For shift workers, convert details of shift cycles to a weekly basis. <b>2. Overtime pay</b> refers to payment for hours in excess of award, standard or agreed hours of work. <b>Exclude</b> shift penalty payments for ordinary time hours (to be included in the item "award pay"). <b>Include</b> shift penalty payments for overtime hours. <b>3. Payment by measured result</b> refers to earnings which vary according to measured performance. (For example piecework, production and task bonuses, commission). <b>4. Award pay or base rate of pay.</b> If no award, etc., applicable show base rate of pay for ordinary time hours. For employees eligible for annual increments, the weekly pay received at the current incremental level should be reported in this item. <b>Include</b> all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award, etc. <b>Exclude</b> over award pay and service increments not specified in the award, etc. (to be included in the item "over award pay"). <b>5. Over award pay</b> (for example attendance, good time keeping, profit-sharing, etc.). <b>Include</b> any amounts of ordinary time pay (regular or otherwise) that are over the award. <b>Exclude</b> payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash). <b>6. Other pay</b> refers to earnings not included in items L1 to L5. <b>Exclude</b> payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

SURVEY OF EMPLOYEE EARNINGS AND HOURS, MAY 1985

DUPLICATE  
RETAIN THIS PAGE  
FOR YOUR OWN RECORDS



ITEM

A	EMPLOYEES ON ASSEMBLED LIST (see definitions A, E, F, G, and the example on the back of the instruction sheet)	FULL-TIME ADULTS—Managerial	1
		FULL-TIME ADULTS—Non-Managerial	2
		FULL-TIME JUNIORS	3
		PART-TIME ADULTS	4
		PART-TIME JUNIORS	5
		TOTAL EMPLOYEES	6

Please insert reference number from address label on page 1

NOTE: Item A need only be completed on ONE questionnaire

B	IDENTIFICATION OF EMPLOYEE	I/D Office Use	I/D Office Use	I/D Office Use	I/D Office Use
C	PLACE OF EMPLOYMENT	Town/Suburb Postcode	Town/Suburb Postcode	Town/Suburb Postcode	Town/Suburb Postcode
D	SEX	Male <input type="checkbox"/> 1 Female <input type="checkbox"/> 2	Male <input type="checkbox"/> 1 Female <input type="checkbox"/> 2	Male <input type="checkbox"/> 1 Female <input type="checkbox"/> 2	Male <input type="checkbox"/> 1 Female <input type="checkbox"/> 2
E	ADULT OR JUNIOR (see definitions)	Paid as Adult <input type="checkbox"/> 1 Paid as Junior <input type="checkbox"/> 2	Paid as Adult <input type="checkbox"/> 1 Paid as Junior <input type="checkbox"/> 2	Paid as Adult <input type="checkbox"/> 1 Paid as Junior <input type="checkbox"/> 2	Paid as Adult <input type="checkbox"/> 1 Paid as Junior <input type="checkbox"/> 2
F	STATUS OF EMPLOYEE (see definitions)	Managerial, etc. <input type="checkbox"/> 1 Minor Supervisory <input type="checkbox"/> 2 Apprentice, etc. <input type="checkbox"/> 3 Other <input type="checkbox"/> 4	Managerial, etc. <input type="checkbox"/> 1 Minor Supervisory <input type="checkbox"/> 2 Apprentice, etc. <input type="checkbox"/> 3 Other <input type="checkbox"/> 4	Managerial, etc. <input type="checkbox"/> 1 Minor Supervisory <input type="checkbox"/> 2 Apprentice, etc. <input type="checkbox"/> 3 Other <input type="checkbox"/> 4	Managerial, etc. <input type="checkbox"/> 1 Minor Supervisory <input type="checkbox"/> 2 Apprentice, etc. <input type="checkbox"/> 3 Other <input type="checkbox"/> 4
G	FULL-TIME OR PART-TIME (see definitions)	Full-Time <input type="checkbox"/> 1 Part-Time <input type="checkbox"/> 2	Full-Time <input type="checkbox"/> 1 Part-Time <input type="checkbox"/> 2	Full-Time <input type="checkbox"/> 1 Part-Time <input type="checkbox"/> 2	Full-Time <input type="checkbox"/> 1 Part-Time <input type="checkbox"/> 2
H	OCCUPATION (see definitions)	Office Use	Office Use	Office Use	Office Use
I	1. AWARD COVERAGE (see definitions)	A <input type="checkbox"/> 1 UA <input type="checkbox"/> 3 RA <input type="checkbox"/> 2 NC <input type="checkbox"/> 4	A <input type="checkbox"/> 1 UA <input type="checkbox"/> 3 RA <input type="checkbox"/> 2 NC <input type="checkbox"/> 4	A <input type="checkbox"/> 1 UA <input type="checkbox"/> 3 RA <input type="checkbox"/> 2 NC <input type="checkbox"/> 4	A <input type="checkbox"/> 1 UA <input type="checkbox"/> 3 RA <input type="checkbox"/> 2 NC <input type="checkbox"/> 4
	2. TITLE OF AWARD, DETERMINATION OR AGREEMENT (see definitions)	Office Use	Office Use	Office Use	Office Use
	3. AWARD, etc. CLASSIFICATION (as actually specified in award)	Office Use	Office Use	Office Use	Office Use
J	WEEKLY STANDARD/ ROSTERED HOURS (see definitions)	hrs mins	hrs mins	hrs mins	hrs mins
K	WEEKLY HOURS PAID FOR (see definitions)				
	1. OVERTIME	hrs mins	hrs mins	hrs mins	hrs mins
	2. ORDINARY TIME	hrs mins	hrs mins	hrs mins	hrs mins
	3. TOTAL HOURS PAID FOR	hrs mins	hrs mins	hrs mins	hrs mins
L	GROSS EARNINGS (see definitions)	WHOLE DOLLARS ONLY	WHOLE DOLLARS ONLY	WHOLE DOLLARS ONLY	WHOLE DOLLARS ONLY
	1. PAY IN ADVANCE/ RETROSPECTIVE PAY/ PERIODIC BONUSES	\$	\$	\$	\$
	2. OVERTIME PAY	\$ per week	\$ per week	\$ per week	\$ per week
	3. PAYMENT BY MEASURED RESULT	\$ per week	\$ per week	\$ per week	\$ per week
	4. AWARD PAY OR BASE RATE OF PAY	\$ per week	\$ per week	\$ per week	\$ per week
	5. OVER AWARD PAY	\$ per week	\$ per week	\$ per week	\$ per week
	6. OTHER PAY	\$ per week	\$ per week	\$ per week	\$ per week
7. TOTAL EARNINGS	\$	\$	\$	\$	

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## TECHNICAL NOTE

### Introduction

Since the estimates in this publication are based on information obtained from a sample they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employees had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

2. 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 respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*, and they may occur in any enumeration, whether it be a full count or a sample. Efforts are made to reduce non-sampling errors by careful design of questionnaires, detailed checking of returns and quality control of processing.

3. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employees 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 had all employees been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. Both measures are used in the following discussion of the reliability of the estimates.

5. Generally, estimates with a relative standard error of greater than 15 per cent have not been included in the tables in this publication. For occupations, estimates with a relative standard error greater than 7 per cent have not been shown. Estimates relating to overtime earnings and hours, payment by measured result, overaward and other pay, and part-time employees have been published if the relative standard error is less than 20 per cent (or less than 30 per cent if the standard error is not greater than \$1.00 or 0.5 hours).

6. As it is not practicable to include the standard errors of all estimates in this publication, tables have been provided to give an indication of the magnitude of the standard errors. These relate to the following groups of tables:

### Distribution (Tables 1, 5-8, 15, 20)

7. These distribution tables are based on estimates of numbers of persons in various ranges of earnings or hours. The graph on page 40 shows the decrease in the relative standard error for numbers of persons as the size of the estimate increases. An example of the use of the graph in relation to Table 1 is as follows: the estimate for the earnings range \$340.00 to \$360.00 for Victorian males is 6.1 per cent of the total number of Victorian male

employees. This represents approximately 48,950 males. The upper curve on the graph shows that the relative standard error of this estimate is approximately 6.5 per cent, i.e. 3,200 males. This means that there are about two chances in three that the figure which would have been produced if information had been obtained from all employees is within the range 45,750 to 52,150 (5.7 to 6.5 per cent of the total number) and about nineteen chances in twenty that this figure is between 42,550 and 55,350 (5.3 to 6.9 per cent of the total number). In the distribution tables, it has been necessary to combine some ranges in order to avoid publishing estimates with a relative standard error above 15 per cent which is considered to be too high for most practical uses.

### Average earnings and hours (Tables 2, 3, 9, 10, 13, 14, 16-19, 21)

8. Tables A and B on page 41 show relative standard errors for some estimates of average weekly earnings (both total and overtime). An example of the use of Table A is as follows: the estimated average total weekly earnings of full-time non-managerial adult males in the Retail trade industry is shown in Table 9 as \$323.90. Table A shows the relative standard error on this estimate to be 0.9 per cent (or approximately \$2.90). This means that there are about two chances in three that a complete enumeration would have given a figure within the range \$321.00 to \$326.80, and about nineteen chances in twenty that the figure would be between \$318.10 and \$332.70.

9. The following notes give indications of sampling errors which are not covered directly by Table A or B:

*All employees and private sector full-time non-managerial employees.* Relative standard errors are approximately the same as those in Tables A and B.

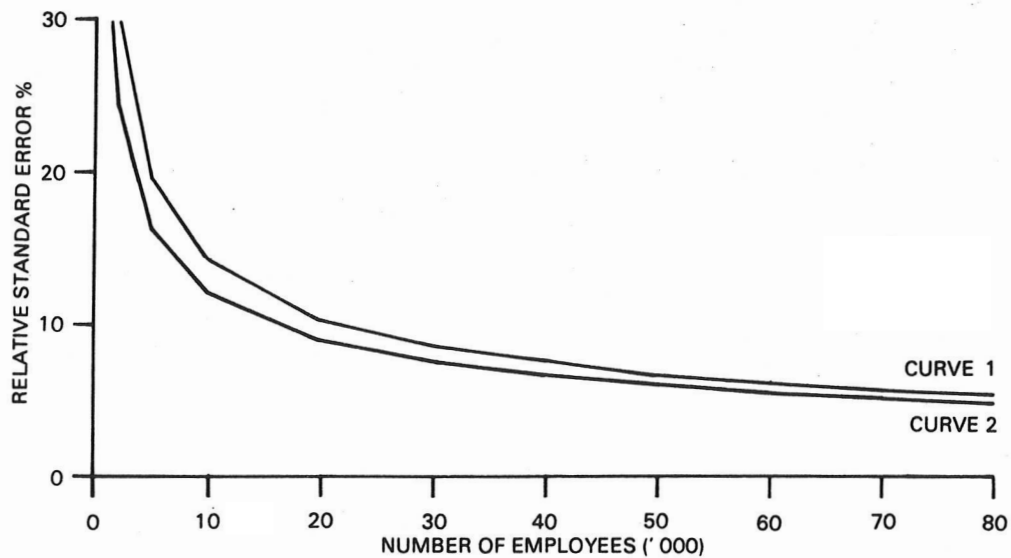
*Components of earnings.* Relative standard errors of estimates of average award pay are approximately the same as those for average total earnings in Tables A and B. Relative standard errors of estimates of payments by measured result and overaward and other pay are approximately the same as those for overtime earnings shown in Tables A and B.

*Average weekly hours paid for.* Relative standard errors for average overtime hours are approximately the same as those shown in Tables A and B for overtime earnings. Relative standard errors for average total hours and average ordinary time hours are approximately the same as those for average total earnings shown in Tables A and B.

### Occupations (Tables 4, 11, 12)

10. Details are not shown for occupations or occupation groups for which the sampling error for any of the published averages is greater than 7 per cent.

## ESTIMATED RELATIVE STANDARD ERRORS OF NUMBER OF EMPLOYEES



CURVE 1 • ALL EMPLOYEES FOR AUSTRALIA, N.S.W., VIC., QLD; AND  
• PRIVATE EMPLOYEES FOR AUSTRALIA

CURVE 2 • ALL EMPLOYEES FOR S.A., W.A., TAS.; AND  
• GOVERNMENT EMPLOYEES FOR AUSTRALIA

**TABLE A. APPROXIMATE RELATIVE STANDARD ERRORS : AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA**

Industry	Adults				Juniors			
	Males		Females		Males		Females	
	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings
Mining	4.3	0.8	(a)	4.6	19.9	6.1	(a)	11.0
Manufacturing—								
Food, beverages and tobacco	4.1	1.0	12.4	1.4	(a)	3.7	(a)	4.5
Textiles; clothing and footwear	18.7	3.2	14.2	1.0	(a)	4.7	10.9	5.4
Paper, paper products, printing, etc.	13.1	1.7	(a)	0.9	(a)	4.4	(a)	4.2
Chemical, petroleum and coal products	9.1	2.2	19.9	2.0	(a)	2.4	(a)	6.7
Metal products, machinery and equipment—								
Basic metal products	4.5	1.4	(a)	4.1	(a)	9.1	0.0	5.9
Fabricated metal products; other machinery, etc.	9.0	0.7	16.7	1.1	15.4	3.2	(a)	3.5
Transport equipment	4.3	0.9	(a)	1.4	(a)	3.4	(a)	4.8
Total metal products, etc.	4.1	0.6	13.7	1.0	15.6	2.4	(a)	2.9
Other manufacturing	9.0	1.7	15.1	1.6	(a)	2.3	(a)	5.0
Total manufacturing	3.0	0.5	7.2	0.5	11.2	1.6	19.0	2.1
Electricity, gas and water	4.8	0.4	(a)	2.1	(a)	2.0	(a)	3.7
Construction	8.4	1.0	(a)	1.8	(a)	3.0	(a)	5.9
Wholesale trade	8.2	1.1	15.5	0.7	18.3	2.4	(a)	2.6
Retail trade	9.2	1.1	12.8	0.9	14.2	1.9	(a)	1.3
Transport and storage	5.6	0.7	13.4	1.6	(a)	4.3	(a)	2.6
Communication	3.9	0.6	11.1	3.0	(a)	5.1	(a)	6.8
Finance, property and business services	11.2	1.0	12.3	0.5	(a)	2.5	16.0	1.2
Public administration, etc.	8.9	0.9	13.6	1.5	(a)	3.9	(a)	2.4
Community services	5.9	0.7	9.3	0.6	(a)	3.7	(a)	2.6
Other industries	10.2	1.5	(a)	1.7	(a)	2.5	(a)	3.2
<b>Total all industries</b>	<b>2.0</b>	<b>0.3</b>	<b>4.1</b>	<b>0.3</b>	<b>6.4</b>	<b>0.8</b>	<b>10.6</b>	<b>0.7</b>

(a) Relative standard error greater than 30 per cent, or between 20 and 30 per cent and an actual standard error of more than \$1.00.

**TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS : AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES**

State and Territory	Adults				Juniors			
	Males		Females		Males		Females	
	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings
N.S.W.	2.6	0.5	6.9	0.6	10.1	1.4	13.7	1.2
Vic.	3.7	0.5	7.0	0.5	12.1	1.4	(a)	1.6
Qld	8.2	0.7	12.6	0.8	16.5	2.4	(a)	1.3
S.A.	5.3	0.8	19.0	1.3	16.1	2.5	(a)	2.1
W.A.	7.9	1.0	13.2	1.2	(a)	3.0	(a)	2.5
Tas.	7.3	1.0	(a)	0.9	(a)	4.5	(a)	5.1
N.T.	12.4	2.7	(a)	5.2	(a)	7.8	(a)	4.2
A.C.T.	8.1	1.3	18.1	1.2	(a)	7.9	(a)	0.7
<b>Australia</b>	<b>2.0</b>	<b>0.3</b>	<b>4.1</b>	<b>0.3</b>	<b>6.4</b>	<b>0.8</b>	<b>10.6</b>	<b>0.7</b>

(a) For footnotes see Table A above.







