

# **EMPLOYEE EARNINGS AND HOURS**

**AUSTRALIA  
PRELIMINARY**

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■ For further information about these and related statistics, contact Cath Ashby on 08 9360 5934 or the National Information Service on 1300 135 070.

# NOTES

## ABOUT THIS PUBLICATION

This publication contains preliminary estimates from the Survey of Employee Earnings and Hours conducted in May 2000. Final estimates will be published in *Employee Earnings and Hours, Australia, May 2000* (Cat. no. 6306.0), which is expected to be released in March 2001.

The survey was designed to provide statistics on the composition and distribution of earnings and hours of employees, and how their pay is set.

## RELATED ISSUES

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

ISSUE	EXPECTED RELEASE DATE
May 2000	March 2001

## NOTES ON ESTIMATES

Estimates of average weekly earnings in this publication differ from those contained in *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 the estimates in this publication.

The estimates in this publication may differ from the final data to be released in *Employee Earnings and Hours, Australia May 2000* (Cat. no. 6306.0).

## UNPUBLISHED DATA

In addition to the information contained in this publication, a range of unpublished data may be available on request. For more information on unpublished data refer to the Appendix on page 30.

## SAMPLING ERRORS

For information on sampling errors, see the Technical note on page 31.

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## ABBREVIATIONS

\* estimate is subject to sampling variability too high for most practical purposes — see the Technical note.

— nil or rounded to zero (including null cells)

ABS Australian Bureau of Statistics

ANZSIC Australian and New Zealand Standard Industrial Classification

ASCO Australian Standard Classification of Occupations

n.a. not applicable

n.p. not published

Dennis Trewin

Australian Statistician

## SUMMARY OF FINDINGS

### AVERAGE WEEKLY TOTAL EARNINGS

#### COMPOSITION

- Average weekly total earnings was \$653.10 for all employees, \$780.60 for male employees and \$521.50 for female employees.
- For full-time adult non-managerial employees the ratio of female to male average weekly ordinary time earnings was 89.7%.
- For full-time junior non-managerial employees the ratio of female to male average weekly ordinary time earnings was 91.9%.
- Average weekly overtime earnings for full-time non-managerial employees was \$66.90 for males and \$15.30 for females.

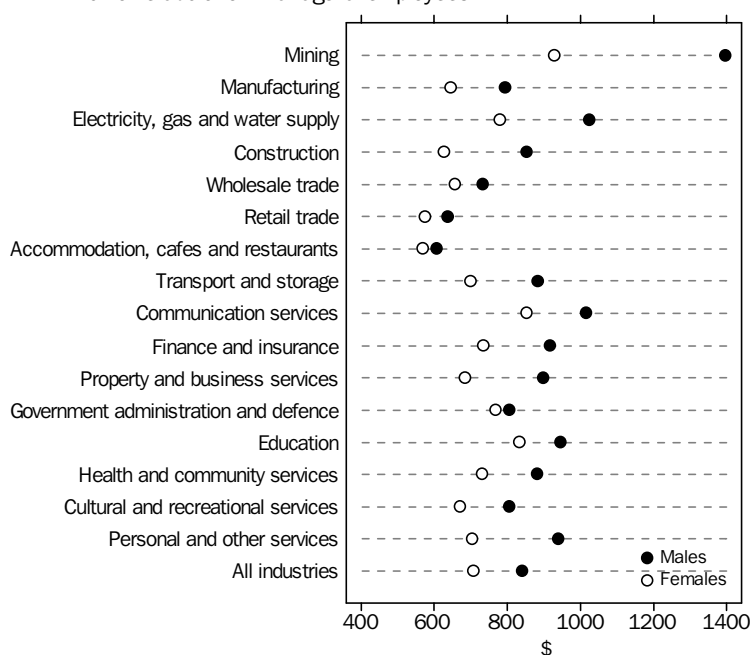
#### SECTOR

- Average weekly total earnings for public sector employees were higher than those for private sector employees for all managerial and non-managerial categories.
- For full-time adult non-managerial employees the ratio of female to male average weekly total earnings in the private sector was 81.9%, compared with 87.2% in the public sector.

#### INDUSTRY

- The Mining industry had the highest average weekly total earnings for full-time adult non-managerial employees for both males and females (\$1,395.60 and \$928.50 respectively).
- The industries with the lowest average weekly total earnings for full-time adult non-managerial employees were Accommodation, cafes and restaurants (\$590.40) and Retail trade (\$611.60).
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest in the Government administration and defence industry (95.5%) and lowest in the Mining industry (66.5%).

**1** AVERAGE WEEKLY TOTAL EARNINGS, Industry—  
Full-time adult non-managerial employees



## SUMMARY OF FINDINGS *continued*

### OCCUPATION

- Occupation groups with the highest average weekly total earnings for full-time adult employees were Managers and administrators (\$1,283.40) and Professionals (\$999.50).
- Occupation groups with the lowest average weekly total earnings for full-time adult employees were Elementary clerical, sales and service workers (\$627.90) and Labourers and related workers (\$659.60).
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was greatest for the Managers and Administrators group (90.1%) and least for Intermediate production and transport workers (71.8%).

**2** AVERAGE WEEKLY TOTAL EARNINGS, Occupation—  
Full-time adult non-managerial employees



### STATE / TERRITORY

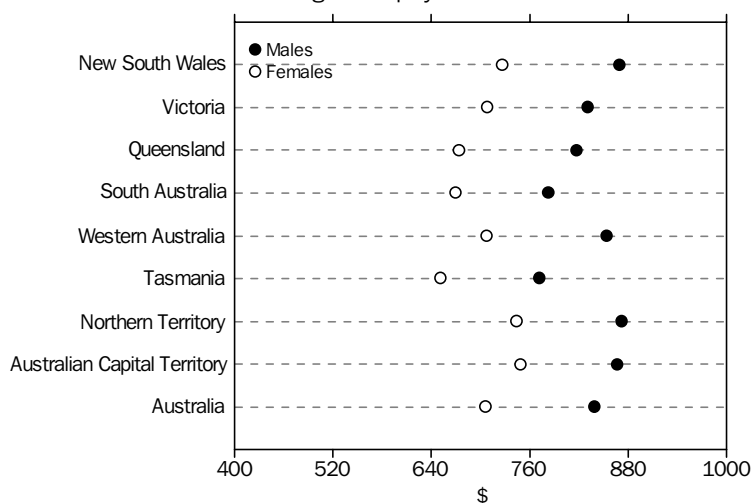
- Average weekly total earnings for full-time adult non-managerial employees were highest in the Northern Territory (\$812.60) followed by New South Wales (\$809.90). They were lowest in Tasmania (\$732.10).
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest in the Australian Capital Territory (86.4%) and South Australia (85.5%). It was lowest in Queensland (82.5%) and Western Australia (82.9%).

## SUMMARY OF FINDINGS *continued*

### STATE / TERRITORY

*continued*

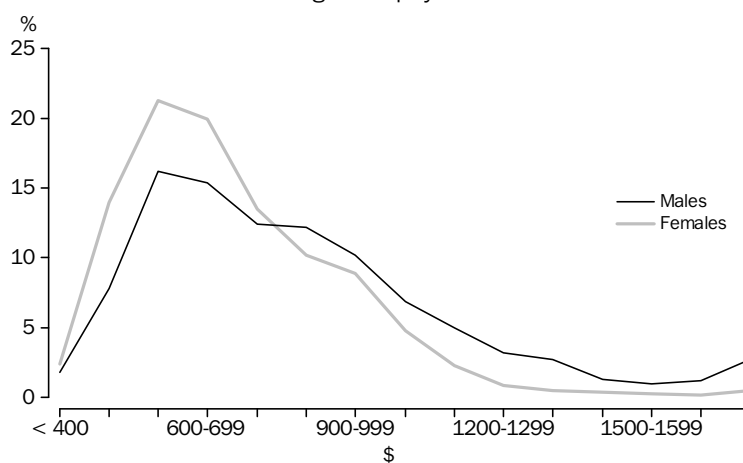
**3** AVERAGE WEEKLY TOTAL EARNINGS, State / Territory—  
Full-time adult non-managerial employees



### DISTRIBUTION

- Median weekly total earnings for full-time adult non-managerial employees was \$716 for all employees, \$769 for male employees and \$656 for female employees.
- Median weekly total earnings for all employees was \$590 for all employees, \$700 for male employees and \$496 for female employees.

**4** WEEKLY TOTAL EARNINGS, Distribution—  
Full-time adult non-managerial employees



### HOURS PAID FOR

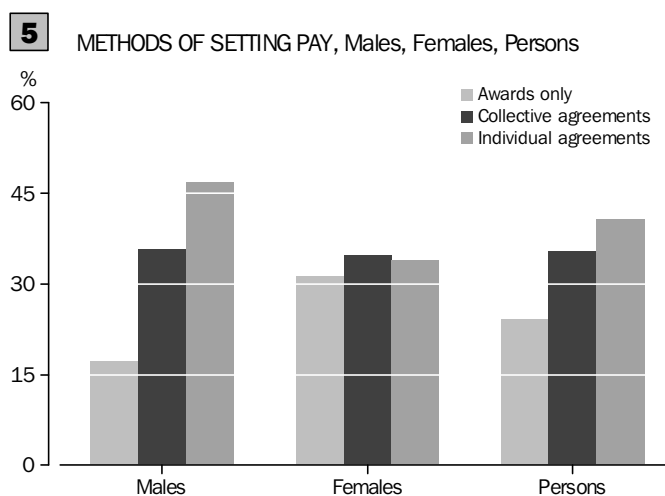
- For full-time adult non-managerial employees the average weekly total hours paid for was 40.8 for males and 38.1 for females.
- For part-time adult non-managerial employees the average weekly total hours paid for was 19.1 for males and 19.2 for females.

## SUMMARY OF FINDINGS *continued*

### PAY SETTING METHODS

#### ALL EMPLOYEES

- Information on the methods of setting pay for employees refers to how employees' pay was set in the survey reference period. Employees classified to 'awards only' had their pay set at exactly the applicable award rate of pay. Employees classified to the collective agreement category comprise those whose pay was set by a registered or unregistered collective agreement. Those in the individual agreement category include employees whose pay was set by an individual common law contract, employees who received overaward payments by individual agreement, working proprietors who set their own rate of pay, and employees on registered individual agreements. (See Glossary for more information).
- The most common methods of setting pay for employees were unregistered individual agreements (38.8%), registered collective agreements (33.7%) and awards only (24.1%). Registered individual agreements (1.8%) and unregistered collective agreements (1.6%) were the least common pay setting methods.
- Females were more likely to be paid according to awards only than males, 31.2% compared with 17.2%. Collective agreements set the pay for a similar proportion of males (35.8%) and females (34.7%). More males (46.9%) than females (34.0%) had their pay set by individual agreements.



#### FULL-TIME / PART-TIME

- Full-time adult employees were more likely to have their pay set by an individual agreement than all part-time employees. Some 48.2% of full-time adult employees had their pay set by an individual agreement, 37.2% by collective agreement, and 14.6% by awards only. In contrast, 26.3% of all part-time employees had their pay set by individual agreement, 32.7% by collective agreement and 41.0% by awards only.
- The average weekly total earnings for full-time adult employees was \$887.70 for employees paid by collective agreements, \$851.90 for those under individual agreements, and \$653.60 for awards only employees.

#### SECTOR

- The most prevalent pay setting methods for private sector employees were unregistered individual agreements (48.4%), awards only (26.6%) and registered collective agreements (22.0%). In the public sector, registered collective agreements (78.2%) and awards only (14.7%) were the most common pay setting

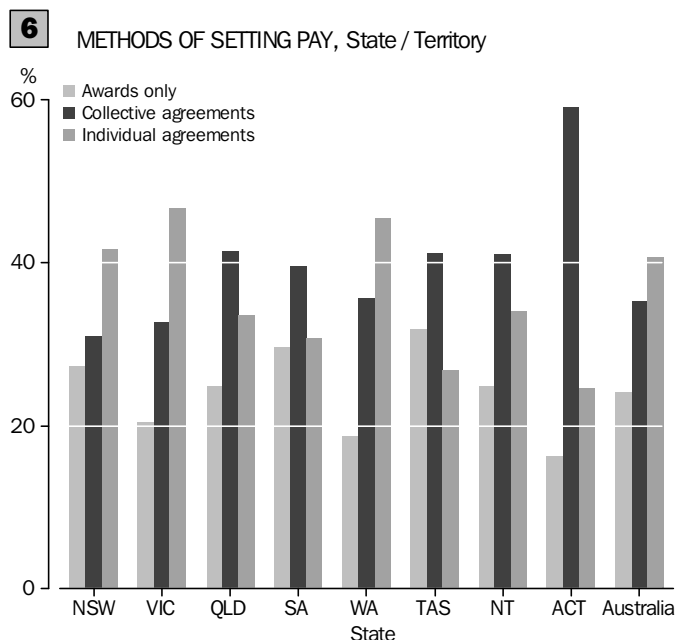
## SUMMARY OF FINDINGS *continued*

### SECTOR *continued*

methods. Registered individual agreements set the pay for 1.5% of private sector employees, compared with 3.0% of public sector employees.

### STATE / TERRITORY

- Tasmania (31.8%) and South Australia (29.7%) had the highest proportion of employees paid by awards only. The Australian Capital Territory (16.3%) and Western Australia (18.8%) had the lowest incidence of employees covered by awards only.
- Employees in the Australian Capital Territory were the most likely to have their pay set by a collective agreement (59.1%). New South Wales (31.0%) and Victoria (32.8%) had the lowest proportion of employees covered by collective agreements.
- Victoria (46.8%) and Western Australia (45.5%) had the highest proportion of employees on an individual agreement and the Australian Capital Territory (24.6%) and Tasmania (26.9%) had the lowest.



### INDUSTRY

- The industry with the highest proportion of employees whose pay was set by awards only was Accommodation, cafes and restaurants (65.2%). The industries with the lowest proportion were Communication services (1.5%) and Electricity, gas and water supply (1.7%).
- The industries with the highest proportion of employees whose pay was set by collective agreements were Government administration and defence (77.6%) and Electricity, gas and water supply (77.0%). The industries with the lowest proportion were Accommodation, cafes and restaurants (6.8%), Property and business services (10.2%) and Wholesale trade (11.2%).
- The industries with the highest proportion of employees whose pay was set by individual agreements were Wholesale trade (76.5%) and Property and business services (70.9%). These industries had a high concentration of small employers, where individual agreements are most common. The industries with the lowest proportion were Government administration and defence (6.9%) and Education (10.1%).

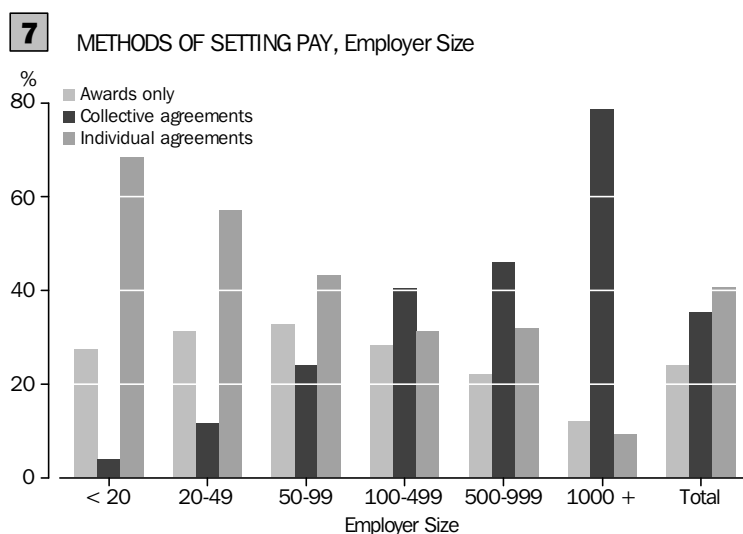
## SUMMARY OF FINDINGS *continued*

### OCCUPATION

- The occupations with the highest proportion of employees whose pay was set by awards only were Elementary clerical, sales and service workers (41.1%) and Labourers and related workers (37.2%). The occupation with the lowest proportion was Managers and administrators (4.3%).
- The occupations with the highest proportion of employees whose pay was set by collective agreements were Intermediate production and transport workers (49.3%) and Professionals (46.0%). The occupations with the lowest proportion were Managers and administrators (20.9%) and Advanced clerical and service workers (21.0%).
- The occupations with the highest proportion of employees whose pay was set by individual agreements were Managers and administrators (74.9%) and Advanced clerical and service workers (65.9%). The occupations with the lowest proportion were Elementary clerical sales and service workers (22.8%) and Labourers and related workers (28.4%).

### EMPLOYER SIZE

- The proportion of employees whose pay was set by collective agreements rose as employer size increased, whilst the proportion of employees with pay set by individual agreements generally declined as employer size increased. The proportion of employees whose pay was set by awards only decreased for employer size categories over 100 employees.





## 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>
	\$	\$	\$	\$	\$	\$	\$
.....							
MALES							
Ordinary time	1 113.20	770.10	343.50	750.80	846.10	828.20	734.60
Overtime	4.20	68.80	27.10	66.90	54.50	53.50	46.00
<b>Total</b>	<b>1 117.40</b>	<b>838.90</b>	<b>370.60</b>	<b>817.70</b>	<b>900.50</b>	<b>881.70</b>	<b>780.60</b>
.....							
FEMALES							
Ordinary time	883.60	691.10	315.70	677.20	718.00	705.10	512.20
Overtime	*1.60	15.70	*5.00	15.30	13.80	13.50	9.30
<b>Total</b>	<b>885.10</b>	<b>706.80</b>	<b>320.70</b>	<b>692.50</b>	<b>731.80</b>	<b>718.60</b>	<b>521.50</b>
.....							
PERSONS							
Ordinary time	1 049.00	738.20	333.60	721.20	797.40	781.50	625.10
Overtime	3.50	47.30	19.20	46.10	39.00	38.30	28.00
<b>Total</b>	<b>1 052.40</b>	<b>785.50</b>	<b>352.80</b>	<b>767.40</b>	<b>836.30</b>	<b>819.80</b>	<b>653.10</b>

\* estimate is subject to sampling variability too high for most practical purposes

## 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>
	\$	\$	\$	\$	\$	\$	\$
MALES							
Private sector	1 074.50	806.40	369.50	781.20	873.60	851.50	744.60
Public sector	1 450.80	938.00	413.30	935.50	997.50	995.10	930.40
<b>All sectors</b>	<b>1 117.40</b>	<b>838.90</b>	<b>370.60</b>	<b>817.70</b>	<b>900.50</b>	<b>881.70</b>	<b>780.60</b>
FEMALES							
Private sector	842.20	660.60	318.90	643.70	691.40	676.00	477.70
Public sector	1 220.90	817.60	356.90	814.70	841.40	838.50	672.40
<b>All sectors</b>	<b>885.10</b>	<b>706.80</b>	<b>320.70</b>	<b>692.50</b>	<b>731.80</b>	<b>718.60</b>	<b>521.50</b>
PERSONS							
Private sector	1 009.50	749.80	351.80	728.00	807.20	787.60	615.80
Public sector	1 386.70	884.10	384.00	881.40	930.10	927.40	793.80
<b>All sectors</b>	<b>1 052.40</b>	<b>785.50</b>	<b>352.80</b>	<b>767.40</b>	<b>836.30</b>	<b>819.80</b>	<b>653.10</b>

## 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
	\$	\$	\$	\$	\$	\$	\$
MALES							
Mining	1 679.40	1 395.60	519.10	1 389.80	1 418.00	1 412.60	1 395.30
Manufacturing	1 147.40	793.80	367.20	773.80	843.80	824.50	792.30
Electricity, gas and water supply	1 453.40	1 024.90	314.10	1 023.20	1 064.50	1 062.90	1 049.70
Construction	787.20	852.90	456.50	807.40	834.00	802.10	780.60
Wholesale trade	1 056.90	731.60	337.50	717.00	818.20	805.10	773.20
Retail trade	785.80	637.10	340.50	599.20	679.10	646.90	489.10
Accommodation, cafes and restaurants	712.80	606.30	349.40	593.70	633.90	623.50	426.60
Transport and storage	1 125.40	884.20	330.20	865.80	919.70	902.90	842.50
Communication services	1 308.20	1 016.60	—	1 016.60	1 060.20	1 060.20	1 034.50
Finance and insurance	1 565.70	915.60	420.30	910.90	1 182.10	1 177.80	1 139.40
Property and business services	1 210.80	898.80	352.80	878.40	1 004.80	988.50	875.40
Government administration and defence(a)	1 446.70	804.40	420.80	802.60	907.70	905.80	876.90
Education	1 296.80	945.20	260.30	944.10	985.50	984.40	851.60
Health and community services	1 432.20	881.90	405.30	879.30	995.10	992.60	817.90
Cultural and recreational services	1 149.40	804.10	307.70	760.80	906.30	868.50	644.80
Personal and other services(b)	1 013.20	938.60	526.60	937.00	948.80	947.40	815.40
<b>All industries(c)</b>	<b>1 117.40</b>	<b>838.90</b>	<b>370.60</b>	<b>817.70</b>	<b>900.50</b>	<b>881.70</b>	<b>780.60</b>
FEMALES							
Mining	*917.50	928.50	n.p.	925.70	927.90	925.30	880.00
Manufacturing	897.00	646.00	369.10	644.00	671.10	669.10	591.70
Electricity, gas and water supply	*1 504.80	780.70	n.p.	779.70	810.00	809.00	725.20
Construction	577.50	626.80	255.00	586.40	599.80	581.80	471.50
Wholesale trade	939.00	656.50	350.10	643.80	717.00	704.90	595.80
Retail trade	629.00	574.60	335.00	549.10	587.10	565.90	332.90
Accommodation, cafes and restaurants	808.60	570.00	336.90	554.30	610.30	594.90	328.70
Transport and storage	769.10	699.10	320.90	686.60	708.80	697.70	597.60
Communication services	1 026.80	851.60	464.40	849.60	867.20	865.30	744.10
Finance and insurance	1 112.70	734.80	389.20	729.90	789.70	784.90	668.30
Property and business services	937.60	685.70	316.20	665.40	725.10	706.00	556.80
Government administration and defence(a)	1 253.50	768.10	353.00	765.30	812.40	809.60	671.70
Education	1 063.30	834.30	385.40	833.70	848.60	848.10	613.10
Health and community services	1 040.40	730.60	326.40	724.90	761.40	755.90	552.80
Cultural and recreational services	1 042.20	671.00	297.40	669.20	726.90	725.10	435.30
Personal and other services(b)	730.10	702.90	276.80	651.40	705.50	658.20	521.90
<b>All industries(c)</b>	<b>885.10</b>	<b>706.80</b>	<b>320.70</b>	<b>692.50</b>	<b>731.80</b>	<b>718.60</b>	<b>521.50</b>

— nil or rounded to zero (including null cells)

\* estimate is subject to sampling variability too high for most practical purposes

(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
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total
	\$	\$	\$	\$	\$	\$	\$
PERSONS							
Mining	1 624.10	1 345.30	503.80	1 340.00	1 366.60	1 361.60	1 336.80
Manufacturing	1 103.40	758.40	367.30	743.60	803.90	789.50	739.90
Electricity, gas and water supply	1 456.50	991.80	314.80	990.20	1 031.60	1 030.10	998.60
Construction	738.20	832.10	439.00	787.20	801.80	772.70	719.50
Wholesale trade	1 027.10	708.20	341.80	694.20	788.20	775.30	710.20
Retail trade	731.80	611.60	338.50	579.00	643.00	615.40	402.60
Accommodation, cafes and restaurants	742.70	590.40	342.90	576.30	624.20	611.60	370.20
Transport and storage	1 043.90	839.50	327.90	822.60	869.10	853.70	773.90
Communication services	1 254.70	967.60	464.40	966.80	1 005.70	1 004.90	936.10
Finance and insurance	1 440.50	805.40	398.60	800.40	978.70	973.40	862.20
Property and business services	1 143.20	797.20	331.70	775.80	888.30	869.30	720.30
Government administration and defence(a)	1 395.50	789.60	386.60	787.40	870.70	868.40	783.00
Education	1 199.10	880.70	327.80	879.90	907.70	906.90	692.20
Health and community services	1 217.70	770.00	335.80	764.90	828.20	823.10	604.90
Cultural and recreational services	1 117.10	736.80	307.20	716.50	824.00	804.90	530.80
Personal and other services(b)	927.80	846.70	287.10	817.10	856.60	830.00	679.10
<b>All industries(c)</b>	<b>1 052.40</b>	<b>785.50</b>	<b>352.80</b>	<b>767.40</b>	<b>836.30</b>	<b>819.80</b>	<b>653.10</b>

(a) Excludes permanent defence forces.

(b) Excludes private households employing staff.

(c) Excludes agriculture, forestry and fishing.

## AVERAGE WEEKLY TOTAL EARNINGS, 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)	1 343.40	1 191.00	—	1 191.00	1 335.40	1 335.40	*348.50	1 295.30
Professionals	1 231.10	1 045.20	501.10	1 044.20	1 081.00	1 080.10	446.40	1 001.50
Associate professionals	876.40	935.70	429.20	932.40	912.00	910.10	392.60	869.30
Tradespersons and related workers	686.60	807.00	376.80	756.90	796.30	751.30	319.70	721.60
Advanced clerical and service workers	867.70	855.50	n.p.	853.20	856.70	854.60	415.20	797.30
Intermediate clerical, sales and service workers	835.60	762.50	310.60	745.20	764.70	747.90	283.90	646.30
Intermediate production and transport workers	632.10	797.60	391.60	791.40	791.20	785.30	311.20	714.50
Elementary clerical, sales and service workers	598.50	703.30	371.70	684.50	700.70	682.40	242.40	443.80
Labourers and related workers	636.50	692.90	372.40	677.80	691.40	676.80	231.90	526.30
<b>All occupations</b>	<b>1 117.40</b>	<b>838.90</b>	<b>370.60</b>	<b>817.70</b>	<b>900.50</b>	<b>881.70</b>	<b>294.10</b>	<b>780.60</b>

## FEMALES

Managers and administrators(a)	1 114.00	1 073.40	—	1 073.40	1 111.10	1 111.10	534.60	1 049.40
Professionals	1 112.80	891.90	352.00	891.60	909.30	908.90	456.90	724.20
Associate professionals	722.30	760.30	388.90	754.90	748.00	744.40	368.50	657.70
Tradespersons and related workers	*595.70	591.30	276.00	540.10	591.50	541.70	327.30	451.30
Advanced clerical and service workers	556.60	695.40	398.10	691.80	675.20	672.30	347.20	572.40
Intermediate clerical, sales and service workers	674.90	625.10	318.90	611.80	626.20	613.00	295.00	456.70
Intermediate production and transport workers	281.40	572.90	312.30	562.30	570.80	560.30	250.50	408.70
Elementary clerical, sales and service workers	516.70	563.30	322.40	533.30	561.80	532.80	227.90	308.00
Labourers and related workers	285.10	569.40	362.50	564.10	558.60	553.70	222.60	329.90
<b>All occupations</b>	<b>885.10</b>	<b>706.80</b>	<b>320.70</b>	<b>692.50</b>	<b>731.80</b>	<b>718.60</b>	<b>305.80</b>	<b>521.50</b>

## PERSONS

Managers and administrators(a)	1 291.10	1 156.60	—	1 156.60	1 283.40	1 283.40	434.20	1 235.10
Professionals	1 199.30	967.40	460.60	966.80	999.50	998.90	454.90	842.80
Associate professionals	824.30	863.10	404.40	858.60	848.70	846.00	376.00	778.20
Tradespersons and related workers	684.00	790.10	365.60	739.00	781.00	734.80	323.10	689.00
Advanced clerical and service workers	593.20	724.50	399.70	720.90	706.50	703.60	351.60	604.30
Intermediate clerical, sales and service workers	750.10	677.00	316.00	662.00	678.80	664.10	293.30	510.60
Intermediate production and transport workers	624.20	772.70	371.30	765.40	767.40	760.40	286.70	662.10
Elementary clerical, sales and service workers	549.80	630.30	336.20	602.80	627.90	601.40	231.70	352.40
Labourers and related workers	526.20	663.60	371.00	651.20	659.60	647.70	226.70	450.40
<b>All occupations</b>	<b>1 052.40</b>	<b>785.50</b>	<b>352.80</b>	<b>767.40</b>	<b>836.30</b>	<b>819.80</b>	<b>302.60</b>	<b>653.10</b>

— nil or rounded to zero (including null cells)

\* estimate is subject to sampling variability too high for most practical purposes

(a) See paragraph 13 of the Explanatory Notes.

## AVERAGE WEEKLY TOTAL EARNINGS, States and Territories

FULL-TIME EMPLOYEES . . . . . PART-TIME EMPLOYEES ALL EMPLOYEES

Managerial adult Non - managerial adult Non - managerial junior Total non - managerial Total adult Total Total

\$ \$ \$ \$ \$ \$ \$ \$

## MALES

New South Wales	1 211.30	869.30	394.20	845.80	954.80	933.80	300.50	835.60
Victoria	1 110.20	830.90	387.20	816.80	893.70	881.10	296.00	774.20
Queensland	973.00	816.50	352.70	790.50	845.10	822.30	291.40	730.90
South Australia	983.10	782.40	311.40	757.20	821.30	799.10	320.20	709.10
Western Australia	1 065.10	854.10	356.50	827.20	896.70	873.20	269.30	767.90
Tasmania	926.20	771.90	339.40	759.80	796.90	786.10	279.10	695.90
Northern Territory	1 020.40	872.00	345.10	870.50	896.80	895.50	254.20	718.50
Australian Capital Territory	1 273.60	866.70	358.50	858.10	996.40	989.00	258.60	863.20
<b>Australia</b>	<b>1 117.40</b>	<b>838.90</b>	<b>370.60</b>	<b>817.70</b>	<b>900.50</b>	<b>881.70</b>	<b>294.10</b>	<b>780.60</b>

## FEMALES

New South Wales	930.90	727.00	324.40	715.00	758.00	746.90	315.60	553.20
Victoria	902.80	707.80	311.90	694.80	734.00	721.90	300.70	518.10
Queensland	796.90	673.80	310.10	659.20	688.50	675.10	307.30	494.40
South Australia	722.10	669.00	344.80	657.20	675.70	665.10	318.10	477.40
Western Australia	816.40	707.70	335.70	685.90	723.90	704.40	279.70	497.90
Tasmania	702.00	651.40	294.00	608.20	657.70	618.60	318.70	446.90
Northern Territory	930.00	744.20	384.70	738.80	765.40	760.40	265.30	548.70
Australian Capital Territory	1 160.00	749.20	336.70	741.10	824.80	817.00	316.10	623.40
<b>Australia</b>	<b>885.10</b>	<b>706.80</b>	<b>320.70</b>	<b>692.50</b>	<b>731.80</b>	<b>718.60</b>	<b>305.80</b>	<b>521.50</b>

## PERSONS

New South Wales	1 133.50	809.90	373.40	791.90	878.50	861.90	311.60	697.40
Victoria	1 055.00	781.10	356.10	767.40	833.30	820.80	299.40	648.30
Queensland	926.60	763.60	340.20	742.30	789.80	770.70	302.80	620.30
South Australia	913.40	739.60	321.00	719.80	769.00	751.40	318.70	594.50
Western Australia	980.40	791.70	347.20	766.80	825.70	803.60	277.20	624.80
Tasmania	866.50	732.10	307.50	706.20	752.20	728.90	309.30	571.70
Northern Territory	988.00	812.60	377.60	808.90	837.80	834.40	261.10	631.70
Australian Capital Territory	1 236.10	807.40	346.70	798.90	917.40	909.60	300.10	734.70
<b>Australia</b>	<b>1 052.40</b>	<b>785.50</b>	<b>352.80</b>	<b>767.40</b>	<b>836.30</b>	<b>819.80</b>	<b>302.60</b>	<b>653.10</b>

## WEEKLY TOTAL EARNINGS, Distribution

	FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES . . . . .			ALL EMPLOYEES . . . . .		
	Males	Females	Persons	Males	Females	Persons
PROPORTION OF EMPLOYEES (%)						
Weekly total earnings (\$)						
Under 200	0.3	0.3	0.3	7.7	16.5	12.0
200 and under 300	0.3	0.3	0.3	4.2	10.5	7.3
300 and under 400	1.2	1.8	1.4	4.9	10.3	7.6
400 and under 500	7.8	14.0	10.3	8.5	13.1	10.8
500 and under 600	16.2	21.3	18.3	12.8	13.6	13.2
600 and under 700	15.4	19.9	17.2	11.5	11.2	11.3
700 and under 800	12.4	13.5	12.8	10.0	7.6	8.8
800 and under 900	12.2	10.2	11.4	9.1	5.6	7.4
900 and under 1 000	10.2	8.9	9.6	7.7	4.7	6.2
1 000 and under 1 100	6.9	4.8	6.1	5.9	2.7	4.4
1 100 and under 1 200	5.0	2.3	3.9	4.2	1.5	2.9
1 200 and under 1 300	3.2	0.9	2.2	2.8	0.7	1.8
1 300 and under 1 400	2.7	0.5	1.8	2.4	0.5	1.5
1 400 and under 1 500	1.3	0.4	1.0	1.7	0.3	1.1
1 500 and under 1 600	1.0	0.3	0.7	1.3	0.3	0.8
1 600 and under 1 700	1.2	0.2	0.8	1.1	0.2	0.7
1 700 and under 1 800	0.5	0.1	0.4	0.7	0.1	0.4
1 800 and under 1 900	0.7	0.1	0.4	0.7	0.1	0.4
1 900 and under 2 000	0.3	0.1	0.2	0.5	0.1	0.3
2 000 and over	1.2	0.2	0.8	2.3	0.3	1.3
<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>

WEEKLY TOTAL EARNINGS (a) (\$)						
Deciles and quartiles-						
10th percentile	500.00	468.00	483.00	250.00	120.00	167.00
20th percentile	562.00	516.00	540.00	450.00	232.00	304.00
<b>25th percentile (1st quartile)</b>	<b>594.00</b>	<b>538.00</b>	<b>568.00</b>	<b>497.00</b>	<b>281.00</b>	<b>375.00</b>
30th percentile	622.00	562.00	596.00	537.00	329.00	435.00
40th percentile	689.00	609.00	650.00	610.00	423.00	514.00
<b>50th percentile (median) (2nd quartile)</b>	<b>769.00</b>	<b>656.00</b>	<b>716.00</b>	<b>700.00</b>	<b>496.00</b>	<b>590.00</b>
60th percentile	849.00	717.00	794.00	803.00	568.00	675.00
70th percentile	938.00	791.00	878.00	914.00	648.00	786.00
<b>75th percentile (3rd quartile)</b>	<b>987.00</b>	<b>827.00</b>	<b>931.00</b>	<b>978.00</b>	<b>696.00</b>	<b>850.00</b>
80th percentile	1 057.00	884.00	977.00	1 058.00	759.00	925.00
90th percentile	1 264.00	999.00	1 154.00	1 329.00	938.00	1 137.00
<b>Average weekly total earnings</b>	<b>839.00</b>	<b>707.00</b>	<b>785.00</b>	<b>781.00</b>	<b>521.00</b>	<b>653.00</b>

(a) Percentiles are based on whole dollars only.

## AVERAGE WEEKLY 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	38.3	38.1	38.3	18.6	12.7	17.4
Overtime	2.5	2.1	2.5	0.5	*0.2	0.4
<b>Total</b>	<b>40.8</b>	<b>40.1</b>	<b>40.7</b>	<b>19.1</b>	<b>12.9</b>	<b>17.8</b>
FEMALES						
Ordinary time	37.5	38.4	37.5	19.0	11.6	18.1
Overtime	0.6	*0.4	0.6	0.3	*0.2	0.2
<b>Total</b>	<b>38.1</b>	<b>38.8</b>	<b>38.1</b>	<b>19.2</b>	<b>11.8</b>	<b>18.3</b>
PERSONS						
Ordinary time	38.0	38.2	38.0	18.9	12.0	17.9
Overtime	1.7	1.5	1.7	0.3	0.2	0.3
<b>Total</b>	<b>39.7</b>	<b>39.7</b>	<b>39.7</b>	<b>19.2</b>	<b>12.2</b>	<b>18.2</b>

\* estimate is subject to sampling variability too high for most practical purposes

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



## METHODS OF SETTING PAY, Sector

	<i>Awards only</i>	<i>Registered collective agreements</i>	<i>Unregistered collective agreements</i>	<i>Registered individual agreements</i>	<i>Unregistered individual agreements</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Private	18.7	23.2	1.7	1.8	54.6	100.0
Public	11.3	78.7	2.4	4.4	3.1	100.0
<b>All sectors</b>	<b>17.2</b>	<b>33.9</b>	<b>1.9</b>	<b>2.3</b>	<b>44.6</b>	<b>100.0</b>
<b>Females</b>						
Private	35.1	20.7	1.4	1.1	41.7	100.0
Public	17.7	77.8	0.8	1.8	1.9	100.0
<b>All sectors</b>	<b>31.2</b>	<b>33.5</b>	<b>1.2</b>	<b>1.2</b>	<b>32.8</b>	<b>100.0</b>
<b>Persons</b>						
Private	26.6	22.0	1.6	1.5	48.4	100.0
Public	14.7	78.2	1.6	3.0	2.5	100.0
<b>All sectors</b>	<b>24.1</b>	<b>33.7</b>	<b>1.6</b>	<b>1.8</b>	<b>38.8</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
<b>Males</b>						
Private	450.70	783.90	772.30	766.70	826.60	744.60
Public	816.90	929.50	*520.90	1 171.00	1 346.60	930.40
<b>All sectors</b>	<b>497.40</b>	<b>849.40</b>	<b>709.40</b>	<b>916.80</b>	<b>833.70</b>	<b>780.60</b>
<b>Females</b>						
Private	355.10	486.50	473.40	437.80	577.80	477.70
Public	608.50	684.30	*295.50	896.50	733.70	672.40
<b>All sectors</b>	<b>387.50</b>	<b>589.80</b>	<b>447.10</b>	<b>582.90</b>	<b>579.90</b>	<b>521.50</b>
<b>Persons</b>						
Private	389.80	648.90	646.90	647.30	723.20	615.80
Public	684.10	800.40	*459.20	1 086.20	1 094.20	793.80
<b>All sectors</b>	<b>427.40</b>	<b>722.40</b>	<b>607.40</b>	<b>802.00</b>	<b>728.10</b>	<b>653.10</b>

\* estimate is subject to sampling variability too high for most practical purposes

## METHODS OF SETTING PAY, Employees—Full-time and part-time status

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
<b>Males</b>				
Full-time adults	11.4	37.2	51.4	100.0
Part-time employees	37.4	32.4	30.2	100.0
<b>All employees</b>	<b>17.2</b>	<b>35.8</b>	<b>46.9</b>	<b>100.0</b>
<b>Females</b>				
Full-time adults	19.7	37.3	43.0	100.0
Part-time employees	42.4	32.8	24.8	100.0
<b>All employees</b>	<b>31.2</b>	<b>34.7</b>	<b>34.0</b>	<b>100.0</b>
<b>Persons</b>				
Full-time adults	14.6	37.2	48.2	100.0
Part-time employees	41.0	32.7	26.3	100.0
<b>All employees</b>	<b>24.1</b>	<b>35.3</b>	<b>40.6</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
<b>Males</b>				
Full-time adults	690.90	951.70	910.10	900.50
Part-time employees	264.90	293.20	331.10	294.10
<b>All employees</b>	<b>497.40</b>	<b>842.10</b>	<b>837.80</b>	<b>780.60</b>
<b>Females</b>				
Full-time adults	618.30	783.90	738.50	731.80
Part-time employees	278.20	347.30	298.10	305.80
<b>All employees</b>	<b>387.50</b>	<b>584.70</b>	<b>580.00</b>	<b>521.50</b>
<b>Persons</b>				
Full-time adults	653.60	887.70	851.90	836.30
Part-time employees	274.90	332.80	308.40	302.60
<b>All employees</b>	<b>427.40</b>	<b>717.30</b>	<b>731.40</b>	<b>653.10</b>
(a) Includes registered and unregistered collective agreements.				
(b) Includes registered and unregistered individual agreements.				

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
Mining	6.7	41.4	51.9	100.0
Manufacturing	11.3	37.4	51.3	100.0
Electricity, gas and water supply	1.7	77.0	21.3	100.0
Construction	14.8	23.3	61.9	100.0
Wholesale trade	12.4	11.2	76.5	100.0
Retail trade	35.0	28.8	36.1	100.0
Accommodation, cafes and restaurants	65.2	6.8	28.0	100.0
Transport and storage	19.2	39.5	41.3	100.0
Communication services	1.5	70.1	28.4	100.0
Finance and insurance	5.0	48.9	46.1	100.0
Property and business services	18.9	10.2	70.9	100.0
Government administration and defence(c)	15.5	77.6	6.9	100.0
Education	25.3	64.6	10.1	100.0
Health and community services	37.1	44.7	18.2	100.0
Cultural and recreational services	19.1	33.7	47.2	100.0
Personal and other services(d)	27.9	42.3	29.8	100.0
<b>All industries(e)</b>	<b>24.1</b>	<b>35.3</b>	<b>40.6</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Mining	1 370.00	1 467.10	1 228.50	1 336.80
Manufacturing	473.90	786.30	764.80	739.90
Electricity, gas and water supply	721.70	954.70	1 179.10	998.60
Construction	557.90	932.50	678.10	719.50
Wholesale trade	471.80	623.10	761.60	710.20
Retail trade	297.40	303.40	584.10	402.60
Accommodation, cafes and restaurants	322.70	318.10	493.50	370.20
Transport and storage	575.10	981.80	667.30	773.90
Communication services	465.50	910.80	1 024.00	936.10
Finance and insurance	540.90	794.00	969.20	862.20
Property and business services	420.60	725.00	799.40	720.30
Government administration and defence(c)	717.30	765.50	1 130.60	783.00
Education	603.10	734.90	642.30	692.20
Health and community services	452.90	717.10	639.40	604.90
Cultural and recreational services	331.20	511.70	625.10	530.80
Personal and other services(d)	461.60	864.90	618.70	679.10
<b>All industries(e)</b>	<b>427.40</b>	<b>717.30</b>	<b>731.40</b>	<b>653.10</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) Excludes permanent defence forces.

(d) Excludes private households employing staff.

(e) Excludes agriculture, forestry and fishing.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
Managers and administrators(c)	4.3	20.9	74.9	100.0
Professionals	18.3	46.0	35.7	100.0
Associate professionals	12.0	33.7	54.3	100.0
Tradespersons and related workers	23.3	32.2	44.5	100.0
Advanced clerical and service workers	13.1	21.0	65.9	100.0
Intermediate clerical, sales and service workers	29.8	29.9	40.3	100.0
Intermediate production and transport workers	19.1	49.3	31.7	100.0
Elementary clerical, sales and service workers	41.1	36.1	22.8	100.0
Labourers and related workers	37.2	34.4	28.4	100.0
<b>All occupations</b>	<b>24.1</b>	<b>35.3</b>	<b>40.6</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Managers and administrators(c)	987.60	1 219.70	1 253.40	1 235.10
Professionals	642.20	855.70	929.40	842.80
Associate professionals	568.00	856.00	776.30	778.20
Tradespersons and related workers	453.40	868.20	682.50	689.00
Advanced clerical and service workers	502.00	748.10	578.90	604.30
Intermediate clerical, sales and service workers	380.30	569.20	563.40	510.60
Intermediate production and transport workers	588.70	711.80	628.80	662.10
Elementary clerical, sales and service workers	288.10	367.90	444.00	352.40
Labourers and related workers	313.90	610.30	435.50	450.40
<b>All occupations</b>	<b>427.40</b>	<b>717.30</b>	<b>731.40</b>	<b>653.10</b>

.....

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) See paragraph 13 of the Explanatory Notes.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
New South Wales	27.3	31.0	41.7	100.0
Victoria	20.4	32.8	46.8	100.0
Queensland	24.9	41.5	33.6	100.0
South Australia	29.7	39.5	30.8	100.0
Western Australia	18.8	35.7	45.5	100.0
Tasmania	31.8	41.2	26.9	100.0
Northern Territory	24.9	41.1	34.1	100.0
Australian Capital Territory	16.3	59.1	24.6	100.0
<b>Australia</b>	<b>24.1</b>	<b>35.3</b>	<b>40.6</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
New South Wales	481.10	754.70	796.30	697.40
Victoria	395.10	700.90	721.80	648.30
Queensland	399.50	703.40	681.50	620.30
South Australia	372.40	689.00	687.30	594.50
Western Australia	435.10	678.40	660.90	624.80
Tasmania	409.10	647.20	648.20	571.70
Northern Territory	329.60	771.40	684.00	631.70
Australian Capital Territory	330.90	826.80	782.00	734.70
<b>Australia</b>	<b>427.40</b>	<b>717.30</b>	<b>731.40</b>	<b>653.10</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
Under 20 employees	27.5	4.0	68.4	100.0
20 to 49 employees	31.4	11.6	57.1	100.0
50 to 99 employees	32.8	24.0	43.2	100.0
100 to 499 employees	28.3	40.5	31.3	100.0
500 to 999 employees	22.1	46.0	31.9	100.0
1 000 and over employees	12.2	78.6	9.2	100.0
<b>Total</b>	<b>24.1</b>	<b>35.3</b>	<b>40.6</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Under 20 employees	358.50	612.70	612.70	542.70
20 to 49 employees	405.20	697.80	741.70	631.10
50 to 99 employees	424.80	663.90	771.40	632.00
100 to 499 employees	437.50	717.00	926.80	703.60
500 to 999 employees	504.10	721.90	865.00	719.50
1 000 and over employees	575.00	729.10	1 067.70	741.60
<b>Total</b>	<b>427.40</b>	<b>717.30</b>	<b>731.40</b>	<b>653.10</b>

.....

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Mining	90.90	34.20	81.70	34.20	33.80	33.80	24.70	35.90
Manufacturing	52.70	9.70	18.00	10.30	11.50	11.90	22.30	12.10
Electricity, gas and water supply	48.80	17.70	15.00	17.80	18.00	18.10	41.40	19.30
Construction	40.20	21.90	49.30	23.00	20.40	20.80	35.70	20.00
Wholesale trade	45.00	14.60	18.80	15.00	18.10	18.30	16.00	18.10
Retail trade	61.20	14.80	13.70	15.00	20.40	19.60	8.60	15.90
Accommodation, cafes and restaurants	56.90	14.30	35.00	15.80	17.40	18.20	12.00	16.60
Transport and storage	62.40	36.30	40.00	35.60	34.70	34.10	30.20	31.00
Communication services	112.20	27.00	—	27.00	32.90	32.90	29.50	32.70
Finance and insurance	78.20	33.60	13.20	33.10	40.50	40.60	67.10	41.70
Property and business services	53.00	26.40	25.60	27.10	26.70	26.60	27.90	26.90
Government administration and defence(b)	39.80	13.20	32.10	13.30	16.50	16.60	29.00	16.40
Education	54.20	18.50	23.20	18.60	20.00	20.10	24.10	24.80
Health and community services	92.80	34.60	12.90	34.40	33.70	33.50	27.60	29.00
Cultural and recreational services	160.00	29.10	63.10	49.30	50.20	60.40	25.10	55.20
Personal and other services(c)	67.30	53.30	56.90	53.40	48.90	48.90	42.00	39.60
All industries(d)	20.30	7.20	14.90	7.50	7.30	7.50	8.10	7.30
FEMALES								
Mining	278.50	38.60	—	38.40	39.40	39.30	45.20	41.40
Manufacturing	60.30	9.50	24.10	9.40	11.20	11.20	13.50	10.20
Electricity, gas and water supply	425.00	22.60	—	22.60	31.10	31.00	43.60	30.20
Construction	68.40	23.20	8.60	32.00	38.80	38.20	27.20	27.40
Wholesale trade	51.80	15.00	23.20	15.70	20.60	21.30	20.90	21.00
Retail trade	41.80	15.90	16.40	15.10	15.50	14.90	6.30	9.30
Accommodation, cafes and restaurants	82.00	12.80	39.40	13.10	21.90	21.70	9.10	12.70
Transport and storage	91.40	23.70	26.90	23.20	23.30	22.50	28.00	20.90
Communication services	123.10	37.50	21.00	37.30	36.30	36.20	25.90	31.40
Finance and insurance	67.60	16.70	28.00	16.80	18.00	18.10	26.10	23.80
Property and business services	58.10	16.80	11.10	16.70	17.80	17.60	16.70	18.30
Government administration and defence(b)	27.70	9.00	36.30	9.10	10.50	10.60	16.20	17.00
Education	45.30	13.80	31.80	13.80	11.50	11.60	15.60	20.10
Health and community services	72.70	11.50	37.00	11.50	12.70	12.80	8.00	10.30
Cultural and recreational services	117.50	19.70	19.80	19.50	26.70	26.50	15.80	25.50
Personal and other services(c)	143.00	30.60	19.60	34.70	32.20	34.70	21.30	29.50
All industries(d)	21.80	6.50	7.90	6.80	6.20	6.50	4.70	6.20

— nil or rounded to zero (including null cells)

(a) Standard Errors are a measure of sampling error. See the Technical Note.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.

(d) Excludes agriculture, forestry and fishing.

	FULL-TIME EMPLOYEES . . . . .					PART-TIME EMPLOYEES	ALL EMPLOYEES	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
PERSONS								
Mining	94.80	32.60	78.00	32.60	32.40	32.40	31.20	33.70
Manufacturing	44.60	8.50	17.20	8.90	9.70	10.00	12.30	9.60
Electricity, gas and water supply	57.20	18.30	12.90	18.40	19.60	19.70	32.00	22.50
Construction	37.50	20.50	49.00	20.40	19.20	18.00	22.00	17.30
Wholesale trade	38.00	12.20	15.00	12.80	16.00	16.50	15.80	16.50
Retail trade	49.10	11.40	10.70	11.10	16.40	15.70	5.50	11.00
Accommodation, cafes and restaurants	49.30	11.10	27.00	11.40	14.50	14.60	8.30	11.30
Transport and storage	55.70	29.10	28.90	28.50	27.30	26.90	21.20	22.10
Communication services	102.40	24.10	21.00	24.10	29.90	29.90	21.10	27.70
Finance and insurance	69.00	19.10	21.30	19.00	24.80	24.80	24.50	29.90
Property and business services	46.00	18.20	12.80	18.80	19.70	19.70	15.40	19.80
Government administration and defence(b)	30.90	9.70	28.40	9.70	11.50	11.50	13.40	14.10
Education	40.20	13.90	29.90	13.90	13.00	13.10	14.80	20.10
Health and community services	59.80	13.90	31.90	13.90	14.40	14.60	8.50	11.40
Cultural and recreational services	117.20	21.30	59.80	27.50	32.50	36.10	14.20	33.20
Personal and other services(c)	72.20	48.10	21.10	50.40	44.70	46.70	28.00	37.50
All industries(d)	17.00	5.70	10.50	5.90	5.70	5.80	4.40	5.60

(a) Standard Errors are a measure of sampling error. See the Technical Note.

(b) Excludes permanent defence forces.

(c) Excludes private households employing staff.

(d) Excludes agriculture, forestry and fishing.



## STANDARD ERRORS(a), 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>
	\$	\$	\$	\$	\$	\$	\$
MALES							
New South Wales	39.90	10.80	37.10	11.60	13.20	13.60	14.30
Victoria	38.30	15.80	20.10	15.90	15.50	15.50	15.00
Queensland	38.30	21.50	13.30	22.10	19.10	19.70	14.50
South Australia	54.30	16.60	17.40	19.00	18.30	19.90	21.00
Western Australia	46.30	17.50	19.00	18.70	16.50	17.30	19.10
Tasmania	35.90	24.20	17.50	24.10	20.90	20.90	20.60
Northern Territory	58.40	24.20	37.30	24.10	21.90	21.90	48.30
Australian Capital Territory	63.70	35.60	26.20	35.40	32.70	32.80	36.20
<b>Australia</b>	<b>20.30</b>	<b>7.20</b>	<b>14.90</b>	<b>7.40</b>	<b>7.30</b>	<b>7.40</b>	<b>8.10</b>
FEMALES							
New South Wales	39.20	10.70	20.00	11.20	10.30	10.70	11.00
Victoria	49.30	14.00	13.70	14.90	13.10	14.00	12.90
Queensland	48.90	12.20	15.50	12.30	12.30	12.30	9.60
South Australia	58.20	16.80	30.90	17.50	19.70	20.10	20.40
Western Australia	47.90	21.00	12.30	21.40	20.20	20.70	20.80
Tasmania	70.50	23.60	24.80	28.80	23.20	27.40	24.70
Northern Territory	60.80	18.90	28.10	19.40	20.10	20.50	46.20
Australian Capital Territory	39.70	18.10	13.50	18.20	20.20	20.50	25.00
<b>Australia</b>	<b>21.80</b>	<b>6.30</b>	<b>7.90</b>	<b>6.60</b>	<b>6.10</b>	<b>6.30</b>	<b>4.60</b>
PERSONS							
New South Wales	32.40	8.40	28.00	8.90	9.50	9.80	10.80
Victoria	34.20	12.00	17.00	12.50	12.00	12.40	11.80
Queensland	32.90	17.40	10.70	17.40	15.70	15.80	11.30
South Australia	46.50	14.40	15.60	15.80	15.40	16.40	17.40
Western Australia	35.90	13.30	11.80	14.10	13.20	13.90	14.40
Tasmania	33.20	18.60	19.00	19.70	16.10	17.50	16.70
Northern Territory	43.30	15.40	24.10	15.30	14.30	14.20	42.70
Australian Capital Territory	47.30	23.60	14.50	23.50	22.70	22.80	25.70
<b>Australia</b>	<b>17.00</b>	<b>5.60</b>	<b>10.50</b>	<b>5.80</b>	<b>5.60</b>	<b>5.70</b>	<b>4.40</b>

(a) Standard Errors are a measure of sampling error. See the Technical Note.

	<i>Awards only</i>	<i>Collective agreements(b)</i>	<i>Individual agreements(c)</i>	<i>Total</i>
STANDARD ERROR ON PROPORTIONS OF EMPLOYEES (%)				
New South Wales	2.0	1.5	1.4	—
Victoria	1.6	2.4	2.6	—
Queensland	1.4	2.1	1.7	—
South Australia	2.5	3.1	2.1	—
Western Australia	2.2	2.9	2.7	—
Tasmania	3.0	4.2	2.5	—
Northern Territory	6.7	5.0	3.9	—
Australian Capital Territory	2.2	3.1	2.0	—
<b>Australia</b>	<b>0.9</b>	<b>1.0</b>	<b>1.0</b>	<b>—</b>

AVERAGE WEEKLY TOTAL EARNINGS (\$)				
New South Wales	28.80	22.60	16.10	10.80
Victoria	14.00	12.60	19.70	11.80
Queensland	15.90	14.40	17.70	11.30
South Australia	16.00	18.80	24.20	17.40
Western Australia	40.70	15.30	21.30	14.40
Tasmania	16.50	28.00	24.90	16.70
Northern Territory	53.60	25.10	27.30	42.70
Australian Capital Territory	19.60	26.70	56.10	25.70
<b>Australia</b>	<b>13.40</b>	<b>7.90</b>	<b>9.30</b>	<b>5.60</b>

— nil or rounded to zero (including null cells)

(a) Standard Errors are a measure of sampling error. See the Technical Note.

(b) Includes registered and unregistered collective agreements.

(c) Includes registered and unregistered individual agreements.

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains preliminary estimates obtained from a sample survey of employers conducted by mail in May 2000.

**2** The survey is designed to provide statistics on the composition and distribution of earnings and hours of employees and whether their pay is set by award only, collective agreement or individual agreement.

**3** Final estimates will be published in *Employee Earnings and Hours, Australia, May 2000* (Cat. no. 6306.0), expected to be released in March 2001.

### SCOPE

**4** All employees 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.

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

- casual employees who did not receive pay during the reference period;
- employees on leave without pay who did not receive pay during the reference period;
- employees on strike, or stood down, who did not receive pay during the reference period;
- 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.

### SURVEY METHODOLOGY AND DESIGN

**6** The survey is based on a two stage sample design. The first stage involves selecting a sample of employers from the ABS Business Register. 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 employer in the State or Territory. The statistical units are stratified by State, sector, industry, and employment size, and a simple random sample is selected from each stratum.

**7** The second stage involves those employers selecting a sample of employees using sampling instructions provided by the ABS. The reported data were then used to produce estimates of earnings, hours and methods of setting pay.

**8** Data for approximately 50,000 employees from a sample of 7,000 employers contributed to the preliminary results in this publication.

**9** The May 2000 survey includes adjustments to the estimates to allow for the time lag between businesses commencing operation and their inclusion on the ABS Business Register. For more details refer to the *Information Paper: Improvements to ABS Economic Statistics, 1997* (Cat. no. 1357.0).

### INDUSTRY

**10** Industry data has been classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (Cat. no. 1292.0).

## EXPLANATORY NOTES *continued*

### INDUSTRY *continued*

**11** 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 6).

### OCCUPATION

**12** Occupation data has been classified according to the *Australian Standard Classification of Occupations (ASCO), Second Edition* (Cat. no. 1220.0).

**13** 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'.

### METHODS OF SETTING PAY

**14** Questions on how employees' pay was set in the survey reference period were included in the survey for the first time in May 2000. The questions collected data on whether all or any part of their pay was set by an individual agreement, collective agreement, award, or a combination of these. Data was also collected on whether agreements (individual and collective) were certified, approved or registered with an industrial tribunal or authority. For employees whose pay was set by an award, data was also collected on whether they received more than the rate of pay specified in the award.

**15** Employees have been classified to the different pay setting methods (individual agreements, collective agreements, or awards only) based on how their pay was set in the survey reference period. Employees who had any part of their pay set by more than one method were allocated to a single category using the following hierarchy. Employees who had their pay set by:

- an individual agreement as well as a collective agreement and/or an award were classified to the individual agreement category,
- a collective agreement and an award were classified to the collective agreement category.

### EMPLOYEE ESTIMATES

**16** This publication provides estimates of the proportion of employees for earnings ranges and methods of setting pay. Users who require employee estimates can use data from the Labour Force Survey which is published monthly in *Labour Force, Australia* (Cat. no. 6203.0). If users require employee estimates for the employer size and sector tables, it is recommended that they use estimates from the Survey of Employment and Earnings which is published quarterly in *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

### COMPARABILITY OF RESULTS

**17** Care should be taken when comparing earnings data from this survey with the quarterly series *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0), as different sample design and survey methodologies are used. The Survey of Average Weekly Earnings collects information relating to the total number of employees of employer units selected in the survey, whereas results from the Survey of Employee Earnings and Hours are obtained for a sample of employees within the employer units 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.

**18** 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

## EXPLANATORY NOTES *continued*

### COMPARABILITY OF RESULTS

*continued*

representation of all the subgroups of interest in the sample accurately reflects their representation in the population. Because of this, caution should be taken if using the estimates as a time series (especially estimates relating to occupation).

### RELIABILITY OF ESTIMATES

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

### RELATED PUBLICATIONS

**20** Users may also wish to refer to the following publications:

- *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0)—issued quarterly
- *Employee Earnings and Hours, Australia* (Cat. no. 6306.0)—two-yearly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (Cat. no. 6310.0)—issued annually
- *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
- *Wage and Salary Earners, Australia* (Cat. no. 6248.0)—issued quarterly
- *Wage Cost Index, Australia* (Cat. no. 6345.0)—issued quarterly

**21** 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 or from the ABS web site — [www.abs.gov.au](http://www.abs.gov.au).

### ROUNDING

**22** 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.

**23** Estimates of proportions of employees for earnings ranges and methods of setting pay are rounded to one decimal place.

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

## APPENDIX SPECIAL DATA SERVICE

### INTRODUCTION

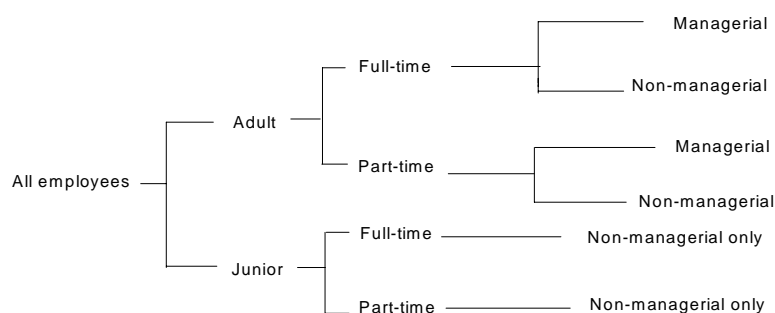
On release of this preliminary publication a limited range of unpublished data may be made available on request. Data availability will depend on the size of the standard errors for the estimates requested.

A larger range of unpublished data is normally available on release of the final publication *Employee Earnings and Hours, Australia* (Cat. no. 6306.0) which is expected to be released in March 2001.

Data can be produced for clients as customised reports in a variety of formats. Contact Mike Mahoney on 08 9360 5305 for more information.

The survey populations and variables are listed below.

### POPULATION



### VARIABLES

Note that all data is subject to ABS confidentiality provisions and data considered confidential will be suppressed. In general the more variables which are cross-classified in any one tabulation the more likely it is that some data will be suppressed. The following variables are available from this survey:

- Distribution of employees
- Composition of earnings
- Average hourly earnings — Non-managerial employees
- Composition of hours paid for — Non-managerial employees
- States and Territories
- Sector
- Public Institutional Sector — Available at final release
- Level of Government — Public Sector — Available at final release
- Age
- Sex
- Status of employee
- Type of employee
- Occupation
- Industry
- Employer unit size — Earnings — Available at final release
- Methods of setting pay — Award only, Collective agreements, Individual agreements
- Methods of setting pay — Jurisdiction — Available at final release, subject to final quality of data

## TECHNICAL NOTE STANDARD ERRORS

### INTRODUCTION

**1** As the estimates in this publication are based on a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. They may differ from the figures that would have been produced if the data had been obtained from all employers and all employees.

### QUALITY ASSURANCE OF DATA

**2** Inaccuracies in data may occur because of imperfections in reporting by businesses, forms design or in processing by the ABS. Such inaccuracies are referred to as non-sampling errors. Initially, every effort is made to reduce non-sampling error by:

- careful design and testing of questionnaires and data processing systems;
- providing detailed instructions to providers on how to respond to questions, and in particular, those on how employees' pay is set; and
- detailed checking of the reported employee data to ensure that the data was logical, consistent and complete.

**3** The data input editing process was supported by the conduct of a post enumeration study (PES). The PES was conducted in person with data providers around Australia, and was used to identify any quality problems with the reported data. Those areas were targeted closely in the output editing stage of the survey to assist in minimising survey bias due to non-sampling error.

**4** A quality assurance program was developed specifically to ensure the quality and relevance of the reported data on 'how pay is set'. The program encompassed the development and implementation of a comprehensive editing strategy for both the input and output data.

**5** Any errors detected were followed up directly with the data providers, or in the case of registered collective agreements, checked against available listings of agreements. The more significant units, who collectively contributed to more than 45% of the survey estimates, were also directly contacted by telephone to verify their responses to the questions on 'how pay is set' for all selected employees. These providers were asked background questions on pay setting methods in their organisation, which was then used to validate the reported data.

### RELIABILITY OF ESTIMATES

**6** 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 value'). 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.

**7** An example of the use of a standard error is as follows. If the estimated average weekly total earnings for all male employees in Australia is \$780.60, with a standard error of \$7.30, then there would be about two chances in three that a full enumeration would have given an estimate in the range \$773.30 to \$787.90 and about nineteen chances in twenty that it would be in the range \$766.00 to \$795.20.

**8** The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error on the difference between two survey estimates depends on the standard errors of the original estimates and on the relationship (correlation) between these two estimates. An approximate standard error on the difference between two survey estimates (x-y) may be obtained by the following formula:

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

## RELIABILITY OF ESTIMATES

*continued*

**9** This formula will overestimate the standard error where there is a positive correlation between the two estimates (e.g. male and female school teachers). While this formula will only be accurate where there is no correlation between the two estimates (e.g. estimates from different States), it is expected to provide a reasonable approximation for the differences likely to be of interest.

**10** Taking the estimated average weekly total earnings for all female employees in Australia to be \$521.50, with a standard error of \$6.20, the difference between the earnings of male and female employees is \$259.10. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in Australia is:

$$\begin{aligned} \text{SE}(\$780.60 - \$521.50) &= \text{sqrt}((\$7.30)^2 + (\$6.20)^2) \\ &= \$9.58 \end{aligned}$$

**11** There are about two chances in three that the true figure lies in the range \$249.52 to \$268.68, and about 19 chances in 20 that the figure is in the range \$239.94 to \$278.26.

**12** While the formula above can be used to estimate the standard error on a difference between estimated averages in two different years, this survey is not specifically designed to measure this type of movement. To do so would require a high proportion of common employees selected in the survey for each year. While there is a reasonable proportion of common employers, it is very unlikely that common employees were selected in both the 1998 and 2000 surveys. Comparisons of this nature should therefore be made with caution (especially of estimates relating to occupation). When estimating the standard error of a movement between years, the movement standard error will be approximately 1.4 times the standard error on the level estimate, if the standard errors on the two level estimates are similar.

**13** 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.

**14** Relative standard errors can be calculated using the actual standard error and the survey estimate (referred to as x) in the following manner:

$$\text{RSE\%(x)} = (\text{SE}(x)/x) * 100$$

**15** For example, from table 1, the average weekly total earnings for all male employees in Australia is \$780.60, and for all female employees it is \$521.50. Table 14 shows an estimate for the standard error on the male estimate is \$7.30, and an estimate of the standard error on the female estimate is \$6.20.

**16** Applying the above RSE%(x) formula yields:

$$\begin{aligned} \text{Males: RSE\%}(780.60) &= (7.30/780.60) * 100 \\ &= 0.94\% \end{aligned}$$

$$\begin{aligned} \text{Females: RSE\%}(521.50) &= (6.20/521.50) * 100 \\ &= 1.19\% \end{aligned}$$

**17** An asterisk appears against estimates in this publication where the sampling variability is considered high. This occurs when the relative standard error of the estimates is equal to or greater than 25% of the estimate. In these cases, the estimate should be used with caution.

## PAY SETTING METHODS — PROPORTIONS DATA

**18** Standard errors can be used to construct confidence intervals around the estimated proportions. There are about two chances in three that the 'true' value is within the interval that ranges from the sample estimate minus one standard



error (estimate - 1xSE) to the sample estimate plus one standard error (estimate + 1xSE). There are approximately 19 chances in 20 that the 'true' value lies within the interval from the estimate minus 2 standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

**19** The above rule gives a symmetric confidence interval that is reasonably accurate when the estimated proportion is not too near 0.00 or 1.00. Where the estimated proportion is close to 0.00 or 1.00 it would be more accurate to use a confidence interval that was not symmetric around the sample estimate. If an estimate is close to 1.00, then the upper boundary of the confidence interval should be closer to the sample estimate than suggested above, while the lower boundary should be further from the sample estimate. Similarly, if an estimate is close to 0.00, then the lower boundary of the confidence interval should be closer to the sample estimate than suggested above, while the upper boundary should be further from the sample estimate. In particular, the symmetric confidence interval could include values that are not between 0.00 and 1.00. In such a case a good rule of thumb is to use a confidence interval of the same size as the symmetric one, but with the lower (or upper) boundary set to 0.00 (or 1.00).

**20** Table 16 contains estimates of standard errors from which confidence intervals may be constructed.

## GLOSSARY

<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</b>	Average (mean) earnings refers to the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.
<b>Awards</b>	Awards are legally enforceable determinations made by Federal or State industrial tribunals that set the terms of employment (pay and/or conditions) usually in a particular industry or occupation.
<b>Collective agreements</b>	Collective agreements (registered or unregistered) set the terms of employment (pay and/or conditions) for a group of employees. They result from bargaining between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees).
<b>Employees</b>	Refers to employees, as defined in paragraphs 4 and 5 of the Explanatory Notes, who received pay for any part of the reference period.
<b>Employees whose pay is set by awards only</b>	Refers to employees who are covered by awards and who were not paid more than the award rate of pay in the survey reference period.
<b>Employees whose pay is set by collective agreements</b>	Refers to employees who had all or any part of their wages or salaries paid in the survey reference period set by registered or unregistered collective agreements and enterprise awards. This group also includes employees who had their pay set by both collective agreements and awards.
<b>Employees whose pay is set by individual agreements</b>	Refers to employees who had all or any part of their wages or salaries paid in the survey reference period set by individual agreements. This group also includes employees who had their pay set by individual agreements in conjunction with other pay setting mechanisms (awards and/or collective agreements). This group mainly consists of employees whose pay is set by an individual common law contract, employees receiving overaward payments by individual agreement, and working proprietors who set their own rate of pay.
<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 classified as full-time based on the hours worked in the reference week.
<b>Individual agreements/contracts</b>	Individual agreements (registered or unregistered) or individual contracts set the terms of employment (pay and/or conditions) for an individual employee and are agreed to by the individual rather than on behalf of the individual.
<b>Industry</b>	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993.
<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 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 usually do 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</b>	Median earnings refers to the amount of earnings which divides the distribution into two groups with equal numbers of employees, one half with earnings below the median and the other half with earnings above the median.

## GLOSSARY *continued*

<b>Non-managerial employees</b>	Non-managerial employees are those who are not managerial employees as defined above and includes supervisors and non-managerial professionals.
<b>Occupation</b>	Occupation is classified according to the Australian Standard Classification of Occupations, Second Edition.
<b>Ordinary time earnings</b>	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 have been made. Included in ordinary time earnings are agreed base rates of pay; penalty payments; shift and other taxable allowances; commissions and retainers; bonuses related to the reference period; payments under incentive or piecework; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.
<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 standby 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>Overtime earnings</b>	Overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work.
<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.
<b>Part-time employees</b>	Part-time employees are those who are not full-time as defined.
<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 refers to the last pay period ending on or before 19 May 2000.
<b>Registered agreements</b>	Registered agreements are written individual or collective agreements that have been certified, approved or registered with a Federal or State industrial authority.
<b>Sector</b>	Public sector includes local government authorities and all government departments, agencies and corporations created by, and reporting to, the Commonwealth Parliament or State and Territory Parliaments. All remaining employers are classified as private sector.
<b>Total hours paid for</b>	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: Total hours of work paid for was not collected for managerial employees.)
<b>Unregistered agreements</b>	Unregistered agreements are those (written or verbal) collective or individual agreements that have not been certified, approved or registered with either a Federal or State industrial tribunal.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

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