

## CHAPTER 10

### LABOUR, WAGES AND PRICES

For particulars of the Farm Production Price Index, see the chapter Miscellaneous. For current information on the subjects dealt with in this chapter, see the *Monthly Review of Business Statistics* (1.4), the *Digest of Current Economic Statistics* (1.5) (monthly), and the *Quarterly Summary of Australian Statistics* (1.3), also the mimeographed statements *Wage Rates and Earnings* (6.16), *Consumer Price Index* (9.1), *Consumer Price Index Monthly Food Group Index Numbers* (9.11), *Price Index of Materials used in Building other than House Building* (9.6), *Price Index of Materials used in House Building* (9.9), *Price Index of Electrical Installation Materials* (9.5), *Price Indexes of Metallic Materials* (9.10), and *Export Price Index* (9.2). For further information on these subjects, except the Export Price Index, see the *Labour Report* (6.7) issued by this Bureau.

#### RETAIL PRICES AND PRICE INDEXES

Retail prices of food and groceries and average rentals of houses for years extending back to 1901 have been collected by the Commonwealth Statistician, and in some cases were recorded by the Statisticians of various States for earlier years.

Retail prices of a more extensive range of commodities (including clothing) and certain services in common demand have been ascertained at frequent and regular intervals since 1923 and comparable information was ascertained for the month of November in each year from 1914 to 1922. The range of items for which retail prices data are obtained was considerably expanded in 1948 and in later years. Average retail prices of certain food and grocery items in current periods are published in the annual *Labour Report*.

An explanation of the nature and purposes of retail price indexes is given in the various editions of the annual *Labour Report*, together with further particulars of indexes then current. Previous retail price indexes for Australia are briefly described below. The current retail price index, entitled the Consumer Price Index, was published for the first time in August 1960. It was compiled retrospectively to 1948-49. A description of the Consumer Price Index is given on pages 244-6.

#### Previous retail price indexes

Five series of retail price indexes had been compiled at various times for Australia by the Commonwealth Statistician prior to 1960. Each of these was continued until changed conditions required the compilation of indexes more directly relevant to current conditions. The respective indexes were as follows.

- (i) *The 'A' Series Index* (covering food, groceries and house rents) was first compiled in 1912 with the year 1911 as base = 1,000. It was discontinued in June 1938.
- (ii) *The 'B' Series Index* (covering food, groceries and rent of 4 and 5 roomed houses) was first compiled in 1925 and continued until December quarter 1953. It was the food and rent constituent of the 'C' Series Index and was designed to replace the 'A' Series Index for general statistical purposes.
- (iii) *The 'C' Series Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, and some other miscellaneous items) was first compiled in 1921. It was last issued on its original basis for December quarter 1960. For certain transitional purposes a 'C' Series Index was issued for some quarters after that. This was calculated by varying the index numbers of December quarter 1960 in proportion to movements shown by the Consumer Price Index.
- (iv) *The 'D' Series Index*, derived by combining the 'A' and 'C' Series Indexes, was used by the Commonwealth Court of Conciliation and Arbitration from May 1933 to May 1934 and then discontinued.

- (v) *The Interim Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, certain services and some miscellaneous items) was first compiled in 1954 with the year 1952-53 as base = 100. As its title indicated, it was constructed as a transitional index. Its compilation was discontinued following its replacement by the Consumer Price Index in June quarter 1960.

An index of retail price movements from 1901 to 1973 is shown on page 250 of this Year Book. It is derived by linking together successive indexes (the 'A' Series, the 'C' Series and the Consumer Price Index) available for that period.

In 1937 the Commonwealth Court of Conciliation and Arbitration introduced a 'Court' Index for the purpose of its system of making automatic quarterly adjustments to the basic wage within its jurisdiction. By decision of the Court the 'Court' Index ceased to be issued by the Industrial Registrar as at December quarter 1953. These 'Court' Index numbers were an arithmetical conversion of the 'C' Series Retail Price Index.

### Consumer Price Index

This retail price index was first compiled in 1960, retrospectively to September quarter 1948. A full description of the index is given in *Labour Report* No. 57, 1972. The Consumer Price Index, a chain of 'fixed weight aggregative' indexes linked at short intervals to form a continuous series, was further linked at December quarter 1973. Details of this change were published in the bulletin *Consumer Price Index, March quarter 1973* (ref. no. 9.1) and will be published also in *Labour Report* No. 58, 1973.

#### Origin

The list of component items and the weighting pattern of the 'C' Series Retail Price Index, first adopted in 1921, were slightly revised by a Conference of Statisticians in 1936, but otherwise continued almost unchanged until the index was discontinued in 1960. The reasons for this and the circumstances which led to the present Consumer Price Index appear from ensuing paragraphs.

From the outbreak of war in 1939 to late in 1948, periodic policy changes in regard to various war-time controls (including rationing) caused recurrent changes in consumption and in the pattern of expenditure. This rendered changes desirable, but made it impracticable either to produce a new index, or to revise the old one, on any basis that would render the index more representative than it already was of the changing pattern of household expenditure in those years.

When commodity rationing had virtually ceased in the latter part of 1948, action was taken by the Statistician to collect price data of about 100 additional items and to gather information about current consumption and expenditure patterns. This was done to facilitate review of the component items and weighting system of the 'C' Series Retail Price Index in the light of the new pattern of wage-earner expenditure and consumption that appeared to be emerging. But there supervened, in the next few years, conditions which caused wide price dispersion coupled with a very rapid rise in prices and a new sequence of changes in consumption and in the pattern of wage-earner expenditure. Under these conditions it was not possible to devise any new weighting pattern likely to be more continuously representative of conditions then current than was the existing 'C' Series Retail Price Index on the 1936 revision.

A conference of Statisticians considered the matter in June 1953, and resolved (in part) as follows:

- '(a) that, in view of the persistence of recurrent changes in the pattern of consumer expenditure in the post-war period it is undesirable to make a general revision of the list of items and weighting system of the 'C' Series Retail Price Index at present, unless industrial tribunals expressly desire some revision for special purposes;
- (b) that an Interim Retail Price Index be compiled with putative weights and components representative, as nearly as may be, of the post-war pattern of consumer usage and expenditure.'

The 'C' Series Index continued to be compiled on its pre-war basis without significant change in procedures. The Interim Retail Price Index was introduced in 1954 and continued until March quarter 1960.

The Interim Index was a transitional index designed to measure retail price variations on the 'C' Series model in terms of post-war consumption weights as emerging in the early 1950's. It embraced a wider range of commodities and services than did the 'C' Series Retail Price Index, but it did not take into account successive major changes in the pattern of expenditure and modes of living

that began to occur early in 1950 and through to 1960. These changes could not in fact be detected and measured promptly and incorporated into an index concurrently with their happening. Nor was it envisaged as desirable to adopt fundamentally new procedures in price index construction until it was fully evident that far-reaching procedural changes were necessary to meet the situation that had developed between about 1950 and 1960.

In this period home-owning largely replaced house-renting, the use of the motor car greatly increased and partly replaced use of public transport, and various items of electrical household equipment and television came into widespread use. The impact of these (and other) changes in usage upon the pattern of household expenditure was heightened by disparate movements in prices. Together, they rendered nugatory the attempt to meet the situation by devising a single Interim Retail Price Index. As studies progressed and new data became available it was clear that no single list of items and no single set of fixed weights would be adequately representative as a basis for measuring retail price changes at all times throughout the post-war period. In consequence, the situation was met by compiling the Consumer Price Index constructed as a chain of linked indexes with significant changes in composition and weighting effected at short intervals.

### **Purpose, scope and composition**

The Consumer Price Index is a quarterly measure of variations in retail prices for goods and services representing a high proportion of the expenditure of wage-earner households. The weighting pattern relates to estimated aggregates of wage-earner household expenditures and not to estimated expenditure of an 'average' or individual household of specified size, type, or mode of living. In this way it is possible to give appropriate representation to owner-occupied houses as well as rented houses and to include motor cars, television sets, and other major expenditures which relate to some households and not to others.

Consumer (retail) price indexes are sometimes loosely called 'cost of living indexes' and are thought to measure changes in the 'cost of living'. Neither the Consumer Price Index nor any other retail price index measures those changes in the cost of living that result directly from changes in the mode or level of living. Changes of that kind are matters for consideration apart from price indexes, but the change in prices of goods and services is a very important part of the change in the cost of living and this part is measured by consumer (retail) price indexes.

The Consumer Price Index covers a wide range of commodities and services arranged in the following five major groups:

- Food;
- Clothing and drapery;
- Housing;
- Household supplies and equipment;
- Miscellaneous.

These groups do not include every item of household spending. It is both impracticable and unnecessary for them to do so. Prices are collected regularly for specified quantities and qualities of a large and representative selection of commodities and services. Movements in the prices of these items when combined in suitable proportions, provide a representative measure of price change as affecting a high proportion of the expenditure of wage-earner households.

Index numbers for sub-groups and special groupings have been compiled and published for the six State capital cities combined for each quarter from December quarter 1963. From December quarter 1968 onwards, information of contributions by index sub-groups to the total index in terms of All Groups Index Points has also been published. These details are shown in the tables on pages 31 to 33 of *Labour Report* No. 58, 1973.

Users of these figures should bear in mind that the Consumer Price Index is designed to measure the proportionate change in retail prices as combined in the five major groups and more particularly the total of the groups. For sub-groups or particular items, the index does not necessarily provide comprehensive and valid measures of price changes in those particular fields. Nor does it necessarily measure the relative influences of those classes of items in aggregate variations in prices. The Consumer Price Index is essentially a combination of selected items under various headings and not a dissection of total household expenditure into its component parts. Details of index numbers for sub-groups and special groupings are published to assist interpretation of movements shown by the Consumer Price Index and also to provide additional data of changes in retail prices.

**Structure—a chain of linked indexes**

Substantial changes have occurred in consumer usage and patterns of expenditure since the 1939–45 War. In order to keep the weighting pattern representative of current expenditures it has been necessary to construct indexes with additional items and changes in the weighting pattern at intervals, rather than on the basis of a list of items and set of weights that remained unchanged throughout the whole period covered. For the six State capital cities seven series for short periods (namely, from the September quarter of 1948 to the June quarter of 1952, from the June quarter of 1952 to the June quarter of 1956, from the June quarter of 1956 to the March quarter of 1960, from the March quarter of 1960 to the December quarter of 1963, from the December quarter of 1963 to the December quarter of 1968, from the December quarter of 1968 to the December quarter of 1973, and from the December quarter of 1973 onwards) have therefore been constructed and linked to form a continuous retail price index series known as the Consumer Price Index. (For information regarding these links for Canberra see *Labour Report* No. 53, 1973.)

During each period between links the items and weighting remained unchanged. At times of linking the weighting pattern was altered, and new items (mainly ones that had become significant in household expenditure) were introduced. Under this method, in effect, average percentage price movements are assessed on one pattern up to the time of the link and on another pattern thereafter. The process of linking ensures that the series reflects only price variations and not differences in cost of the old and new lists of items. The introduction of new items and weights by linking does not, of itself, raise or lower the level of the index.

**Tabular statements of retail price index numbers****Consumer Price Index**

The index has been compiled for each quarter from September quarter 1948 and for each year from 1948–49. 'All Groups' index numbers and 'Group' index numbers for each of the five major groups are compiled and published regularly for the six State capital cities combined and separately and for Canberra. Index numbers for sub-groups and special groupings of the Consumer Price Index for the six State capital cities combined have been compiled and published for each quarter from December quarter 1963 and for each year from 1966–67. The reference base for these indexes is: Year 1966–67 = 100.0.

Index numbers for each quarter are first issued in mimeographed statistical bulletins available from the Commonwealth Statistician about three weeks after the end of the quarter. These bulletins contain comment on the index and on the significant price movements in that quarter. Tables showing index numbers for preceding quarters and years are presented.

The tables on the following pages show Consumer Price Index Numbers (Total All Groups) for the six State capital cities combined and separately and for Canberra for periods from the year 1956–57 (see page 247), Consumer Price Index Group Index Numbers for the six State capital cities combined for periods from the year 1956–57 (see page 248), and Consumer Price Index Group Index Numbers for each State capital city and for Canberra for recent years and quarters (see page 249).

**CONSUMER PRICE INDEX: ALL GROUPS INDEX NUMBERS  
SIX STATE CAPITAL CITIES AND CANBERRA**

*(Base of each index: Year 1966-67 = 100.0) (a)*

The separate city indexes measure price movements within each city individually. They do not compare price levels as between cities.

*State capital cities—combined and separately*

<i>Period</i>	<i>Six State capital cities(b)</i>	<i>Sydney</i>	<i>Mel- bourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>	<i>Canberra</i>
<b>Year—</b>								
1956-57 . . .	81.5	82.8	81.0	77.8	81.2	81.8	82.8	84.3
1957-58 . . .	82.3	84.0	81.3	79.4	81.8	82.4	82.9	84.8
1958-59 . . .	83.6	84.6	82.9	82.1	83.6	83.2	84.1	85.8
1959-60 . . .	85.7	86.5	85.3	84.2	86.2	84.8	85.6	87.6
1960-61 . . .	89.2	89.6	89.5	87.1	89.8	87.9	90.3	90.3
1961-62 . . .	89.6	89.9	89.8	88.4	89.5	88.2	90.7	91.6
1962-63 . . .	89.8	90.4	89.7	88.7	89.1	88.7	90.7	91.8
1963-64 . . .	90.6	91.4	90.4	89.6	90.2	89.8	91.7	92.5
1964-65 . . .	94.0	94.5	94.0	93.0	93.9	92.6	94.6	95.3
1965-66 . . .	97.4	97.7	97.5	97.5	97.0	96.1	98.0	98.1
1966-67 . . .	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1967-68 . . .	103.3	103.2	103.7	103.3	102.9	102.9	104.6	102.6
1968-69 . . .	106.0	106.2	106.2	105.5	105.3	105.5	106.1	104.4
1969-70 . . .	109.4	110.6	108.7	108.4	108.2	109.4	108.5	107.4
1970-71 . . .	114.6	116.8	113.1	114.2	112.5	114.1	112.6	113.0
1971-72 . . .	122.4	126.3	119.7	121.6	119.2	120.7	119.9	119.4
1972-73 . . .	129.8	133.9	127.2	128.6	126.5	127.3	126.7	126.3
<b>Quarter—</b>								
1969—March . .	106.4	106.7	106.6	105.8	105.5	105.6	106.5	104.8
June . . .	107.2	107.6	107.2	106.3	106.4	107.0	107.0	105.2
September . .	107.8	108.4	107.6	107.2	106.9	107.7	107.4	106.0
December . .	108.7	109.6	108.3	107.9	107.3	108.7	108.1	106.7
1970—March . .	109.8	111.3	108.9	108.9	108.4	109.9	108.9	108.0
June . . .	111.2	112.9	110.1	109.7	110.0	111.4	109.6	109.0
September . .	111.9	113.9	110.7	111.1	109.9	111.6	110.2	109.7
December . .	114.0	116.2	112.6	113.3	111.8	113.5	112.4	113.2
1971—March . .	115.2	117.4	113.7	115.1	112.9	114.8	113.2	113.6
June . . .	117.2	119.8	115.2	117.2	115.4	116.4	114.6	115.6
September . .	119.4	123.3	116.5	119.0	116.5	117.2	116.5	117.2
December . .	122.2	126.0	119.7	121.3	119.1	120.5	120.3	119.4
1972—March . .	123.4	127.3	120.7	122.6	120.2	121.8	120.9	119.9
June . . .	124.5	128.5	121.9	123.6	121.1	123.1	122.0	120.9
September . .	126.2	130.3	123.6	124.6	123.0	124.8	123.4	122.6
December . .	127.7	132.0	125.0	126.6	124.3	125.3	125.1	124.5
1973—March . .	130.4	134.6	127.8	129.4	127.0	127.8	127.5	127.1
June . . .	134.7	138.8	132.3	133.9	131.6	131.4	130.8	130.9
September . .	139.6	144.1	136.8	139.4	136.5	134.4	135.2	135.6
December . .	144.6	149.4	141.9	144.0	141.9	138.6	141.1	140.8

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number. (b) Weighted average.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES**

*(Base of each index: Year 1966-67 = 100.0) (a)*

<i>Period</i>	<i>Food</i>	<i>Clothing and drapery</i>	<i>Housing</i>	<i>Household supplies and equipment</i>	<i>Miscel- laneous</i>	<i>All groups</i>
<b>Year—</b>						
1956-57 . . . .	81.5	86.9	68.1	92.0	79.3	81.5
1957-58 . . . .	80.1	89.5	71.0	93.4	80.4	82.3
1958-59 . . . .	81.6	90.5	72.9	94.4	81.4	83.6
1959-60 . . . .	84.7	91.5	75.4	95.4	83.2	85.7
1960-61 . . . .	90.2	93.4	80.8	96.6	85.5	89.2
1961-62 . . . .	88.6	94.4	84.0	97.9	86.1	89.6
1962-63 . . . .	87.8	94.7	86.5	97.7	86.6	89.8
1963-64 . . . .	89.0	95.3	89.1	96.4	87.3	90.6
1964-65 . . . .	93.9	96.8	92.0	97.2	91.4	94.0
1965-66 . . . .	98.4	97.9	95.9	98.9	95.8	97.4
1966-67 . . . .	100.0	100.0	100.0	100.0	100.0	100.0
1967-68 . . . .	104.7	102.2	104.5	101.2	102.8	103.3
1968-69 . . . .	105.8	104.3	109.1	102.9	107.5	106.0
1969-70 . . . .	108.1	107.5	115.5	104.1	111.6	109.4
1970-71 . . . .	112.4	111.9	123.5	107.4	117.8	114.6
1971-72 . . . .	116.8	118.5	133.0	111.7	131.0	122.4
1972-73 . . . .	125.7	125.8	142.4	115.4	137.5	129.8
<b>Quarter—</b>						
1969—March . . .	105.7	104.4	109.7	103.0	108.5	106.4
June . . . .	106.6	105.2	111.2	103.7	108.9	107.2
September . . .	106.6	106.0	112.8	103.7	110.0	107.8
December . . . .	107.1	107.2	114.7	103.9	110.9	108.7
1970—March . . .	108.7	107.9	116.2	104.0	112.0	109.8
June . . . .	110.1	108.9	118.3	104.7	113.5	111.2
September . . .	110.9	109.2	120.2	105.4	113.7	111.9
December . . . .	112.0	110.9	122.7	106.6	117.5	114.0
1971—March . . .	112.3	112.2	124.4	107.8	119.4	115.2
June . . . .	114.3	115.1	126.8	109.8	120.7	117.2
September . . .	115.6	115.7	128.8	110.0	125.7	119.4
December . . . .	116.7	118.0	132.4	111.3	131.2	122.2
1972—March . . .	117.5	118.8	134.1	112.5	132.8	123.4
June . . . .	117.5	121.3	136.6	113.0	134.1	124.5
September . . .	120.1	122.2	138.5	113.7	135.6	126.2
December . . . .	121.6	124.3	141.3	114.5	136.5	127.7
1973—March . . .	126.9	125.7	143.1	115.9	137.8	130.4
June . . . .	134.0	131.1	146.7	117.6	140.0	134.7
September . . .	141.4	134.9	149.8	120.9	144.0	139.6
December . . . .	147.0	140.4	155.5	122.9	149.5	144.6

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
SIX STATE CAPITAL CITIES AND CANBERRA**

*(Base of each index: Year 1966-67 = 100.0) (a)*

The index numbers hereunder are designed to measure movements in retail prices of specified groups of items for specified cities individually. They measure variations from time to time and not differences in price level as between cities.

City	Year						1973			
	1948-49	1968-69	1969-70	1970-71	1971-72	1972-73	March quarter	June quarter	Sept. quarter	Dec. quarter
<b>FOOD GROUP</b>										
Six State Capitals(b)	38.2	105.8	108.1	112.4	116.8	125.7	126.9	134.0	141.4	147.0
Sydney . . .	37.9	104.9	107.8	112.8	117.5	126.1	127.6	133.6	142.6	150.0
Melbourne . .	38.9	107.3	109.1	112.7	116.8	125.9	127.3	135.3	141.1	145.9
Brisbane . . .	36.8	104.7	107.7	113.5	119.0	127.5	129.2	136.2	144.7	150.0
Adelaide . . .	38.6	106.4	107.1	109.5	113.6	123.1	123.9	132.1	140.7	145.1
Perth . . .	38.4	104.5	108.1	112.5	116.4	124.5	124.8	131.5	135.1	137.0
Hobart . . .	39.1	105.3	106.4	109.6	112.9	120.0	121.4	124.9	131.9	139.7
Canberra . . .	37.6	105.1	107.0	110.7	114.9	123.9	125.7	132.0	140.1	146.0
<b>CLOTHING AND DRAPERY GROUP</b>										
Six State Capitals(b)	48.9	104.3	107.5	111.9	118.5	125.8	125.7	131.1	134.9	140.4
Sydney . . .	49.0	104.2	107.5	112.0	118.7	125.9	125.7	131.1	135.3	140.8
Melbourne . .	48.6	104.2	107.4	111.5	117.9	125.4	125.3	130.8	134.6	139.6
Brisbane . . .	47.8	104.3	107.3	111.7	118.0	125.3	125.4	130.2	133.9	139.5
Adelaide . . .	49.4	104.5	108.1	112.6	119.5	127.2	126.9	132.8	135.9	141.6
Perth . . .	50.6	104.5	107.8	112.3	118.9	126.1	126.2	131.1	134.8	140.9
Hobart . . .	48.2	104.5	107.9	111.9	118.5	125.6	125.5	130.4	134.2	139.8
Canberra . . .	49.5	104.2	107.5	111.7	118.2	125.6	125.4	130.7	134.1	139.6
<b>HOUSING GROUP</b>										
Six State Capitals(b)	40.5	109.1	115.5	123.5	133.0	142.4	143.1	146.7	149.8	155.5
Sydney . . .	41.1	110.5	119.9	131.6	143.2	154.9	155.5	160.5	164.0	168.8
Melbourne . .	41.3	107.9	112.2	117.8	124.9	133.1	133.8	137.0	139.5	146.2
Brisbane . . .	41.3	109.6	113.4	118.3	128.8	136.7	137.2	140.2	143.3	148.1
Adelaide . . .	38.4	104.7	109.3	115.9	124.4	133.3	134.2	136.6	140.6	148.1
Perth . . .	36.1	112.7	120.1	125.7	133.7	139.7	140.4	141.7	143.9	147.8
Hobart . . .	36.8	108.4	112.6	117.4	124.2	131.8	132.7	134.4	137.1	146.8
Canberra . . .	41.8	101.9	104.6	116.3	121.9	128.4	129.7	130.8	133.0	140.5
<b>HOUSEHOLD SUPPLIES AND EQUIPMENT GROUP</b>										
Six State Capitals(b)	58.3	102.9	104.1	107.4	111.7	115.4	115.9	117.6	120.9	122.9
Sydney . . .	59.7	103.0	104.8	109.3	114.6	118.4	118.9	120.5	123.8	125.9
Melbourne . .	55.0	102.9	103.5	105.8	108.9	112.1	112.4	114.0	117.9	119.6
Brisbane . . .	58.9	104.3	105.5	108.5	112.7	116.9	117.6	118.9	123.3	125.0
Adelaide . . .	64.9	101.1	102.0	105.4	109.2	113.0	113.4	116.0	117.6	119.6
Perth . . .	60.4	102.1	103.7	107.7	112.7	117.4	117.9	120.0	121.8	124.8
Hobart . . .	53.4	104.5	106.1	109.2	116.4	120.3	120.3	122.5	125.5	126.7
Canberra . . .	61.4	100.6	101.9	104.7	107.5	111.9	111.5	115.9	117.7	118.8
<b>MISCELLANEOUS GROUP</b>										
Six State Capitals(b)	44.7	107.5	111.6	117.8	131.0	137.5	137.8	140.0	144.0	149.5
Sydney . . .	46.5	108.5	113.7	120.3	137.4	143.7	144.0	146.2	149.8	154.2
Melbourne . .	42.2	107.3	110.2	115.8	127.1	134.5	134.8	136.9	141.8	148.1
Brisbane . . .	44.4	106.0	109.2	117.3	127.7	133.5	133.7	137.2	141.9	146.2
Adelaide . . .	47.1	107.0	112.0	118.1	128.3	133.7	134.0	135.6	139.3	146.1
Perth . . .	45.4	105.6	109.8	114.8	124.5	130.4	131.1	132.1	134.9	141.5
Hobart . . .	43.5	108.0	111.0	116.6	129.3	136.6	137.7	141.0	144.2	148.6
Canberra . . .	50.2	107.0	112.4	119.3	130.4	135.9	136.5	137.5	141.9	146.9

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number. (b) Weighted average.

### Retail Price Index Numbers, 1901 to 1973

The index numbers shown below are presented as a continuous series, but they give only a broad indication of long-term trends in retail price levels. They are derived by linking a number of indexes that differ greatly in scope. The successive indexes used are: from 1901 to 1914, the 'A' Series Retail Price Index; from 1914 to 1946-47, the 'C' Series Retail Price Index; from 1946-47 to 1948-49, a composite of Consumer Price Index Housing Group (partly estimated) and 'C' Series Index excluding Rent; and from 1948-49 onwards, the Consumer Price Index.

#### RETAIL PRICE INDEX NUMBERS: SIX STATE CAPITAL CITIES COMBINED, 1901 TO 1973

(Base: Year 1911 = 100.0)

Year	Index number	Year	Index number	Year	Index number
1901	88	1926	168	1951	313
1902	93	1927	166	1952	367
1903	91	1928	167	1953	383
1904	86	1929	171	1954	386
1905	90	1930	162	1955	394
1906	90	1931	145	1956	419
1907	90	1932	138	1957	429
1908	95	1933	133	1958	435
1909	95	1934	136	1959	443
1910	97	1935	138	1960	459
1911	100	1936	141	1961	471
1912	110	1937	145	1962	469
1913	110	1938	149	1963	472
1914(a)	114	1939	153	1964	483
1915(a)	130	1940	159	1965	502
1916(a)	132	1941	167	1966	517
1917(a)	141	1942	181	1967	534
1918(a)	150	1943	188	1968	548
1919(a)	170	1944	187	1969	564
1920(a)	193	1945	187	1970	586
1921(a)	168	1946	190	1971	621
1922(a)	162	1947	198	1972	658
1923	166	1948	218	1973	720
1924	164	1949	240		
1925	165	1950	262		

(a) November.

### International comparisons

The following table shows index numbers of consumer (retail) prices for various countries. Except where otherwise noted, the year 1963 is taken as base (= 100). The index numbers show fluctuations in prices in each country, and do not measure relative price levels as between countries.



# INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES ALL GROUPS INDEXES

(Source: *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations)  
(Base of each Index: Year 1970 = 100.0)

Period	Australia	Belgium (a)	Brazil (Sao Paulo) (b)	Canada	France	Federal Republic of Germany	India (c)	Indonesia (Ja- karta)	Italy	Japan	Nether- lands
1966	88	88	42	86	83	92	86	13	88	81	83
1967	91	90	55	89	85	93	97	34	-92-	84	-86-
1968	94	93	68	93	89	95	100	76	93	88	89
1969	96	96	84	97	95	97	95	89	95	93	96
1970	100	100	100	100	-100-	100	100	100	100	-100-	100
1971	106	104	121	103	106	105	103	104	105	106	-108-
1972	112	-110-	110	108	112	111	110	111	111	111	116
1973	123	118	127	-116-	120	119	128	146	123	124	125
Quarter— 1973—											
March	117	115	120	112	116	116	116	131	118	116	121
June	121	117	125	114	118	118	124	138	122	122	125
Sept.	125	118	129	118	121	119	134	151	124	126	126
Dec.	129	121	133	120	124	122	140	163	128	132	129

Period	New Zealand	Norway	Pakistan (Karachi) (d)	Philip- pines (Manila) (e)	Singa- pore	Republic of South Africa(f)	Sweden	Switzer- land	United Kingdom	United States of America	West Malay- sia(g)
1966	81	81	86	86	96	88	86	88	83	84	96
1967	86	85	92	92	99	91	89	-92-	85	86	99
1968	90	88	92	92	100	92	91	94	89	90	99
1969	94	90	95	95	100	95	93	97	94	94	98
1970	100	100	100	100	100	-100-	100	100	100	100	100
1971	110	106	105	123	102	106	107	107	109	104	102
1972	118	114	114	143	104	113	114	114	117	108	105
1973	128	122	140	153	128	124	122	124	128	114	116
Quarter— 1973—											
March	123	119	123	139	113	120	118	120	123	111	109
June	126	122	132	145	122	122	120	122	127	113	113
Sept.	129	123	146	158	135	125	122	124	129	116	118
Dec.	132	126	158	170	143	128	125	129	133	118	124

(a) Excluding rent. (b) Beginning 1972, base: December 1971 = 100. (c) Prior to 1969, base: 1968 = 100.  
(d) Industrial workers. (e) Low income group, prior to 1970. (f) White population. (g) Beginning 1967, new index.

Note: Symbol - on each side of an index number (e.g. -95-) indicates that two series have been linked during that period.  
Symbol — between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they may be shown on the same base period.

## WHOLESALE PRICES AND PRICE INDEXES

Two indexes of wholesale prices of basic materials have been compiled by the Australian Bureau of Statistics. These are:

- the Melbourne Wholesale Price Index;
- the Wholesale Price (Basic Materials and Foodstuffs) Index.

New series of wholesale price index numbers relating to materials used and articles produced by defined areas of the economy are being developed. Three such indexes have already been published. They are the Price Index of Materials used in Building other than House Building (issued April 1969), the Price Index of Materials used in House Building (issued November 1970) and the Price Index of Metallic Materials used in the Manufacture of Fabricated Metal Products (issued December 1972). Work continues on the preparation of further measures.

Two special purpose measures, the Price Index of Electrical Installation Materials and Price Indexes of Copper Materials used in the Manufacture of Electrical Equipment, are also published by the Bureau.

### Melbourne Wholesale Price Index

An index of Melbourne wholesale prices was first compiled in 1912. It related chiefly to basic material and foods weighted in accordance with consumption in the years immediately preceding that year. Neither the list of items nor the weighting was varied, except for some changes in the building materials group in 1949. The series has some historical significance as a measure of changes, since the year 1861, in the prices of its component items combined in the proportions in which they were in common use about the year 1910. A description of the index and a list of the commodities included in it were published in *Labour Report* No. 38, 1949, pages 43-5. Index numbers up to the year 1961, the last year for which the index was compiled, were published in Year Book No. 48, 1962.

### Wholesale Price (Basic Materials and Foodstuffs) Index

General publication of this index was discontinued with the issue of index numbers for the month of December 1970. Index numbers up to that period may be found in the mimeographed bulletin *Wholesale Price (Basic Materials and Foodstuffs) Index* (9.4) or in the printed publications *Monthly Review of Business Statistics* and *Quarterly Summary of Australian Statistics*.

The index related to commodities priced in their primary or basic form wherever possible and as nearly as might have been at the point where they first made effective impact on the local price structure. With a few exceptions, prices were from Melbourne sources. The weights were based on estimates of the average annual consumption of the commodities in Australia during the period 1928-29 to 1934-35 inclusive.

A list of the commodities and other information concerning the Wholesale Price (Basic Materials and Foodstuffs) Index is given in *Labour Report* No. 53, 1967, pages 38-41.

### Price Index of Electrical Installation Materials

This special purpose index was introduced in 1964, and index numbers were published at quarterly intervals from August 1959 to February 1969, when monthly publication commenced. In addition to its use in connection with the Bureau's constant price estimates in the national accounting field, the index has a direct value as a measure of changes in aggregate cost of materials used in an important part of the building industry (other than house building).

A description of this index is given in Year Book No. 58, 1972, pages 239-40. Index numbers are published monthly in *Wholesale Price Indexes—Price Index of Electrical Installation Materials* (9.5).

### Price Index of Materials used in Building other than House Building

#### General

This index was introduced in April 1969 and relates to the construction of buildings other than houses. Further information concerning the method of compiling the index, as well as more detailed group index numbers for each capital city, will be found in the publication *Price Index of Materials used in Building other than House Building* (9.6) of 23 April 1969 and subsequent issues, as well as in the *Labour Report* No. 58, 1973.

#### Scope and composition

The index measures changes in prices of selected materials used in the construction of buildings other than houses and 'low-rise' flats (in general, those up to three storeys). Its composition is in accordance with the materials usage in actual building projects which were selected as representative for the purpose.

The index includes 72 items, combined in eleven groups, in addition to an 'All Groups' index. Some items carry the weights of similar items not directly priced. Items are described in terms of fixed specifications with the aim of recording price changes for representative materials of constant quality.

Although the selected materials (or many of them) are also used in house (and low-rise flat) building, in building repair, maintenance and alteration work, and in 'engineering construction' work (e.g. projects such as roads, dams, bridges and the like), the weighting pattern of the index, being designed for the specific purpose mentioned in the first paragraph of this section, is not applicable to these other activities of the Construction industry. In addition, since the weights are based on an average materials usage over a range of building 'use-types' (e.g. office building, factory, etc.), the index is not necessarily applicable to any specific building or any particular type of building.

#### Base period and method of calculation

The reference base of the index is the year 1966-67 = 100.0. The weighting base corresponds broadly with the reference base, but does not exactly coincide because of the nature of the data from which the weights were derived.

The index is a fixed-weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

### Derivation of items and weights

The items and weights used in the index were derived from reported values of each material used in selected representative buildings constructed in or about 1966-67. The selection took account of building use-type and construction characteristics (e.g. type of frame, wall, floor, etc.) within use-types. Information of the former was obtained from building statistics, and of the latter from an *ad hoc* survey of approximately 800 buildings.

### The weights

The weighting pattern used in the index is given in Year Book No. 55, 1969, pages 1259-60, as well as in the publications referred to in the paragraph under General above. This single weighting pattern relating to the whole of Australia, is applied (with minor exceptions) to local price measures in calculating indexes for each State capital city.

The index for the six State capital cities combined is a weighted average of individual city indexes. The relative weighting of the capitals is in proportion to the estimated value on completion of building other than house building in the separate States during the three years ended June 1967.

### Prices

Prices are collected as at the mid-point of the month to which the index refers, or as near thereto as practicable. They relate to specified standards of each commodity and are obtained in all State capital cities from representative suppliers of materials used in building. In general the point of pricing is 'delivered on site' but in some cases it has been necessary to use the nearest realistic price available, e.g. that for 'supplied and fixed'. Local prices are used in the indexes for each capital city with the main exception that, for the whole of the group Electrical Installation Materials and the majority of the items in the group Mechanical Services Components, Sydney and Melbourne price series are used.

### Index numbers

The index has been compiled for each month from July 1966, and for the financial years from 1966-67. Index numbers for the individual groups and all groups for the weighted average of the six State capital cities, and for all groups combined for each State capital city, are given in the following tables. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

The separate city indexes measure price movements in each State capital city individually. They enable comparisons to be drawn between capitals as to differences in degree of price movement from period to period, but not as to differences in price level.

In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion both over time and also for separate capital cities, as between the same points of time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods.

## PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN HOUSE BUILDING

### GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES

(Base of each Index: Year 1966-67 = 100.0) (a)

Period	Concrete mix, cement, sand, etc	Cement products	Bricks, stone, etc.	Timber, board and joinery	Steel and iron products	Aluminium products
1968-69 . . . . .	103.5	106.8	108.2	107.2	106.1	103.9
1969-70 . . . . .	106.9	111.7	112.6	111.2	110.1	107.4
1970-71 . . . . .	113.0	118.0	118.6	117.0	115.8	113.0
1971-72 . . . . .	120.6	126.1	124.2	123.4	125.4	119.3
1972-73 . . . . .	124.5	135.0	130.1	132.9	130.3	125.4
1973-74—						
July . . . . .	131.4	140.1	136.6	147.6	137.0	132.1
August . . . . .	130.9	142.9	137.7	149.8	138.7	132.5
September . . . . .	131.4	143.3	138.6	152.1	140.2	133.8
October . . . . .	132.5	143.5	143.7	152.5	141.1	133.8
November . . . . .	132.5	143.9	143.8	153.9	144.2	134.6
December . . . . .	133.0	144.5	147.2	157.9	145.4	134.8

**PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN HOUSE BUILDING**  
**GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES—continued**

<i>Period</i>	<i>Other metal products</i>	<i>Plumbing fixtures</i>	<i>Miscellaneous materials</i>	<i>Electrical installation materials</i>	<i>Mechanical services components</i>	<i>All groups</i>
1968-69 . . . . .	106.8	103.3	103.2	102.1	107.7	105.6
1969-70 . . . . .	126.3	113.7	105.8	112.2	111.8	110.5
1970-71 . . . . .	121.4	121.3	110.3	110.9	119.0	115.5
1971-72 . . . . .	120.6	134.3	116.9	114.7	127.7	123.0
1972-73 . . . . .	126.4	143.5	124.5	120.5	132.4	128.9
1973-74—						
July . . . . .	147.1	152.6	129.2	129.7	136.9	136.7
August . . . . .	157.9	154.9	129.8	136.2	136.7	138.5
September . . . . .	154.1	155.1	129.9	133.6	137.2	139.2
October . . . . .	154.8	155.3	130.8	133.0	137.6	140.0
November . . . . .	156.0	155.5	131.1	135.5	137.8	141.5
December . . . . .	157.4	155.5	131.6	136.5	138.5	142.8

(a) Figures are shown to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

**PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN HOUSE BUILDING**  
**ALL GROUPS INDEX NUMBERS—SIX STATE CAPITAL CITIES**

(Base of each Index: Year 1966-67 = 100.0) (a)

NOTE. The separate city indexes measure price movements within each city individually. They do not compare price levels as between cities.

<i>Period</i>	<i>State capital cities</i>						<i>Weighted average of six State capital cities</i>
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>	
1968-69 . . . . .	106.5	105.0	105.1	105.0	104.7	105.1	105.6
1969-70 . . . . .	111.7	109.8	110.3	109.4	108.9	109.7	110.5
1970-71 . . . . .	116.4	115.1	116.4	113.9	113.3	115.0	115.5
1971-72 . . . . .	122.4	123.9	124.4	122.7	121.3	122.6	123.0
1972-73 . . . . .	127.2	131.2	130.4	129.8	126.3	129.7	128.9
1973-74—							
July . . . . .	135.1	139.2	138.4	137.4	132.9	137.2	136.7
August . . . . .	137.0	140.6	139.9	139.4	136.0	138.4	138.5
September . . . . .	137.7	141.3	141.1	139.3	136.4	138.8	139.2
October . . . . .	138.9	141.5	142.7	139.4	137.0	139.0	140.0
November . . . . .	140.0	143.2	145.1	140.8	138.8	139.6	141.5
December . . . . .	141.3	144.3	146.9	142.6	139.6	140.9	142.8

(a) Figures are shown to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

## Price Index of Materials used in House Building

### General

This index, referring to materials used in house building, was introduced in November 1970 and is complementary to the Price Index of Materials used in Building other than House Building. Further information concerning the method of compiling the index, as well as more detailed group index numbers and the separate weighting patterns for the six State capital cities, will be found in the publication *Price Index of Materials used in House Building* (9.9) of 27 November 1970. This and subsequent issues are available on request. A full description of the index is also given in *Labour Report* No. 58, 1973.

### Scope and composition

The index measures changes in prices of selected materials used in the construction of houses. Its composition is in accordance with the usage of materials in actual houses which were selected as representative for the purpose. The index does not purport to represent buildings of any kind other than houses. The house building construction types included are those which use brick, brick veneer, timber or asbestos cement sheeting as the principal material for the outer walls.

The numbers of items included in the lists for the respective State capital cities vary between 49 and 51. In all cases the selection of materials was based on local usage. Items are combined in eleven groups in addition to the 'All groups' index. Some items carry the weight of similar items not directly priced. They are described in terms of fixed specifications with the aim of recording price changes for representative materials of constant quality.

### Base period and method of calculation

In the interests of uniformity and ease of use, the reference base of the index is the year 1966-67 = 100.0, the same as that used for the Price Index of Materials used in Building other than House Building. However, because of the later time at which the weighting source data were collected, the weighting base approximates more closely to the year 1968-69.

The index is a fixed weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

### Derivation of items and weights

The items and weights used in the index were derived from reported values of each material used in selected representative houses constructed in or about 1968-69 in each State capital city. The selection took account, within the four major construction types, of a range of characteristics of these houses—e.g. internal partitions, windows, roofing, etc., as well as whether such things as paths and fences were included in the job. Information of this nature was obtained from an *ad hoc* survey of some 250 house builders from whom data regarding approximately 900 houses representative of their operations were obtained. The survey was conducted in all State capital cities.

### The weights

The group and item weights used in the index for each State capital city are given in the publications referred to in the paragraph under General above. The pattern resulting from their aggregation over the six State capitals is given in the Year Book No. 57, 1971, pages 236-7 as well as in those publications referred to above.

Each State capital city has a unique weighting pattern which reflects the difference in the estimated relative importance of given items as between cities. The weighting pattern for each capital city is applied to local price measures in calculating indexes for that city.

### Prices

Price series used relate to specified standards of each commodity with the aim of incorporating in the index price changes for representative materials of constant quality. In general the point of pricing is 'delivered on site', but in some cases it has been necessary to use the nearest realistic price available, e.g. that for 'supplied and fixed'. The price series are obtained in all State capital cities from representative suppliers of materials used in house building. In the main they are collected as at the mid-point of the month to which the index refers, or as near thereto as practicable.

### Index numbers

The index has been compiled for each month from July 1966, and for the financial years from 1966-67. Index numbers for the individual groups and all groups for the six State capital cities combined and for all groups combined for each State capital city, are given in the following tables. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

The separate city indexes measure price movements in each State capital city individually. They enable comparisons to be drawn between capitals as to differences in degree of price movement from period to period, but not as to differences in price level.

In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion both over time and also for separate capital cities, as between the same points of time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods.

**PRICE INDEX OF MATERIALS USED IN HOUSE BUILDING**  
**GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES**  
 (Base of each Index: Year 1966-67 = 100.0) (a)

<i>Period</i>	<i>Concrete mix, cement and sand</i>	<i>Cement products</i>	<i>Clay bricks, tiles, etc.</i>	<i>Timber, board and joinery</i>	<i>Steel products</i>	<i>Other metal products</i>
1968-69 . . .	103.8	107.0	107.8	108.6	104.8	106.3
1969-70 . . .	107.1	112.6	112.4	113.5	110.0	111.8
1970-71 . . .	113.4	121.8	118.0	118.5	115.0	112.4
1971-72 . . .	121.2	132.0	124.5	124.8	127.9	118.5
1972-73 . . .	127.0	139.9	130.7	137.0	136.8	124.9
1973-74—						
July . . .	132.2	148.0	137.6	153.9	143.9	136.9
August . . .	132.0	149.2	138.8	155.6	147.0	142.1
September . . .	132.3	149.2	140.3	160.1	147.0	141.6
October . . .	133.3	150.1	144.1	160.9	147.6	141.9
November . . .	133.4	150.1	144.2	162.9	149.3	142.6
December . . .	134.1	150.3	147.1	167.5	151.1	144.4

<i>Period</i>	<i>Plumbing fixtures</i>	<i>Electrical instal- lation materials</i>	<i>Installed appli- ances</i>	<i>Plaster and plaster products</i>	<i>Miscel- laneous materials</i>	<i>All groups</i>
1968-69 . . .	102.0	105.2	99.7	103.0	104.5	106.3
1969-70 . . .	108.7	115.8	102.2	105.1	107.4	110.9
1970-71 . . .	113.6	115.0	103.8	109.4	111.0	115.7
1971-72 . . .	122.6	120.2	107.4	116.9	116.4	122.7
1972-73 . . .	129.6	126.2	108.3	118.7	124.9	131.1
1973-74—						
July . . .	136.6	135.7	110.6	119.0	130.4	141.3
August . . .	139.2	143.7	112.5	119.3	131.4	143.1
September . . .	139.4	141.1	112.8	119.3	131.4	144.9
October . . .	139.8	140.9	113.3	119.4	131.7	145.9
November . . .	140.1	143.0	114.2	119.4	132.3	146.9
December . . .	140.1	144.3	114.9	119.7	133.2	149.4

(a) Figures are shown to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

**PRICE INDEX OF MATERIALS USED IN HOUSE BUILDING  
ALL GROUPS INDEX NUMBERS—SIX STATE CAPITAL CITIES**

*(Base of each Index: Year 1966-67 = 100.0) (a)*

NOTE. The separate city indexes measure price movements within each city individually. They do not compare price levels as between cities.

Period	State capital cities						Weighted average of six State capital cities
	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	
1968-69 . . .	109.3	103.6	105.6	107.0	105.9	104.1	106.3
1969-70 . . .	115.2	107.2	109.4	112.4	110.3	107.7	110.9
1970-71 . . .	119.8	112.3	115.2	116.7	113.9	114.3	115.7
1971-72 . . .	126.1	118.9	124.8	124.8	121.1	120.7	122.7
1972-73 . . .	135.6	126.5	133.8	134.8	126.9	130.8	131.1
1973-74—							
July . . .	146.7	137.6	143.4	145.9	133.8	137.8	141.3
August . . .	149.2	138.9	145.0	147.8	135.4	138.9	143.1
September . . .	152.3	140.2	146.0	149.4	136.5	139.6	144.9
October . . .	154.6	140.2	147.2	149.5	137.3	139.7	145.9
November . . .	155.2	141.8	147.8	150.9	138.5	140.4	146.9
December . . .	157.0	145.0	150.1	155.2	139.7	144.4	149.4

(a) Figures are shown to one decimal place to avoid distortions that would occur in rounding off index numbers to the nearest whole number.

### Price Index of Metallic Materials used in the Manufacture of Fabricated Metal Products

#### General

This index, relating to important metallic materials used in the manufacture of fabricated metal products, was introduced in December 1972. In addition to constituting a further step in the publication of an expanded range of wholesale price indexes, this index and the Price Index of Copper Materials Used in the Manufacture of Electrical Equipment (*see* page 258) have been designed as a modern replacement for the metals components of the Wholesale Price (Basic Materials and Food-stuffs) Index.

The composition and weighting pattern of the index is given in the publication *Price Indexes of Metallic Materials* (9.10) of 14 December 1972. This and the subsequent issues are available on request. A full description of the index is also given in *Labour Report* No. 58, 1973.

#### Scope and composition

The index includes important metallic materials selected and combined in accordance with a weighting pattern reflecting value of usage as reported at the 1968-69 Census of Manufacturing Establishments for establishments classified to the Fabricated Metal Products Sub-division of Manufacturing Industry (Australian Standard Industrial Classification Sub-division 31).

Index numbers are compiled and published for four groupings of items and for the 'All groups' combination. The materials have been grouped under the headings Iron and steel, Aluminium, Copper and brass, and Other metallic materials.

#### Base period and method of calculation

The reference base of the index is the year 1968-69 = 100.0. The index is a fixed weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

#### Prices

Prices for each of the items relate to representative goods of fixed specification collected from a selection of representative sources. In each case, these specifications are sufficiently detailed to ensure that the price changes incorporated in the indexes are measured, as far as possible, on the basis of constant quality.

The price series used are obtained monthly, by mail collection, from major Australian manufacturers of the relevant materials. In the main prices are collected as at the mid-point of each month.

The prices collected are, as far as possible, those normally charged to representative manufacturers for goods delivered into their stores.

**Index numbers**

The index has been compiled for each month from July 1968, and for financial years from 1968-69. Index numbers for financial years are simple averages of the relevant monthly index numbers. Index numbers for each group and all groups are given below. In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion over time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

**PRICE INDEX OF METALLIC MATERIALS USED IN THE MANUFACTURE  
OF FABRICATED METAL PRODUCTS—GROUP INDEX NUMBERS**

*(Base of each Index: Year 1968-69 = 100.0) (a)*

<i>Period</i>	<i>Iron and steel</i>	<i>Aluminium</i>	<i>Copper and brass</i>	<i>Other metallic materials</i>	<i>All groups</i>
1969-70 . . . . .	104.2	102.2	122.5	93.8	104.8
1970-71 . . . . .	106.7	104.5	106.5	90.9	106.2
1971-72 . . . . .	116.2	106.8	106.2	83.6	114.1
1972-73 . . . . .	122.6	109.2	106.6	98.7	120.0
1973-74—					
July . . . . .	125.6	112.6	127.4	119.3	124.4
August . . . . .	125.7	112.6	142.8	113.6	125.2
September . . . . .	125.8	112.6	135.1	108.7	124.8
October . . . . .	125.8	113.3	131.7	118.9	124.9
November . . . . .	130.9	114.0	138.1	116.7	129.5
December . . . . .	131.6	115.3	140.0	127.3	130.6

(a) Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

**Price Indexes of Copper Materials used in the Manufacture of  
Electrical Equipment**

This special purpose measure was introduced in December 1972. In addition to constituting a further step in the publication of an expanded range of wholesale price indexes, it has been designed to supplement the Price Index of Materials Used in the Manufacture of Fabricated Metal Products in providing a replacement for the metals components of the Wholesale Price (Basic Materials and Foodstuffs) Index.

A description of this index is given in *Labour Report* No. 58, 1973. Index numbers are shown in the monthly publication *Price Indexes of Metallic Materials* (9.10).

**EXPORT PRICE INDEXES**

An annual index of export prices has been published by the Bureau since its inception. Brief descriptions of indexes issued between 1901 and 1962 (that is, prior to the introduction of the current Export Price Index) are shown in Year Book No. 55, 1969, pages 256-7.

**The current Export Price Index**

The current Export Price Index was first published in October 1962, but index numbers were compiled back to July 1959. The reference base of this index is: year 1959-60 = 100.0. Index numbers from July 1969 have been compiled on an interim basis which incorporates a re-weighting of the items contained in the original index, and the inclusion of some additional items. This interim basis was introduced pending completion of a comprehensive review and re-basing of the index as a whole.

The Export Price Index is a fixed-weights index, and its purpose (as was that of the previous fixed-weights index) is to provide comparisons monthly, over a limited number of years, of the level of export prices of the selected items, making no allowance for variations in quantities exported.



The index numbers are thus measures of price change only. The price series used in the index relate to specified standards for each commodity and in most cases are combinations of prices for a number of representative grades, types, etc. For some commodities price movements in the predominant market, or markets, are used, while for other commodities average realisations in all export markets are used. As nearly as possible, prices used are on the basis f.o.b. at the main Australian ports of export. The index is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

### Composition and weighting

Over the period of ten years between July 1959 and June 1969, there were twenty-nine items in the export price index, and the weights used to combine these were based on average annual values of exports during the years 1956-57 to 1960-61. The twenty-nine items constituted in excess of 80 per cent of the total value of Australian exports in the earlier part of the ten years mentioned, this percentage, however, decreased markedly in more recent years. A review of the content and weighting pattern of the index was consequently undertaken, and an interim series incorporating some of the results of this review was introduced with effect from July 1969.

### Interim basis

The interim series is a fixed-weights export price index, compiled monthly as from June 1969, which has been linked at June 1969 to the current index in its original form. The weights of the items in the interim series are derived from the values of exports for the year 1969-70, and the group weights have been adjusted to reflect the proportion that the value of wool bore to the value of all exports in that year. In addition to the twenty-nine items of the current index as first introduced, the interim series includes the four items; iron ore, bauxite, alumina and mineral sands. These items are not attached to any of the original single groups of the index but are incorporated in the 'All groups' index number from June 1969. The thirty-three items contained in the interim series constituted 74 per cent of the total value of Australian exports (merchandise and non-merchandise) in 1969-70.

### Index numbers

Index numbers for each of the groups and 'All groups' are shown in the following table. The yearly index numbers are simple averages of the twelve monthly index numbers in each year.

#### EXPORT PRICE INDEX NUMBERS

(Base of each Index: Year 1959-60 = 100.0)

Period	Wool	Meats	Dairy produce	Cereals	Dried and canned fruits	Sugar	Hides and tallow	Metals and coal (a)	Gold	All groups
1967-68	95	125	79	109	95	67	67	120	104	100
1968-69	99	131	72	104	97	72	73	123	117	102
1969-70(b)	87	148	73	96	99	93	94	143	109	(c)103
1970-71	67	152	88	100	102	113	94	139	109	(c)101
1971-72	72	147	135	99	103	127	96	138	126	(c)104
1972-73	179	178	p119	102	p106	136	139	142	180	(c)p134
1973-74—										
July	217	201	p115	99	p143	143	164	165	274	p150
August	213	213	p113	110	p142	124	173	171	266	p153
September	193	225	p108	138	p135	141	163	167	224	p152
October	180	223	p107	150	p135	135	168	167	219	p150
November	166	218	p109	145	p134	134	158	172	(d)219	p147
December	186	213	p106	144	p131	128	144	182	230	p152

(a) Comprises coal iron and steel, copper, zinc, lead and silver. Does not include iron ore, bauxite, alumina and mineral sands, which, however, have been included in the 'All groups' index from July 1969. (b) Interim series linked as at June 1969. (c) Interim series includes, in addition to the specified groups the 4 items; iron ore, bauxite, alumina and mineral sands. (d) Nominal.

**Link between current and previous indexes**

In order to show approximate movements in export prices over a long period, the 'All groups' indexes of the successive series have been linked together at the earliest year for which each of the indexes was compiled. The table below shows this linked series and a long-term price index for wool which is the most important single component in the movement of the 'All groups' index.

**EXPORT PRICE INDEX NUMBERS—LINKED SERIES 1936-37 TO 1972-73**

(Base of each Index: Year 1959-60 = 100.0)

<i>Period</i>	<i>Wool</i>	<i>All groups</i>	<i>Period</i>	<i>Wool</i>	<i>All groups</i>
1936-37 . . . . .	29	30	1956-57 . . . . .	136	117
1937-38 . . . . .	23	27	1957-58 . . . . .	111	102
1938-39 . . . . .	19	22	1958-59 . . . . .	85	90
1939-40 . . . . .	23	26	1959-60 . . . . .	100	100
1940-41 . . . . .	24	28	1960-61 . . . . .	92	95
1941-42 . . . . .	24	28	1961-62 . . . . .	97	96
1942-43 . . . . .	28	30	1962-63 . . . . .	104	101
1943-44 . . . . .	28	31	1963-64 . . . . .	120	114
1944-45 . . . . .	28	34	1964-65 . . . . .	102	105
1945-46 . . . . .	28	39	1965-66 . . . . .	107	107
1946-47 . . . . .	41	54	1966-67 . . . . .	103	105
1947-48 . . . . .	68	75	1967-68 . . . . .	95	100
1948-49 . . . . .	86	88	1968-69 . . . . .	99	102
1949-50 . . . . .	111	101			
1950-51 . . . . .	235	173			
1951-52 . . . . .	133	125			
1952-53 . . . . .	145	128	1969-70(a) . . . . .	87	103
1953-54 . . . . .	145	125	1970-71 . . . . .	67	101
1954-55 . . . . .	127	114	1971-72 . . . . .	72	104
1955-56 . . . . .	109	105	1972-73 . . . . .	179	p134

(a) Interim series linked as at June 1969.

**WAGES, EARNINGS AND HOURS****Arbitration and Wages Boards Acts and associated legislation**

Summaries of the operation of Federal and State Acts regulating rates of pay, hours and other conditions of employment were first compiled for the year 1913 and particulars for this and subsequent years have appeared in the annual *Labour Report*. This report summarises the position at the end of 1973.

**Federal industrial legislation and tribunals**

Under paragraph (xxxv) of Section 51 of the Australian Constitution the Australian Parliament is empowered to make laws with respect to 'conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State'. In 1904 the Conciliation and Arbitration Act was passed by the Australian Parliament and this Act with amendments has been in operation since then.

In addition to this 'conciliation and arbitration' power the Australian Parliament can legislate concerning conditions of employment for its own employees and for employees in Australian Territories. Under the interstate and overseas trade and commerce power (paragraph (i) of Section 51 of the Constitution) the Parliament can legislate directly in respect of industries such as the maritime and stevedoring industries. In times of national emergency the defence power of the Constitution (paragraph (vi) of section 51) enables Parliament to have direct control over all industry.

The Conciliation and Arbitration Act provides for the separation of the judicial functions from the conciliation functions and for the establishment of the Australian Industrial Court to deal with judicial matters and the Australian Conciliation and Arbitration Commission to deal with the functions of conciliation and arbitration under the Act. A summary of the main provisions of the Act operative to the end of 1973 is given in the following paragraphs.

The Australian Industrial Court is a superior court of record comprising a Chief Judge and not more than nine other Judges. The Court carries out the judicial functions associated with the settlement of disputes such as determining questions of law referred by the Commission or the

Registrar, hearing complaints against employers for dismissing employees because of union activities or arbitration work, interpreting awards, determining eligibility for membership of an organisation, determining questions relating to rules of an organisation, enquiring into allegations or irregularities in the conduct of elections conducted by organisations, and hearing complaints of breaches of awards and ordering compliance with awards and orders of the Commission. In certain circumstances the jurisdiction of the Court is exercised by a bench of not less than three Judges—in other cases by a single Judge.

The Australian Conciliation and Arbitration Commission consists of a President, Deputy Presidents and Commissioners. The President is required to have qualifications for judicial appointment. The other Presidential Members must have similar qualifications; or must have had experience at a high level in industry, commerce, industrial relations or the service of a government or government authority; or must have obtained a degree or similar qualification in law, economics, industrial relations or some other relevant field of study. Members of the Commission are appointed by the Australian Government and may hold office until 65 years of age.

The Commission carries out its functions of conciliation and arbitration through panels or task forces. The President assigns an industry or a group of industries to a panel consisting of a Presidential Member and one or more Commissioners.

When the Commission receives notification of a dispute, or of one which is likely to occur, a member of the appropriate panel takes steps to prevent or settle the dispute. Negotiation may take place between the parties outside the Commission or under the supervision of the Commission. If the parties reach agreement they may make a memorandum of their agreement and have it certified by the Commission. Some issues in dispute may be resolved by agreement and others determined by arbitration by the Commission.

Certain matters cannot be determined by a single member of the Commission. Those matters which must be determined by a Full Bench of the Commission, consisting of a number of Presidential Members and Commissioners, include standard hours, national wage cases, the minimum wage, equal pay principles, annual leave and long service leave. Full Benches of the Commission also hear appeals from decisions of single members and deal with references from single members. Appeals and references from the Public Service Arbitrator or Deputy Arbitrators are heard by Full Benches. When matters relating to appeals or references under both or either of the Conciliation and Arbitration Act and the Public Service Arbitration Act are being heard, the Commission may sit in joint session (i.e. comprised of persons constituting the Commission in the separate matters) to take evidence and hear arguments. In any proceedings before a Full Bench, the Minister for Labor and Immigration may, on behalf of the Australian Government, intervene in the public interest. Others may apply to the Commission for leave to intervene which may be granted if the Commission thinks that the person or organisation should be heard.

The Act provides that a member of the Commission assigned by the President should handle industrial matters in the maritime industries and the stevedoring industry, other than those matters that must be dealt with by a Full Bench.

The jurisdiction of the Commission is limited to conciliation and arbitration of interstate industrial disputes between employers and employees. The employees must be engaged in employment that is 'industrial' in character. It has been held, for example, that school teachers, nurses, police and fire-fighters employed by government authorities are not engaged in 'industrial' employment. However, in the case of employees in the Northern Territory and the Australian Capital Territory the Commission has jurisdiction to settle industrial disputes whether or not the employees are engaged in an *industry* in the constitutional sense of the word.

The Conciliation and Arbitration Act provides that where a State law, or an order, award, decision or determination of a State industrial tribunal is inconsistent with or deals with a matter dealt with in an award of the Commission, the latter shall prevail and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

Wages, hours of work and other conditions of employment of Australian Government employees are regulated by the Australian Public Service Arbitrator and the Deputy Public Service Arbitrators under powers conferred by the *Public Service Arbitration Act 1920-1973*. Appeals and references from the Arbitrator or the Deputy Arbitrators may be made to the Australian Conciliation and Arbitration Commission.

The Flight Crew Officers' Industrial Tribunal is empowered to prevent or settle industrial disputes involving pilots, navigators and flight engineers of aircraft. The tribunal was established under provisions of the Conciliation and Arbitration Act in February 1968.

The Coal Industry Tribunal was established under the *Australian Coal Industry Act 1946* and the New South Wales Coal Industry Act, 1946 and is empowered to consider interstate disputes and New South Wales disputes in the coal mining industry.

### State industrial tribunals

*New South Wales.* The principal authority is the Industrial Commission of New South Wales, which consists of a President and not more than seven other Judges. Subsidiary tribunals are Conciliation Commissioners and Conciliation Committees constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as chairman and an equal number of representatives of employers and employees. Special Commissioners may be appointed. Wages, salaries and conditions of employment of State Government employees are regulated by determinations made by, or industrial agreements registered with, the Public Service Board of New South Wales.

*Victoria.* The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and an equal number of representatives of employers and employees, and the Industrial Appeals Court presided over by a judge of the County Court. The conditions of employment of State Government employees are regulated by determinations or regulations of the Public Service Board, the Police Service Board and the Teachers Tribunal.

*Queensland.* The authorities consist of the Industrial Court of Queensland, which deals with the legal aspects of the system, and the Industrial Conciliation and Arbitration Commission of Queensland, which deals with conciliation and arbitration functions. The President of the Industrial Court is a Judge of the Supreme Court of Queensland. Not more than five Commissioners may be appointed to the Commission. The Commission is constituted by a Commissioner sitting alone or in the case of a Full Bench of the Commission by at least three Commissioners. The conditions of employment of State Government employees are regulated by awards, etc. of the Commission.

*South Australia.* The system of control consists of an Industrial Commission, an Industrial Court and Conciliation Committees. The Commission is composed of a President, two Deputy Presidents and Commissioners. The Commissioners are chairmen of Conciliation Committees consisting of an equal number of representatives of employers and employees. The Commission and Conciliation Committees make awards. The President and Deputy Presidents of the Commission are the President and Deputy Presidents, respectively, of the Industrial Court which deals with legal matters and workmen's compensation.

Rates of pay and other conditions of employment of State Government employees are determined by the Public Service Arbitrator and the Teachers Salaries Board.

*Western Australia.* The principal authorities comprise the Western Australian Industrial Commission consisting of six Commissioners and the Western Australian Industrial Appeal Court consisting of three Supreme Court Judges. Awards may be made by a single Commissioner or by the Commission in Court Session consisting of three Commissioners. Appeals and references from single Commissioners are heard by the Commission in Court Session. Appeals from the Commission to the Industrial Appeal Court are limited to matters of law or jurisdiction. The Western Australian Coal Industry Tribunal, consisting of a chairman and two representatives each of employers and employees, has power to determine industrial matters in the coal mining industry. Decisions of the Tribunal may be reviewed by the Commission in Court Session. Wages and other conditions of employment of State Government employees are regulated by the Public Service Arbitrator, the Railways Classification Board and by determinations made under the Education Act, including determinations of the Government School Teachers Tribunal.

*Tasmania.* The authorities are Wages Boards for separate industries, comprising a chairman (or deputy chairman) and an equal number of representatives of employers and employees. The Public Service Board and the Public Service Arbitrator regulate the wages and conditions of employment of State Government employees.

### Rates of wage and hours of work

This section contains indexes (with base: year 1954 = 100.0) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are fifteen industry groups for adult males and eight industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911 = 1,000 for males and April 1914 = 1,000 for females) published in Year Books before No. 46, 1960. The current indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954 which showed the number of employees covered by individual awards, determinations and collective agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. thereby providing occupation weights.

The industrial classification used in the current indexes, shown in the table on page 264, does not differ basically from the previous classification, the alterations being largely in the arrangement of classes. The former Pastoral, agricultural, etc. group and the domestic part of the Amusement, hotels, personal service, etc. group are excluded from the current indexes because of coverage difficulties.

The minimum wage rates and standard hours of work used in the current indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each month or quarter, commencing with March 1939 for adult males and March 1951 for adult females. Particulars have been available as at the end of each month for adult males from January 1957 and for adult females from July 1967. The index for adult males includes rates and hours for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. Using the industry and the occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for each industry group for each State and Australia.

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded.

A more detailed description of the current indexes of minimum rates of wage and standard hours of work is given in the *Labour Report*, which also contains an extensive tabular presentation of the minimum rates of pay for adult males and females in the principal occupations in the capital city of each State. Further particulars of wage rates and index numbers will be found in mimeographed bulletins *Minimum Wage Rates*, March 1939 to June 1965, *Wage Rates Indexes*, June 1965 to June 1968 and *Wage Rates Indexes*, June 1968 to June 1972. Current figures are published in the monthly bulletins *Wage Rates and Earnings* and *Wage Rates Indexes (Preliminary Statement)*.

#### Weekly wage rates—adult males

The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work and index numbers at the dates specified.

WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(a)								
WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES								
End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.	
RATES OF WAGE(c)								
(\$)								
1950 . . .	20.62	20.18	19.52	19.79	20.06	19.80	20.20	
1960 . . .	36.28	34.99	35.07	34.22	35.81	35.15	35.50	
1970 . . .	54.40	53.68	55.07	52.12	55.99	54.49	54.20	
1972 . . .	68.11	67.86	68.42	65.82	66.15	67.18	67.71	
1973p . . .	78.07	77.39	79.81	75.20	75.66	76.63	77.65	
INDEX NUMBERS								
(Base: Weighted Average Weekly Wage Rate for Australia, Year 1954 = 100)								
1950 . . .	73.0	71.4	69.1	70.1	71.0	70.1	71.5	
1960 . . .	128.5	123.9	124.2	121.2	126.8	124.5	125.7	
1970 . . .	192.6	190.1	195.0	184.6	198.2	192.9	191.9	
1972 . . .	241.2	240.3	242.3	233.1	234.2	237.9	239.8	
1973p . . .	276.4	274.0	282.6	266.3	267.9	271.3	274.9	

(a) Excludes rural industry. (b) As prescribed in awards, determinations and collective agreements. (c) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows for Australia the weighted average minimum weekly rates of wage and index numbers in each industry group and for all groups (excluding rural industry) at the dates specified.

### WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, AUSTRALIA

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry Group	End of December—				
	1950	1960	1970	1972	1973p
RATES OF WAGE(b)					
(\$)					
Mining and quarrying(c)	25.96	41.47	60.83	73.30	82.16
Manufacturing—					
Engineering, metals, vehicles, etc.	20.17	35.02	51.88	65.25	73.35
Textiles, clothing and footwear	19.74	34.04	50.92	62.94	72.76
Food, drink and tobacco	20.14	35.22	52.98	64.67	76.38
Sawmilling, furniture, etc.	19.60	34.62	51.84	62.52	72.60
Paper, printing, etc.	21.42	37.92	57.47	71.93	82.36
Other manufacturing	19.76	34.72	52.34	65.81	76.19
All manufacturing groups	20.08	35.05	52.36	65.27	74.71
Building and construction	19.86	35.75	56.67	70.03	79.29
Railway services	19.58	34.65	51.32	64.03	71.77
Road and air transport	19.79	35.25	54.65	67.97	77.25
Shipping and stevedoring(d)	19.66	34.46	60.54	84.41	93.39
Communication	21.33	38.49	68.95	86.72	102.57
Wholesale and retail trade	20.08	35.71	53.82	67.52	78.76
Public authority (n.e.i.) and community and business services	19.21	34.81	54.11	67.87	81.47
Amusement, hotels, personal service, etc.	19.23	33.73	49.16	60.62	72.34
All industry groups(e)	20.20	35.50	54.20	67.71	77.65

### INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate for Australia, Year 1954 = 100)

Mining and quarrying(c)	91.9	146.8	215.4	259.5	290.9
Manufacturing—					
Engineering, metals, vehicles, etc.	71.4	124.0	183.7	231.0	259.7
Textiles, clothing and footwear	69.9	120.5	180.3	222.8	257.6
Food, drink and tobacco	71.3	124.7	187.6	229.0	270.5
Sawmilling, furniture, etc.	69.4	122.6	183.6	221.4	257.1
Paper, printing, etc.	75.9	134.3	203.5	254.7	291.6
Other manufacturing	70.0	122.9	185.3	233.0	269.8
All manufacturing groups	71.1	124.1	185.4	231.1	264.6
Building and construction	70.3	126.6	200.7	248.0	280.7
Railway services	69.3	122.7	181.7	226.7	254.1
Road and air transport	70.1	124.8	193.5	240.7	273.5
Shipping and stevedoring(d)	69.6	122.0	214.3	298.9	332.5
Communication	75.5	136.3	244.1	307.1	363.2
Wholesale and retail trade	71.1	126.4	190.6	239.1	278.9
Public authority (n.e.i.) and community and business services	68.0	123.2	191.6	240.3	288.5
Amusement, hotels, personal service, etc.	68.1	119.4	174.1	214.6	256.1
All industry groups(e)	71.5	125.7	191.9	239.8	274.9

(a) As prescribed in awards, determinations and collective agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers (e) Excludes rural industry.

*Adult males—jurisdiction.* Weighted average minimum weekly wage rates for adult males covered by *Federal awards*, etc. and for those covered by *State awards*, etc. (as defined below) are shown separately in the following table. For the purposes of the index, *Federal awards*, etc. include awards of, or collective agreements registered with, the Australian Conciliation and Arbitration Commission, and determinations of the Australian Public Service Arbitrator. *State awards*, etc. include awards or determinations of, or collective agreements registered with, State industrial tribunals, together with certain unregistered collective agreements when these are dominant in the particular industries to which they refer.

## WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(a)

(\$)

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AS PRESCRIBED IN AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS

Jurisdiction	End of December				
	1950	1960	1970	1972	1973p
Federal awards, etc.(c)	20.18	35.14	53.77	68.03	77.26
State awards, etc.(c)	20.23	35.88	54.65	67.37	78.06
All awards, etc.	20.20	35.50	54.20	67.71	77.65

(a) Excludes rural industry. (b) The amounts should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. For definitions see text above. (c) The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

## Weekly wage rates—adult females

The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work and index numbers at the dates specified. This series has not been compiled for years prior to 1951.

## WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)

WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(b) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(c) (\$)							
1951 . . .	17.23	17.22	16.12	17.02	16.25	16.56	17.03
1960 . . .	26.12	24.66	23.93	24.29	25.12	23.88	25.17
1970 . . .	40.68	38.65	40.60	37.51	40.02	38.17	39.68
1972 . . .	53.18	51.10	52.27	50.50	51.80	49.07	52.04
1973p . . .	67.99	62.70	63.93	62.03	63.50	60.86	64.99

## INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate for Australia, Year 1954 = 100)

1951 . . .	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1960 . . .	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1970 . . .	204.3	194.2	203.9	188.4	201.0	191.7	199.3
1972 . . .	267.1	256.7	262.5	253.7	260.2	246.5	261.4
1973p . . .	341.5	315.0	321.1	311.6	319.0	305.7	326.5

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) As prescribed in awards, determinations and collective agreements. (c) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows for Australia weighted average minimum weekly rates of wage and index numbers in each of the industry groups in which the number of females employed is important, and the weighted average for all groups combined, at the dates specified.

### WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry Group	End of December—				
	1951	1960	1970	1972	1973p
RATES OF WAGE(b) (\$)					
Manufacturing—					
Engineering, metals, vehicles, etc. . . . .	17.09	24.98	40.24	55.66	65.63
Textiles, clothing and footwear . . . . .	17.12	24.07	36.59	46.66	58.97
Food, drink and tobacco . . . . .	16.58	24.63	38.22	48.45	62.06
Other manufacturing . . . . .	16.88	24.80	37.79	50.65	61.83
<i>All manufacturing groups</i> . . . . .	<i>16.99</i>	<i>24.46</i>	<i>37.72</i>	<i>49.36</i>	<i>61.19</i>
Transport and communication . . . . .	17.75	26.02	44.19	58.35	74.17
Wholesale and retail trade . . . . .	17.11	26.36	42.12	54.66	68.31
Public authority (n.e.i.) and community business services . . . . .	17.01	25.78	41.92	56.41	71.78
Amusement, hotels, personal service, etc. . . . .	16.68	24.50	37.97	50.10	62.54
<i>All industry groups(c)</i> . . . . .	<i>17.03</i>	<i>25.17</i>	<i>39.68</i>	<i>52.04</i>	<i>64.99</i>

### INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate for Australia, Year 1954 = 100)

Manufacturing—					
Engineering, metals, vehicles, etc. . . . .	85.9	125.5	202.1	279.6	329.7
Textiles, clothing and footwear . . . . .	86.0	120.9	183.8	234.4	296.2
Food, drink and tobacco . . . . .	83.3	123.7	192.0	243.4	311.7
Other manufacturing . . . . .	84.8	124.6	189.8	254.4	310.6
<i>All manufacturing groups</i> . . . . .	<i>85.4</i>	<i>122.9</i>	<i>189.5</i>	<i>247.9</i>	<i>307.3</i>
Transport and communication . . . . .	89.2	130.7	222.0	293.1	372.5
Wholesale and retail trade . . . . .	85.9	132.4	211.6	274.6	343.1
Public authority (n.e.i.) and community and business services . . . . .	85.4	129.5	210.6	283.4	360.6
Amusement, hotels, personal service, etc. . . . .	83.8	123.1	190.7	251.7	314.1
<i>All industry groups(c)</i> . . . . .	<i>85.6</i>	<i>126.4</i>	<i>199.3</i>	<i>261.4</i>	<i>326.5</i>

(a) As prescribed in awards, determinations and collective agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) Excludes rural industry; mining and quarrying; and building and construction.

*Adult females—jurisdiction.* Weighted average minimum weekly wage rates for adult females covered by *Federal awards, etc.* and for those covered by *State awards, etc.* (as defined below) are shown separately in the following table. For the purposes of this index, *Federal awards etc.* include awards of, or collective agreements registered with, the Australian Conciliation and Arbitration Commission, and determinations of the Australian Public Service Arbitrator. *State awards etc.* include awards or determinations of, or collective agreements registered with, State industrial tribunals, together with certain unregistered collective agreements when these are dominant in the particular industries to which they refer.



## WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)

(\$)

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AS PRESCRIBED IN AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS

Jurisdiction	End of December—				
	1965	1970	1971	1972	1973p
Federal awards, etc.(c)	27.79	37.91	45.47	50.30	62.54
State awards, etc.(c)	30.20	41.16	48.42	53.52	67.07
All awards, etc.	29.10	39.68	47.06	52.04	64.99

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) The amounts should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. For definitions see text above. (c) The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

## Standard hours of work

In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work (excluding overtime) for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers shown below. The main features of the reduction of hours to forty-four and later to forty per week are summarised in previous issues of the Year Book. Since January 1948 practically all employees in Australia have had a standard working week of forty hours or less.

## Hourly wage rates

The average rates of wage in the preceding tables are based on the minimum rates prescribed for selected occupations in awards, etc. for a full week's work, excluding overtime. However, the number of hours constituting a full week's work differs in some instances between the various occupations in each State, and between the same occupations in the several States. For some purposes a better comparison may be obtained by reducing the results in the preceding paragraphs to a common basis, namely the rate of wage per hour. The particulars of weighted average minimum hourly rates of wage given in the following tables relate to all industry groups except rural industry, and shipping and stevedoring. The rural industry is not included in the index, and shipping and stevedoring has been excluded because, for some of the occupations in this group, definite particulars for the computation of average working hours and hourly rates of wage are not available.

The following table shows the weighted average minimum hourly rates of wage payable to adult male workers and index numbers of hourly rates in each State.

## HOURLY WAGE RATES: ADULT MALES, ALL GROUPS(a)

WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b) (cents)							
1950 . . .	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1960 . . .	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1970 . . .	136.08	133.91	137.49	129.74	140.09	135.50	135.35
1972 . . .	170.03	168.82	170.64	163.50	164.47	165.91	168.67
1973p . . .	195.14	192.72	199.39	187.05	188.39	186.65	193.67

## INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate for Australia, Year 1954 = 100.0)

1950 . . .	73.0	71.4	69.0	70.0	71.7	70.0	71.5
1960 . . .	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1970 . . .	192.3	189.3	194.3	183.4	198.0	191.5	191.3
1972 . . .	240.3	238.6	241.2	231.1	232.5	234.5	238.4
1973p . . .	275.8	272.4	281.8	264.4	266.3	268.1	273.7

(a) Excludes rural industry, and shipping and stevedoring. See text above. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows the weighted average minimum hourly rates of wage payable to adult female workers and index numbers of hourly rates in each State.

### HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)

WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

<i>End of December—</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
RATES OF WAGE(b) (cents)							
1951 . . .	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1960 . . .	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1970 . . .	102.92	97.10	102.26	94.32	100.59	96.32	100.03
1972 . . .	134.54	128.37	131.66	127.00	130.20	123.85	131.18
1973p . . .	172.02	157.52	161.03	155.99	159.61	153.60	163.83

### INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate for Australia, Year 1954 = 100.0)

1951 . . .	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1960 . . .	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1970 . . .	205.1	193.5	203.8	188.0	200.5	192.0	199.4
1972 . . .	268.2	255.9	262.4	253.1	259.5	246.9	261.5
1973p . . .	342.9	314.0	321.0	310.9	318.1	306.2	326.5

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

### Weighted average standard weekly hours of work

The 40-hour week has operated in Australia generally from 1 January 1948. However, as stated on page 267, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or between States. The weighted average standard hours of work (excluding overtime) prescribed in awards, determinations and collective agreements for a full working week, in respect of adult male workers in all industry groups except rural industry, and shipping and stevedoring, at 31 December 1973, were: New South Wales, 39.77; Victoria, 39.96; Queensland, 39.88; South Australia, 39.95; Western Australia, 39.83; Tasmania, 39.91; Australia, 39.86. Corresponding figures for adult female workers at 31 December 1973 were: New South Wales, 39.53; Victoria, 39.81; Queensland, 39.70; South Australia, 39.77; Western Australia, 39.78; Tasmania, 39.63; Australia, 39.67.

### Average Weekly Earnings

The figures in this section are derived from particulars of employment and wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only. In addition to salary and wage payments at award rates, the total earnings figures used in the calculation of average weekly earnings include the earnings of employees not covered by awards, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period, etc.

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratios of female to male average earnings. Different ratios of female to male average earnings, based on information from the annual surveys of weekly earnings and hours, from a sample survey carried out in November 1969 and from other sources, are used for individual States. Ratios used for the June 1974 quarter are as follows: New South Wales 62 per cent, Victoria 62, Queensland 58, South Australia 56, Western Australia 55 and Tasmania 60. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States, a separate ratio for Australia is not used, but the weighted average of the State ratios is approximately 60.0 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures: if the ratio is understated by one per cent, then average weekly earnings of \$140 would be overstated by about 60 cents.

Annual averages for each State and Australia for the years 1966-67 to 1973-74 are shown in the table below.

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a)  
(\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
1966-67 . .	63.30	64.10	57.30	57.30	59.40	58.50	61.90
1967-68 . .	66.70	67.80	60.30	60.60	64.10	62.00	65.50
1968-69 . .	72.30	72.40	64.50	64.80	69.00	65.70	70.40
1969-70 . .	78.50	78.40	69.40	70.30	75.70	70.90	76.30
1970-71 . .	87.30	86.40	78.00	77.20	84.90	78.50	84.80
1971-72 . .	95.90	93.60	87.00	85.30	93.70	86.80	93.00
1972-73 . .	104.30	102.50	97.00	93.00	99.00	94.40	101.50
1973-74 . .	120.80	118.40	112.60	110.80	115.40	110.30	118.00

(a) See explanatory notes above. (b) Includes the Northern Territory and the Australian Capital Territory.

Because of the adoption of a new definition of the labour force at June 1966 population census, there is a break in comparability between June and September quarters of 1966 in the employment series used in the calculation of average weekly earnings. For this and other reasons (in particular, the lack of precise information about the ratios of female to male earnings in the several States for 1965-66 and earlier years), it is not possible to make a comparable series of State estimates for periods prior to September quarter 1966. However, in order to provide a broad indication of trends over a longer period, estimates for Australia as a whole have been calculated for the period back to September quarter 1961 by methods and on a basis that are as nearly as possible comparable with those used for the current series. Annual averages for this period are: 1961-62, \$47.70; 1962-63, \$49.00; 1963-64, \$51.60; 1964-65, \$55.50; 1965-66, \$58.00.

For current statistics in this series reference should be made to the quarterly publication *Average Weekly Earnings* (6.18).

### Surveys of wage rates, earnings and hours, 1960 to 1973

Since 1960 a number of statistical surveys have been undertaken by this Bureau in order to obtain information on wage rates, actual weekly earnings and hours of work in Australia. Particulars of the scope and coverage of the surveys from 1960 to 1971 were shown in earlier issues of the Year Book. Details concerning the 1972 and 1973 surveys are shown on pages 272-4.

#### Survey of wage rates and earnings, September 1960

For information on the results of this survey see Year Book No. 51, pages 439-42.

#### Survey of weekly earnings, October 1961

The results of this survey were published in Year Book No. 51, pages 442-4.

#### Surveys of weekly earnings and hours, October 1962 to 1971 (excluding October 1965)

Details of these surveys were published in earlier issues of the Year Book. For a summary of the results for October 1969, 1970 and 1971 see Year Book No. 59, pages 259-65.

#### Survey of weekly earnings, October 1965

A survey of weekly earnings of male employees was conducted for the last pay-period in October 1965. Results of this survey, which covered the distribution and composition of weekly earnings, were published in detail in *Labour Report* No. 52, 1965 and 1966.

#### Survey of weekly earnings (size distribution), May 1971

A survey of weekly earnings of adult male employees was conducted for the pay-period which included 12 May 1971. The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees (paid for a full week) in various total weekly earnings groups, average weekly total earnings for these employees, and a dissection of average weekly total earnings into average weekly overtime earnings and average weekly ordinary time earnings. The survey was conducted by means of stratified random samples of (i) private employers subject to payroll tax (that is those, other than exempt employers, paying more than \$400 a week in wages and salaries),

(ii) public hospitals, and (iii) local government authorities; and in addition a complete coverage of (iv) Commonwealth and State government departments, government authorities and semi-government bodies. Excluded were employees of private employers not subject to payroll tax; employees in rural industry and private domestic service; employees of religious, benevolent and other similar organisations exempt from payroll tax (other than public hospitals and government institutions); and waterside workers employed on a casual basis. Detailed results of the survey were published in *Labour Report* No. 56, 1971.

#### Surveys of weekly earnings and hours, October 1972 and 1973

Sample surveys conducted before 1972 (*see* page 269) covered most private employers subject to payroll tax (i.e. those paying more than \$400 a week in wages and salaries) in the six States. The October 1972 survey included for the first time: (i) private employees in the Northern Territory and the Australian Capital Territory, (ii) employees in non-government hospitals not subject to payroll tax and (iii) employees of Australian, State and local government authorities.

Results of the 1972 survey for private employees were published in the bulletin *Survey of Weekly Earnings and Hours* (6.1) and in the *Labour Report*.

Some results of the 1972 and 1973 surveys for total (private and government) employees are contained in the tables on pages 272-4. Further particulars, including averages for each State, separate details for private and government employees, and some details for the Territories were published in the bulletin *Survey of Weekly Earnings and Hours—October 1972 (Private and Government Employees)* (6.40). Preliminary results of the surveys are published in the bulletin *Survey of Weekly Earnings and Hours (Preliminary Statement)* (6.36) as soon as returns from a large percentage of respondents have been processed.

#### Coverage of Surveys

The estimates in the following tables are based on returns from stratified random samples of (i) most private employers subject to payroll tax (i.e. those, other than exempt employers, paying more than \$400 a week in wages and salaries), (ii) non-government hospitals not subject to payroll tax and (iii) local government authorities; and from all Australian and State government departments, authorities and semi-government bodies. The estimates for *private employees* refer to persons employed by employers in categories (i) and (ii). The estimates for *government employees* refer to all other employees covered by the survey. Excluded from the survey were employees of private employers not subject to payroll tax; employees in rural industry and private domestic service; employees of religious, benevolent and other similar organisations exempt from payroll tax (other than hospitals and government authorities); and waterside workers employed on a casual basis.

Although the sample was not designed to provide estimates of the numbers of employees represented, it has been calculated that the 1973 survey was representative of approximately 2,733,000 male and 1,305,000 female wage and salary earners, comprising 1,877,000 males and 1,010,000 females in private employment and 856,000 males and 295,000 females in government employment.

As parts of the survey were conducted from samples of employers (*see* above) the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. A technical note on sampling variability is included in the bulletin *Survey of Weekly Earnings and Hours (Private and Government) Employees* (6.40).

#### Comparability of results

In addition to affecting the results of each sample survey, sampling variability also affects comparison between the results of the different surveys.

The industry classification adopted for these earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 and 1966 population censuses.

The October 1965 Survey of Weekly Earnings was a special purpose survey on a different basis from the surveys compared in this section (*see* page 269).

The allocation of employees between 'Managerial, executive, professional and higher supervisory staff' and 'All other full-time employees' (as defined) depends upon the employers' interpretation of the definitions (*see* page 271).

Results for private employees published in the bulletins (6.40) are not directly comparable with the results for private employees published in *Survey of Weekly Earnings and Hours*, October 1972 (6.1) and earlier bulletins because the earlier bulletins *excluded* details for private employees in the Northern Territory and the Australian Capital Territory and for employees in non-government hospitals not subject to payroll tax. In addition, the industry dissection shown in the following tables is somewhat more detailed than that shown in the bulletins (6.1) and earlier issues of the Year

Book. Separate particulars are now shown for *Electricity, gas, water and sanitary services* and for *Public authority activities (n.e.i.) and community and business services*. Other industries therefore now comprises only *Amusement, hotels, cafés, personal service, etc.*; and *forestry, fishing and trapping*.

The estimates shown in the following tables reflect the effect of the differences—between States, between industries and between government and private employment—in (i) the amounts earned and the hours worked for the same occupations, (ii) the occupational structures within industries, (iii) the industry structure, (iv) the definitions and reporting of managerial, etc. staff and non-managerial employees (see definitions below), (v) the level of business activity including the incidence of overtime, etc., (vi) the incidence of incentive, piece-work and profit-sharing scheme payments, and (vii) the degree of implementation of equal pay for the sexes, etc.

### Definitions

The following definitions refer to terms used in the surveys and in the tables in this section.

*Employees* refers to male and female employees on the payroll and who received pay for the last pay-period in October.

*Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

*Government employees* are civilian employees of Australian and State government departments, authorities and semi-government bodies, and of local government authorities.

*Adults* includes all employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.

*Juniors* refers to those employees under 21 years of age who are not paid at the adult rate for their occupation.

*Full-time employees* refers to those employees who ordinarily work 30 hours or more a week and who received pay for the last pay-period in October. Included are 'full-time' employees on short-time; 'full-time' employees who began or ceased work during the pay-period; and 'full-time' employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period.

*Part-time employees* refers to employees who ordinarily work less than 30 hours a week and who received pay for the last pay-period in October. Employees on short-time who normally work 30 hours or more a week are classified as full-time employees.

For *private employees, Other than managerial, etc. staff* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for private employees, were not further defined. For *government employees, managerial, executive, professional and higher supervisory staff* were generally defined as those employees (i) who were ineligible to receive payment for overtime, or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

*Weekly earnings* refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes ordinary time earnings, overtime earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc.; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

*Overtime earnings* refers to that part of gross weekly earnings (as defined above) for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff.

*Ordinary time earnings* refers to that part of gross weekly earnings (as defined above) for award, standard or agreed hours of work. It includes shift allowances, penalty rates, commissions, bonuses and incentive payments, and that part of paid annual and other leave, which relates to these hours.

*Weekly man-hours paid for* refers to the sum of man-hours for which payment was made. It includes ordinary time hours, overtime hours, paid stand-by or reporting time; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified

pay-period. For employees paid other than weekly, hours are converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, man-hours are based on agreed hours. Hours of work were not reported for managerial, etc. staff.

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

*Ordinary time hours* refers to award, standard or agreed hours of work. It includes man-hours of 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 specified week.

In the following tables the estimates of average weekly earnings are rounded to the nearest ten cents, estimates of average weekly hours paid for are rounded to the first decimal place, and estimates of average hourly earnings are rounded to the nearest cent.

**AVERAGE WEEKLY EARNINGS AND HOURS (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES OTHER THAN MANAGERIAL, ETC STAFF(b): INDUSTRY GROUPS AUSTRALIA, OCTOBER 1973(c)**

Industry group	Average weekly earnings (\$)			Average weekly hours paid for			Average weekly earnings (\$)			Average weekly hours paid for		
	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total
<b>ADULT MALES</b>												
Manufacturing—												
Extracting, refining and founding of metals .	24.30	99.60	124.00	7.0	37.9	44.8	6.50	61.20	67.70	2.6	36.2	38.8
Engineering and metal-working .	21.20	91.20	112.40	5.9	38.0	43.9	5.60	52.10	57.70	2.6	38.5	41.1
Ships, vehicles, parts and accessories .	16.90	95.30	112.30	4.5	38.2	42.7	4.10	51.40	55.50	1.9	38.2	40.1
Founding, engineering, vehicles, etc. .	20.30	93.80	114.10	5.6	38.0	43.6	5.20	53.30	58.60	2.3	38.0	40.3
Textiles, clothing and footwear .	19.40	88.20	107.60	5.9	38.3	44.1	6.00	48.20	54.10	3.1	38.0	41.1
Food, drink and tobacco .	19.10	87.50	106.60	5.3	38.2	43.6	7.30	51.50	58.80	3.2	38.0	41.3
Paper, printing, book-binding and photography .	16.00	103.50	119.50	4.0	38.7	42.8	5.50	54.20	59.80	2.4	39.0	41.4
Chemicals, dyes, explosives, paints, non-mineral oils .	15.70	103.00	118.70	4.0	38.1	42.1	3.90	58.50	62.40	1.7	38.3	40.0
Other .	21.10	89.90	110.90	6.0	38.2	44.2	5.10	47.00	52.00	2.6	38.1	40.7
Manufacturing groups .	19.60	93.10	112.70	5.4	38.2	43.6	5.50	51.90	57.40	2.5	38.1	40.6
Non-manufacturing—												
Mining and quarrying .	30.50	113.60	144.10	7.7	36.1	43.9	14.00	65.30	79.30	4.9	37.6	42.5
Electricity, gas, water and sanitary services .	8.60	109.70	118.30	2.1	38.6	40.7	1.40	64.80	66.20	0.5	39.0	39.6
Building and construction .	15.50	97.40	112.90	3.9	38.4	42.4	3.10	56.10	59.10	1.3	39.0	40.4
Transport, storage and communication .	19.80	105.30	125.10	4.7	38.6	43.3	6.60	54.70	61.20	2.7	38.8	41.5
Finance and property .	3.90	113.60	117.40	1.0	38.6	39.5	1.30	62.10	63.40	0.5	38.7	39.2
Wholesale trade, primary produce dealing etc. .	9.90	94.70	104.60	2.8	38.8	41.7	3.60	49.10	52.60	1.8	38.5	40.3
Retail trade .	8.30	87.60	95.90	2.5	39.3	41.8	3.50	47.30	50.90	1.8	39.2	41.0
Public authority and community, etc. services (d) .	5.40	118.50	123.90	1.3	37.7	39.0	1.30	61.40	62.70	0.5	37.3	37.8
Other industries(e) .	10.70	90.40	101.10	3.1	38.7	41.8	6.70	52.50	59.20	3.3	38.9	42.1
Non-manufacturing groups .	12.10	104.40	116.50	3.1	38.3	41.4	3.40	55.20	58.70	1.5	38.6	40.1
All industry groups .	15.00	100.10	115.10	4.0	38.3	42.3	4.20	54.00	58.20	1.9	38.4	40.3
<b>ADULT FEMALES</b>												
Manufacturing groups .	5.70	65.80	71.40	2.2	37.7	39.8	1.90	43.70	45.60	1.1	37.9	39.0
Non-manufacturing groups .	2.50	83.40	86.00	0.8	37.8	38.6	1.20	49.80	50.90	0.6	38.5	39.1
All industry groups .	3.60	77.40	81.00	1.3	37.7	39.0	1.30	48.80	50.10	0.7	38.4	39.1
<b>JUNIOR MALES</b>												
<b>JUNIOR FEMALES</b>												

(a) Averages for all employees represented in the survey. See page 270. (b) Total (private and government) employees. (c) Last pay-period in October. For definitions and particulars of scope of the survey, etc., see pages 270-2. (d) Public authority activity (n.e.i.) and community and business services. (e) Includes amusement, hotels, cafés, personal service, etc.; and forestry, fishing and trapping.

**AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES OTHER THAN MANAGERIAL  
ETC. STAFF(a): INDUSTRY GROUPS, AUSTRALIA, OCTOBER 1972 AND 1973(b)**

(\$)

Industry group	Adult males		Junior males		Adult females		Junior females	
	October 1972	October 1973	October 1972	October 1973	October 1972	October 1973	October 1972	October 1973
<b>Manufacturing—</b>								
Extracting, refining and founding of metals	103.80	124.00	53.20	67.70	65.50	78.20	44.30	52.20
Engineering and metal-working	96.20	112.40	46.10	57.70	64.20	74.90	42.30	49.60
Ships, vehicles, parts and accessories	91.60	112.30	44.20	55.50	66.20	81.10	45.00	54.70
Founding, engineering, vehicles, etc.	95.90	114.10	46.50	58.60	64.60	76.40	43.00	50.80
Textiles, clothing and footwear	89.00	107.60	44.40	54.10	53.90	66.10	33.30	41.40
Food, drink and tobacco	91.00	106.60	47.40	58.80	58.00	71.00	38.60	45.60
Paper, printing, book-binding and photography	101.60	119.50	50.90	59.80	59.40	71.70	36.30	45.30
Chemicals, dyes, explosives, paints, non-mineral oils	102.20	118.70	53.90	62.40	63.60	75.70	44.10	49.30
Other	93.70	110.90	42.90	52.00	58.70	71.10	39.90	46.50
Manufacturing groups	95.10	112.70	46.50	57.40	59.00	71.40	37.80	45.60
<b>Non-manufacturing—</b>								
Mining and quarrying	126.60	144.10	67.40	79.30	70.80	83.90	46.60	54.00
Electricity, gas, water and sanitary services	100.30	118.30	55.10	66.20	70.10	85.90	45.80	55.90
Building and construction	97.10	112.90	50.50	59.10	65.00	75.70	39.30	49.50
Transport, storage and communication	105.80	125.10	50.40	61.20	85.50	100.90	46.10	57.00
Finance and property	100.20	117.40	54.50	63.40	67.80	79.50	44.90	53.50
Wholesale trade, primary produce dealing, etc.	88.60	104.60	44.90	52.60	61.60	72.40	40.60	46.50
Retail trade	81.10	95.90	42.70	50.90	59.30	72.40	36.20	44.60
Public authority and community, etc. services(c)	106.70	123.90	53.60	62.55	79.20	94.40	45.60	55.30
Other industries(d)	85.70	101.10	46.40	59.20	61.50	75.60	35.20	41.60
Non-manufacturing groups	99.60	116.50	49.50	58.70	71.50	86.00	42.20	50.90
<b>All industry groups</b>	<b>97.80</b>	<b>115.10</b>	<b>48.30</b>	<b>58.20</b>	<b>67.40</b>	<b>81.00</b>	<b>41.40</b>	<b>50.10</b>

(a) Total private and government employees.

(b) Last pay-period in October. For definitions, particulars of scope of the surveys, etc., see pages 270-2.

(c) Public authority activity (n.e., i.) and community and business services.

(d) Includes amusement, hotels, cafés, personal service, etc.; and forestry, fishing and trapping.

**AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES OTHER THAN  
MANAGERIAL, ETC. STAFF(a): INDUSTRY GROUPS, AUSTRALIA  
OCTOBER 1972 AND 1973(b)**

Industry group	Adult males		Junior males		Adult females		Junior females	
	October 1972	October 1973	October 1972	October 1973	October 1972	October 1973	October 1972	October 1973
<b>Manufacturing—</b>								
Extracting, refining and founding of metals . . .	44.0	44.8	40.4	38.8	40.0	40.1	39.3	39.3
Engineering and metal-working . . .	43.2	43.9	40.4	41.1	39.9	40.0	39.3	39.0
Ships, vehicles, parts and accessories . . .	41.9	42.7	39.4	40.1	39.8	40.3	39.4	40.0
<i>Founding, engineering, vehicles, etc.</i> . . .	42.9	43.6	40.1	40.3	39.9	40.1	39.3	39.2
<b>Textiles, clothing and footwear . . .</b>	43.4	44.1	39.8	41.1	39.3	39.3	38.6	38.7
<b>Food, drink and tobacco</b>	43.4	43.6	40.9	41.3	39.8	40.4	38.9	39.2
<b>Paper, printing, book-binding and photography . . .</b>	42.5	42.8	41.0	41.4	39.7	40.2	38.8	39.6
<b>Chemicals, dyes, explosives, paints, non-mineral oils . . .</b>	42.5	42.1	40.4	40.0	38.6	39.5	38.4	38.4
<b>Other . . .</b>	43.9	44.2	40.7	40.7	39.7	39.9	39.8	38.9
<b>Manufacturing groups . . .</b>	43.1	43.6	40.4	40.6	39.6	39.8	39.0	39.0
<b>Non-manufacturing</b>								
Mining and quarrying . . .	43.6	43.9	41.4	42.5	38.9	39.5	38.7	39.2
Electricity, gas, water and sanitary services . . .	40.7	40.7	39.5	39.6	37.3	37.9	37.3	37.4
Building and construction . . .	42.9	42.4	40.7	40.4	38.9	38.6	39.2	39.2
Transport, storage and communication . . .	42.5	43.3	41.0	41.5	40.5	40.9	40.2	41.9
Finance and property . . .	39.1	39.5	39.0	39.2	37.8	38.0	38.4	38.8
Wholesale trade, primary produce dealing, etc. . .	41.6	41.7	40.6	40.3	38.7	38.7	39.1	38.9
Retail trade . . .	41.6	41.8	41.0	41.0	39.7	39.6	39.7	39.8
Public authority and community, etc. services(c) . . .	38.9	39.0	37.7	37.8	37.7	37.8	37.9	38.1
Other industries(d) . . .	42.3	41.8	41.2	42.1	40.2	40.1	39.9	39.8
<b>Non-manufacturing groups . . .</b>	41.4	41.4	40.1	40.1	38.6	38.6	38.8	39.1
<b>All industry groups(e) . . .</b>	42.0	42.3	40.2	40.3	38.9	39.0	38.9	39.1

(a) Total (private and government) employees. (b) Last pay-period in October. For definitions, particulars of scope of the surveys, etc. see pages 270-2. (c) Public authority activity (n.e.i.) and community and business services. (d) Includes amusement, hotels, cafés, personal service, etc.; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES(a)  
AUSTRALIA, OCTOBER 1972 AND 1973(b)**

October— (b)	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females
1972	30.10	8.90	31.00	7.40	13.8	8.4	17.1	7.0	2.19	1.06	1.81	1.05
1973	37.00	11.40	36.80	9.50	13.8	9.1	17.2	7.6	2.68	1.25	2.14	1.25

(a) Total (private and government) employees. Part-time employees are those who normally work less than 30 hours a week. For definitions, particulars of scope of the surveys, etc., see pages 270-2. (b) Last pay-period in October.

**Survey of income distribution 1968-69**

In November 1969 a survey based on the quarterly population survey (see the chapter Employment and Unemployment), was conducted throughout Australia in order to obtain information about the distribution of personal and family income within Australia.



Questions were asked in respect of each person aged 15 years or over in the sample on the amount of income received in 1968-69 from each of the following sources: (1) money wages or salary; (2) own business, trade or profession (net income); (3) share in partnership (net income); (4) government social service benefits; (5) superannuation or annuity; (6) interest, dividends, rent, etc.; (7) other sources, e.g. trust or will, maintenance or alimony.

The following points should be kept in mind in interpreting the results.

- (i) For the purposes of the survey, income was defined to include (a) all income received while living in Australia, including income received from an overseas source and (b) all income received from an Australian source while living overseas.
- (ii) A person included in the survey in November 1969 who had lived outside Australia for the whole of 1968-69 was not asked the income questions. A person who had arrived in Australia towards the end of the reference year would have been recorded as receiving little or no income in Australia.
- (iii) The income received by a family or a person does not necessarily reflect the standard of living of that family or person. For example, although alimony and maintenance payments were counted as income, gifts or donations such as might be made by relatives who were not members of the household were not included, even though such gifts or donations may have been the sole means of support. No account was taken of the possible run-down of assets accumulated in the past.
- (iv) Some couples who had married in the period July to November 1969, and some individuals, may have received no income in 1968-69. (They may, for example, have been at school or university.) Family and individual income would in such cases have been recorded as nil.
- (v) Family income does not include amounts received by persons who were members of the family during all or part of the year 1968-69 if these persons had died during or after the financial year or no longer resided with the family at the time of the survey.

Explanations of the terms used in the tables beginning on page 277 are given in the following paragraphs.

**Earned income** is income from wages or salary or income from own business, trade or profession or income from a share in a partnership, or the sum of any of these components. Recipients of earned income are referred to as 'income earners' or 'persons with earned income', as distinct from the all-inclusive term 'income recipients', which refers to persons who received income from any source.

A **family** was generally defined to consist of two or more persons living in the same household, including the head of the family and any person or persons having any of the following relationships to the head:

- (i) wife
- (ii) son or daughter of any age, if unmarried and not accompanied by children of his or her own
- (iii) brother or sister 16 years of age or over, if unmarried and not accompanied by children of his or her own
- (iv) grandchild, if unmarried and not accompanied by either of his or her parents, nor by children of his or her own
- (v) ancestor, if not married and not accompanied by children under 16 years of age of his or her own; or
- (vi) any child under 16 years of age not accompanied by a parent, unless the child was related to some person in a second family in the household.

Where the head of the family was in the armed forces or in an institution at the time of the survey and particulars of his income for the year 1968-69 were available, he was counted as a family member.

The following points should be noted in relation to the definition of a family in the previous paragraph:

- (i) the term 'relationship' includes relationships by blood, marriage or adoption
- (ii) the marriage relationship includes legal and de facto relationships
- (iii) widowed and divorced persons are considered to be not married.

A family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife.

**Family income** is the sum of the incomes received from all sources by all members of the family for whom particulars of income were obtained.

**Full-year, full-time workers** are those who had worked in Australia for at least 50 weeks during the year 1968-69 and had been engaged mostly in full-time work, defined as work occupying 35 hours or more per week. A person who had worked for 26 weeks full time and for 24 weeks part time would have been classified as a full-time worker; however, it should be noted that most persons who work for a full year engage in either full-time or part-time work, but not in both. This is evidenced by the results of the survey *Labour Force Experience During 1968* (published in a mimeographed bulletin, 6.26). The survey results indicated that, of persons who worked throughout all, or nearly all, of 1968 and who were mainly full-time workers, only about one person in one thousand did any part-time work at all.

**Post-school qualifications** comprise university degrees, tertiary qualifications other than university degrees (shown as non-degree tertiary), technician level and trade level qualifications. Apart from university degrees, the levels were determined as follows:

*Non-degree tertiary* is a level relating to qualifications obtained following substantial advanced study beyond matriculation, conferred by institutions and professional associations, e.g. Associate of Australian Society of Accountants, Diploma in Business Studies, Teaching Certificate, Diploma of Engineering.

*Technician* is a level which requires theoretical knowledge, as well as practical skills, e.g. wool-classing or nursing. Certificates issued by technical colleges following periods of 4 or 5 years part-time study after passing intermediate or final-year secondary school examinations are classified as 'technician'. Technician level qualifications were classified according to the field of study as *technical* (mainly engineering and technological), *commercial* (accounting, administration, secretarial, etc.) or *other* (including nursing)

*Trade* is formal recognition of competence in a skilled manual occupation which is usually obtained through an apprenticeship and satisfactory progress in part-time studies concurrently with practical training (e.g. plumber, fitter, compositor, carpenter, hairdresser).

**Median income** is the amount which divides the distribution, e.g. of families or individuals, into two equal groups, one having income above the median and the other having income below it. Medians were calculated from grouped data, the class intervals being finer than those published in the tables. Linear interpolation was used within the class interval in which the median fell.

**Mean income** is the amount obtained by dividing the total income of a group (e.g. families, income earners, full-year, full-time workers) by the number of units in that group. In calculating means it was assumed that observations were spread evenly across class intervals, the mid-point of each interval being used in calculating group aggregates.

**Standard errors.** As the questions on income were asked of only half the labour force survey sample the following table of standard errors applies.

APPROXIMATE STANDARD ERRORS OF ESTIMATES

Size of estimate (Persons)	Approximate standard error of estimates		Size of estimate (Persons)	Approximate standard error of estimates	
	Persons	Per cent of estimate		Persons	Per cent of estimate
8,000 . .	1,250	16	100,000	3,750	3.8
10,000 . .	1,375	14	200,000	5,000	2.5
15,000 . .	1,500	10	500,000	6,250	1.3
20,000 . .	1,750	9	1,000,000	6,875	0.7
50,000 . .	2,500	5	2,000,000	10,000	0.5

The rise in incomes since the year 1968-69 has been considerable. However, the findings of the survey with regard to dispersion and relativity between different sources, different age groups with different qualifications are still valuable. As a measure of the rise, average weekly earnings per employed male unit (a series which refers only to wage and salary earners and which is published quarterly in a mimeographed statement (6.18) ) may be used as a rough guide. Estimates for the period 1968-69 to 1973-74, and increases in the series in absolute and relative terms, are shown below:

Period	Average weekly earnings (\$)	Increase since 1968-69	
		(\$)	(Per cent)
1968-69 . .	70.40	..	..
1969-70 . .	76.30	5.90	8.4
1970-71 . .	84.80	14.40	20.5
1971-72 . .	93.00	22.60	32.1
1972-73 . .	101.50	31.10	44.2
1973-74 . .	118.00	47.60	67.6

## ALL FAMILIES: FAMILY INCOME, 1968-69(a)

Total family income (b) (\$)			Number of families ('000) of all families		Cumulative per cent of all families	Total family income (b) (\$)			Number of families ('000) of all families		Cumulative per cent of all families
Nil				21.2	0.7	5,000 and under	5,250		127.1		62.7
1 and under	100			8.6	0.9	5,250	" "	5,500	114.7		66.3
100	"	"	200	*	1.1	5,500	"	"	5,750	95.6	69.4
						5,750	"	"	6,000	97.5	72.4
200	"	"	400	*	1.4	6,000	"	"	6,250	90.1	75.3
400	"	"	600	9.2	1.7	6,250	"	"	6,500	72.6	77.5
600	"	"	800	15.2	2.1	6,500	"	"	6,750	70.6	79.8
800	"	"	1,000	14.5	2.6	6,750	"	"	7,000	55.2	81.5
1,000	"	"	1,200	27.6	3.5	7,000	"	"	7,250	58.4	83.3
1,200	"	"	1,400	95.5	6.5	7,250	"	"	7,500	54.2	85.1
1,400	"	"	1,600	55.9	8.2	7,500	"	"	7,750	42.3	86.4
1,600	"	"	1,800	46.7	9.7	7,750	"	"	8,000	36.8	87.5
1,800	"	"	2,000	45.2	11.1						
2,000	"	"	2,200	64.0	13.1	8,000	"	"	8,500	69.2	89.7
2,200	"	"	2,400	66.7	15.2	8,500	"	"	9,000	50.3	91.3
2,400	"	"	2,600	77.8	17.2	9,000	"	"	9,500	37.9	92.5
2,600	"	"	2,800	88.6	20.5	9,500	"	"	10,000	34.9	93.6
2,800	"	"	3,000	94.6	23.5						
3,000	"	"	3,200	123.3	27.3	10,000	"	"	11,000	54.5	95.3
3,200	"	"	3,400	115.1	31.0	11,000	"	"	12,000	36.0	96.5
3,400	"	"	3,600	107.9	34.4	12,000	"	"	13,000	26.9	97.3
3,600	"	"	3,800	115.7	38.0	13,000	"	"	14,000	15.4	97.8
3,800	"	"	4,000	110.4	41.5	14,000	"	"	15,000	12.4	98.2
4,000	"	"	4,250	145.4	46.0	15,000	"	"	20,000	34.8	99.3
4,250	"	"	4,500	136.6	50.3	20,000 and over				23.2	100.0
4,500	"	"	4,750	140.9	54.8						
4,750	"	"	5,000	125.5	58.7						
						Total	.	.	.	3,176.3	

(a) For definitions see page 275. (b) From all sources. \* Less than 8,000. Not published because subject to sampling variability too high for most practical purposes. Although figures for these small components can be derived by subtraction, they should not be regarded as reliable.

## ALL FAMILIES: FAMILY INCOME, FAMILY SIZE AND NUMBER OF INCOME EARNERS IN FAMILY, 1968-69 (a)

			Number in family (b)					Total
			2	3	4	5	6 and over	
NO INCOME EARNERS								
Totally family income (c) (\$) —			—'000 families— (d)					
Under 500		14.5			21.2			35.8
500 and under	1,000	11.6			*			13.5
1,000	"	106.4			8.9			115.4
1,500	"	30.9			*			37.7
2,000	"	18.2			*			22.8
2,500	"	9.0			*			12.2
3,000	"	8.3			*			10.7
4,000 and over		15.4			*			17.7
Total		214.3			51.6			265.8
			— dollars —					
Median income		1,370			1,290			1,360
Mean income		1,940			1,320			1,820

**ALL FAMILIES: FAMILY INCOME, FAMILY SIZE AND NUMBER OF INCOME  
EARNERS IN FAMILY, 1968-69 (a)—continued**

		Number in family (b)					Total
		2	3	4	5	6 and over	
ONE INCOME EARNER							
Total family income (c) (\$) —		— '000 families —					
Under 1,000		12.4	10.9	9.4	*	*	{ 26.1
1,000 and under 1,500		19.2					
1,500 " " 2,000		28.6	11.4	8.7	14.4	10.1	{ 55.7
2,000 " " 2,500		55.2	22.2	24.7			
2,500 " " 3,000		59.9	28.6	33.6	18.1	12.7	152.9
3,000 " " 3,500		64.8	39.8	42.8	26.4	21.7	195.5
3,500 " " 4,000		41.7	36.4	43.6	23.6	21.5	166.8
4,000 " " 4,500		32.5	24.3	36.6	23.2	18.4	135.0
4,500 " " 5,000		21.3	19.9	28.1	17.0	12.1	98.4
5,000 " " 5,500		16.3	14.9	20.1	16.0	11.3	78.5
5,500 " " 6,000		9.8	9.9	11.4	9.6	*	47.9
6,000 " " 7,000		15.3	12.0	18.9	11.1	11.0	68.3
7,000 " " 8,000		8.6	*	*	9.9	*	32.7
8,000 " " 10,000		10.0	10.4	15.1	12.4	9.8	{ 30.7
10,000 and over		12.3					
Total		408.1	244.5	299.0	184.7	142.3	1,278.7
		— dollars —					
Median income		3,190	3,600	3,820	4,140	4,100	3,660
Mean income		3,800	4,060	4,250	4,780	4,690	4,190
TWO INCOME EARNERS							
Total family income (c) (\$) —		— '000 families —					
Under 2,000		15.8	15.3	*	*	*	{ 34.8
2,000 and under 2,500		12.9					
2,500 " " 3,000		17.8	15.2	8.6	12.8	13.1	{ 28.4
3,000 " " 3,500		28.5	20.1	15.9			
3,500 " " 4,000		34.0	27.6	23.9	9.6	8.6	51.9
4,000 " " 4,500		43.0	31.5	25.1	16.1	11.3	80.2
4,500 " " 5,000		50.3	37.0	27.0	17.6	11.5	103.6
5,000 " " 5,500		50.8	31.7	29.0	15.2	11.8	126.9
5,500 " " 6,000		42.9	27.9	22.8	14.7	*	143.5
6,000 " " 7,000		51.1	40.4	29.4	15.6	14.1	138.5
7,000 " " 8,000		32.3	23.0	18.8	10.4	11.3	115.2
8,000 " " 9,000		15.3	12.9	9.4	8.6	*	150.7
9,000 " " 10,000		9.9	8.8	*	*	*	95.8
10,000 " " 12,000		9.9	8.5	17.2	12.6	13.3	{ 36.7
12,000 and over		13.0	11.0				
Total		427.4	311.1	241.0	143.1	113.3	48.8
		— dollars —					
Median income		5,110	5,130	5,230	5,240	5,330	5,180
Mean income		5,590	5,800	5,850	6,220	6,290	5,830

**ALL FAMILIES: FAMILY INCOME, FAMILY SIZE AND NUMBER OF INCOME  
EARNERS IN FAMILY, 1968-69 (a)—continued**

		Number in family (b)					
		2	3	4	5	6 and over	Total
THREE OR MORE INCOME EARNERS							
Total family income (c) (\$) —		— '000 families —					
Under 4,000	..	*	*	*	*	*	22.4
4,000 and under 5,000	..	10.8	9.9	*	10.7		38.0
5,000 " " 6,000	..	14.4	13.7	12.4	11.1		51.7
6,000 " " 7,000	..	13.3	21.8	16.2	16.6		67.9
7,000 " " 8,000	..	13.9	17.2	15.1	15.0		61.2
8,000 " " 9,000	..	10.0	16.3	12.3	8.6		47.2
9,000 " " 10,000	..	*	10.9	8.5	*		32.0
10,000 " " 12,000	..	*	12.0	8.9	9.2		35.1
12,000 and over	..	10.3	11.9	9.2	9.1		40.4
Total	..	92.0	118.4	94.1	91.5		395.9
		— dollars —					
Median income	..	7,030	7,490	7,390	7,080		7,270
Mean income	..	7,850	8,200	8,310	7,920		8,080
ALL FAMILIES							
Total family income (c) (\$) —		— '000 families —					
Under 500	19.0	8.6	11.7	*	*		47.3
500 and under 1,000	21.9	*	*	*	*		35.1
1,000 " " 1,500	130.0	12.9	9.3	9.9	*	{	157.4
1,500 " " 2,000	68.6	20.4	12.2				
2,000 " " 2,500	86.2	33.2	27.6	14.2	10.7		171.9
2,500 " " 3,000	86.7	45.2	44.5	25.0	18.3		219.7
3,000 " " 3,500	98.0	61.9	59.7	35.4	32.4		287.3
3,500 " " 4,000	79.3	67.9	70.0	35.4	32.4		285.0
4,000 " " 4,500	78.8	61.7	65.5	42.2	33.8		282.0
4,500 " " 5,000	73.8	62.1	62.0	38.1	30.5		266.4
5,000 " " 5,500	68.8	55.1	54.2	35.8	27.8		241.8
5,500 " " 6,000	53.6	44.1	42.8	32.0	20.5		193.1
6,000 " " 7,000	67.4	66.0	70.5	42.9	41.8		288.6
7,000 " " 8,000	42.9	40.8	42.0	35.3	30.6		191.6
8,000 " " 9,000	23.3	24.4	30.0	24.8	17.1		119.5
9,000 " " 10,000	13.3	18.1	19.2	12.5	9.7		72.8
10,000 " " 12,000	15.9	16.6	23.8	17.1	17.2		90.5
12,000 " " 15,000	10.0	12.3	14.2	10.3	*		54.7
15,000 and over	12.2	12.6	11.9	10.9	10.4		58.0
Total	1,049.7	669.5	674.7	428.8	353.5		3,176.3
		— dollars —					
Median income	3,580	4,630	4,760	5,090	5,130		4,480
Mean income	4,150	5,300	5,440	5,970	5,980		5,120

(a) For definitions see page 275. (b) Excludes persons who were not residents of the household, except that where the head of the family was in the armed forces or in an institution at the time of the survey and particulars of his income for the year 1968-69 were available, he was counted as a family member. (c) From all sources. (d) Number in family three and over. \* Less than 8,000. See note \* to table on page 277.

## ALL INCOME RECIPIENTS (a): TOTAL INCOME, 1968-69 (b)

Total income (c)		Number ('000)			Total income (c)		Cumulative per cent of all income recipients		
		Males	Females	Persons			Males	Females	Persons
(\$)					(\$)				
1 and under	100	56.5	647.6	704.1	Under	100	1.4	17.2	9.0
100 "	200	26.8	301.9	328.7	"	200	2.1	25.2	13.2
200 "	400	55.0	311.7	366.7	"	400	3.4	33.4	17.9
400 "	600	65.4	183.3	248.7	"	600	5.0	38.3	21.1
600 "	800	233.3	554.2	787.5	"	800	10.8	53.0	31.1
800 "	1,000	91.5	199.2	290.7	"	1,000	13.1	58.2	34.9
1,000 "	1,200	77.6	174.9	252.5	"	1,200	15.0	62.7	38.1
1,200 "	1,400	82.5	163.9	246.4	"	1,400	17.0	67.2	41.2
1,400 "	1,600	93.1	174.9	268.0	"	1,600	19.3	71.8	44.7
1,600 "	1,800	93.2	173.9	267.2	"	1,800	21.6	76.4	48.1
1,800 "	2,000	101.1	153.3	254.4	"	2,000	24.1	80.5	51.3
2,000 "	2,200	173.1	161.0	334.1	"	2,200	28.4	84.8	55.6
2,200 "	2,400	176.1	115.6	291.6	"	2,400	32.7	87.8	59.3
2,400 "	2,600	196.2	90.6	286.8	"	2,600	37.6	90.2	63.0
2,600 "	2,800	220.8	69.3	290.1	"	2,800	43.0	92.1	66.7
2,800 "	3,000	203.5	49.4	253.0	"	3,000	48.1	93.4	69.9
3,000 "	3,200	272.9	50.3	323.2	"	3,200	54.8	94.7	74.1
3,200 "	3,400	200.5	33.3	233.9	"	3,400	59.8	95.6	77.1
3,400 "	3,600	185.4	19.8	205.2	"	3,600	64.3	96.1	79.7
3,600 "	3,800	158.4	18.4	176.8	"	3,800	68.2	96.6	81.9
3,800 "	4,000	136.1	13.6	149.8	"	4,000	71.6	97.0	83.8
4,000 "	4,500	323.1	30.6	353.7	"	4,500	79.6	97.8	88.4
4,500 "	5,000	205.7	20.1	225.8	"	5,000	84.7	98.3	91.3
5,000 "	5,500	170.5	15.6	186.2	"	5,500	88.9	98.7	93.6
5,500 "	6,000	98.5	*	105.9	"	6,000	91.3	98.9	95.0
6,000 "	7,000	130.0	14.4	144.5	"	7,000	94.5	99.3	96.8
7,000 "	8,000	69.5	15.2	76.2	"	8,000	96.2	99.5	97.8
8,000 "	9,000	39.3		44.0	"	9,000	97.2	99.6	98.4
9,000 "	10,000	23.8		27.6	"	10,000	97.8	99.7	98.7
10,000 "	11,000	26.1	10.9	27.9	"	11,000	98.5	99.8	99.1
11,000 "	12,000	11.1		13.0	"	12,000	98.7	99.8	99.2
12,000 "	13,000	10.1		10.4	"	13,000	99.0	99.8	99.4
13,000 "	15,000	12.1		14.7	"	15,000	99.3	99.9	99.6
15,000 "	20,000	17.7		20.2	"	20,000	99.7	100.0	99.8
20,000 and over		11.6		13.4					
Total		4,048.4	3,774.6	7,822.8	Total		100.0	100.0	100.0

— dollars —

Median income	3,050	740	1,910	..	..	..
Mean income	3,390	1,180	2,320	..	..	..

(a) Non-institutional population aged 15 years and over. (b) For definitions see page 275. (c) From all sources.  
 \* Less than 8,000. See note \* to table on page 277.

NOTE. For a summary of the factors affecting the estimates in this table (e.g. residence in Australia for only part of the year) see explanatory notes on page 275.

## FULL-YEAR, FULL-TIME WORKERS: TOTAL INCOME, 1968-69(a)

Total income (b) (\$)	Number ('000)			Total income (b) (\$)	Cumulative per cent of full-year full-time workers		
	Males	Females	Persons		Males	Females	Persons
Under 1,000	70.3	69.9	140.2	Under 1,000	2.2	6.9	3.4
1,000 and under 1,200	34.4	48.1	82.5	" 1,200	3.3	11.7	5.3
1,200 " " 1,400	42.6	57.8	100.4	" 1,400	4.7	17.4	7.7
1,400 " " 1,600	56.6	94.6	151.2	" 1,600	6.4	26.8	11.4
1,600 " " 1,800	51.5	111.9	163.4	" 1,800	8.1	37.9	15.3
1,800 " " 2,000	71.3	108.5	179.7	" 2,000	10.3	48.6	19.6
2,000 " " 2,200	136.8	118.5	255.3	" 2,200	14.7	60.4	25.7
2,200 " " 2,400	147.7	92.2	239.9	" 2,400	19.3	69.5	31.5
2,400 " " 2,600	172.0	70.9	242.9	" 2,600	24.8	76.6	37.3
2,600 " " 2,800	200.0	53.6	253.6	" 2,800	31.1	81.9	43.4
2,800 " " 3,000	187.4	34.2	221.6	" 3,000	37.0	85.3	48.7
3,000 " " 3,200	254.1	34.9	288.9	" 3,200	45.1	88.7	55.6
3,200 " " 3,400	187.3	24.8	212.1	" 3,400	51.0	91.2	60.7
3,400 " " 3,600	174.6	11.6	186.2	" 3,600	56.5	92.3	65.2
3,600 " " 3,800	150.6	10.7	161.3	" 3,800	61.3	93.4	67.0
3,800 " " 4,000	129.6	8.6	138.1	" 4,000	65.4	94.2	72.3
4,000 " " 4,500	308.8	17.1	325.8	" 4,500	75.1	95.9	80.2
4,500 " " 5,000	196.6	11.7	208.3	" 5,000	81.3	97.1	85.1
5,000 " " 5,500	164.3	12.7	173.6	" 5,500	86.5	98.0	89.3
5,500 " " 6,000	93.5		96.9	" 6,000	89.5	98.3	91.6
6,000 " " 6,500	73.7	11.4	78.9	" 6,500	91.8	98.8	93.5
6,500 " " 7,000	49.4		52.6	" 7,000	93.4	99.2	94.8
7,000 " " 7,500	40.9		43.0	" 7,500	94.7	99.4	95.8
7,500 " " 8,000	24.5		25.4	" 8,000	95.5	99.5	96.4
8,000 " " 8,500	24.1		25.1	" 8,500	96.2	99.6	97.0
8,500 " " 9,000	12.6		12.6	" 9,000	96.6	99.6	97.3
9,000 " " 9,500	12.5		13.5	" 9,500	97.0	99.7	97.7
9,500 " " 10,000	10.2		10.5	" 10,000	97.3	99.7	97.9
10,000 " " 11,000	24.5	*	25.2	" 11,000	98.2	99.8	98.5
11,000 " " 12,000	10.7		11.2	" 12,000	98.5	99.8	98.8
12,000 " " 13,000	9.8		10.1	" 13,000	98.8	99.9	99.0
13,000 " " 15,000	11.9		12.3	" 15,000	99.2	99.9	99.3
15,000 " " 20,000	16.4		17.2	" 20,000	99.7	100.0	99.7
20,000 and over	10.8		11.2				
Total	3,161.8	1,009.0	4,170.9	Total	100.0	100.0	100.0

(a) For definitions see page 275.

(b) From all sources.

\* Less than 8,000. See note \* to table on page 277.

**FULL-YEAR, FULL-TIME WORKERS: EDUCATIONAL ATTAINMENT  
AGE AND MEAN INCOME(a), 1968-69(b)**  
(\\$)

	Age group (years)					
Educational attainment	15-25	25-34	35-44	45-54	55 and over	Total
MALES						
With post-school qualifications—						
University degree . . . . .	*	6,940	8,910	10,320	8,920	8,170
Non-degree tertiary . . . . .	3,430	5,180	6,600	6,360	7,150	5,940
Technician level . . . . .	3,200	4,470	5,410	5,620	5,010	4,970
Technical . . . . .	*	4,590	5,400	5,450	*	4,980
Commercial . . . . .	*	*	6,030	5,940	*	5,580
Other . . . . .	*	3,790	4,730	5,440	*	4,410
Trade level . . . . .	3,270	4,030	4,270	4,120	3,620	3,950
Without post-school qualifications—						
Matriculation, n.e.i. . . . .	2,840	4,460	4,940	5,120	5,650	4,320
Left school at—						
17 . . . . .	2,640	3,970	4,530	4,360	5,010	3,750
16 . . . . .	2,290	3,750	4,380	4,630	4,210	3,510
14 or 15 . . . . .	2,320	3,440	3,810	3,770	3,600	3,420
13 or under . . . . .	*	3,090	3,320	3,530	3,140	3,260
FEMALES						
With post-school qualifications—						
University degree or non-degree tertiary . . . . .	2,730	3,490	4,060	3,820	3,730	3,370
Technician or trade level . . . . .	2,070	2,640	3,430	2,780	*	2,740
Without post-school qualifications—						
Matriculation, n.e.i. . . . .	1,970	*	*	*	*	2,550
Left school at—						
17 . . . . .	1,970	2,330	2,590	2,840	*	2,280
16 . . . . .	1,740	2,450	2,870	2,460	2,510	2,070
14 or 15 . . . . .	1,580	2,330	2,240	2,280	2,170	1,990
13 or under . . . . .	*	1,820	2,250	2,110	1,890	2,010
PERSONS						
With post-school qualifications—						
University degree . . . . .	3,530	6,610	8,550	9,640	8,140	7,630
Non-degree tertiary . . . . .	2,940	4,600	6,120	5,910	6,260	5,090
Technician level . . . . .	2,560	4,010	4,920	4,830	4,950	4,320
Technical . . . . .	*	4,560	5,400	5,400	*	4,940
Commercial . . . . .	*	4,820	5,790	5,790	*	5,330
Other . . . . .	2,300	3,190	3,950	3,930	4,520	3,480
Trade level . . . . .	3,170	3,970	4,290	4,110	3,610	3,910
Without post-school qualifications—						
Matriculation, n.e.i. . . . .	2,560	4,190	4,530	4,560	5,380	3,910
Left school at—						
17 . . . . .	2,390	3,650	4,020	3,920	4,530	3,330
16 . . . . .	2,030	3,440	4,030	3,980	3,800	3,010
14 or 15 . . . . .	1,990	3,210	3,430	3,430	3,410	3,030
13 or under . . . . .	*	2,760	3,070	3,280	2,970	2,990

(a) Total income from all sources. (b) For definitions see page 275. \* Based on a figure less than 8,000. See note \* to table on page 277. n.e.i. not elsewhere included.

Further details were published in *Income Distribution, 1968-69*, issued in three parts: Part 1 (17.6), Part 2 (17.8) and Part 3 (17.12).



## Determination of wage rates in Australia

Legal minimum wage rates in Australia are generally prescribed in awards or determinations of Federal and State industrial arbitration tribunals, in collective agreements registered with these tribunals, or in unregistered collective agreements. A list of the main industrial tribunals operating in Australia is shown in *Labour Report* No. 58, 1973.

In awards, etc. of State tribunals in all States except Victoria the wage rates specified for particular occupations consist of a basic wage and secondary wage payments. A basic wage is prescribed separately for adult males and adult females and is a common component of prescribed rates of pay in an award. In addition to the basic wage are margins for skill, etc. for particular occupations and these together with loadings of various kinds peculiar to the occupation or industry make up the secondary wage. The division of award rates into basic wage and secondary wage also applied to awards, etc. of the Commonwealth Conciliation and Arbitration Commission and of Victorian Wages Boards prior to 1 July 1967. However, as a result of the decision of the Commission in the National Wage Cases of 1967 and a subsequent decision of the Victorian Industrial Appeals Court, basic wages and margins were eliminated from Federal awards and Victorian Wages Board determinations, and award, etc. rates of pay were expressed as total wages.

In July 1966 the Commonwealth Conciliation and Arbitration Commission inserted rates of minimum wage for adult males into Federal awards. This decision has been followed by State tribunals so that now in most State and Federal awards, etc., where applicable, rates of minimum wage for adult males are prescribed. The awards in general state that no adult male employee shall be paid less than the minimum wage for working the standard weekly hours of work. The concept of a minimum wage has also been extended to adult females covered by Federal and State awards. For further information on minimum wages for adult males and adult females see page 262-3.

The following paragraphs set out recent decisions by Federal and State industrial tribunals affecting award, etc. rates of pay. For further information including a history of wage determination in Australia reference should be made to the *Labour Report*. Sections X, XI, XII and XIII of the Appendix of *Labour Report* No. 57, 1972 contain tables of basic wages, minimum wages, and general increases in award total wages. Also included in this chapter are brief summaries of the provision of paid annual leave and paid long service leave to employees. These provisions have been made by decisions of Federal and State industrial arbitration authorities or by legislation.

### Total wages in Federal awards

As a result of the National Wage Cases of 1967, the Commonwealth Conciliation and Arbitration Commission announced the elimination of basic wages and margins from Federal awards and the introduction of total wages. The total wages were arrived at by adding an amount of \$1 a week to the weekly award wages for each adult male and adult female classification to operate from the beginning of the first pay-period to commence on or after 1 July 1967.

In its decisions in National Wage Cases, the Commonwealth Conciliation and Arbitration Commission increased total award rates of pay for adult male and female employees by \$1.35 a week in October 1968, by 3 per cent in December 1969, by 6 per cent in January 1971, by \$2.00 a week in May 1972 and by 2 per cent plus \$2.50 a week in May 1973. Increases were also made to the minimum wage for adult males. (See next page).

On 2 May 1974 the Australian Conciliation and Arbitration Commission made the following decisions in the National Wage Case 1974. Current Federal award rates for adult males and adult females were increased by 2 per cent plus a flat increase of \$2.50 a week, and the minimum wage for adult males by \$8 a week. Subject to a phasing-in period the minimum wage for adult males was awarded to adult females. (See next page.) These variations operated from the beginning of the first pay-period commencing on or after 23 May 1974.

The Commission also stated in its judgment that the President of the Commission would call a conference of the principal parties who appeared before the Commission and would seek the full assistance of the Australian Government to discuss two interacting issues—wage fixation methods and wage indexation.

### Minimum wage for adult males and adult females

In July 1966 the Commonwealth Conciliation and Arbitration Commission, in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966, inserted in Federal awards provisions for a minimum wage for adult males. The Commission said that it had given detailed consideration to lower paid classifications and had decided to grant some immediate relief to low wage earners. The Commission said that it intended to insert a new provision in awards by which it would be prescribed

that no adult male employee should be paid as a weekly wage for working the standard hours of work an amount less than the minimum wage, i.e. his appropriate basic wage rate plus \$3.75 a week. The minimum wage was prescribed for adult male employees only and was applied for all purposes of the award, for example, in calculation of overtime and other penalty rates, piece-work, casual employment, sick leave and annual leave. The Commission stated that the provision for a minimum wage for adult male employees was designed to meet the circumstances of employees in the lowest classifications who were in receipt of award rates and no more. It was not intended to affect the wage of any employee who was already receiving the prescribed minimum through over-award payment. The provision for a minimum wage for adult males operated from the beginning of the first pay-period to commence on or after the 11 July 1966. The rates of minimum wage for adult males inserted in Federal awards ranged from \$34.75 to \$37.25 a week for State capital cities.

As a result of the decisions of the Commission in National Wage Cases, the minimum wages for adult males were subsequently increased as follows: July 1967 (\$1 a week), October 1968 (\$1.35), December 1969 (\$3.50), January 1971 (\$4), May 1972 (\$4.70), May 1973 (\$9).

In its decision in the 1974 National Wage Case, the Australian Conciliation and Arbitration Commission increased the rates of minimum wage for adult males by \$8 a week, operative from the beginning of the first pay-period commencing on or after 23 May 1974. It also decided to extend the minimum wage to adult females in three stages. Initially the minimum wage for adult females was to be 85 per cent of the relevant adult male minimum wage, increasing to 90 per cent by 30 September 1974, and to 100 per cent by 30 June 1975. The claim for automatic quarterly adjustments was rejected, although the Commission decided to review the minimum wage after six months.

Industrial tribunals in all States have adopted the concept of a minimum wage for adult males and a minimum wage for adult females for employees covered by State awards, determinations or agreements. In New South Wales the Industrial Commission adopted minimum wages for both adult males and adult females in May 1974. In Victoria, Wages Boards introduced a minimum wage for adult males in December 1969 and for adult females in May 1974. A guaranteed minimum wage for adult males was introduced into Queensland State awards, etc. in May 1970 and for adult females in May 1974. South Australian State awards first prescribed a minimum wage for adult males in September 1966 and a minimum wage for adult females in May 1974. In April 1967 Western Australian State awards, etc. first included a provision for a minimum wage for adult males. The concept of a minimum wage for adult females was adopted in May 1974. Tasmanian Wages Board determinations adopted a minimum wage for adult males in July 1967 and a minimum wage for adult females in May 1974.

### Equal pay

The Commonwealth Conciliation and Arbitration Commission, in its decision in the National Wage and Equal Pay Cases 1972, outlined the principle of 'equal pay for work of equal value' for adult and junior females to be applied to all Federal awards and determinations. The Commission stated that the principle meant the fixation of award rates of pay by a consideration of the work performed irrespective of the sex of the worker. The eventual outcome would be a single award rate for an occupational group or classification payable to both male and female employees. Female rates were to be determined by work value comparisons, where value of the work referred to worth in terms of award wage or salary fixation and not worth to the employer. The principle had no application to the minimum wage for adult males. Implementation of this principle would be by agreement or arbitration, and generally take place by three equal instalments so that one-third of any increase would be payable no later than 31 December 1973, half of the remainder by 30 September 1974, and the balance by 30 June 1975.

The Commission decided that the 1969 equal pay principles (*see* earlier issues of the Year Book) would continue to apply in appropriate cases.

For details of equal pay provisions under State awards, etc., *see Labour Report* No. 58, 1973, pages 128-30.

### Determination of wage rates in State awards, etc.

The following paragraphs set out recent decisions of State industrial arbitration tribunals affecting rates of pay prescribed in State awards, etc. For further information including a history of wage determination in Australia, reference should be made to *Labour Reports* and earlier issues of the Year Book. Tables of basic wages, minimum wages and general increases in total wages were published in the Appendix to *Labour Report* No. 57, 1972.

### New South Wales

Since January 1968 the Industrial Commission of New South Wales has granted increases in award rates of pay to employees under State awards, etc. similar in amount to those awarded to Federal award employees as a result of National Wage Cases. The increases to State awards were made through increases in basic wages and margins.

It was not till May 1974 that the concept of a minimum wage for adult males and a minimum wage for adult females was generally adopted for State awards. (*see below*).

In May 1974 the Commission increased weekly award wages by 2 per cent plus \$2.50 a week for both adult males and adult females. These increases were inclusive of increases of \$3.40 a week in the basic wages for adult males and adult females which became \$47.80 and \$38.50 a week respectively. The minimum wages for adult males and adult females were set at \$68.80 and \$58.50 a week respectively. These variations operated from the beginning of the first pay-period commencing on or after 23 May 1974.

### Victoria

Since July 1967 wage rates in Victorian Wages Board determinations have been expressed as total wages as in Federal awards. (*see page 283*).

Following decisions of the Commonwealth Conciliation and Arbitration Commission in National Wage Cases, total wages prescribed for adult males and adult females in Wages Board determinations have been increased by similar amounts to those awarded to Federal award employees.

In December 1969 the Industrial Appeals Court ordered that a minimum wage for adult males should operate in all Wages Board determinations. Since then this wage has been increased by the same amount of increase as prescribed for the Federal minimum wage for adult males. (*see page 283*).

From the beginning of the first pay-period commencing on or after 23 May 1974 the majority of Wages Board determinations granted increases in total wages for adult males and adult females of 2 per cent plus \$2.50 a week. The minimum wage for adult males was increased by \$8.00 to \$68.00 a week, and the concept of the minimum wage was extended to adult females as for females employed under Federal awards. (*see page 284*).

### Queensland

The Industrial Conciliation and Arbitration Commission of Queensland has in recent years considered applications to increase wage rates prescribed in State awards subsequent to the publication of retail price index numbers or to decisions in the National Wage Cases. (*see page 283*). Details of changes in State award wage rates to February 1973 will be found in earlier issues of the Year Book and the *Labour Report*.

In May 1970 the Industrial Commission declared that a guaranteed minimum wage for adult males would be prescribed in all awards and industrial agreements. Since then there have been a number of increases made to the minimum wage.

On 16 August 1973 the Industrial Conciliation and Arbitration Commission determined that as from 27 August 1973 the basic wage should be increased by 60 cents a week for adult males and by 45 cents a week for adult females. The minimum wage for adult males was increased by 60 cents.

From 26 November 1973 the Commission increased the basic wage by \$1.80 a week for adult males and \$1.35 a week for adult females. The minimum wage for adult males was increased by \$1.80 a week.

In March 1974 the Commission declared that as from 11 March 1974 the Queensland basic wage should be increased by \$1.60 a week for adult males and by \$1.20 a week for adult females, and that the minimum wage for adult males should be increased by \$1.60 a week.

From 27 May 1974 the basic wage was further increased by \$1.20 a week for adult males and by 90 cents a week for adult females. The minimum wage for adult males was increased by \$4 a week to \$68.50 for the Eastern District of the Southern Division (including Brisbane). For other areas of the State, district allowances were added to this rate (*see Labour Report No. 58, 1973, page 127*). The Commission extended the minimum wage to adult females in three stages, as for females under Federal awards. This set the minimum wage for adult females at 85 per cent of the male rate, i.e. \$58.23 a week for the Eastern District of the Southern Division (including Brisbane) from 27 May 1974. The percentage would be increased to 90 per cent by 30 September 1974 and 100 per cent by 30 June 1975.

### South Australia

Following increases in rates of pay in Federal awards as a result of National Wage Cases (*see* page 283), the South Australian Industrial Commission granted increases in rates prescribed in State awards.

A minimum wage for adult males was introduced into State awards in September 1966. Since then increases to this wage have been the same as those granted to the Federal minimum wage to adult males (*see* pages 283-4).

On 13 May 1974 the Industrial Commission increased rates of pay under State awards by 2 per cent plus \$2.50 a week for adult males and adult females. The State living wage was increased by \$3.35 to \$46.50 a week for adult males and by \$3.20 to \$37.30 a week for adult females. These variations operated from the beginning of the first pay-period commencing on or after 23 May 1974. The minimum wage for adult males was increased by \$8.00 to \$67.60 a week and was extended to adult females on the same basis as for adult females employed under Federal awards (*see* page 284). This set the minimum wage for adult females at \$57.50 a week from the pay-period mentioned above.

### Western Australia

Since November 1968 legislation has provided that the Western Australian Industrial Commission should review and vary the basic wage once every twelve months unless there are special reasons.

In April 1967 the Industrial Commission first included in State awards provision for a minimum wage for adult males. Increases have since been granted to the minimum wage.

Beginning in October 1970 wage rates for adult males in State awards have been increased so that the rates for ordinary hours of work are 110 per cent of the sum of the specified basic wage and margin. This provision does not apply to adult males in receipt of this allowance through award provisions or otherwise.

From 31 May 1974 the State basic wage was increased by \$4.50 a week for both adult males and adult females, taking the weekly rates to \$48.50 and \$43.50 respectively. From the same date, the minimum wage for adult males was increased by \$7.50 to \$69.00 a week and the concept of the minimum wage was extended to adult females on a similar basis as it was awarded to females under Federal awards (*see* page 284). This set the minimum wage for adult females at \$57.90 a week, i.e. at the same rate as that payable to adult females in Perth under Federal awards.

### Tasmania

Subsequent to decisions of the Commonwealth Conciliation and Arbitration Commission in National Wage Cases (*see* page 283), Tasmanian Wages Boards have increased wage rates prescribed in their determinations.

A minimum wage for adult males was introduced into Wages Board determinations in July 1967 and increases have been made to the minimum wage since then.

On 17 May 1974 the Chairman of the State Wages Boards announced increased total wages for adult males and adult females of 2 per cent plus an amount of \$2.50 a week added to the basic wage. This set the basic wage for adult males and adult females at \$46 and \$36.90 a week respectively. These variations operated from the beginning of the first pay-period commencing on or after 23 May 1974. The minimum wage for adult males increased by \$8.00 to \$68.70 a week and was extended to adult females on the same basis as it was awarded to females employed under Federal awards (*see* page 284). The minimum wage for adult females was set at \$58.40 a week, i.e. 85 per cent of the male rate from the above date.

## Annual leave

The majority of employees in Australia at present receive at least four weeks paid annual leave.

State Government employees in New South Wales and South Australia were granted four weeks paid annual leave in 1964 and 1971 respectively and Australian Government employees gained the benefit in January 1973. Following the increase in the entitlement for Australian Government employees, State Government employees in Victoria, Queensland and Western Australia were granted four weeks leave from the same date, while Tasmanian State Government employees received the entitlement from October 1972.

In December 1973 Queensland day workers employed under State awards were granted four weeks paid annual leave. Subsequently, workers employed under State awards and Wages Board determinations in New South Wales, South Australia and Tasmania received similar benefits. In Victoria many State Wages Board determinations provide four weeks paid annual leave.

In June 1972 the Commonwealth Conciliation and Arbitration Commission decided that in general, from 1 November 1972, payments for annual leave should include in addition to normal rates of pay, over-award payments for ordinary hours of work, shift-work premiums, service grants, and certain allowances (industry, climatic, regional, etc., leading hand, first-aid, tool and qualification allowances). Generally speaking, employers paying an annual leave bonus would not be required to pay both the bonus and the above payments. Overtime payments, disability rates such as confined spaces and dirty work, and certain allowances (camping, travelling, car and meal allowances) should generally be excluded from annual leave payments.

More detailed information on Federal and State annual leave provisions appears in the *Labour Report*.

### Long service leave

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of Federal and State industrial legislation and industrial awards. Most employees in Australia are now entitled to at least thirteen weeks paid long service leave after fifteen years continuous employment with the one employer. For employees in certain industries and for some employees of the Australian and State governments, long service leave entitlements are more generous. In all cases the transfer of ownership of a business does not constitute a break in continuity of service with the same employer. Further information is contained in the *Labour Report*.

## INDUSTRIAL DISPUTES

Detailed information, including explanatory notes, definitions, etc., on industrial disputes involving stoppages of work is given in the *Labour Report*. A table showing statistics of industrial disputes for each year from 1913 is contained in the Appendix to *Labour Report* No. 58, 1973. Current statistics are published in the quarterly bulletin *Industrial Disputes* (6.6). Preliminary monthly figures are published in the statement *Industrial Disputes* (6.27).

The statistics of industrial disputes are now compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. I. Statistics on this basis for the years 1969 to 1973 were published in *Labour Report* No. 58, 1973. Because of the adoption of ASIC the figures for various industries shown in this Year Book are not directly comparable with those shown in previous issues.

Particulars of all disputes in progress during the year are included in the annual figures, whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of 'the number of disputes' and 'workers involved' in disputes which commenced in any year, and were still in progress during the following year, are included in the figures for both years.

The following table gives, for Australia as a whole, particulars of industrial disputes which were in progress during 1973, classified according to industries.

## INDUSTRIAL DISPUTES(a): INDUSTRIES, AUSTRALIA, 1973

ASIC division (b)	ASIC industry (b)	Number of disputes	Workers involved ('000)			Working days lost ('000)	Estimated loss in wages (\$'000)
			Directly	Indirectly (c)	Total		
A	Agriculture, forestry, fishing and hunting . . . .	3	0.2	..	0.2	1.4	14.3
B	Mining—						
	Coal mining . . . .	208	34.3	0.1	34.4	87.5	1,628.6
	Other mining (d) . . . .	132	31.6	4.1	35.7	155.3	3,320.2
	<i>Total mining</i> . . . .	340	65.9	4.3	70.2	242.8	4,948.8
C	Manufacturing—						
	Food, beverages and tobacco	205	63.4	9.7	73.1	325.6	4,802.1
	Textiles; clothing and footwear—						
	Textiles . . . . .	7	1.8	0.4	2.2	22.7	259.8
	Clothing and footwear . . . .	2	0.2	..	0.2	1.2	17.3
	<i>Total textiles; clothing and footwear</i> . . . . .	9	2.0	0.4	2.4	23.9	277.0
	Wood, wood products and furniture . . . . .	21	2.0	0.3	2.3	7.2	121.1
	Paper and paper products, printing and publishing . . . .	24	11.3	..	11.3	119.9	1,943.9
	Chemical, petroleum and coal products . . . . .	58	11.5	0.2	11.7	81.3	1,540.4
	Metal products, machinery and equipment—						
	Basic metal products . . . .	130	51.8	1.4	53.2	248.2	4,166.9
	Fabricated metal products . . . .	294	36.0	2.7	38.7	155.7	2,645.7
	Transport equipment . . . .	218	91.8	6.0	97.8	310.1	5,449.8
	Other machinery and equipment . . . . .	94	11.4	3.1	14.5	86.8	1,468.0
	<i>Total metal products, machinery and equipment.</i>	736	191.1	13.2	204.3	800.8	13,730.5
	Other manufacturing—						
	Non-metallic mineral products (e) . . . . .	74	10.5	0.4	10.9	90.3	1,389.3
	Miscellaneous manufac- turing (f) . . . . .	24	2.7	0.3	3.0	13.3	254.5
	<i>Total other manufacturing</i> . . . .	98	13.3	0.7	13.9	103.5	1,643.7
	<i>Total manufacturing</i> . . . .	1,151	294.4	24.6	319.0	1,462.2	24,058.7
D	Electricity, gas and water—						
	Electricity and gas . . . .	31	18.5	0.9	19.4	43.0	777.9
	Water, sewerage and drainage . . . .	8	28.7	..	28.7	36.7	692.6
	<i>Total electricity, gas and water</i>	39	47.2	0.9	48.1	79.7	1,470.5
E	Construction . . . . .	276	121.0	7.9	128.8	439.3	8,006.3
F	Wholesale and retail trade—						
	Wholesale trade . . . . .	36	14.6	1.2	15.8	50.4	795.8
	Retail trade . . . . .	20	12.8	..	12.8	36.5	541.1
	<i>Total wholesale and retail trade</i>	56	27.4	1.2	28.6	86.9	1,336.9

For footnotes see page 289.

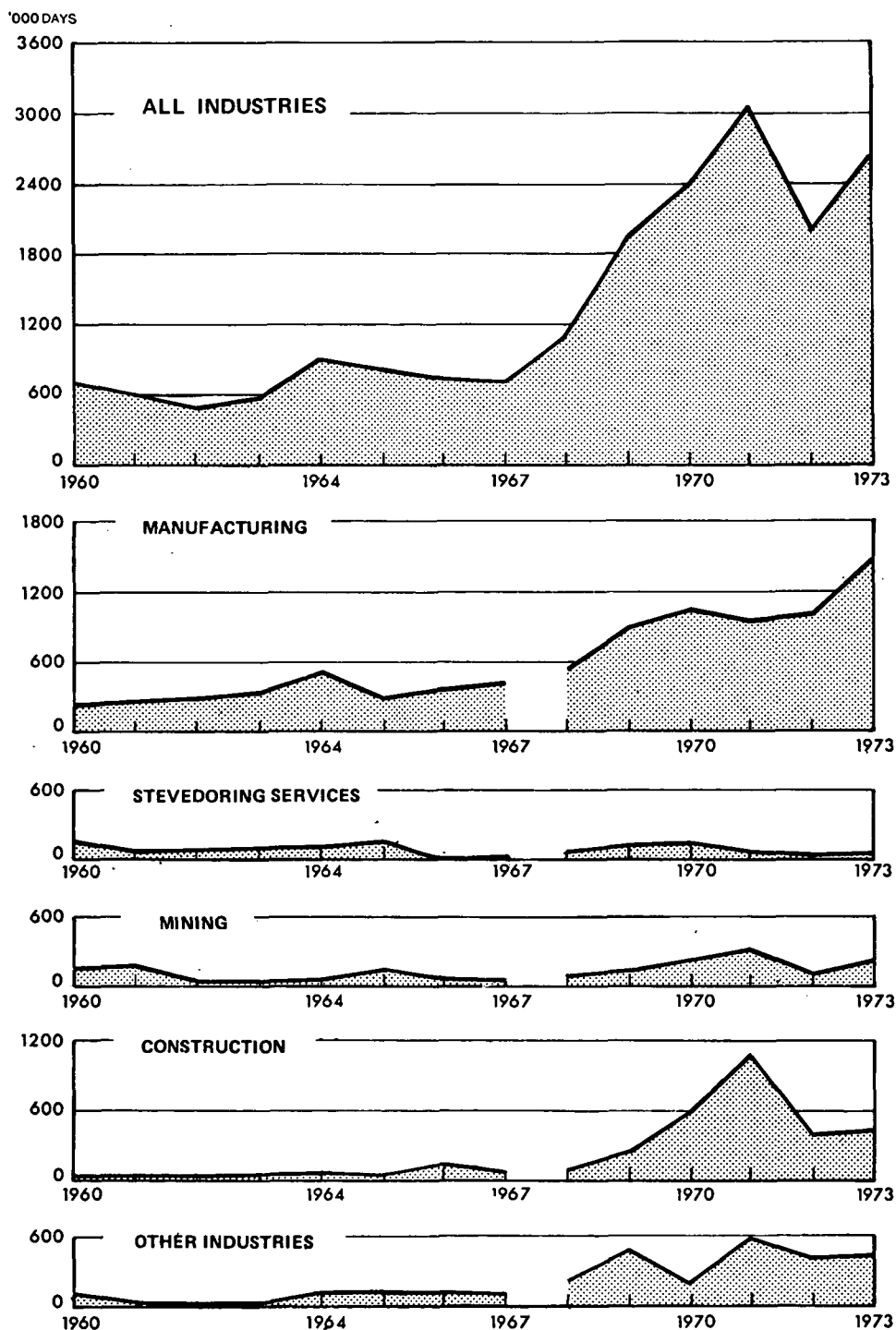
## INDUSTRIAL DISPUTES(a): INDUSTRIES, AUSTRALIA, 1973—continued

ASIC division (b)	ASIC industry (b)	Number of disputes	Workers involved ('000)			Working days lost ('000)	Estimated loss in wages (\$'000)
			Directly	Indirectly (c)	Total		
G,H	Transport and storage; communication— Road transport; other transport and storage; communication— Road transport . . . . .	48	8.9	1.6	10.5	20.3	316.8
	Other transport and storage; communication . . . . .	26	4.3	*	4.3	6.9	93.3
	<i>Total road transport; other transport and storage; communication . . . . .</i>	<i>74</i>	<i>13.1</i>	<i>1.6</i>	<i>14.7</i>	<i>27.1</i>	<i>410.1</i>
	Railway transport; air transport— Railway transport . . . . .	57	20.4	4.3	24.7	32.5	542.3
	Air transport . . . . .	26	3.4	..	3.4	6.9	249.1
	<i>Total railway transport; air transport . . . . .</i>	<i>83</i>	<i>23.8</i>	<i>4.3</i>	<i>28.1</i>	<i>39.5</i>	<i>791.5</i>
	Water transport— Stevedoring services . . . . .	275	53.6	0.1	53.6	49.5	776.7
	Water transport (except stevedoring services) . . . . .	52	10.8	*	10.8	26.6	463.0
	<i>Total water transport . . . . .</i>	<i>327</i>	<i>64.4</i>	<i>0.1</i>	<i>64.5</i>	<i>76.1</i>	<i>1,239.7</i>
	<i>Total transport and storage; communication . . . . .</i>	<i>484</i>	<i>101.3</i>	<i>6.0</i>	<i>107.3</i>	<i>142.7</i>	<i>2,441.2</i>
L	Entertainment, recreation, restaurants, hotels and personal services . . . . .	44	34.2	0.2	34.4	30.4	470.2
I	Other industries— Finance, insurance, real estate and business services . . . . .	8	7.5	..	7.5	18.0	272.4
J,K	Public administration and defence; community services— Health . . . . .	22	8.9	..	8.9	20.0	318.4
	Education, libraries, museums and art galleries . . . . .	28	27.7	..	27.7	28.0	558.8
	Other (g) . . . . .	87	22.2	*	22.2	83.2	1,310.0
	<i>Total public administration and defence; community services . . . . .</i>	<i>137</i>	<i>58.8</i>	<i>*</i>	<i>58.8</i>	<i>131.3</i>	<i>2,187.2</i>
	<i>Total other industries . . . . .</i>	<i>145</i>	<i>66.3</i>	<i>*</i>	<i>66.3</i>	<i>149.3</i>	<i>2,459.6</i>
	<b>Total . . . . .</b>	<b>2,538</b>	<b>758.0</b>	<b>45.0</b>	<b>803.0</b>	<b>2,634.7</b>	<b>45,206.5</b>

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Australian Standard Industrial Classification, see page 287. Statistics in this industry detail are available only for year 1973. (c) Persons thrown out of work at the establishments where the stoppages occurred but who are not themselves parties to the dispute. (d) Includes ASIO sub-divisions 11, 13, 14, 15, 16. (e) Glass, clay and other non-metallic mineral products (ASIC sub-division 28). (f) Leather, rubber and plastic products and manufacturing n.e.c. (ASIC sub-division 34). (g) Includes public administration and defence (ASIC division J); welfare and charitable services and religious institutions (ASIC sub-division 83), and other community services (ASIC sub-division 84). \* Less than 50.

# INDUSTRIAL DISPUTES: AUSTRALIA

## WORKING DAYS LOST - INDUSTRIES



NOTE. A break exists in the series between 1967 and 1968, due to adoption of the Australian Standard Industrial Classification (ASIC).



The following table gives particulars of the number of industrial disputes in each State and Territory, together with the number of workers involved and the losses in working days and wages caused by disputes which were current during each of the years 1969 to 1973.

INDUSTRIAL DISPUTES(a): STATES AND TERRITORIES, 1969 TO 1973

State or Territory	Year	Number	Workers involved ('000)			Working days lost ('000)	Estimated loss in wages (\$'000)
			Directly	Indirectly (b)	Total		
New South Wales . . . . .	1969	1,133	507.9	13.8	521.7	743.8	8,666.3
	1970	1,484	703.7	36.9	740.6	1,393.6	17,516.5
	1971	1,236	613.1	30.6	643.7	1,887.5	28,218.2
	1972	1,174	509.2	6.9	516.1	866.8	13,957.2
	1973	1,299	370.8	16.7	387.5	1,098.1	18,775.2
Victoria . . . . .	1969	367	336.7	19.8	356.4	717.2	8,619.6
	1970	447	323.9	9.1	333.0	510.8	6,793.7
	1971	362	366.5	13.5	380.1	689.6	9,726.5
	1972	377	292.0	46.2	338.2	638.4	9,656.0
	1973	431	172.5	17.3	189.8	780.5	13,223.4
Queensland . . . . .	1969	253	215.0	3.5	218.5	238.6	2,523.6
	1970	378	153.7	5.2	158.9	179.2	2,413.1
	1971	441	167.9	4.3	172.2	271.4	4,009.1
	1972	442	146.3	10.2	156.5	292.2	4,973.4
	1973	378	92.3	4.6	97.0	320.2	5,476.2
South Australia . . . . .	1969	72	101.1	1.7	102.8	129.0	1,551.4
	1970	156	48.9	8.1	57.0	93.1	1,123.1
	1971	135	59.3	4.8	64.1	111.2	1,484.9
	1972	111	48.2	1.7	49.8	60.9	858.0
	1973	159	55.4	1.5	56.9	130.6	2,144.0
Western Australia . . . . .	1969	104	57.0	2.1	59.1	101.4	1,284.2
	1970	125	44.4	2.1	46.5	141.1	1,963.3
	1971	132	30.8	5.0	35.8	69.4	1,166.4
	1972	105	24.2	4.1	28.3	94.6	1,677.2
	1973	160	35.4	2.2	37.6	117.3	2,422.3
Tasmania . . . . .	1969	44	8.6	0.1	8.7	9.9	115.3
	1970	66	12.8	2.0	14.8	32.2	451.1
	1971	46	14.1	0.5	14.7	20.6	317.3
	1972	48	11.7	3.5	15.2	19.2	305.1
	1973	63	15.3	2.2	17.5	140.1	2,322.4
Northern Territory . . . . .	1969	33	8.0	0.2	8.2	8.7	124.8
	1970	62	11.6	*	11.6	27.0	424.4
	1971	41	9.5	0.1	9.6	15.7	271.4
	1972	32	3.4	*	3.5	15.1	267.1
	1973	31	5.5	..	5.5	18.9	361.2
Australian Capital Territory . . . . .	1969	8	9.8	*	9.8	9.4	100.6
	1970	20	5.1	*	5.1	16.8	198.2
	1971	11	6.3	..	6.3	3.3	47.4
	1972	9	6.2	*	6.2	23.1	380.4
	1973	17	10.7	0.4	11.1	29.0	481.8
Australia	1969	2,014	1,244.0	41.2	1,285.2	1,958.0	22,985.7
	1970	2,738	1,304.2	63.3	1,367.4	2,393.7	30,883.3
	1971	2,404	1,267.7	58.8	1,326.5	3,068.6	45,241.3
	1972	2,298	1,041.2	72.6	1,113.8	2,010.3	32,074.4
	1973	2,538	758.0	45.0	803.0	2,634.7	45,206.5

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but who are not themselves parties to the dispute.

\* Less than 50.

### Duration of disputes

The duration of each industrial dispute involving a loss of work, i.e. the time between the cessation and resumption of work, has been calculated in working days, exclusive of Saturdays, Sundays and holidays, except where the establishment involved carries on a continuous process (e.g. metal smelting and cement manufacture).

The following table shows, for the year 1973, industrial disputes classified according to duration in working days.

### INDUSTRIAL DISPUTES(a): DURATION, AUSTRALIA, 1973

Duration (working days)	Manufacturing				Transport and storage; communication			Other industries (c)	All industries
	Mining		Metal products, machinery and equipment (b)	Other	Construction	Stevedoring services	Other		
	Coal	Other							
NUMBER OF DISPUTES									
Up to 1 day . . . . .	92	46	273	109	58	199	89	132	998
Over 1 to 2 days . . . . .	44	24	106	70	36	52	50	55	437
Over 2 to 3 days . . . . .	36	10	70	60	36	10	34	24	280
Over 3 to less than 5 days . . . . .	13	17	91	46	31	6	9	22	235
5 to less than 10 days . . . . .	16	20	121	74	60	6	22	26	345
10 to less than 20 days . . . . .	5	10	58	43	35	2	4	25	182
20 to less than 40 days . . . . .	2	5	12	12	13	..	1	3	48
40 days and over . . . . .	..	..	5	1	7	..	..	..	13
Total . . . . .	208	132	736	415	276	275	209	287	2,538
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Up to 1 day . . . . .	15.6	11.9	102.5	32.1	81.1	41.2	23.1	121.0	428.5
Over 1 to 2 days . . . . .	5.5	6.5	18.8	15.7	3.2	7.3	23.0	29.9	110.0
Over 2 to 3 days . . . . .	7.7	1.8	14.4	9.8	7.6	1.7	3.5	3.8	50.4
Over 3 to less than 5 days . . . . .	2.1	6.3	17.6	6.2	8.4	2.0	0.8	3.5	47.0
5 to less than 10 days . . . . .	2.2	5.9	35.4	27.0	4.2	1.2	2.8	9.5	88.1
10 to less than 20 days . . . . .	1.1	1.7	10.4	18.6	18.7	0.2	0.4	9.5	60.7
20 to less than 40 days . . . . .	0.2	1.5	1.4	5.2	5.3	..	0.1	0.4	14.0
40 days and over . . . . .	..	..	3.8	0.1	0.4	..	..	..	4.2
Total . . . . .	34.4	35.7	204.3	114.7	128.8	53.6	53.7	177.7	803.0
WORKING DAYS LOST ('000)									
Up to 1 day . . . . .	15.5	13.5	54.0	28.4	74.2	19.3	14.4	87.8	307.0
Over 1 to 2 days . . . . .	9.7	10.0	28.8	26.2	5.3	10.4	41.9	49.7	181.9
Over 2 to 3 days . . . . .	20.6	6.9	36.6	27.3	19.7	3.8	9.3	10.1	134.3
Over 3 to less than 5 days . . . . .	8.0	22.7	70.1	24.5	33.4	7.1	3.2	14.3	183.4
5 to less than 10 days . . . . .	15.6	42.0	270.1	208.5	29.6	6.9	17.4	67.9	658.0
10 to less than 20 days . . . . .	11.5	22.5	131.4	232.9	146.9	1.9	5.6	108.7	661.3
20 to less than 40 days . . . . .	6.7	37.8	35.7	111.9	113.3	..	1.5	9.2	316.0
40 days and over . . . . .	..	..	174.1	1.7	17.0	..	..	..	192.8
Total . . . . .	87.5	155.3	800.8	661.4	439.3	49.5	93.2	347.6	2,634.7
ESTIMATED LOSS IN WAGES (\$'000)									
Up to 1 day . . . . .	270.4	288.2	914.0	436.7	1,339.3	300.1	235.1	1,581.0	5,364.9
Over 1 to 2 days . . . . .	191.0	229.8	484.0	406.8	97.6	159.4	679.1	827.8	3,075.5
Over 2 to 3 days . . . . .	351.3	147.2	636.1	404.6	381.1	57.9	144.5	158.2	2,280.9
Over 3 to less than 5 days . . . . .	158.8	536.5	1,188.6	392.5	597.9	112.4	51.2	244.8	3,282.8
5 to less than 10 days . . . . .	291.4	877.3	4,525.2	3,240.0	596.4	123.9	417.4	1,048.6	11,120.2
10 to less than 20 days . . . . .	246.3	468.7	2,314.2	3,482.4	2,100.6	22.9	113.3	1,704.7	10,453.1
20 to less than 40 days . . . . .	119.4	772.4	567.5	1,940.3	2,602.8	..	24.0	186.4	6,212.7
40 days and over . . . . .	..	..	3,100.8	24.9	290.7	..	..	..	3,416.4
Total . . . . .	1,628.6	3,320.2	13,730.5	10,328.2	8,006.3	776.7	1,664.5	5,751.5	45,206.5

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. Industries are classified according to Australian Standard Industrial Classification—see page 287. (b) Includes ASIC sub-divisions 29, 31, 32, 33. (c) Not comparable with *Other industries* shown in corresponding tables in previous issues of the Year Book.

**Causes of disputes**

In the following table industrial disputes are classified according to cause, that is, the direct *causes of stoppages of work*. Causes are grouped as follows.

*Wages*—claims involving general principles relating to wages, including combined claims relating to wages, hours or conditions of work. *Hours of work*—claims involving general principles relating to hours of work. *Leave, pensions, compensation provisions, etc.*—claims involving general principles relating to these provisions. *Managerial policy*—disputes concerning managerial policy of employers including computation of wages, hours, leave, etc. in individual cases; docking pay, etc.; dismissals, etc.; principles of promotion, etc.; employment of particular persons and personal disagreements; production limitations, etc. *Physical working conditions*—disputes concerning physical working conditions including safety issues; protective clothing and equipment, etc.; amenities; shortage of, or condition of, equipment or material; new production methods, etc.; arduous physical tasks, etc. *Trade unionism*—disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages; recognition of union activities, etc. *Other*—disputes concerning protests directed against persons or situations other than those dealing with employer-employee relationship; non-award public holidays; accidents and funerals; no reason given for stoppage; etc.

For details of classifications causes see bulletin *Industrial Disputes* (6.6.).

**INDUSTRIAL DISPUTES(a): CAUSES, AUSTRALIA, 1973**

INDUSTRIAL DISPUTES (a). CAUSES, ROSSITER, 1915									
Cause of dispute (b)	Manufacturing				Transport and storage; communication			Other industries (d)	All industries
	Mining		Metal products, machinery and equipment (c)	Other	Construction	Stevedoring services	Other		
	Coal	Other							
NUMBER OF DISPUTES									
Wages . . . . .	32	40	375	241	122	18	74	136	1,038
Hours of work . . . . .	1	..	2	5	4	3	8	20	43
Leave, pensions, compensation provisions, etc.	3	..	7	10	6	3	5	2	36
Managerial policy . . . . .	77	38	182	102	77	98	65	81	720
Physical working conditions . . . . .	39	24	48	30	28	87	24	15	295
Trade unionism . . . . .	38	24	97	26	35	27	29	29	305
Other . . . . .	18	6	25	1	4	39	4	4	101
Total . . . . .	208	132	736	415	276	275	209	287	2,538

**WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)**

Wages . . . . .	4.0	9.1	112.6	72.4	37.4	4.6	24.6	137.0	401.6
Hours of work . . . . .	0.2	..	0.1	4.7	0.6	0.2	1.9	16.7	24.3
Leave, pensions, compensation provisions, etc.	0.3	..	3.0	6.9	55.8	0.4	0.5	2.0	69.0
Managerial policy . . . . .	12.2	11.2	37.6	19.9	20.8	14.0	8.6	17.1	141.5
Physical working conditions . . . . .	8.7	6.3	11.8	6.6	3.1	17.0	12.0	1.1	66.7
Trade unionism . . . . .	4.8	6.7	28.1	3.9	5.7	4.7	5.7	3.5	63.1
Other . . . . .	4.2	2.4	11.0	0.3	5.4	12.8	0.4	0.3	36.8
Total . . . . .	34.4	35.7	204.3	114.7	128.8	53.6	53.7	177.7	803.0

**WORKING DAYS LOST ('000)**

Wages . . . . .	8.9	73.3	636.4	537.6	161.0	1.9	45.6	281.2	1,745.9
Hours of work . . . . .	0.5	..	0.4	2.8	1.2	0.1	3.1	14.1	22.2
Leave, pensions, compensation provisions, etc.	0.6	..	2.1	10.9	51.8	0.1	0.6	2.0	68.1
Managerial policy . . . . .	41.2	44.4	79.9	76.1	80.9	12.6	17.8	34.5	387.3
Physical working conditions . . . . .	20.3	20.8	33.7	16.5	23.3	16.8	20.4	1.1	153.0
Trade unionism . . . . .	10.2	13.9	41.5	17.2	14.5	8.1	5.4	14.4	125.2
Other . . . . .	5.8	3.3	6.8	0.1	106.6	9.9	0.4	0.4	133.0
Total . . . . .	87.5	155.3	800.8	661.4	439.3	49.5	93.2	347.6	2,634.7

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. Industries are classified according to Australian Standard Industrial Classification—see page 287. (b) For nature of classification, see above.

(c) Includes ASIC sub-divisions 29, 31, 32, 33.

(d) Not comparable with *Other industries* shown in corresponding tables in previous issues of the Year Book.

## Methods of settlement of disputes

The following table shows particulars of industrial disputes for 1973, classified according to method of settlement. These statistics relate to the method directly responsible for *ending the stoppage of work*. For more information concerning this classification of methods of settlement see the quarterly bulletin, *Industrial Disputes* (6.6).

## INDUSTRIAL DISPUTES(a): METHODS OF SETTLEMENT, AUSTRALIA, 1973

Method of settlement	Mining		Manufacturing		Construc- tion	Transport and storage; communication		Other industries (c)	All industries
	Coal	Other	Metal products, machinery and equipment (b)	Other		Steve- doring services	Other		
NUMBER OF DISPUTES									
1. Negotiation	59	46	292	160	94	58	48	58	815
2. Mediation	2	1	7	7	3	1	1	4	26
3. State legislation—									
(a) Under State conciliation, etc. legislation	8	28	47	70	45	1	19	57	275
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation—									
(a) Industrial Tribunals under—									
(i) Conciliation and Arbitration Act	3	9	68	46	40	2	18	20	206
(ii) Coal Industry Acts	10	..	..	..	..	..	..	..	10
(iii) Stevedoring Industry Act	..	..	..	..	..	1	..	..	1
(iv) Other Acts	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	126	48	322	132	94	212	123	148	1,205
Total	208	132	736	415	276	275	209	287	2,538
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
1. Negotiation	7.4	8.2	43.3	40.0	17.5	9.2	6.9	23.7	156.0
2. Mediation	0.2	0.1	1.3	2.6	0.1	0.1	*	1.2	5.6
3. State legislation—									
(a) Under State conciliation, etc. legislation	1.8	11.9	8.1	14.2	7.7	0.2	0.8	18.5	63.2
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation—									
(a) Industrial Tribunals under—									
(i) Conciliation and Arbitration Act	0.5	1.6	19.5	15.9	2.5	0.3	3.0	6.1	49.4
(ii) Coal Industry Acts	1.8	..	..	..	..	..	..	..	1.8
(iii) Stevedoring Industry Act	..	..	..	..	..	*	..	..	*
(iv) Other Acts	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	22.8	14.0	132.1	42.0	101.0	43.8	43.0	128.2	527.0
Total	34.4	35.7	204.3	114.7	128.8	53.6	53.7	177.7	803.0
WORKING DAYS LOST ('000)									
1. Negotiation	20.9	30.3	202.7	263.0	130.9	11.5	15.3	87.0	761.6
2. Mediation	0.5	0.1	8.9	30.6	2.9	*	0.2	2.9	46.2
3. State legislation—									
(a) Under State conciliation, etc. legislation	8.8	79.9	54.6	116.6	36.1	1.8	3.6	91.7	393.1
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation—									
(a) Industrial Tribunals under—									
(i) Conciliation and Arbitration Act	3.3	19.8	272.6	133.3	32.8	1.7	12.7	31.0	507.1
(ii) Coal Industry Acts	14.7	..	..	..	..	..	..	..	14.7
(iii) Stevedoring Industry Act	..	..	..	..	..	*	..	..	*
(iv) Other Acts	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	39.3	25.3	261.9	118.0	236.6	34.6	61.4	135.0	912.0
Total	87.5	155.3	800.8	661.4	439.3	49.5	93.2	347.6	2,634.7

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. Industries are classified according to Australian Standard Industrial Classification—see page 287. (b) Includes ASIC sub-divisions 29, 31, 32, 33. (c) Not comparable with *Other industries* shown in corresponding tables in previous issues of the Year Book. \* Less than 50.

## WORKERS' COMPENSATION LEGISLATION

A conspectus of the principal provisions of Workers' Compensation Acts and Ordinances in force in Australia at 31 December 1973 is included in *Labour Report* No. 58, 1973, pages 235-47.

## LABOUR ORGANISATIONS

## Labour organisations in Australia

The figures shown in this section are prepared from a special collection of membership of labour organisations at 31 December each year. The affairs of single unions are not disclosed in the published results and this has assisted in securing complete information. The Bureau is indebted to the secretaries of trade unions for their co-operation in supplying information. More detailed statistics appear in the annual *Labour Report*. Current figures are published in an annual bulletin, *Trade Union Statistics: Australia* (6.24).

## Trade unions

For the purpose of these statistics a trade union is defined as an organisation consisting predominantly of employees and whose principal activities include the negotiation of rates of pay and conditions of employment for its members.

The trade unions in Australia are very diverse in character, and range from the small independent association to the large interstate organisation, which, in its turn, may be a branch of an international body. Broadly speaking, there are four distinct classes of labour organisations: (a) the local independent, (b) the State, (c) the interstate, and (d) the Australasian or international; but a number of variations occur from each of these classes. The schemes of organisation of interstate or federated unions vary greatly in character. In some unions the State organisations are bound together under a system of unification with centralised control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes. Statistics relating to interstate or federated trade unions are shown in a table on page 296.

Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations. The following table shows the position at the end of each of the years 1971 to 1973.

TRADE UNIONS: NUMBER AND MEMBERSHIP, STATES AND TERRITORIES  
DECEMBER 1971 TO 1973

State or Territory	Number of separate unions			Number of members ( <sup>000</sup> )			Percentage increase in membership(a)		
	1971	1972	1973	1971	1972	1973	1971	1972	1973
New South Wales . . . . .	204	198	192	971.6	988.4	1,032.0	6.5	1.7	4.4
Victoria . . . . .	158	158	159	617.7	652.1	681.6	4.4	5.6	4.5
Queensland . . . . .	140	138	140	337.6	343.5	362.1	2.2	1.7	5.4
South Australia . . . . .	139	132	135	215.9	223.7	241.8	6.5	3.6	8.1
Western Australia . . . . .	154	151	154	178.3	184.8	197.4	5.7	3.6	6.8
Tasmania . . . . .	111	112	118	75.2	80.5	84.1	1.8	7.1	4.5
Northern Territory(b) . . . . .	51	55	58	8.1	11.1	13.5	(b)	(b)	(b)
Australian Capital Territory(b) . . . . .	82	84	87	32.2	39.7	47.5	(b)	(b)	(b)
<b>Australia . . . . .</b>	<b>(c)303</b>	<b>(c)305</b>	<b>(c)294</b>	<b>2,436.6</b>	<b>2,523.7</b>	<b>2,659.9</b>	<b>5.3</b>	<b>3.6</b>	<b>5.4</b>

(a) On preceding year. (b) Some unions in the Territories are affiliated with State organisations and their membership is reported under the heading of that State. More accurate reporting of membership by location by trade unions over the years is reflected in the annual figures for the Territories and this affects their comparability over time. (c) Without interstate duplication—see below.

In the preceding table, under the heading 'Number of separate unions', a union reporting members in a State or Territory is counted as one union within that State or Territory. The figures do not add to the Australian total (shown in the last line) because a union represented in more than one State or Territory is included in the figure for each State or Territory in which it is represented, but is counted only once in the Australian total.

A table showing the number and membership of trade unions in Australia for each year since 1912 is included in the Appendix to *Labour Report* No. 58, 1973.

*Number of trade union members and proportion of wage and salary earners.* The following table shows the approximate percentages of wage and salary earners in employment who are members of trade unions. The estimates of total wage and salary earners have been obtained by adding the number of employees in agriculture and in private domestic service recorded at the June 1966 population census to the estimates of employees in all other industries at the end of each year. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table are approximations. The percentages shown in this table are not directly comparable with those shown in Year Book No. 55, 1969 and earlier issues because the present estimates are based on a new series of employment estimates as from June 1966 (see Chapter 20, Employment and Unemployment). The difference is of most significance for female employees as the current employment estimates include a considerable number of part-time employees who had previously been excluded.

**TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, AUSTRALIA(a)**

End of December—	Number of members (‘000)			Proportion of total wage and salary earners(a) (Per cent)		
	Males	Females	Persons	Males	Females	Persons
1969 . . . . .	1,717.5	521.6	2,239.1	58	36	50
1970 . . . . .	1,750.6	564.1	2,314.6	57	36	50
1971 . . . . .	1,818.2	618.3	2,436.6	59	39	52
1972 . . . . .	1,827.4	696.2	2,523.7	58	43	53
1973 . . . . .	1,904.9	755.0	2,659.9	59	43	54

(a) See text above.

*Interstate or federated trade unions.* The following table gives particulars of the number and membership of interstate or federated trade unions in 1973.

**INTERSTATE OR FEDERATED TRADE UNIONS(a): AUSTRALIA, DECEMBER 1973**

	Unions operating in—					
	2 States	3 States	4 States	5 States	6 States	Total
Number of unions . . . . .	10	7	14	27	86	144
Number of members (‘000) . . . . .	50.6	64.6	101.5	327.7	1,937.1	2,481.4

(a) Certain unions in this group have, in addition to branches in the States, branches in the Northern Territory or the Australian Capital Territory or both.

**Employer and employee organisations registered under Industrial Arbitration Acts, etc.**

The Federal *Conciliation and Arbitration Act* 1904–1973 and a number of State industrial arbitration acts provide for the registration of employer and employee organisations as outlined below. For further details see the annual *Labour Report*. In general, registration is necessary before an organisation may appear before the relevant industrial arbitration tribunal.

In Victoria and Tasmania where wages and conditions of work in the State sphere are determined by Wages Boards there is no provision in industrial arbitration legislation for registration of trade unions or employer organisations.

*Federal.* At the end of 1973 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904–1973 was 81. The number of unions registered at the end of 1973 was 149, with membership of 2,266,400, representing 85 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and employers registered under this Act are contained in the *Industrial Information Bulletin*, Vol. 29 No. 1, January 1974 published by the Department of Labor and Immigration.

*New South Wales.* At 30 June 1973 there were 125 employee unions and 288 employer unions registered under provisions of the Industrial Arbitration Act, 1940–1973, and 138 employee unions, 17 employer unions, and 1 other union registered under the Trade Union Act, 1881–1972. Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette* (see Vol. 190 Part 1 for details at 30 June 1973).

*Queensland.* At 31 December 1973 there were 75 employee unions registered under the *Industrial Conciliation and Arbitration Act 1961-1973* with a reported membership of 314,306. At the same date 40 employer unions with a reported membership of 39,719 employers were registered. Lists of registered employee and employer unions are published in the annual report of the President of the Industrial Court.

*South Australia.* At the end of December 1973 there were 3 employer associations and 55 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act 1972*. Membership of these employee associations totalled 146,148.

*Western Australia.* At 30 June 1973 there were 92 unions of workers, with an aggregate membership of 152,812, registered under the provisions of the *Industrial Arbitration Act, 1912-1973*. At the same date there were 13 registered unions of employers with a reported aggregate membership of 1,777 employers. Lists of registered unions of workers and of employers together with membership figures are published in the *Western Australian Industrial Gazette* (see Vol. 53 page 1380).

### Central labour organisations

*Trades and Labour Councils.* Delegate organisations, usually known as Trades Hall Councils or Labour Councils and consisting of representatives of a number of trade unions, have been established in the capital cities and in a number of other centres in each State. In the centres where these councils exist most unions or local branches operating in the district are affiliated. The district councils obtain their finance by means of a *per capita* tax on members of affiliated unions.

At 31 December 1973 there were 48 trades and labour councils in Australia, including councils that were affiliated with, or were branches of, a large State or district council. In New South Wales there were 10 trades and labour councils, 8 in Victoria, 13 in Queensland, 7 in South Australia, 3 in Western Australia, 6 in Tasmania, and 1 in the Australian Capital Territory.

As well as trades and labour councils there are councils organised on trade lines and composed of delegates from separate unions whose members' interests are closely connected by reason of their occupations. Delegate councils of unions connected directly or indirectly with the metal trades, or with the building trades, are examples of such organisations.

*Australian Council of Trade Unions.* A central labour organisation, now called the Australian Council of Trade Unions, came into being during 1927. The Council was created to function on behalf of the trade unions of Australia, and was founded at an All-Australian Trade Union Congress held in Melbourne in May 1927. The A.C.T.U. consists of affiliated unions and approved State Trades and Labour Councils and Provincial Councils. The State Trades and Labour Council in each State is the State Branch of the A.C.T.U. and it has the right to appoint one representative to act on the executive of the Council. In addition to the four A.C.T.U. officers and representatives of the State Branches of the A.C.T.U., seven delegates are elected by and from Congress, one from each of the following industry groups: Building, Food and distributing services, Manufacturing, Metal Services, Transport, and the A.W.U. group. The President and Secretary are full-time officials and, with the two Vice-Presidents, are elected by and from the Australian Congress of Trade Unions. The ordinary meetings of Congress are held in alternate years. The 1973 Biennial Congress was held in August-September. Special meetings of Congress are held whenever deemed advisable by decision of the executive, as approved by the majority of its branches, or by resolution supported by unions representing one-third of the total membership of the A.C.T.U.

For further particulars see the annual *Labour Report*.

*Other.* In addition to the A.C.T.U., other central labour organisations exist. These include the *Australian Council of Salaried and Professional Associations*, the *Council of Commonwealth Public Service Organisations*, and the *Council of Professional Associations*. Details of these councils will be found in *Labour Report* No. 58, 1973, pages 254-55.

### International Labour Organisation

The International Labour Organisation (I.L.O.) was established on 11 April 1919, as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII of the Treaty of Versailles. With certain amendments this constitution remains the charter of I.L.O. to this day, bringing governments, employers and trade unions together to discuss international labour and social problems. A new definition of the aims and purposes of the I.L.O., known as the Declaration of Philadelphia, was added to the constitution at the 1944 Session of the International Labour Conference and this asserted the responsibility of I.L.O. in combating poverty and insecurity. In 1946 the Organisation became the first of the specialised agencies of the United Nations. Under the terms of agreement, the United Nations recognises the I.L.O. as a specialised agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment organisation, social security and other aspects of social policy.

The Organisation has three basic parts. These are the International Labour Conference, its highest authority, which usually meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the Secretariat of the Organisation. The Conference is composed of delegations from the member States of the Organisation. At the end of 1973 there were 123 member States, each of which is entitled to be represented by four delegates—two representing the government, one representing employers and one representing workers, together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty-four governments, and twelve employers' and twelve workers' representatives. Particulars are given in *Labour Report* No. 57, 1972 of the proceedings of International Labour Conferences up to the 57th Session, held in Geneva in June 1972. For details of I.L.O. conventions ratified by Australia, see *Labour Report* No. 58, 1973, pages 258–59.

## PRICES JUSTIFICATION TRIBUNAL

### General

The Prices Justification Tribunal was established in August 1973 under the provisions of the *Prices Justification Act 1973–1974*. The Tribunal is a fully discretionary body appointed under the Act to consider the justification for proposed price increases put to it by companies subject to the Act. It is not a price regulating authority.

### Organisation

The Tribunal consists of a Chairman and such number of other members as are from time to time appointed in accordance with the Act. The *Office of the Prices Justification Tribunal* comprises the staff required to assist the Tribunal in the performance of its functions, and consists of persons appointed or employed under the *Public Service Act 1922–1973*.

Further information on the Prices Justification Tribunal is contained in its First Annual Report to Parliament.

### Activities in 1973–74

In the period from 1 August 1973 to 30 June 1974 the Tribunal processed 3,859 Notices of Proposed Prices. Of these, proposed prices were approved on the basis of the original notice, without public inquiry, in 3,356 cases. In 15 cases notices were heard at Public Inquiry, 421 notices were approved on the basis of substitute notices for lower price increases, 36 notices were withdrawn by companies and 31 notices were under investigation as possible public inquiries.

### Legislative provisions

Section 16 of the *Prices Justification Act 1973–1974* provides that:

'The functions of the Tribunal are to inquire and report to the Minister, in any case where the Tribunal is required to do so by the Minister or the Tribunal considers that it is desirable to do so, whether the price or prices at which a company or companies (whether a prescribed company or prescribed companies or not) supplies or supply, or proposes or propose to supply, goods or services of a particular description is or are justified and, if the Tribunal is of the opinion that the price or any of the prices is not justified, what lower price for the supply by the company or companies concerned of goods or services of that description would be justified.'

Three important features of the legislation are:

- (a) A Tribunal inquiry may be initiated by the Minister.
- (b) The Tribunal may initiate inquiries in its own right.
- (c) Following an inquiry, the Tribunal is required to report whether it is of the opinion that the price at which the company supplies or proposes to supply the goods in question is justified and if not what lower price would be justified.

Other important features of the legislation include the following:

- (a) The legislation applies to prescribed companies which are companies or groups of related companies with an annual turnover in excess of \$20 million. Such companies are required to notify the Tribunal in writing of any proposal to increase the prices of goods or services supplied by that company.
- (b) Companies whose annual turnover does not exceed \$20 million are not required to notify the Tribunal of proposed price increases but the Tribunal may investigate the prices charged by such companies on its own initiative.



- (c) The Tribunal must notify a company within 21 days of the receipt of a notice of proposed prices if it intends to proceed to a public inquiry. If the period of 21 days has elapsed or the Tribunal has notified the company that it does not intend to hold an inquiry, the company may put the proposed prices into operation.
- (d) In the event of a public inquiry the prices of a company's goods and services referred to in its notice must not be raised until the Tribunal has completed the inquiry and its report has been made public by the Minister.

#### Guidelines and criteria

The legislation does not provide guidelines or criteria for the Tribunal to observe in its consideration of price proposals. The development of such guidelines and criteria has rested with the Tribunal. In considering notices of proposed price increases the Tribunal has regard for all relevant aspects and particularly the following:

- (a) Costs which have actually been incurred.
- (b) The distinction between 'avoidable' and 'unavoidable' cost increases.
- (c) Wage increases which are over-award wage agreements, consent agreements or other arrangements. In this regard the Tribunal places responsibility on companies to justify recoupment in prices of additional costs resulting from such agreements or arrangements on wage rates.
- (d) Prices should reflect a reasonable allowance for productivity achievements to offset increases in costs.
- (e) Regard is taken of the level of profitability of the company and its capacity to maintain a reasonable level of investment and growth.

#### Notices of proposed prices

Section 18 of the Prices Justification Act requires companies to submit a notice in writing to the Tribunal giving details of proposed increases in prices to apply to goods or services supplied by the company. There are four broad categories of treatment of a company's notification of price increases.

- (a) Where notified price increases are accepted by the Tribunal the company is forwarded a *Notice of No Inquiry* and may proceed with the proposed price increases.
- (b) If the Tribunal considers that a lower price than that proposed by a company is just, it may invite the company to discuss the matter in private session. If agreement is reached on a level of price increase then a *Substituted Price Notice* is issued and the company may proceed with the agreed price increase.
- (c) If a company chooses to pursue a price proposal discussed in private session but for which agreement was not forthcoming, the Tribunal may decide to consider the matter in a *Public Inquiry*.
- (d) The Prices Justification Act, Section 18 (8), provides for the Tribunal to give an exemption to a company in respect of its obligation to notify the Tribunal of proposed increases in prices of goods or services supplied. Such exemptions are given as a device to enable companies to proceed with price increases in cases where the Tribunal is satisfied the conditions governing the exemption and the competitive forces in the market place are sufficient to ensure that prices charged will be justified.

