

JOB VACANCIES AND OVERTIME, AUSTRALIA, MAY 1994

SUMMARY OF FINDINGS

TREND ESTIMATES FOR JOB VACANCIES AND OVERTIME

		Reference date			Per cent Change	
		20 May	18 Feb.	21 May	Quarterly	Annual
		1994	1994	1993		
Job Vacancies	'000	49.5	45.5	32.6	8.8	51.9
Overtime per employee	hours	1.30	1.26	1.19	3.4	9.7
Overtime per employee working overtime	hours	7.33	7.31	7.28	0.3	0.7
Proportion of employees working over-time	%	17.73	17.20	16.28	3.1	8.9

Job Vacancies

The trend estimate for *job vacancies* in May 1994 was 49,500. This is a rise of 8.8 per cent from February 1994 and continues the trend that began when the series turned upwards from the trough of 25,100 recorded in August 1991.

Presently, the trend estimate in job vacancies is 30.3 per cent lower than when it last peaked at 71,000 in February 1989.

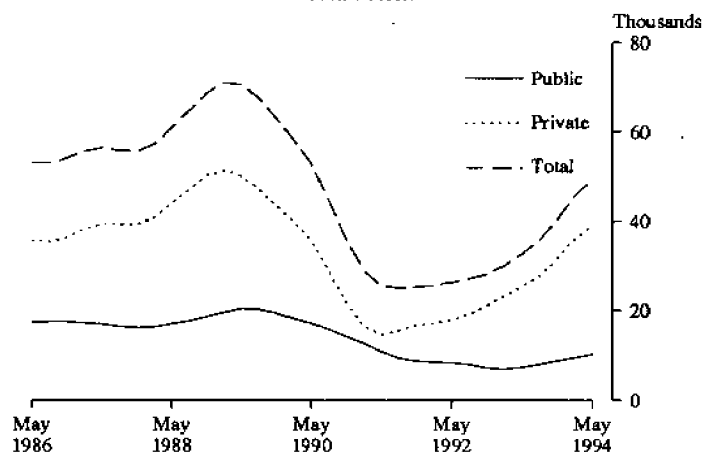
The trend estimate of job vacancies for the *private sector* was 39,200 in May 1994, a rise of 9.0 per cent since February and 54.9 per cent since May last year. The trend series is now 23.6 per cent lower than the peak in

February 1989. The trend estimates for *public sector* vacancies rose by 8.0 per cent from the previous quarter to 10,300 - the highest since May 1991.

Diagram 1 shows the trends in job vacancies estimates for the private and public sectors and the Australian total. Private sector job vacancies have been trending upwards since May 1991. In the public sector, trend estimates have been increasing steadily since February 1993.

In original terms the *job vacancy rate* for Australia was 0.84 per cent compared with 0.78 per cent for February, an increase of 7.9 per cent since February and an increase of 66.3 per cent since May 1993.

**DIAGRAM 1. JOB VACANCIES, AUSTRALIA
PRIVATE AND PUBLIC SECTORS AND TOTAL**
Trend Series



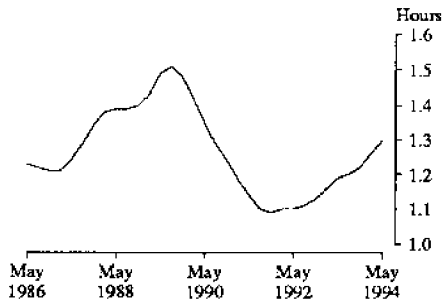
INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Reg Gaull on Perth (09) 323 5304.
- for information about other ABS statistics and services please refer to the back page of this publication.

Overtime

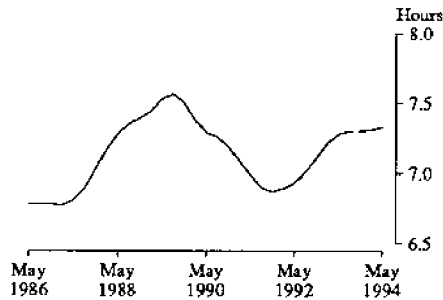
The trend estimate in May 1994 for *average weekly overtime hours per employee* was 1.30 hours, up 3.4 per cent since February. Presently, the trend is 13.9 per cent lower than when it last peaked in August 1989.

DIAGRAM 2. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE, AUSTRALIA
Trend Series



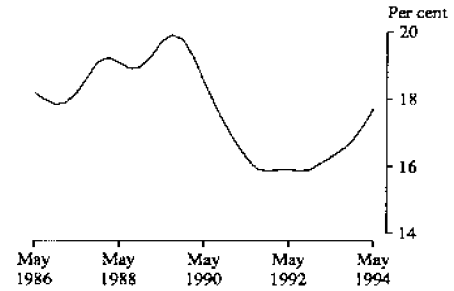
The trend estimate for *average weekly overtime hours per employee working overtime* was 7.33 hours, compared with 7.31 hours for February. Presently, the trend is 3.2 per cent lower than when it last peaked in August 1989.

DIAGRAM 3. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME, AUSTRALIA
Trend Series



The trend estimate for *proportion of persons working overtime* was 17.73 per cent, an increase of 3.1 per cent from February and up 8.9 per cent from May 1993. Presently, the trend is 11.0 per cent lower than when it last peaked in August 1989.

DIAGRAM 4. PERCENTAGE OF EMPLOYED PERSONS WORKING OVERTIME, AUSTRALIA
Trend Series



Forthcoming changes

From the next issue (August 1994) of this publication the presentation of statistics on an industry basis will change from the Australian Standard Industrial Classification (ASIC) to the new Australian and New Zealand Standard Industrial Classification (ANZSIC). Industry information in Tables 2 and 5 will then reflect the 17 major industry divisions under ANZSIC. For more information see paragraphs 21 to 25 in the Explanatory Notes.

Note: Trend estimates are subject to revision as subsequent data become available. See Explanatory Notes, paragraphs 7 to 10.

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Australian Statistician

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	Original series									Seasonally Adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia	
PRIVATE SECTOR											
— '000 —											
1993—											
19 February	7.7	6.3	* 3.5	* 1.2	* 3.7	0.2	* 0.1	0.3	23.0	22.3	23.2
21 May	10.4	* 4.2	* 4.0	* 1.6	* 2.0	* 0.2	* 0.3	* 0.6	23.2	25.3	25.3
20 August	11.8	7.9	5.6	* 0.9	* 3.3	0.3	* 0.4	* 0.3	30.5	28.6	27.7
19 November	9.5	8.1	* 5.0	* 2.3	* 3.6	* 0.3	* 0.4	* 0.4	29.6	30.0	31.5
1994—											
18 February	14.6	9.6	4.9	* 2.1	* 4.2	* 0.4	* 0.2	* 0.5	36.5	35.4	35.9
20 May	13.1	13.3	4.9	* 1.7	3.9	0.4	* 0.4	* 1.0	38.7	42.3	39.2
Standard errors(a)											
1994—											
May											
Level	2.1	2.2	1.1	0.6	0.9	0.1	0.1	0.6	3.4	(b)	(b)
Change (quarterly)	2.6	2.8	1.4	0.9	1.7	0.1	0.1	0.6	4.6	(b)	(b)
Change (quarterly)											
— per cent —											
1993—											
May	35.5	-33.6	12.4	31.9	-45.6	11.2	91.5	127.1	1.1	13.6	8.8
August	13.8	89.8	40.1	-43.0	66.2	2.2	39.7	-43.9	31.3	13.1	9.4
November	-19.4	2.0	-10.7	150.2	9.4	20.1	13.2	6.6	-3.1	4.9	14.0
1994—											
February	53.9	18.2	-1.2	-8.2	16.4	45.1	-56.9	31.2	23.5	18.0	13.9
May	-10.2	39.1	-0.8	-16.2	-7.8	-18.7	118.3	114.2	6.1	19.4	9.0
Change (annual)											
1994—											
May	26.7	218.1	22.8	9.9	95.2	44.8	48.8	68.1	66.7	67.1	54.9
PUBLIC SECTOR											
— '000 —											
1993—											
19 February	2.4	1.0	1.3	0.2	0.6	0.2	* 0.4	0.8	6.8	6.8	6.9
21 May	2.5	1.2	1.0	0.3	0.5	0.2	* 0.3	* 1.0	7.0	7.0	7.3
20 August	2.9	1.1	1.4	* 0.7	0.6	0.3	* 0.3	* 1.1	8.5	8.6	8.0
19 November	3.3	1.8	1.2	* 0.5	0.4	0.3	0.3	0.8	8.6	8.6	8.8
1994—											
18 February	3.5	1.7	1.5	* 0.6	0.5	0.4	0.2	* 1.0	9.4	9.3	9.5
20 May	4.6	2.0	1.3	* 0.6	0.5	0.5	0.3	1.0	10.7	10.7	10.3
Standard errors(a)											
1994—											
May											
Level	0.5	0.5	0.1	0.3	0.1	0.1	0.0	0.2	0.7	(b)	(b)
Change (quarterly)	0.5	0.4	0.2	0.1	0.1	0.0	0.0	0.2	0.7	(b)	(b)
Change (quarterly)											
— per cent —											
1993—											
May	7.2	18.6	-24.0	32.2	-23.5	-23.1	-18.7	36.5	2.0	3.2	5.7
August	15.3	-6.4	43.5	184.4	29.1	74.0	8.7	5.6	22.3	22.8	9.6
November	13.8	55.4	-13.6	-29.2	-32.9	19.3	-22.3	-29.8	1.0	-0.1	9.7
1994—											
February	4.6	-4.8	18.2	21.5	20.5	20.7	-9.4	29.6	8.8	8.5	8.7
May	32.2	15.8	-13.5	-1.1	11.8	17.1	31.3	-5.2	14.1	15.2	8.0
Change (annual)											
1994—											
May	81.3	60.2	26.9	142.0	16.8	193.4	0.5	-8.9	53.4	53.2	41.2

See footnotes at end of table.

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES—continued

Reference date	Original series									Seasonally Adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia	
TOTAL											
— '000 —											
1993—											
19 February	10.0	7.3	4.9	* 1.4	* 4.3	0.4	* 0.5	1.0	29.8	29.0	30.1
21 May	12.9	5.4	5.0	* 1.8	* 2.4	0.4	* 0.6	* 1.6	30.2	32.3	32.6
20 August	14.7	9.1	7.0	* 1.6	* 3.9	0.5	* 0.7	* 1.4	39.0	37.2	35.7
19 November	12.8	9.9	6.2	* 2.8	4.0	0.6	0.7	1.1	38.2	38.6	40.3
1994—											
18 February	18.1	11.3	6.4	* 2.7	* 4.7	0.8	0.4	1.5	45.9	44.7	45.5
20 May	17.7	15.3	6.2	* 2.4	4.4	0.8	0.7	* 1.9	49.4	53.0	49.5
Standard errors(a)											
1994—											
May											
Level	2.1	2.2	1.1	0.7	0.9	0.1	0.1	0.6	3.5	(b)	(b)
Change (quarterly)	2.6	2.9	1.4	0.9	1.7	0.1	0.1	0.6	4.6	(b)	(b)
Change (quarterly)											
— per cent —											
1993—											
May	28.9	-26.2	2.6	31.9	-42.5	-5.2	12.8	59.4	1.3	11.2	8.1
August	14.1	68.0	40.8	-10.7	59.4	29.9	23.8	-12.3	29.2	15.2	9.5
November	-12.9	8.7	-11.2	69.2	3.1	19.7	-2.9	-21.4	-2.2	3.8	13.1
1994—											
February	41.1	14.1	2.7	-2.6	16.8	32.5	-39.7	30.1	20.2	15.9	12.8
May	-2.1	35.5	-3.7	-12.6	-5.8	-1.9	71.0	32.5	7.7	18.5	8.8
Change (annual)											
1994—											
May	37.3	182.3	23.6	28.6	80.7	102.2	24.0	18.9	63.6	64.1	51.9

(a) See paragraphs 14 to 19 of the Explanatory Notes. (b) See paragraph 15 of the Explanatory Notes.

TABLE 2. JOB VACANCIES : INDUSTRY, AUSTRALIA ('000)

Industry	Reference date						Standard error(a)
	1993			1994			
	19 Feb.	21 May	20 Aug.	19 Nov.	18 Feb.	20 May	
Mining	0.3	0.3	0.3	* 0.7	0.2	0.4	0.1
Manufacturing	2.6	3.4	4.1	4.9	6.5	6.5	0.9
Electricity, gas and water	0.1	0.1	0.2	0.2	0.2	0.2	0.0
Construction	* 2.6	* 2.1	* 1.5	* 2.2	* 2.2	* 1.7	0.7
Wholesale trade	* 1.7	* 4.0	* 3.5	* 2.2	* 3.3	* 3.1	0.9
Retail trade	* 4.2	* 4.1	* 5.8	* 6.1	* 5.8	8.4	1.8
Transport and storage; Communication	* 0.3	* 1.4	* 2.4	* 2.2	* 0.8	* 1.7	0.6
Public administration and defence(b)	2.4	1.8	3.2	3.1	2.9	2.8	0.4
Community services	7.9	5.3	7.3	6.8	9.1	11.5	1.5
Other(c)	7.7	7.8	10.7	9.7	14.8	13.0	2.0
All industries	29.8	30.2	39.0	38.2	45.9	49.4	3.5

(a) Relates only to latest level estimate. See paragraphs 14 to 19 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Finance, property and business services and Recreation, personal and other services.

TABLE 3. JOB VACANCY RATES, STATES AND TERRITORIES
(per cent)

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<i>1993—</i>									
19 February	0.51	0.46	0.50	* 0.31	* 0.82	0.29	* 0.85	0.81	0.51
21 May	0.64	0.34	0.49	* 0.40	* 0.47	0.29	* 0.81	* 1.24	0.51
20 August	0.73	0.57	0.68	* 0.36	* 0.74	0.36	* 1.11	* 1.10	0.66
19 November	0.62	0.62	0.62	* 0.61	0.76	0.44	1.09	0.87	0.64
<i>1994—</i>									
18 February	0.88	0.73	0.65	* 0.60	* 0.88	0.58	0.66	1.10	0.78
20 May	0.87	0.99	0.67	* 0.53	0.79	0.53	1.10	* 1.40	0.84
<i>Standard errors(a)</i>									
<i>1994—</i>									
<i>May</i>									
Level	0.10	0.14	0.12	0.15	0.16	0.07	0.19	0.41	0.06
Change (quarterly)	0.13	0.19	0.15	0.21	0.31	0.09	0.21	0.46	0.08
<i>Change (quarterly)</i>									
<i>1993—</i>									
<i>May</i>									
May	26.2	-26.7	-1.6	30.2	-42.6	1.0	-4.7	53.7	-0.5
August	14.1	71.4	38.8	-10.5	57.5	22.6	37.5	-11.5	29.6
November	-15.3	8.8	-8.4	70.4	1.7	23.5	-2.2	-21.1	-2.6
<i>1994—</i>									
<i>February</i>									
February	43.3	17.6	5.0	-1.8	16.3	31.9	-38.9	26.3	22.2
May	-1.8	34.5	1.7	-11.5	-10.2	-9.3	65.7	27.7	7.9
<i>Change (annual)</i>									
<i>1994—</i>									
May	36.1	195.0	35.9	32.6	67.2	81.2	36.1	12.6	66.3

(a) See paragraphs 14 to 19 of the Explanatory Notes.

TABLE 4. OVERTIME : STATES AND TERRITORIES

Reference period - pay period ending on or before	Original series									Seasonally Adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE											
— hours —											
<i>1993—</i>											
<i>19 February</i>											
19 February	1.28	1.13	0.98	0.95	1.24	1.06	1.05	0.83	1.14	1.16	1.16
<i>21 May</i>											
21 May	1.28	1.11	1.17	0.96	1.27	1.11	* 1.54	0.81	1.18	1.20	1.19
<i>20 August</i>											
20 August	1.26	1.20	1.02	0.96	1.17	0.82	* 1.69	0.79	1.15	1.20	1.20
<i>19 November</i>											
19 November	1.33	1.46	1.21	1.09	1.26	0.99	* 1.76	0.82	1.30	1.22	1.22
<i>1994—</i>											
<i>18 February</i>											
18 February	1.33	1.31	0.96	1.04	1.37	0.96	1.23	0.81	1.22	1.24	1.26
<i>20 May</i>											
20 May	1.42	1.23	1.39	0.98	1.45	0.90	* 1.38	0.86	1.31	1.33	1.30
<i>Standard errors(a)</i>											
<i>1994—</i>											
<i>May</i>											
Level	0.10	0.09	0.12	0.08	0.16	0.06	0.49	0.09	0.05	(b)	(b)
Change (quarterly)	0.04	0.07	0.09	0.06	0.14	0.04	0.30	0.06	0.03	(b)	(b)
<i>Change (quarterly)</i>											
— per cent —											
<i>1993—</i>											
<i>May</i>											
May	-0.3	-1.8	19.0	1.1	2.0	4.8	46.9	-1.7	2.9	3.4	2.4
<i>August</i>											
August	-1.7	7.9	-12.3	0.1	-7.9	-26.0	9.9	-2.4	-2.0	0.3	1.3
<i>November</i>											
November	5.6	21.4	18.1	14.1	8.5	19.8	4.2	4.0	13.0	1.9	1.8
<i>1994—</i>											
<i>February</i>											
February	0.2	-10.0	-20.5	-4.4	8.0	-2.7	-30.0	-1.5	-6.2	1.1	2.9
<i>May</i>											
May	6.9	-6.2	44.2	-6.2	6.5	-6.2	11.6	5.9	6.9	7.5	3.4
<i>Change (annual)</i>											
<i>1994—</i>											
May	11.2	10.6	18.8	2.5	14.9	-19.0	-10.6	5.9	11.1	11.1	9.7

See footnotes at end of table.

TABLE 4. OVERTIME : STATES AND TERRITORIES—continued

Reference period - pay period ending on or before	Original series									Seasonally Adjusted	Trend series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Australia	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME											
— hours —											
1993—											
19 February	8.13	7.32	6.55	5.57	7.19	7.39	6.44	6.89	7.30	7.26	7.21
21 May	7.47	7.45	6.94	5.65	7.84	7.32	8.02	6.71	7.25	7.28	7.28
20 August	7.28	7.35	6.64	5.55	6.91	6.27	9.18	6.34	7.01	7.25	7.30
19 November	7.50	8.34	7.30	6.07	7.62	6.91	* 10.48	6.78	7.60	7.35	7.30
1994—											
18 February	7.77	7.60	6.17	6.20	7.53	6.85	7.58	5.97	7.28	7.24	7.31
20 May	7.54	7.22	7.34	5.65	8.25	6.44	* 9.85	6.53	7.34	7.37	7.33
Standard errors(a)											
1994—											
May											
Level	0.32	0.22	0.36	0.19	0.60	0.21	2.53	0.54	0.16	(b)	(b)
Change (quarterly)	0.23	0.26	0.36	0.26	0.61	0.15	1.76	0.46	0.14	(b)	(b)
Change (quarterly)											
1993—											
May											
Level	-8.1	1.8	6.0	1.4	9.1	-0.9	24.6	-2.6	-0.7	0.2	1.0
August	-2.6	-1.2	-4.3	-1.8	-11.8	-14.3	14.4	-5.5	-3.3	-0.4	0.2
November	3.1	13.5	9.8	9.4	10.2	10.1	14.3	6.9	8.4	1.4	0.0
1994—											
February											
Level	3.5	-8.9	-15.4	2.2	-1.1	-0.9	-27.7	-11.9	-4.2	-1.5	0.2
May	-2.9	-5.0	18.9	-8.8	9.5	-6.0	30.0	9.4	0.8	1.7	0.3
Change (annual)											
1994—											
May											
Level	1.0	-3.0	5.7	0.1	5.2	-12.0	22.8	-2.7	1.2	1.2	0.7
PERCENTAGE OF EMPLOYERS WORKING OVERTIME											
1993—											
19 February	15.78	15.47	14.98	16.97	17.28	14.39	16.27	11.98	15.67	15.98	16.08
21 May	17.12	14.92	16.81	16.92	16.15	15.22	19.19	12.10	16.24	16.36	16.28
20 August	17.27	16.31	15.41	17.26	16.87	13.15	18.43	12.49	16.46	16.60	16.48
19 November	17.68	17.45	16.58	17.99	16.61	14.30	16.80	12.15	17.16	16.59	16.77
1994—											
18 February	17.12	17.23	15.58	16.84	18.14	14.04	16.27	13.59	16.80	17.13	17.20
20 May	18.85	17.01	18.89	17.33	17.64	14.01	15.32	13.16	17.83	17.95	17.73
Standard errors(a)											
1994—											
May											
Level	1.02	1.13	1.16	1.21	1.10	0.89	1.58	1.39	0.52	(b)	(b)
Change (quarterly)	0.53	0.74	0.61	0.66	0.86	0.50	0.93	1.17	0.30	(b)	(b)
Change (quarterly)											
1993—											
May											
Level	8.5	-3.6	12.3	-0.3	-6.5	5.8	17.9	1.0	3.6	2.4	1.3
August	0.9	9.3	-8.3	2.0	4.4	-13.7	-4.0	3.2	1.3	1.5	1.2
November	2.4	7.0	7.6	4.3	-1.5	8.8	-8.8	-2.7	4.2	0.0	1.8
1994—											
February											
Level	-3.2	-1.3	-6.0	-6.4	9.2	-1.8	-3.2	11.9	-2.1	3.2	2.6
May	10.1	-1.3	21.3	2.9	-2.8	-0.2	-5.8	-3.2	6.1	4.8	3.1
Change (annual)											
1994—											
May											
Level	10.1	14.0	12.3	2.4	9.2	-8.0	-20.2	8.8	9.7	9.7	8.9

(a) See paragraphs 14 to 19 of the Explanatory Notes. (b) See paragraph 15 of the Explanatory Notes.

TABLE 5. OVERTIME : INDUSTRY, AUSTRALIA

Industry	Reference period - pay period ending on or before						Standard error(a)
	1993			1994			
	19 Feb.	21 May	20 Aug.	19 Nov.	18 Feb.	20 May	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE							
Mining	5.01	5.49	4.95	4.67	4.46	4.51	0.35
Manufacturing	2.82	2.75	2.62	3.00	2.96	3.07	0.17
Electricity, gas and water	1.90	2.19	1.91	1.98	1.89	1.96	0.03
Construction	1.95	1.93	1.91	2.60	2.48	3.43	0.49
Wholesale trade	1.45	1.43	1.42	2.02	1.62	1.59	0.28
Retail trade	0.58	0.60	0.55	0.68	0.57	0.59	0.08
Transport and storage; Communication	2.07	2.25	2.50	2.57	2.55	2.51	0.17
Public administration and defence(b)	0.74	0.74	0.78	0.75	0.69	0.87	0.06
Community services	0.35	0.38	0.37	0.36	0.37	0.42	0.03
Other(c)	0.35	0.43	0.50	0.50	0.43	0.50	0.07
All industries	1.14	1.18	1.15	1.30	1.22	1.31	0.05
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME							
Mining	10.35	10.96	10.79	11.31	10.70	10.67	0.39
Manufacturing	8.68	8.37	7.73	8.61	8.50	8.70	0.29
Electricity, gas and water	7.85	8.23	7.80	8.02	8.20	7.80	0.19
Construction	9.00	9.31	9.81	10.80	9.88	11.39	0.74
Wholesale trade	7.34	6.95	7.09	8.34	7.54	7.15	0.70
Retail trade	4.70	4.58	4.59	5.09	4.46	4.50	0.20
Transport and storage; Communication	7.97	8.23	8.15	8.39	7.89	7.48	0.29
Public administration and defence(b)	6.12	5.80	5.53	5.36	4.95	5.71	0.28
Community services	5.47	5.83	5.31	5.63	5.60	5.63	0.35
Other(c)	4.86	5.37	5.46	5.36	5.41	5.18	0.34
All industries	7.30	7.25	7.01	7.60	7.28	7.34	0.16
PERCENTAGE OF EMPLOYEES WORKING OVERTIME							
Mining	48.38	50.15	45.90	41.29	41.65	42.23	2.50
Manufacturing	32.49	32.91	33.93	34.82	34.82	35.35	1.13
Electricity, gas and water	24.25	26.56	24.47	24.70	23.05	25.11	0.46
Construction	21.64	20.72	19.50	24.11	25.15	30.15	3.68
Wholesale trade	19.70	20.62	19.98	24.23	21.51	22.29	3.00
Retail trade	12.24	13.16	11.97	13.32	12.73	13.19	1.68
Transport and storage; Communication	25.94	27.38	30.62	30.64	32.34	33.60	1.55
Public administration and defence(b)	12.02	12.84	14.02	13.99	13.97	15.19	1.13
Community services	6.36	6.54	6.92	6.46	6.60	7.42	0.44
Other(c)	7.14	8.05	9.09	9.30	8.01	9.62	1.03
All industries	15.67	16.24	16.46	17.16	16.80	17.83	0.52

(a) Relates only to latest level estimate. See paragraphs 14 to 19 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Finance, property and business services and Recreation, personal and other services.

EXPLANATORY NOTES

Introduction

This survey contains estimates of job vacancies and overtime for May 1994 based on information obtained from a sample survey of employers.

Scope of the survey

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

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll.

3. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses;
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

4. All vacancies (as defined in paragraph 4 of the Glossary) for wage and salary earners are represented in the survey, except those:

- in the Australian permanent defence forces;
- in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- in private households employing staff;
- in overseas embassies, consulates, etc.;
- located outside Australia.

Survey design

5. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Historical series

6. The series were introduced in November 1983. They replaced the job vacancies and overtime series based on information from a sample of employers registered to pay payroll tax and from government organisations. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

Trend Estimates

7. The ABS considers that trend estimates provide a more reliable guide to the underlying direction of the data, and are more suitable than either the seasonally adjusted or original data for most business decisions and policy advice.

8. The trend estimates in this publication, obtained by dampening out the irregular component from the seasonally adjusted series, are calculated using a centred 7-term Henderson moving average of the seasonally adjusted series. Estimates for the three most recent quarters cannot be calculated using this centred average method; instead an asymmetric average is used. This can lead to revisions in the trend estimates for the last three quarters when data become available for later quarters. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors. The seasonal factors are revised annually. The most recent review took place in the November quarter 1993.

9. If a series is highly volatile then the trend estimates will be subject to greater revision for the latest few quarters as data become available. However, it is important to note that this does not make the trend series inferior to the seasonally adjusted or original series. In such cases the effect of the irregular component on overall movements will remain in the seasonally adjusted and the original estimates but not in the trend series.

10. For information about ABS procedures for deriving trend estimates and analysis of advantages of using them over alternative techniques for monitoring trends, refer to the three ABS Information Papers:

- *A Guide to Interpreting Time Series - Monitoring 'Trends': an Overview* (1348.0);
- *A Guide to Smoothing Series - Estimates of 'Trend'* (1316.0); and
- *Time Series Decomposition - An Overview* (1317.0).

Two feature articles which have appeared in the ABS monthly publication *Australian Economic Indicators* may also be of interest:

- *Picking Turning Points in the Economy* (April 1991); and
- *Smarter Data Use* (March 1992).

Seasonal Adjustment

11. Seasonal adjustment is a means of removing the estimated effect of normal seasonal variation from the series

so that the effects of other influences can be more clearly recognised. Seasonal adjustment does not remove the irregular or non-seasonal influences which may be present in any particular period. Volatile or unsystematic influences may still affect the interpretation of movement in the series, even after adjustment for seasonal variation. This means that quarter-to-quarter movements of seasonally adjusted estimates may not be reliable indicators of trend behaviour.

12. The series have been seasonally adjusted from September 1983 and the historical series can be made available on request. The seasonal factors are reviewed annually to take account of each additional year's original data. The next review will take place in the November quarter 1994.

13. Details about the method of seasonal adjustment of these series are available on request.

Reliability of estimates

14. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as non-sampling error and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

15. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors. No separate standard errors are calculated for seasonally adjusted and trend estimates.

16. An example of the use of a standard error on levels is as follows. If the estimated number of job vacancies was 25,000 with a standard error of 2,500, then there would be about two chances in three that a full enumeration would have given a figure in the range 22,500 to 27,500 and about nineteen chances in twenty that it would be in the range 20,000 to 30,000.

17. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of job vacancies was 1,000 and the quarterly change estimate between two quarters was 4,500, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +3,500 to

+5,500 and about nineteen chances in twenty that it would be in the range +2,500 to +6,500.

18. Quarterly movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.

19. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Level estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

Industry classification

20. Industry is classified according to the Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification (1201.0).

Forthcoming changes to this publication

21. The August 1994 issue of this publication will see the introduction of the new Australian and New Zealand Standard Industrial Classification (ANZSIC). It replaces the Australian Standard Industrial Classification (ASIC) which has been in use for many years.

22. In 1985 a major review of the ASIC commenced. The principal objectives were to improve the alignment with the International Standard Industrial Classification (ISIC), to achieve a better balance across the classification by giving more attention to the services sector including segments relating to culture, entertainment and other recreational industries, to take account of the effects of technological changes and to take account of changes in the structure of industry generally since the previous edition.

23. The result of this change will see tables in this publication adopt the 17 major ANZSIC divisions which provide a broad overall picture of the economy. These major divisions are:

A	Agriculture, forestry and fishing
B	Mining
C	Manufacturing
D	Electricity, gas and water supply
E	Construction
F	Wholesale trade
G	Retail trade
H	Accommodation, cafes and restaurants
I	Transport and storage
J	Communication services
K	Finance and insurance
L	Property and business services
M	Government administration and defence
N	Education
O	Health and community services
P	Cultural and recreation services
Q	Personal and other services

24. Job Vacancies and Overtime statistics in the August 1994 issue of this publication will be on an ANZSIC basis back to May 1993. If there is sufficient demand, data will be made available on an ANZSIC basis back to the start of the present series from November 1983.

25. For more information on ANZSIC refer to *Australian and New Zealand Standard Industrial Classification, 1993*, (1292.0)

Related publications

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

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

Job Vacancies, Australia (6231.0) — issued quarterly, discontinued August 1989

Overtime, Australia (6330.0) — issued quarterly, discontinued August 1989

The Labour Force, Australia (6203.0) — issued monthly

Average Weekly Earnings, States and Australia (6302.0) — issued quarterly

Average Weekly Earnings, Australia 1941 - 1990 (6350.0) — issued February 1992

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

27. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0) The

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

Unpublished statistics

28. Unpublished job vacancies and overtime estimates can be made available on request for various combinations of the following variables: State/Territory, sector (public or private) and industry (broad grouping as per Table 5). It should be noted, however, that estimated lower levels of disaggregation than that published in this bulletin may be subject to sampling variability considered too high for most practical purposes. Inquiries regarding data availability and associated charges should be made to the officer whose name appears in the Inquiries box at the front of this publication.

Symbols and other usages

— nil or rounded to zero

* subject to sampling variability too high for most practical purposes (see paragraph 19 above)

29. Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Percentage changes in the Summary of Findings and publication tables are based on unrounded numbers and consequently could differ from percentage changes that are calculated from the published rounded statistics.

Forthcoming issue

30. The August 1994 issue of *Job Vacancies and Overtime, Australia*, (6354.0) is expected to be released on 6 October 1994.

APPENDIX A: GLOSSARY

Average hours of overtime per employee is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

2. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 2 and 3 of the Explanatory Notes) who received pay for any part of the reference period.

4. A *job vacancy* is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Territories.

Excluded are vacancies:

- of less than one day's duration;
- to be filled by persons already hired, or by promotion or transfer of existing employees;
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- not available for immediate filling on the survey reference date;

- not available within the particular State or Territory to which the return relates;
- for work to be carried out under contract;
- for which no effort is being made to fill the position.

5. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

6. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

7. *Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

8. *Reference date* for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 20 May 1994.

9. *Reference period* for the survey refers to the last pay period ending on or before the reference date.

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



For more information ...

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the *ABS Catalogue of Publications and Products* available at all ABS Offices (see below for contact details).

Information Consultancy Service

Information tailored to special needs of clients can be obtained from the Information Consultancy Service available at ABS Offices (see Information Inquiries below for contact details).

National *Dial-a-Statistic* Line

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(Steadycom P/L; premium rate 25c/21.4 secs.)

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DISCOVERY (Key *656#): The ABS intends discontinuing its statistical information service on DISCOVERY. Please contact Peter Davidson (Phone 06 252 6684) to discuss possible alternatives for acquiring statistics or if you wish to comment on this proposal. For details on electronic data services available, contact Information Services in any of the ABS Offices (see Information Inquiries below for contact details).

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