

# **EMPLOYEE EARNINGS AND HOURS**

**AUSTRALIA**

*PRELIMINARY*

EMBARGO: 11:30AM (CANBERRA TIME) THURS 10 DEC 1998

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- For further information about these and related statistics, contact David Oats on Perth 08 9360 5313, or any ABS office shown on the back cover of this publication.

## NOTES

### ABOUT THIS PUBLICATION

This publication presents preliminary statistics on the composition and distribution of the earnings of wage and salary employees in Australia at May 1998, derived from the Survey of Employee Earnings and Hours.

Final data from this survey are published in *Employee Earnings and Hours, Australia* (Cat. no. 6306.0). This publication will be available in March 1999.

### RELATED ISSUES

*Employee Earnings and Hours, Australia* (Cat. no. 6306.0)

ISSUE	EXPECTED RELEASE DATE
May 1998	March 1999
May 2000	March 2001

### NOTES ON ESTIMATES

Estimates of average weekly earnings in this publication vary slightly from those contained in *Average Weekly Earnings, Australia, Preliminary* (Cat. no. 6301.0) and *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0) because of methodological differences between the two surveys, differences in the two samples used, and the preliminary nature of these results.

Variations can also be expected when estimates in this publication are compared to the final data to be published in *Employee Earnings and Hours, Australia, May 1998* (Cat. no. 6306.0).

### UNPUBLISHED DATA

In addition to the information contained in this publication, a large range of unpublished data from the Survey of Employee Earnings and Hours may be made available on request. Tables can be specifically tailored to clients' requirements.

Refer to page 27 of this publication for more information regarding the services available.

### SAMPLING ERROR

For information on sampling errors, see the Technical notes on page 18 of this publication.

### SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASIC	Australian Standard Industrial Classification
n.p.	Not published
n.a.	Not applicable
*	Subject to high relative standard error. See Technical notes.
—	Nil or rounded to zero

W. McLennan  
Australian Statistician

## SUMMARY OF FINDINGS

### AVERAGE WEEKLY TOTAL EARNINGS

Full-time adult  
non-managerial employees

- Average weekly total earnings was \$738.60 in May 1998, a rise of 8.1% since May 1996.
- Average weekly total earnings for full-time adult non-managerial males was \$792.50, compared with \$657.80 for females.

All employees

- In May 1998, average weekly total earnings for all employees was \$609.10, an increase of 6.2% since May 1996.
- Males had higher average weekly total earnings than females, \$729.20 compared to \$483.10. However, the percentage increase since May 1996 was greater for females (8.0% compared to 6.6% for males).

Part-time employees

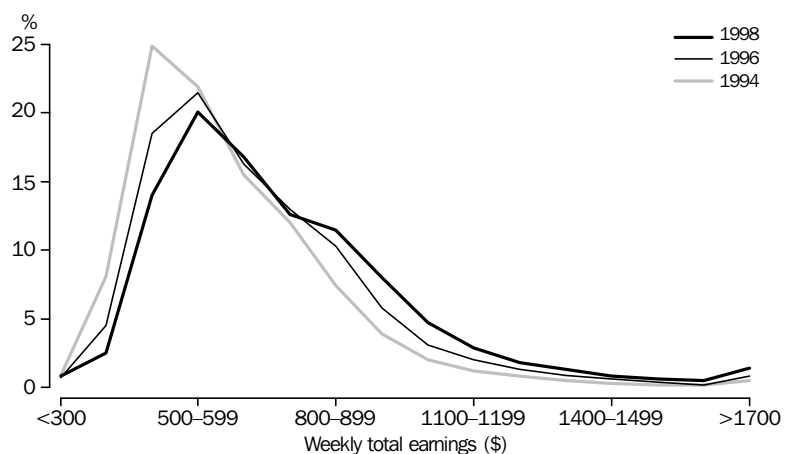
- Average weekly total earnings for part-time employees was \$279.40, \$265.50 for males and \$284.50 for females.

### DISTRIBUTION OF EARNINGS

Full-time adult  
non-managerial employees

- Median weekly total earnings for full-time adult non-managerial employees was \$673.70, a rise of 7.7% since May 1996.
- For males, median weekly total earnings was \$722.90 and for females it was \$612.80.
- Half of full-time adult non-managerial employees had total earnings between \$537.40 and \$872.40. One tenth received \$457.00 or less while one tenth received more than \$1079.20.
- Some 20.1% of full-time adult non-managerial employees recorded weekly total earnings in the range \$500.00 to \$600.00.

Distribution of full-time adult  
non-managerial employees by  
weekly total earnings



All employees

- Median weekly total earnings for all employees was \$556.20 (up 5.2% since May 1996).
- Half of all employees had weekly total earnings between \$351.30 and \$797.10. One tenth received \$148.90 or less while one tenth received more than \$1056.70.

## SUMMARY OF FINDINGS *continued*

### COMPOSITION OF EARNINGS

- |   |  |
|---|--|
| Full-time adult<br>non-managerial employees | <ul style="list-style-type: none"><li>▪ Average weekly total earnings of \$738.60 comprised \$677.10 base pay, \$46.60 overtime, \$9.80 payment by measured result and \$5.10 overaward and overagreement pay.</li><li>▪ Average weekly ordinary time earnings for full-time adult non-managerial males was \$724.20 compared with \$643.80 for females, increases of 9.6% and 8.9% respectively since May 1996.</li><li>▪ Average weekly overtime earnings for males was \$68.30 compared with \$14.00 for females.</li><li>▪ Average ordinary time hourly earnings for females (\$17.10) was 90.0% of the average for males (\$19.00).</li></ul> |
| All employees                               | <ul style="list-style-type: none"><li>▪ Base pay (\$571.50) accounted for 93.8% of average weekly total earnings, and overtime (\$27.40) accounted for a further 4.5%.</li><li>▪ For males, 91.5% of average weekly total earnings was base pay, 6.2% was overtime and 1.6% was payment by measured result.</li><li>▪ For females, 97.6% of average weekly earnings was base pay.</li></ul>  |

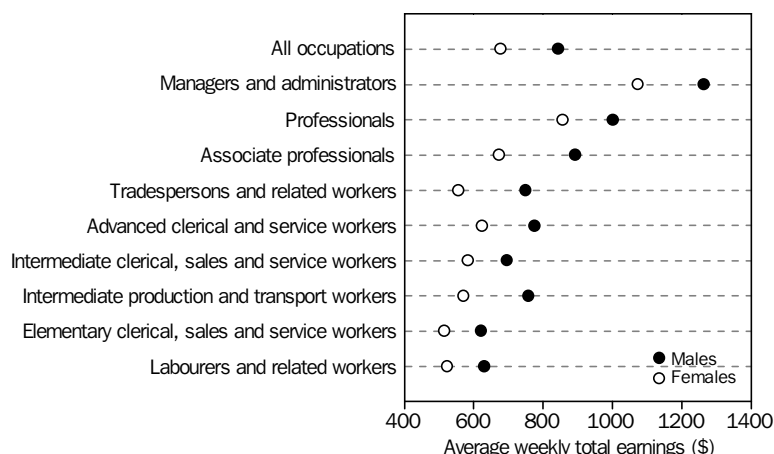
### OCCUPATIONS

- |                           |   |
|---------------------------|---|
| Full-time adult employees | <ul style="list-style-type: none"><li>▪ Occupation groups with the highest average weekly total earnings were Managers and administrators (\$1,223.80), Professionals (\$932.50) and Associate professionals (\$814.30).</li><li>▪ Occupation groups with the lowest average weekly total earnings were Elementary clerical, sales and service workers (\$566.60) and Labourers and related workers (\$601.60).</li><li>▪ The ratio of female to male average weekly total earnings was greatest for the Professionals occupation group (85.4%) and least for Tradespersons and related workers (74.2%).</li><li>▪ Rates of increase in average weekly total earnings since May 1996 were highest for Associate professionals (10.5%), Managers and administrators (8.3%), Professionals (8.1%) and Labourers and related workers (8.0%).</li><li>▪ For full-time adult females, the largest rates of increase since May 1996 occurred in the occupation groups Intermediate production and transport workers (10.5%) and Professionals (10.4%).</li><li>▪ The occupation groups which had the largest increase since May 1996 for full-time adult males were Associate professionals (12.7%) and Advanced clerical and service workers (8.9%).</li></ul> |
|---------------------------|---|

## SUMMARY OF FINDINGS *continued*

### OCCUPATIONS *continued*

Average weekly total earnings,  
full-time adult employees  
by occupation groups

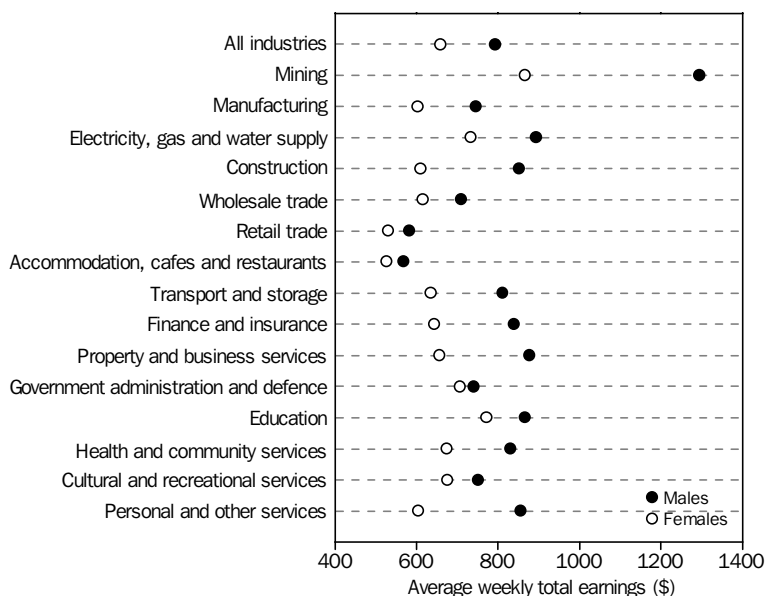


### INDUSTRIES

Full-time adult  
non-managerial employees

- Full-time adult non-managerial employees (both males and females) in the Mining industry had the highest average weekly total earnings (\$1,293.70 and \$866.50 respectively).
- The industries with the lowest average weekly total earnings were Accommodation, cafes and restaurants (\$550.10) and Retail trade (\$560.20).
- The industries with the largest percentage increase in average weekly total earnings in the two years to May 1998 were Property and business services (13.7%) and Construction (12.2%).

Average weekly total earnings,  
full-time adult non-managerial  
employees by industry



## SUMMARY OF FINDINGS *continued*

### SECTORS

Full-time adult  
non-managerial employees

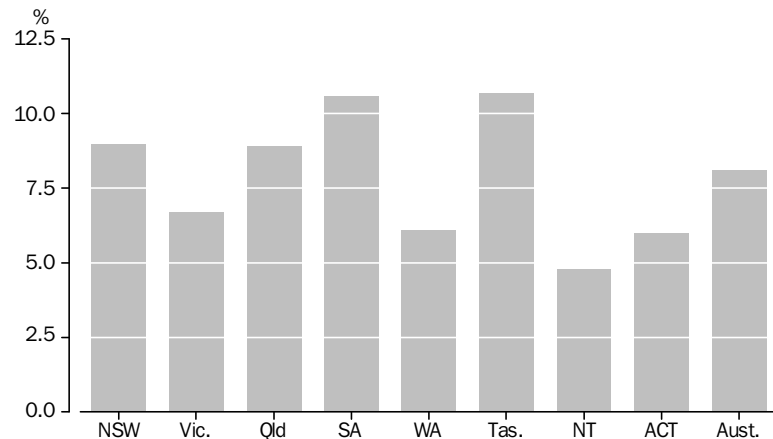
- Average weekly total earnings in the private sector was \$711.20, an increase of 7.8% since May 1996. In the public sector average weekly total earnings increased by 10.8% to \$810.20.
- In the private sector full-time adult non-managerial males received average weekly total earnings of \$771.00 compared with \$612.70 for females.
- In the public sector males received average weekly total earnings of \$856.60 compared with \$755.00 for females.
- The ratio of female to male average weekly total earnings in the private sector was 79.5% compared to 88.1% in the public sector.

### STATES AND TERRITORIES

Full-time adult non-managerial  
employees

- The highest average weekly total earnings was recorded in the Australian Capital Territory (\$778.70) followed by the Northern Territory (\$763.00).
- The lowest average weekly total earnings of \$685.30 was recorded in Tasmania.
- All States and Territories recorded an increase in average weekly total earnings in the two years to May 1998. Increases ranged from 4.8% for the Northern Territory to 10.7% for Tasmania.

Percentage increase in average  
weekly total earnings of  
full-time adult non-managerial  
employees  
May 1996–May 1998



### HOURS PAID FOR

Non-managerial employees

- Full-time adult non-managerial males were paid for an average of 40.8 hours per week in May 1998, while females averaged 38.3 hours per week.
- Since May 1996, paid overtime has fallen from 2.7 hours to 2.5 hours per week for full-time non-managerial males and has remained at 0.6 hours for females.
- Average weekly total hours for part-time employees was 17.7 hours. The average for females (18.1 hours) was higher than that for males (16.7 hours).

## WEEKLY TOTAL EARNINGS, Distribution

FULL-TIME ADULT  
NON-MANAGERIAL EMPLOYEES

## ALL EMPLOYEES.....

Males Females Persons

Males Females Persons

## PROPORTION

Weekly total earnings (\$)

			%	%	%	%	%	%
Under 200			0.3	0.3	0.3	9.0	18.6	13.7
200 and under 300			0.5	0.4	0.5	4.3	10.3	7.2
300 and under 400			2.2	2.9	2.5	5.7	11.4	8.5
400 and under 500			10.4	19.5	14.0	9.6	14.9	12.2
500 and under 600			17.3	24.2	20.1	13.4	14.4	13.9
600 and under 700			16.2	17.8	16.8	12.4	10.1	11.3
700 and under 800			13.0	11.9	12.6	10.0	6.8	8.5
800 and under 900			11.8	11.0	11.5	8.9	5.7	7.3
900 and under 1 000			8.9	6.6	8.0	7.0	3.5	5.3
1 000 and under 1 100			6.2	2.5	4.7	5.3	1.7	3.5
1 100 and under 1 200			4.0	1.3	2.9	3.6	0.9	2.3
1 200 and under 1 000			2.5	0.7	1.8	2.5	0.5	1.5
1 300 and under 1 400			1.8	0.4	1.3	2.0	0.4	1.2
1 400 and under 1 500			1.2	0.2	0.8	1.3	0.2	0.8
1 500 and under 1 600			0.9	0.1	0.6	1.1	0.1	0.6
1 600 and under 1 700			0.7	0.1	0.5	0.8	0.1	0.5
1 700 and under 1 800			0.5	—	0.3	0.7	—	0.4
1 800 and under 1 900			0.4	0.1	0.3	0.5	*0.1	0.3
1 900 and under 2 000			0.2	—	0.2	0.3	—	0.2
2 000 and over			0.9	*0.1	0.6	1.7	0.2	1.0
<b>Total</b>			<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## DOLLARS

	\$	\$	\$	\$	\$	\$
10th percentile	474.00	440.40	457.00	222.60	110.20	148.90
20th percentile	538.20	484.70	511.50	405.00	212.60	288.10
<b>25th percentile</b>	<b>567.00</b>	<b>504.50</b>	<b>537.40</b>	<b>464.10</b>	<b>263.30</b>	<b>351.30</b>
30th percentile	596.40	527.90	561.20	505.70	308.40	401.40
40th percentile	655.50	566.90	613.40	582.90	397.10	486.50
<b>50th percentile (median)</b>	<b>722.90</b>	<b>612.80</b>	<b>673.70</b>	<b>664.10</b>	<b>464.90</b>	<b>556.20</b>
60th percentile	801.00	670.20	744.30	752.10	529.00	636.30
70th percentile	886.50	739.80	827.90	864.80	602.70	732.10
<b>75th percentile</b>	<b>930.70</b>	<b>781.40</b>	<b>872.40</b>	<b>922.80</b>	<b>647.80</b>	<b>797.10</b>
80th percentile	990.40	830.90	918.70	996.40	702.20	866.40
90th percentile	1 175.10	921.50	1 079.20	1 235.90	865.00	1 056.70
<b>Average earnings</b>	<b>792.50</b>	<b>657.80</b>	<b>738.60</b>	<b>729.20</b>	<b>483.10</b>	<b>609.10</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Composition

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Ordinary time								
Base pay	1 009.60	702.80	310.20	684.80	768.00	751.20	254.40	667.00
Payment by measured result	11.10	*14.90	*2.00	*14.30	14.10	13.60	*2.10	11.70
Overaward & overagreement pay	*4.20	6.50	*2.30	6.30	6.00	5.90	*0.70	5.00
<i>Total ordinary pay</i>	<i>1 024.90</i>	<i>724.20</i>	<i>314.50</i>	<i>705.40</i>	<i>788.10</i>	<i>770.80</i>	<i>257.20</i>	<i>683.60</i>
Overtime	2.60	68.30	21.90	66.10	54.30	53.10	8.30	45.50
<b>Total</b>	<b>1 027.50</b>	<b>792.50</b>	<b>336.40</b>	<b>771.50</b>	<b>842.40</b>	<b>823.90</b>	<b>265.50</b>	<b>729.20</b>
FEMALES								
Ordinary time								
Base pay	806.50	638.30	324.70	625.40	659.30	647.20	279.10	471.30
Payment by measured result	*4.70	2.30	*0.40	2.20	2.60	2.50	*0.50	1.50
Overaward & overagreement pay	*1.90	3.10	*2.60	3.10	3.00	3.00	0.60	1.80
<i>Total ordinary pay</i>	<i>813.00</i>	<i>643.80</i>	<i>327.60</i>	<i>630.70</i>	<i>664.90</i>	<i>652.70</i>	<i>280.20</i>	<i>474.70</i>
Overtime	*0.70	14.00	7.60	13.80	12.40	12.20	4.40	8.50
<b>Total</b>	<b>813.80</b>	<b>657.80</b>	<b>335.20</b>	<b>644.50</b>	<b>677.30</b>	<b>664.90</b>	<b>284.50</b>	<b>483.10</b>
PERSONS								
Ordinary time								
Base pay	956.60	677.10	315.60	661.10	727.30	712.30	272.40	571.50
Payment by measured result	9.40	9.80	*1.40	9.50	9.80	9.50	*0.90	6.70
Overaward & overagreement pay	3.60	5.10	2.40	5.00	4.90	4.80	0.60	3.50
<i>Total ordinary pay</i>	<i>969.70</i>	<i>692.00</i>	<i>319.40</i>	<i>675.60</i>	<i>741.90</i>	<i>726.50</i>	<i>273.90</i>	<i>581.70</i>
Overtime	2.10	46.60	16.60	45.30	38.60	37.80	5.40	27.40
<b>Total</b>	<b>971.80</b>	<b>738.60</b>	<b>335.90</b>	<b>720.90</b>	<b>780.50</b>	<b>764.30</b>	<b>279.40</b>	<b>609.10</b>



## AVERAGE WEEKLY TOTAL HOURS PAID FOR, Non-managerial Employees(a)—Composition

	FULL-TIME.....			PART-TIME.....		
	<i>Adult</i>	<i>Junior</i>	<i>All persons</i>	<i>Adult</i>	<i>Junior</i>	<i>All persons</i>
	Hours	Hours	Hours	Hours	Hours	Hours
MALES						
Ordinary time	38.2	38.4	38.2	17.6	11.5	16.3
Overtime	2.5	1.6	2.5	0.4	0.1	0.4
<b>Total</b>	<b>40.8</b>	<b>40.0</b>	<b>40.7</b>	<b>18.0</b>	<b>11.6</b>	<b>16.7</b>
FEMALES						
Ordinary time	37.7	38.1	37.7	18.7	12.2	17.9
Overtime	0.6	0.6	0.6	0.2	0.2	0.2
<b>Total</b>	<b>38.3</b>	<b>38.7</b>	<b>38.3</b>	<b>18.9</b>	<b>12.4</b>	<b>18.1</b>
PERSONS						
Ordinary time	38.0	38.3	38.0	18.4	11.9	17.4
Overtime	1.7	1.2	1.7	0.3	0.2	0.3
<b>Total</b>	<b>39.8</b>	<b>39.5</b>	<b>39.8</b>	<b>18.7</b>	<b>12.1</b>	<b>17.7</b>

(a) Weekly hours paid for was not collected for managerial employees.

## AVERAGE WEEKLY TOTAL EARNINGS, Occupation

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Managers and administrators(a)	1 271.60	1 081.90	n.a.	1 081.90	1 263.70	1 263.70	*542.80	1 248.90
Professionals	1 078.20	984.80	404.90	983.10	1 001.10	999.60	442.70	919.60
Associate professionals	812.50	947.10	327.70	941.20	892.80	889.50	326.50	847.10
Tradespersons and related workers	546.40	766.40	342.10	717.60	750.10	706.30	295.50	682.40
Advanced clerical and service workers	881.00	749.70	369.70	747.60	774.40	772.70	235.00	722.80
Intermediate clerical, sales and service workers	771.60	692.60	305.90	682.30	697.10	687.30	265.90	598.00
Intermediate production and transport workers	551.30	764.80	364.40	754.70	757.90	748.30	261.00	670.50
Elementary clerical, sales and service workers	531.50	624.00	323.10	600.90	621.80	599.40	192.30	382.00
Labourers and related workers	622.20	629.00	304.70	616.10	629.00	616.10	207.00	480.40
<b>All occupations</b>	<b>1 027.50</b>	<b>792.50</b>	<b>336.40</b>	<b>771.50</b>	<b>842.40</b>	<b>823.90</b>	<b>265.50</b>	<b>729.20</b>
FEMALES								
Managers and administrators(a)	1 073.50	1 062.40	n.a.	1 062.40	1 073.10	1 073.10	457.60	1 009.90
Professionals	962.60	847.10	459.10	847.00	855.40	855.20	421.40	677.90
Associate professionals	633.50	693.70	440.00	692.10	673.10	671.90	350.80	583.00
Tradespersons and related workers	530.70	557.60	286.20	510.20	556.20	511.00	266.70	406.70
Advanced clerical and service workers	481.50	636.50	340.70	625.60	622.90	613.40	289.50	505.90
Intermediate clerical, sales and service workers	632.80	581.60	340.00	568.40	582.80	569.80	280.20	428.30
Intermediate production and transport workers	*366.70	570.50	341.30	563.20	570.10	562.80	224.00	415.90
Elementary clerical, sales and service workers	330.70	519.10	331.70	496.60	515.50	493.70	204.70	284.50
Labourers and related workers	378.10	523.70	382.50	520.00	522.70	519.10	215.60	319.30
<b>All occupations</b>	<b>813.80</b>	<b>657.80</b>	<b>335.20</b>	<b>644.50</b>	<b>677.30</b>	<b>664.90</b>	<b>284.50</b>	<b>483.10</b>
PERSONS								
Managers and administrators(a)	1 229.90	1 078.30	n.a.	1 078.30	1 223.80	1 223.80	492.50	1 195.30
Professionals	1 047.30	916.00	410.60	915.10	932.50	931.80	426.00	783.70
Associate professionals	755.00	850.90	359.40	846.80	814.30	811.90	344.10	737.50
Tradespersons and related workers	545.70	753.00	336.50	703.40	738.00	693.20	282.20	653.40
Advanced clerical and service workers	603.70	654.10	341.40	644.00	648.80	639.90	287.30	533.70
Intermediate clerical, sales and service workers	714.20	621.50	332.80	608.50	624.90	612.20	278.20	473.80
Intermediate production and transport workers	550.00	742.20	361.10	732.30	736.60	727.10	248.40	629.70
Elementary clerical, sales and service workers	437.10	569.40	328.60	545.30	566.60	543.20	201.20	318.00
Labourers and related workers	551.50	601.90	318.90	591.60	601.60	591.40	211.90	415.80
<b>All occupations</b>	<b>971.80</b>	<b>738.60</b>	<b>335.90</b>	<b>720.90</b>	<b>780.50</b>	<b>764.30</b>	<b>279.40</b>	<b>609.10</b>

(a) See paragraph 10 of the Explanatory notes.

## AVERAGE WEEKLY TOTAL EARNINGS, Industry

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	1 910.30	1 293.70	628.80	1 281.60	1 346.50	1 334.60	571.40	1 319.50
Manufacturing	1 063.00	745.60	337.00	728.60	787.90	771.50	274.60	744.50
Electricity, gas and water supply	1 421.40	892.90	443.60	886.80	953.60	947.40	506.40	943.00
Construction	865.00	852.40	371.10	814.80	855.30	825.80	400.80	802.30
Wholesale trade	1 004.50	709.60	327.20	691.30	789.00	772.70	291.60	738.20
Retail trade	694.10	582.20	341.60	549.40	613.70	586.00	185.70	439.90
Accommodation, cafes and restaurants	686.30	568.50	261.70	537.30	604.30	579.40	222.90	417.80
Transport and storage	974.10	811.80	405.50	807.50	839.90	836.00	361.90	779.90
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 465.80	840.40	390.60	834.30	1 108.40	1 102.80	338.00	1 065.00
Property and business services	1 063.90	877.90	299.90	844.40	936.60	910.80	312.00	788.40
Government administration and defence(a)	1 246.40	741.40	321.90	739.50	820.00	818.00	350.20	786.70
Education	1 115.70	865.80	341.90	851.10	900.80	887.30	293.90	761.10
Health and community services	1 156.00	830.50	478.60	828.60	903.80	901.90	440.60	763.30
Cultural and recreational services	1 031.30	752.00	230.10	715.60	834.10	803.80	202.70	556.20
Personal and other services(b)	709.80	856.10	380.90	851.20	830.00	826.20	175.70	656.70
<b>All industries(c)</b>	<b>1 027.50</b>	<b>792.50</b>	<b>336.40</b>	<b>771.50</b>	<b>842.40</b>	<b>823.90</b>	<b>265.50</b>	<b>729.20</b>
FEMALES								
Mining	1 097.00	866.50	397.20	851.10	874.00	858.90	388.40	817.70
Manufacturing	744.40	601.90	378.40	593.30	612.80	604.50	294.30	527.80
Electricity, gas and water supply	1 251.00	734.50	348.70	730.00	755.40	750.80	442.90	712.10
Construction	515.30	610.20	298.40	592.20	590.20	576.70	307.40	473.60
Wholesale trade	653.90	614.50	298.20	602.20	621.50	611.00	267.20	502.90
Retail trade	558.60	530.50	336.30	507.60	536.10	516.60	203.70	308.20
Accommodation, cafes and restaurants	561.80	527.40	318.00	513.60	535.00	523.60	226.20	310.80
Transport and storage	708.30	635.30	321.40	631.70	647.40	644.30	338.90	581.90
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 064.10	643.10	381.00	634.50	700.00	690.90	340.80	577.70
Property and business services	1 005.80	656.30	329.40	639.30	707.40	690.40	293.30	542.40
Government administration and defence(a)	1 105.10	707.50	344.20	703.80	743.40	739.70	341.80	625.10
Education	1 005.00	772.20	313.20	770.00	790.50	788.40	312.40	577.30
Health and community services	854.80	675.00	351.20	664.40	692.20	682.10	366.70	500.30
Cultural and recreational services	872.70	675.90	258.90	651.10	707.20	684.60	176.30	391.30
Personal and other services(b)	656.40	605.30	294.90	580.90	612.80	591.10	230.60	407.70
<b>All industries(c)</b>	<b>813.80</b>	<b>657.80</b>	<b>335.20</b>	<b>644.50</b>	<b>677.30</b>	<b>664.90</b>	<b>284.50</b>	<b>483.10</b>

(a) Excludes permanent defence forces.

(b) Excludes private households employing staff.

(c) Excludes Agriculture, forestry and fishing.

AVERAGE WEEKLY TOTAL EARNINGS, Industry *continued*

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	\$
PERSONS								
Mining	1 871.50	1 241.40	581.80	1 228.20	1 291.50	1 278.40	500.20	1 256.40
Manufacturing	1 018.10	712.20	346.00	697.20	749.10	734.50	286.80	687.50
Electricity, gas and water supply	1 410.40	865.00	428.90	859.20	920.90	915.00	459.60	900.90
Construction	826.40	822.20	364.30	787.60	823.20	796.10	345.70	745.70
Wholesale trade	934.40	681.10	319.70	664.70	742.90	728.30	274.70	658.50
Retail trade	651.10	560.20	339.50	531.80	582.70	558.40	198.20	366.50
Accommodation, cafes and restaurants	643.40	550.10	280.70	526.90	575.20	556.30	225.10	356.10
Transport and storage	915.30	771.20	385.30	767.10	795.90	792.20	353.60	731.00
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	1 373.00	723.80	383.10	715.30	909.00	899.50	340.50	783.50
Property and business services	1 048.60	769.10	313.50	744.00	836.60	814.50	300.00	666.40
Government administration and defence(a)	1 210.00	728.10	334.90	725.40	791.30	788.60	343.70	715.40
Education	1 065.10	808.00	335.80	801.40	834.50	828.30	308.90	636.80
Health and community services	999.80	714.30	358.00	705.10	752.20	743.20	374.70	550.10
Cultural and recreational services	988.80	718.10	241.70	687.00	783.00	755.70	187.70	476.40
Personal and other services(b)	694.00	768.30	310.70	752.10	755.90	742.70	209.60	543.80
<b>All industries(c)</b>	<b>971.80</b>	<b>738.60</b>	<b>335.90</b>	<b>720.90</b>	<b>780.50</b>	<b>764.30</b>	<b>279.40</b>	<b>609.10</b>

(a) Excludes permanent defence forces.

(b) Excludes private households employing staff.

(c) Excludes Agriculture, forestry and fishing.

## AVERAGE WEEKLY TOTAL EARNINGS, Sector

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Private sector	993.10	771.00	335.60	745.20	824.50	802.10	250.20	700.10
Public sector	1 280.70	856.60	376.80	855.00	905.00	903.40	368.30	844.80
<b>All sectors</b>	<b>1 027.50</b>	<b>792.50</b>	<b>336.40</b>	<b>771.50</b>	<b>842.40</b>	<b>823.90</b>	<b>265.50</b>	<b>729.20</b>
FEMALES								
Private sector	764.40	612.70	334.80	596.80	635.90	621.20	262.30	438.70
Public sector	1 129.00	755.00	347.70	753.20	776.60	774.80	378.60	623.80
<b>All sectors</b>	<b>813.80</b>	<b>657.80</b>	<b>335.20</b>	<b>644.50</b>	<b>677.30</b>	<b>664.90</b>	<b>284.50</b>	<b>483.10</b>
PERSONS								
Private sector	934.30	711.20	335.30	689.20	758.00	738.20	258.80	575.90
Public sector	1 237.50	810.20	361.80	808.40	848.30	846.60	376.50	727.10
<b>All sectors</b>	<b>971.80</b>	<b>738.60</b>	<b>335.90</b>	<b>720.90</b>	<b>780.50</b>	<b>764.30</b>	<b>279.40</b>	<b>609.10</b>

## AVERAGE WEEKLY TOTAL EARNINGS, States and Territories

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
New South Wales	1 079.30	820.70	333.00	800.90	881.10	863.90	276.60	762.70
Victoria	998.20	774.00	342.40	753.10	823.30	805.00	268.10	715.60
Queensland	996.30	771.40	321.80	750.50	814.70	796.10	250.80	698.60
South Australia	889.70	755.70	374.00	741.80	780.60	768.40	246.40	676.80
Western Australia	1 013.50	822.00	340.50	793.60	855.50	830.20	253.00	734.40
Tasmania	877.90	721.10	306.00	696.50	749.30	727.50	285.40	664.10
Northern Territory	1 002.10	829.30	326.60	790.80	855.40	820.70	253.00	731.20
Australian Capital Territory	1 289.00	822.00	345.00	807.30	951.40	937.70	309.60	860.10
<b>Australia</b>	<b>1 027.50</b>	<b>792.50</b>	<b>336.40</b>	<b>771.50</b>	<b>842.40</b>	<b>823.90</b>	<b>265.50</b>	<b>729.20</b>
FEMALES								
New South Wales	915.40	676.40	340.20	662.10	710.90	697.40	292.70	515.80
Victoria	718.10	655.70	349.30	646.60	663.10	654.90	283.60	470.60
Queensland	727.20	644.70	333.50	630.70	654.70	641.80	284.60	470.10
South Australia	697.00	634.20	323.50	621.00	639.70	627.40	296.30	455.30
Western Australia	793.30	630.50	322.40	610.50	647.10	628.00	248.10	434.60
Tasmania	728.30	619.00	304.60	596.90	631.90	611.40	275.60	435.40
Northern Territory	802.80	669.20	352.70	665.80	681.20	678.00	290.90	541.60
Australian Capital Territory	1 028.10	722.00	293.10	718.30	771.20	767.80	346.00	611.40
<b>Australia</b>	<b>813.80</b>	<b>657.80</b>	<b>335.20</b>	<b>644.50</b>	<b>677.30</b>	<b>664.90</b>	<b>284.50</b>	<b>483.10</b>
PERSONS								
New South Wales	1 033.50	761.30	336.00	743.80	815.50	799.60	288.00	642.70
Victoria	931.90	727.50	344.30	711.70	764.90	750.70	279.50	597.00
Queensland	921.30	720.60	326.40	702.60	753.80	737.30	275.30	585.90
South Australia	849.10	708.60	352.50	694.70	729.60	717.10	283.60	567.10
Western Australia	958.10	747.90	333.00	722.50	779.10	755.50	249.30	584.90
Tasmania	840.90	685.30	305.40	661.30	710.00	688.30	277.80	554.80
Northern Territory	946.10	763.00	328.80	741.10	786.20	766.00	277.40	646.50
Australian Capital Territory	1 216.90	778.70	336.10	769.30	879.90	870.90	336.20	742.20
<b>Australia</b>	<b>971.80</b>	<b>738.60</b>	<b>335.90</b>	<b>720.90</b>	<b>780.50</b>	<b>764.30</b>	<b>279.40</b>	<b>609.10</b>

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains preliminary estimates obtained from a sample survey of employers conducted in May 1998. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours paid for, and on the composition of weekly earnings and hours paid for, for various categories of employees and principal occupations.

**2** Final estimates will be published in *Employee Earnings and Hours, Australia, May 1998* (Cat. no. 6306.0), expected to be released in March 1999.

### SCOPE

**3** 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 businesses primarily engaged in Agriculture, forestry and fishing;
- employees of private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

**4** 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; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### SURVEY DESIGN

**5** A sample of approximately 7,000 employers was selected from the Australian Bureau of Statistics (ABS) Business Register to ensure adequate State or Territory and industry representation. The statistical unit for the survey comprises all activities of an employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the business in the State or Territory. The statistical units are stratified by State or Territory, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

**6** Employers with fewer than 10 employees were required to report details for every employee, while those with 10 or more employees were required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 68,000 employees contributed to the preliminary results in this publication.

### INDUSTRY CLASSIFICATION

**7** From May 1994, industry data from the Survey of Employee Earnings and Hours has been classified according to the 1993 Australian and New Zealand Standard Industrial Classification (ANZSIC), a detailed description of which appears in *Australian and New Zealand Standard Industrial Classification, 1993* (Cat. no. 1292.0). The ANZSIC replaces the 1983 Australian Standard Industrial Classification (ASIC) previously used to classify industry data. Estimates in this publication are presented at the ANZSIC division level, although more detailed dissections may be available on request.

**8** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the business in which they are employed (see paragraph 5).

## OCCUPATION

**9** From May 1996, Employee Earnings and Hours occupation data has been classified according to the Australian Standard Classification of Occupations (ASCO), Second Edition, a detailed description of which appears in *Information Paper: ASCO—Australian Standard Classification of Occupations*, 1996 (Cat. no. 1221.0).

**10** Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with managerial status include employees classified to ASCO categories other than the ASCO major group 'Managers and administrators'; e.g. employees classified as 'Professionals' according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and administrators'.

## COMPARABILITY OF RESULTS

**11** A new sample design was implemented in 1995, primarily to accommodate the full introduction of the new industry classification ANZSIC (see paragraphs 7 and 8). Prior to 1995, industry estimates were compiled from a sample design where the sample stratification was based on ASIC. In 1994 ANZSIC industry estimates were produced from the ASIC based sample design. ANZSIC-based industry level estimates compiled from 1995 onwards are more reliable than those produced for 1994 and care should be exercised in comparing 1994 ANZSIC-based estimates with those for later years.

**12** Care should also be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0), as a different sample design and survey methodology are used. The Survey of Average Weekly Earnings collects information relating to the total number of employees of organisations selected in the survey, whereas results from the Survey of Employee Earnings and Hours are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the employer sample for the Survey of Employee Earnings and Hours is larger than that for the Survey of Average Weekly Earnings.

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

**14** From the May 1993 survey, payments resulting from workplace and enterprise bargaining agreements have been included in 'Base pay'. Similarly, some payments previously defined as 'Overaward pay' may have been absorbed into the 'Base pay' now paid under a workplace/enterprise agreement. Identifiable 'Payments by measured result' and 'Overtime paid' in accordance with a workplace/enterprise agreement and/or an award continue to be recorded separately.

## RELIABILITY OF ESTIMATES

**15** Estimates are subject to sampling and non-sampling errors. For information on the reliability of estimates see Technical notes.



## RELATED PUBLICATIONS

**16** Users may also wish to refer to the following publications which are available on request:

- *Average Weekly Earnings, Australia, Preliminary* (Cat. no. 6301.0)—issued quarterly
- *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0)—issued quarterly
- *Employee Earnings and Hours, Australia* (Cat. no. 6306.0)—two-yearly
- *Job Vacancies and Overtime, Australia* (Cat. no. 6354.0)—issued quarterly
- *Labour Costs, Australia, 1996–97* (Cat. no. 6348.0)—irregular
- *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
- *Labour Force Projections, Australia 1995 to 2011* (Cat. no. 6260.0)—irregular
- *Labour Statistics: Concepts, Sources and Methods, 1986* (Cat. no. 6102.0)—irregular
- *Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*—irregular
- *Wage and Salary Earners, Australia* (Cat. no. 6248.0)—issued quarterly
- *Wage Cost Index, Australia* (Cat. no. 6345.0)—issued quarterly
- *Weekly Earnings of Employees (Distribution), Australia* (Cat. no. 6310.0)—issued annually

**17** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release advice are available from any ABS office.

## UNPUBLISHED STATISTICS

**18** In most cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: photocopy, data tape, floppy disk, CD-ROM, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Details of additional data available from this survey are shown on page 27 of this publication.

## ROUNDING

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

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

INTRODUCTION

As the estimates in this publication are based on information relating to a sample of employers and employees, 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 and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of the 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.

RELIABILITY OF ESTIMATES

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.

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 to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, tables A to E on pages 19 to 24 have been produced to give an indication of the magnitude of relative standard errors.

The figures in table A provide an indication of the relative standard error of estimates of averages (composition of average weekly earnings and hours) for full-time non-managerial employees. An example of the use of table A is as follows. Table 2 shows average overtime earnings of full-time adult non-managerial males to be \$68.30. Table A shows the approximate relative standard error for this estimate to be 3.5% (i.e. approximately \$2.40). There are about two chances in three that a full enumeration would give a figure within the range \$65.90 to \$70.70 and about nineteen chances in twenty that the figure would be within the range of \$63.50 to \$73.10.

Tables B, C, D and E indicate the relative standard error of estimates of average weekly total earnings for various categories of employees by occupation, industry, sector, and State or Territory respectively. The use of the relative standard errors from these tables can be applied in the same way as in the example for table A above.

An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25% of the estimate.



## RELATIVE STANDARD ERRORS, Full-time non-managerial employees—Composition—Earnings and Hours

## AVERAGE WEEKLY EARNINGS.....

## AVERAGE WEEKLY TOTAL HOURS PAID FOR

Sex	Ordinary time earnings—base pay	Ordinary time earnings—payment by measured result	Ordinary time earnings—overaward and overagreement pay	Ordinary time earnings—total	Overtime	Total	Ordinary time	Overtime	Total
	%	%	%	%	%	%	%	%	%

## ADULT

Males	0.7	26.8	8.3	0.8	3.5	0.8	0.2	3.4	0.2
Females	0.9	16.8	12.1	0.9	6.2	0.9	0.2	6.1	0.2
<b>Persons</b>	<b>0.7</b>	<b>24.4</b>	<b>7.9</b>	<b>0.7</b>	<b>3.7</b>	<b>0.7</b>	<b>0.2</b>	<b>3.6</b>	<b>0.2</b>

## JUNIOR

Males	1.6	34.9	27.5	1.6	11.2	1.8	0.5	10.8	0.6
Females	1.7	66.0	35.8	1.8	18.0	1.8	0.4	18.3	0.5
<b>Persons</b>	<b>1.3</b>	<b>32.1</b>	<b>21.9</b>	<b>1.3</b>	<b>9.9</b>	<b>1.4</b>	<b>0.4</b>	<b>9.6</b>	<b>0.4</b>

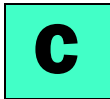
## TOTAL

Males	0.8	26.6	8.3	0.9	3.5	0.8	0.2	3.4	0.2
Females	1.0	16.8	11.8	1.0	6.1	0.9	0.2	5.9	0.2
<b>Persons</b>	<b>0.7</b>	<b>24.2</b>	<b>7.8</b>	<b>0.7</b>	<b>3.6</b>	<b>0.7</b>	<b>0.2</b>	<b>3.5</b>	<b>0.2</b>

## RELATIVE STANDARD ERRORS, Earnings—Occupation

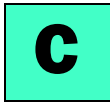
Occupation	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
Managers and administrators(a)	1.9	3.6	n.a.	3.6	1.8	1.8	30.9	1.9
Professionals	4.2	1.1	4.3	1.1	1.2	1.2	7.2	1.4
Associate professionals	3.4	3.3	4.0	3.3	2.3	2.4	9.5	2.4
Tradespersons and related workers	4.0	1.3	2.3	1.5	1.4	1.5	13.0	1.6
Advanced clerical and service workers	16.7	2.1	19.4	2.1	3.9	3.9	20.5	4.3
Intermediate clerical, sales and service workers	4.6	1.1	9.7	1.2	1.1	1.2	4.7	1.5
Intermediate production and transport workers	8.1	1.5	3.6	1.5	1.5	1.5	4.8	1.8
Elementary clerical, sales and service workers	9.4	2.1	6.1	2.2	2.1	2.2	5.3	3.3
Labourers and related workers	10.4	1.4	4.5	1.4	1.4	1.4	3.9	2.0
<b>All occupations</b>	<b>1.7</b>	<b>0.8</b>	<b>1.8</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>2.5</b>	<b>0.9</b>
FEMALES								
Managers and administrators(a)	5.8	8.7	n.a.	8.7	5.6	5.6	8.3	5.7
Professionals	8.6	0.9	0.2	0.9	1.1	1.1	2.3	1.9
Associate professionals	3.2	1.7	9.2	1.7	1.6	1.6	6.8	2.4
Tradespersons and related workers	6.5	2.3	4.6	2.9	2.3	2.8	6.9	3.7
Advanced clerical and service workers	7.9	1.4	4.0	1.4	1.5	1.5	3.9	1.8
Intermediate clerical, sales and service workers	6.3	0.8	2.9	0.8	0.8	0.8	1.9	1.3
Intermediate production and transport workers	29.4	2.3	4.8	2.3	2.3	2.3	8.3	4.0
Elementary clerical, sales and service workers	18.3	1.5	2.2	1.5	1.5	1.5	2.3	2.0
Labourers and related workers	6.9	1.7	9.3	1.7	1.7	1.7	3.8	3.3
<b>All occupations</b>	<b>3.6</b>	<b>0.9</b>	<b>1.8</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.2</b>	<b>1.3</b>
PERSONS								
Managers and administrators(a)	1.9	3.4	n.a.	3.4	1.9	1.9	14.3	1.9
Professionals	3.8	0.8	3.9	0.8	0.9	0.9	2.6	1.4
Associate professionals	2.9	2.3	7.2	2.4	1.8	1.8	5.5	2.1
Tradespersons and related workers	3.9	1.3	2.2	1.5	1.3	1.5	7.9	1.6
Advanced clerical and service workers	9.3	1.3	3.9	1.3	1.5	1.5	3.8	1.8
Intermediate clerical, sales and service workers	4.1	0.7	3.6	0.8	0.7	0.7	1.9	1.1
Intermediate production and transport workers	8.0	1.4	3.3	1.4	1.4	1.4	4.4	1.8
Elementary clerical, sales and service workers	11.3	1.5	2.7	1.6	1.5	1.6	2.4	2.1
Labourers and related workers	13.4	1.2	4.4	1.2	1.2	1.2	2.9	2.1
<b>All occupations</b>	<b>1.6</b>	<b>0.7</b>	<b>1.4</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.2</b>	<b>0.9</b>

(a) See paragraph 10 of the Explanatory notes.



# RELATIVE STANDARD ERRORS, Earnings—Industry

Industry	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
Mining	9.2	2.5	17.4	2.6	3.6	3.7	20.7	3.7
Manufacturing	2.8	1.1	2.7	1.2	1.1	1.2	9.8	1.3
Electricity, gas and water supply	4.6	2.1	12.9	2.0	2.3	2.3	12.8	2.3
Construction	11.7	2.9	5.9	3.4	3.6	3.9	8.2	3.9
Wholesale trade	3.7	2.2	5.4	2.3	2.2	2.3	9.9	2.5
Retail trade	3.8	1.9	3.4	1.7	1.8	1.7	5.5	2.4
Accommodation, cafes and restaurants	4.5	2.7	6.8	3.1	2.2	2.4	5.2	3.2
Transport and storage	7.2	3.1	8.7	3.1	3.1	3.1	7.1	3.6
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	5.0	4.0	6.8	4.0	4.1	4.2	11.6	4.2
Property and business services	4.9	4.5	4.4	4.2	3.2	3.1	7.3	3.9
Government administration and defence	2.0	1.1	9.7	1.1	1.2	1.2	12.5	1.3
Education	2.7	1.5	6.3	1.7	1.3	1.5	4.6	2.7
Health and community services	7.5	2.3	11.1	2.3	2.8	2.8	6.2	2.9
Cultural and recreational services	17.3	3.3	19.4	5.1	7.4	8.4	7.7	9.2
Personal and other services	7.3	2.8	6.5	2.8	3.2	3.3	17.2	6.4
<b>All industries</b>	<b>1.8</b>	<b>0.8</b>	<b>1.9</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>2.5</b>	<b>1.0</b>
FEMALES								
Mining	18.6	2.5	3.5	3.0	2.6	3.0	14.0	3.3
Manufacturing	5.9	1.3	4.3	1.3	1.3	1.3	4.9	1.8
Electricity, gas and water supply	5.8	2.1	2.1	2.1	2.3	2.3	12.1	2.4
Construction	13.4	2.7	3.4	3.3	3.7	4.0	8.7	4.5
Wholesale trade	5.8	1.8	5.5	1.9	1.9	2.0	5.4	2.9
Retail trade	5.0	3.1	2.7	3.1	2.6	2.6	2.7	2.9
Accommodation, cafes and restaurants	7.4	2.9	12.1	3.0	2.8	2.9	4.2	3.4
Transport and storage	11.7	3.7	5.9	3.7	3.8	3.8	5.5	3.2
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	6.3	1.5	3.9	1.6	2.1	2.2	3.0	2.1
Property and business services	14.2	2.4	8.4	2.5	4.4	4.5	3.9	4.4
Government administration and defence	4.1	0.9	8.0	0.9	1.2	1.2	5.7	1.8
Education	5.0	2.2	11.2	2.2	2.0	2.0	3.3	4.3
Health and community services	3.8	1.6	6.7	1.6	1.5	1.6	1.8	1.5
Cultural and recreational services	11.0	3.5	3.6	4.3	3.2	3.9	11.6	10.0
Personal and other services	6.6	2.9	4.1	3.5	2.7	3.1	5.8	4.7
<b>All industries</b>	<b>3.7</b>	<b>0.9</b>	<b>3.0</b>	<b>0.9</b>	<b>1.0</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>

RELATIVE STANDARD ERRORS, Earnings—Industry *continued*

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
<i>Industry</i>	%	%	%	%	%	%	%	%
PERSONS								
Mining	9.6	2.4	15.2	2.4	3.0	3.1	16.4	3.2
Manufacturing	2.8	1.1	2.5	1.1	1.1	1.1	4.9	1.3
Electricity, gas and water supply	4.5	1.8	11.2	1.8	2.0	2.0	9.4	2.0
Construction	11.6	2.8	5.4	3.2	3.3	3.5	5.9	3.8
Wholesale trade	3.9	1.7	4.3	1.8	1.8	1.9	5.7	2.3
Retail trade	3.5	1.7	2.3	1.6	1.6	1.6	2.8	2.3
Accommodation, cafes and restaurants	4.3	2.2	6.2	2.6	1.8	2.0	3.9	2.7
Transport and storage	6.7	2.8	6.7	2.8	2.7	2.7	5.2	2.9
Communication services	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Finance and insurance	4.8	2.4	4.4	2.4	3.2	3.2	3.1	3.3
Property and business services	5.2	2.8	6.8	2.7	2.3	2.4	4.0	3.1
Government administration and defence	2.0	0.9	6.2	0.9	1.0	1.0	6.6	1.2
Education	3.5	1.7	3.6	1.8	1.5	1.6	3.0	3.7
Health and community services	4.4	1.6	6.3	1.6	1.7	1.7	1.9	1.6
Cultural and recreational services	14.5	2.7	11.3	4.4	5.2	6.3	8.0	7.9
Personal and other services	5.8	3.0	4.5	3.3	3.1	3.3	8.0	5.8
<b>All industries</b>	<b>1.7</b>	<b>0.7</b>	<b>1.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>1.2</b>	<b>0.9</b>



## RELATIVE STANDARD ERRORS, Earnings—Sector

Sector	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
	%	%	%	%	%	%	%	%
MALES								
Private sector	1.9	1.0	1.9	1.0	1.0	1.0	2.8	1.1
Public sector	1.3	0.9	7.3	0.9	0.8	0.8	6.9	1.2
<b>All sectors</b>	<b>1.7</b>	<b>0.8</b>	<b>1.8</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>2.5</b>	<b>0.9</b>
FEMALES								
Private sector	4.4	0.8	1.8	0.9	1.3	1.3	1.4	1.4
Public sector	1.9	1.2	4.8	1.2	1.1	1.1	2.2	2.0
<b>All sectors</b>	<b>3.6</b>	<b>0.9</b>	<b>1.8</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>1.2</b>	<b>1.3</b>
PERSONS								
Private sector	1.9	0.8	1.4	0.8	0.8	0.8	1.4	1.0
Public sector	1.1	0.8	4.3	0.8	0.7	0.7	2.4	1.4
<b>All sectors</b>	<b>1.6</b>	<b>0.7</b>	<b>1.4</b>	<b>0.7</b>	<b>0.6</b>	<b>0.7</b>	<b>1.2</b>	<b>0.9</b>



# RELATIVE STANDARD ERRORS, Earnings—States and Territories

	FULL-TIME EMPLOYEES.....						PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non- managerial adult</i>	<i>Non- managerial junior</i>	<i>Total non- managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
<i>States and Territories</i>	%	%	%	%	%	%	%	%
MALES								
New South Wales	2.8	1.8	4.4	1.7	1.5	1.5	4.4	1.8
Victoria	2.8	1.7	3.3	1.8	1.5	1.6	4.7	1.9
Queensland	7.0	1.4	4.0	1.5	2.3	2.3	7.2	2.6
South Australia	3.6	2.0	3.1	2.1	1.7	1.7	5.5	2.2
Western Australia	4.1	1.9	4.3	2.0	1.9	1.9	7.7	2.3
Tasmania	7.9	2.7	5.8	3.0	2.7	2.9	11.2	3.0
Northern Territory	4.6	3.7	7.7	4.6	3.3	4.1	8.4	3.8
Australian Capital Territory	4.2	2.5	16.6	2.6	2.7	2.8	7.4	2.9
<b>Australia</b>	<b>1.8</b>	<b>0.8</b>	<b>1.9</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>2.5</b>	<b>1.0</b>
FEMALES								
New South Wales	7.2	2.0	4.1	2.1	2.3	2.4	2.2	2.9
Victoria	3.9	1.4	8.8	1.4	1.3	1.4	2.2	1.8
Queensland	4.9	1.3	3.4	1.4	1.4	1.4	3.2	2.1
South Australia	6.3	1.1	8.4	1.4	1.2	1.4	3.2	2.2
Western Australia	5.7	1.5	2.4	1.5	1.5	1.5	4.3	2.9
Tasmania	8.3	1.9	4.7	2.2	2.0	2.3	5.7	3.6
Northern Territory	6.4	2.0	8.0	2.1	1.9	2.0	5.8	3.1
Australian Capital Territory	3.2	1.8	6.9	1.9	1.7	1.7	5.6	2.7
<b>Australia</b>	<b>3.7</b>	<b>0.9</b>	<b>3.0</b>	<b>0.9</b>	<b>1.0</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>
PERSONS								
New South Wales	2.9	1.4	3.3	1.4	1.2	1.3	2.3	1.8
Victoria	2.6	1.4	4.4	1.5	1.3	1.3	2.1	1.7
Queensland	6.1	1.1	2.8	1.2	1.7	1.7	3.2	2.0
South Australia	3.7	1.4	4.4	1.3	1.2	1.2	3.0	2.0
Western Australia	3.8	1.6	2.8	1.7	1.6	1.6	4.0	2.3
Tasmania	6.8	2.0	4.1	2.3	2.1	2.3	5.4	2.9
Northern Territory	3.9	2.5	4.3	3.2	2.3	2.9	5.4	3.0
Australian Capital Territory	3.4	1.5	14.7	1.7	1.7	1.8	5.1	2.1
<b>Australia</b>	<b>1.7</b>	<b>0.7</b>	<b>1.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>1.2</b>	<b>0.9</b>



## G L O S S A R Y

<b>Adult employees</b>	Adult employees are those employees who are 21 years of age or over and employees under 21 who are paid at the full adult rate for their occupation.
<b>Average (mean) earnings or hours</b>	Average (mean) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.
<b>Base pay</b>	Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards and agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement. It excludes overaward and overagreement pay and service increments not specified in the award or agreement. For employees not covered by an award or agreement, base pay is the agreed wage for ordinary time hours paid for.
<b>Employees</b>	Employees refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory notes) who received pay for any part of the reference period.
<b>Full-time employees</b>	Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. Casual employees whose hours vary each week are regarded as full-time based on the hours worked in the reference week.
<b>Industry</b>	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraphs 7 and 8 of the Explanatory notes).
<b>Junior employees</b>	Junior employees are those employees who are under 21 years of age and are not paid at the adult rate for their occupation.
<b>Managerial employees</b>	Managerial employees are managerial, executive and senior professional staff. Generally defined as those employees who are in charge of a significant number of employees or have significant responsibilities in the conduct or operations of the organisation and may not receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of own incorporated businesses have been included as managerial employees.
<b>Median earnings or hours</b>	Median earnings or hours refers to the amount of earnings or hours which divides the distribution into two groups with equal numbers of employees, one half having earnings or hours below the median and the other half having earnings or hours above the median.
<b>Non-managerial employees</b>	Non-managerial employees are those who are not managerial employees as defined. Non-managerial includes supervisors, clerical staff, tradespersons, non-managerial professionals, apprentices, trainees and cadets.
<b>Occupation</b>	Occupation is classified according to the Australian Standard Classification of Occupations, Second Edition (see paragraphs 9 and 10 of the Explanatory notes).
<b>Ordinary time hours paid for</b>	Ordinary time hours paid for refers to employees' award, standard or agreed hours of work paid for at the ordinary rate. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. (Note: Hours paid for was not collected for managerial employees.)

<b>Overaward and overagreement pay</b>	Overaward and overagreement pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award or in excess of amounts specified in workplace/enterprise agreements (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).
<b>Overtime hours paid for</b>	Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for and reported as overtime hours.
<b>Part-time employees</b>	Part-time employees are those who are not full-time as defined.
<b>Payment by measured result</b>	Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).
<b>Percentiles</b>	Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none"> <li>▪ 25% of employees earn less than or equal to the 25th percentile; and</li> <li>▪ 75% of employees earn less than or equal to the 75th percentile.</li> </ul>
<b>Reference period</b>	Reference period for the survey refers to the last pay period ending on or before 15 May 1998.
<b>Sector</b>	Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth Parliament or State and Territory Parliaments. All remaining employees are classified as private sector.
<b>Weekly ordinary time earnings</b>	Weekly ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award, and workplace and enterprise bargaining payments and other agreed base rates of pay; overaward and overagreement payments; penalty payments; shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments, payments under salary packaging and other payments not related to the reference period.
<b>Weekly overtime earnings</b>	Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work which has been reported as overtime pay.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
<b>Weekly total hours paid for</b>	Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. (Note: Hours of work were not collected for managerial employees.)

SPECIAL DATA SERVICE

INTRODUCTION

The final publication relating to the Survey of Employee Earnings and Hours (*Employee Earnings and Hours, Australia* (Cat. no. 6306.0)) is expected to be released in March 1999. Following this release, a large range of final estimates of unpublished data from this survey will be available on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

HOW TO PLACE AN ORDER

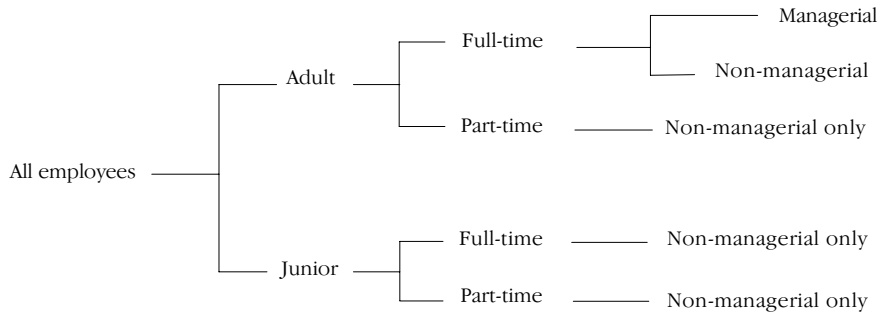
Firstly, determine the population and the variables (see following) that you require estimates for. A letter indicating these requirements and the intended uses of the data requested should be addressed to:

Labour Statistics Centre  
Output Group  
Australian Bureau of Statistics  
GPO Box K881  
PERTH WA 6001

CONTACT OFFICER

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please telephone the Labour Statistics Centre Output Group on Perth 08 9360 5313 or send a request by facsimile to 08 9360 5954.

POPULATIONS



Note: Data relating to part-time managerial employees are available, subject to confidentiality provisions.

VARIABLES

The following variables are available from this survey (the more variables included in any one tabulation the more likely it is that confidentiality provisions associated with the data will be invoked and some data suppressed).

Distribution of employees by levels of	Weekly total earnings
	Weekly ordinary time earnings
	Weekly overtime earnings
	Weekly total hours paid for
	Weekly ordinary time hours paid for
	Weekly overtime hours paid for

Note: Earnings and hours ranges can be specified to suit individual requirements.  
Hours paid for was not collected for managerial employees

Composition of earnings	Average weekly total earnings
	Average weekly ordinary time earnings
	Base pay (includes allowances)
	Overaward, overagreement pay
	Payment by measured result
	Overtime

## SPECIAL DATA SERVICE *continued*

### VARIABLES *continued*

Average hourly earnings	Average hourly ordinary time earnings Average hourly total earnings
Composition of hours paid for	Average weekly total hours paid for Average weekly ordinary time hours paid for Average weekly overtime hours paid for
States and Territories	New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory Australia
Sector	Private sector Public sector Total all sectors
Public Institutional Sector (SISCA, 1987 edition)	General government Public trading enterprises Public financial enterprises
Level of Government (Public Sector)	Commonwealth government State government Local government
Sex	Males Females Persons
Occupation (ASCO Second Edition)	ASCO Major group (1-digit codes – as shown in table 4) ASCO Sub-major group (2-digit codes) ASCO Minor group (3-digit codes) ASCO Unit group (4-digit codes)
Industry (ANZSIC classification)	ANZSIC Division (1-digit codes – as shown in table 5) ANZSIC Subdivision (2-digit codes) ANZSIC Group (3-digit codes) ANZSIC Class (4-digit codes)
Employer unit size (number of employees)	Under 20 20–49 50–99 100–499 500–999 1,000 and over







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