



EMPLOYEE EARNINGS AND HOURS

**AUSTRALIA
PRELIMINARY**

EMBARGO: 11.30AM (CANBERRA TIME) TUES 10 DEC 2002

C O N T E N T S

	<i>page</i>
Notes	2
Summary of findings	3

TABLES

1 Average weekly total earnings, Composition	9
2 Average weekly total earnings, Sector	10
3 Average weekly total earnings, Industry	11
4 Average weekly total earnings, Occupation	13
5 Average weekly total earnings, States and territories	14
6 Weekly total earnings, Distribution	15
7 Average weekly hours paid for, Non-managerial employees, Composition	16
8 Methods of setting pay, Proportions — State, Occupation and Industry	17
9 Methods of setting pay, Earnings — State, Occupation and Industry	18
10 Methods of setting pay, Sector	19
11 Methods of setting pay, Employer size	20

STANDARD ERROR TABLES

12 Average weekly total earnings, Industry	21
13 Average weekly total earnings, States and territories	23
14 Methods of setting pay, States and territories	24

ADDITIONAL INFORMATION

Explanatory notes	25
Appendix, ABS data available on request	29
Technical note	30
Glossary	33

- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Brad Pottinger on Perth 08 9360 5305.

NOTES

ABOUT THIS PUBLICATION This publication contains preliminary estimates obtained from a sample survey of employers conducted in May 2002.

The survey is designed to provide statistics on the composition and distribution of earnings and hours of wage and salary earners, and how their pay is set. Final estimates will be published in *Employee Earnings and Hours, Australia, May 2002* (cat. no. 6306.0), expected to be released in March 2003.

RELATED ISSUES *Employee Earnings and Hours, Australia* (cat. no. 6306.0)

ISSUE	EXPECTED RELEASE DATE
May 2002	March 2003

NOTES ON ESTIMATES Care should be taken when comparing estimates of average weekly earnings in this publication with those published quarterly in *Average Weekly Earnings, 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 estimates.

The estimates in this publication may differ from the final data to be released in *Employee Earnings and Hours, Australia, May 2002* (cat. no. 6306.0).

ABS DATA AVAILABLE ON REQUEST In addition to the information contained in this publication, a range of unpublished data is available on request. For more information on unpublished data refer to the Appendix on page 29.

SAMPLING ERRORS For information on sampling errors see the Technical Notes.



ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
EEH	Survey of Employee Earnings and Hours
LFS	Labour Force Survey

Dennis Trewin
Australian Statistician

SUMMARY OF FINDINGS

AVERAGE WEEKLY TOTAL EARNINGS

COMPOSITION

- Average weekly total earnings was \$700.60 for all employees; \$838.80 for male employees and \$554.70 for female employees.
- Average weekly total earnings was \$897.00 for full-time adult employees, \$384.30 for full-time junior employees and \$334.70 for all part-time employees.
- For full-time adult non-managerial employees the ratio of female to male average weekly ordinary time earnings was 89.2%.
- For full-time junior non-managerial employees the ratio of female to male average weekly ordinary time earnings was 94.5%.
- Average weekly overtime earnings for full-time non-managerial employees was \$66.00 for males and \$12.40 for females.

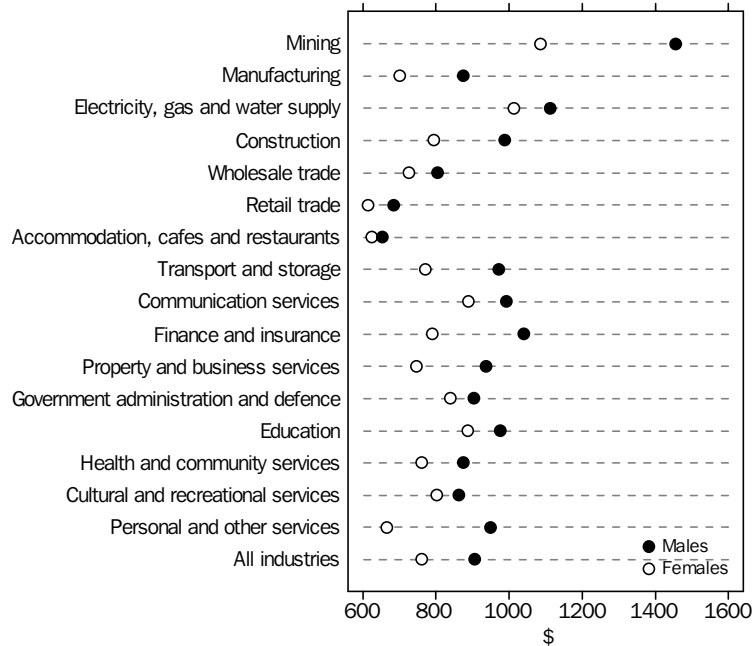
SECTOR

- Average weekly total earnings for public sector employees were higher than those for private sector employees for all managerial and non-managerial categories except for non-managerial juniors.
- For full-time adult non-managerial employees the ratio of female to male average weekly total earnings was 81.0% in the private sector and 88.8% in the public sector.

INDUSTRY

- Average weekly total earnings for full-time adult non-managerial employees was highest in the MINING industry (\$1,410.70) and lowest in the ACCOMMODATION, CAFES AND RESTAURANTS (\$641.70) and RETAIL TRADE (\$656.00) industries.
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest in the ACCOMMODATION, CAFES AND RESTAURANTS industry (95.5%) and lowest in the PERSONAL AND OTHER SERVICES industry (70.3%).

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

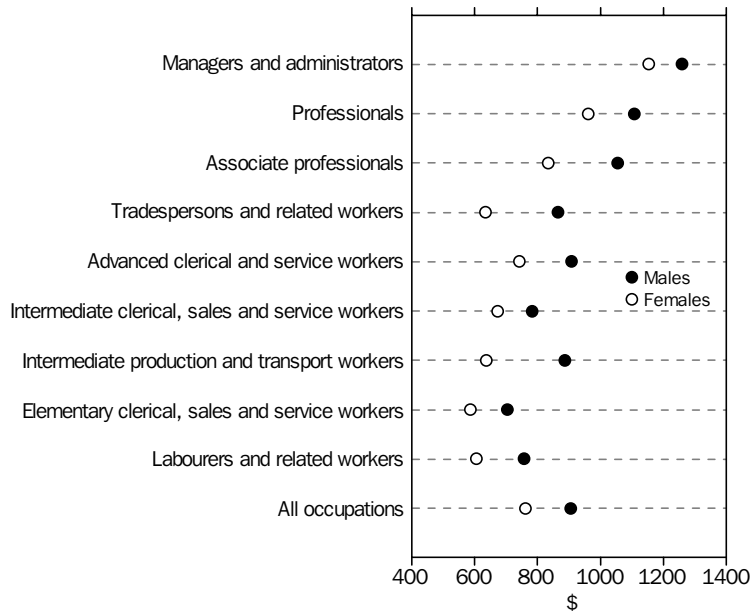


SUMMARY OF FINDINGS *continued*

OCCUPATION

- Occupation groups with the highest average weekly total earnings for full-time adult non-managerial employees were MANAGERS AND ADMINISTRATORS (\$1,229.40) and PROFESSIONALS (\$1,035.00).
- Occupation groups with the lowest average weekly total earnings for full-time adult non-managerial employees were ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS (\$639.90); INTERMEDIATE CLERICAL, SALES AND SERVICE WORKERS (\$715.50) and LABOURERS AND RELATED WORKERS (\$722.70).
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest for the MANAGERS AND ADMINISTRATORS group (91.6%) and lowest for the INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS group (71.9%).

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



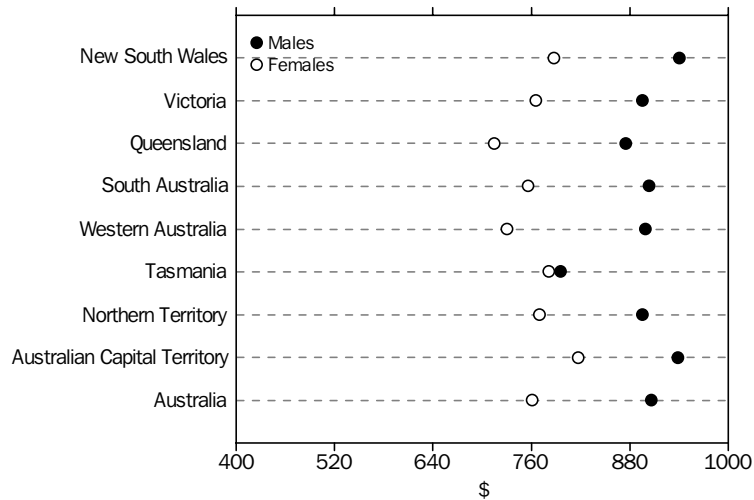
STATE / TERRITORY

- Average weekly total earnings for full-time adult non-managerial employees were highest in the AUSTRALIAN CAPITAL TERRITORY (\$881.10) and NEW SOUTH WALES (\$878.50) and lowest in TASMANIA (\$790.50) and QUEENSLAND (\$809.20).
- The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest for TASMANIA (98.1%) and lowest for WESTERN AUSTRALIA (81.3%) and QUEENSLAND (81.7%).

SUMMARY OF FINDINGS *continued*

STATE / TERRITORY *continued*

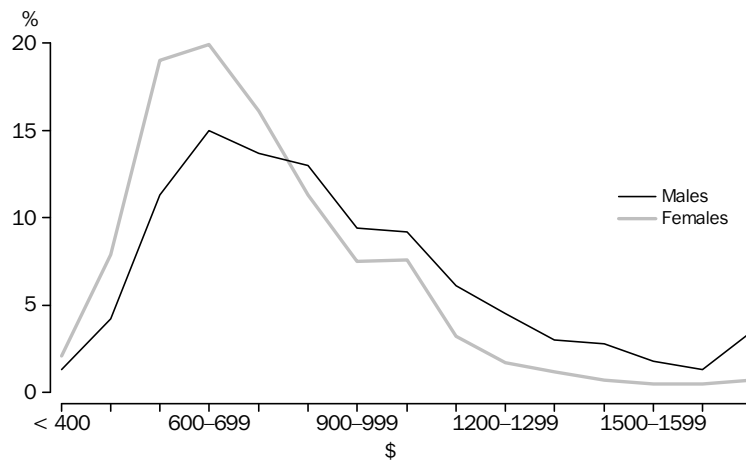
3 AVERAGE WEEKLY TOTAL EARNINGS, State / territory—
Full-time adult non-managerial employees



DISTRIBUTION

- Median weekly total earnings for full-time adult non-managerial employees was \$771.00 for all employees; \$835.00 for male employees and \$708.00 for female employees.
- Half of all full-time adult non-managerial employees recorded weekly total earnings between \$616.00 and \$1,004.00. One-tenth received \$519.00 or less while one-tenth received more than \$1,258.00.

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



HOURS PAID FOR

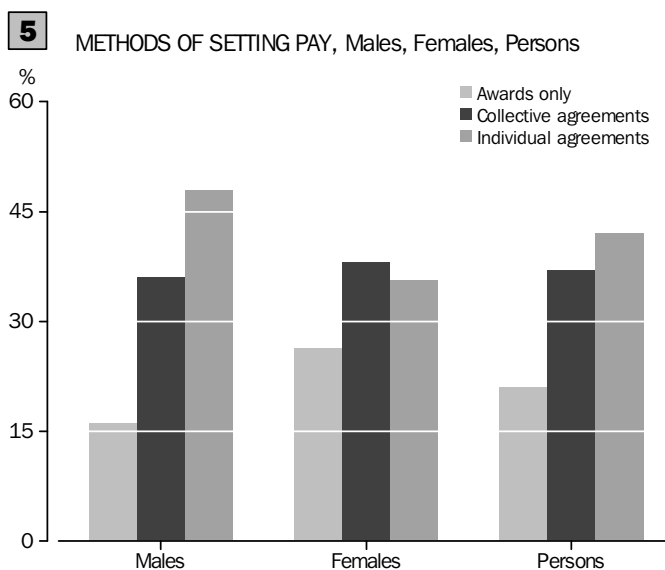
- For full-time adult non-managerial employees, the average weekly total hours paid for was 40.4 for males and 38.0 for females.
- For part-time adult non-managerial employees, the average weekly total hours paid for was 19.1 hours.

SUMMARY OF FINDINGS *continued*

PAY SETTING METHODS

ALL EMPLOYEES

- The pay setting methods data in this publication refer to how employees' pay was set in the survey reference period. Those classified under 'awards only' had their pay set at exactly the applicable award rate of pay. Employees in the collective agreement category are those covered by collective agreements or enterprise awards. Those in the individual agreement category include employees whose pay was set by an individual common law contract, employees who received overaward payments, working proprietors who set their own rate of pay and employees on registered individual agreements.
- The most common method of pay setting for employees was individual agreements (42.0%).
- Females were more likely than males to be paid according to awards only; 26.4% compared with 16.0%. Collective agreements set the pay for a similar proportion of males (36.1%) and females (38.0%). More males (47.9%) than females (35.6%) had their pay set by individual agreements.
- Average weekly total earnings was \$430.20 for employees on awards only, \$760.80 for employees on collective agreements and \$783.10 for employees with individual agreements.



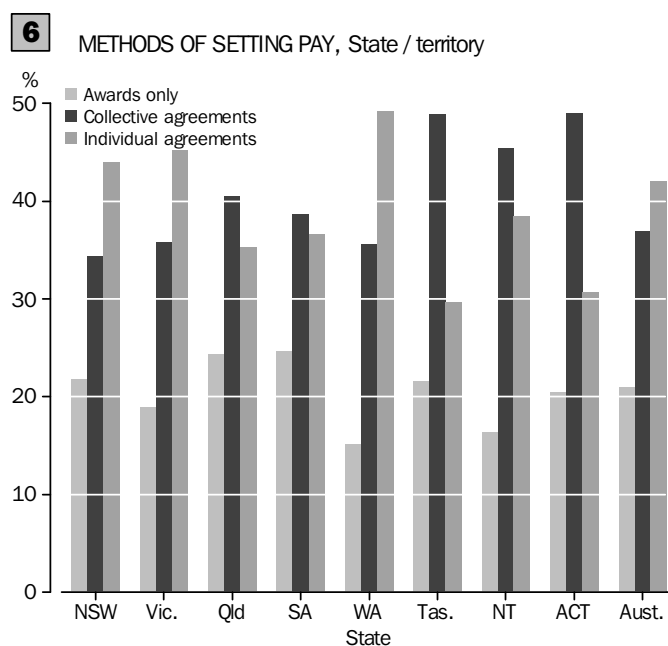
STATE / TERRITORY

- The states or territories with the highest proportions of employees whose pay was set by awards only were SOUTH AUSTRALIA (24.7%) and QUEENSLAND (24.3%). WESTERN AUSTRALIA (15.2%) and the NORTHERN TERRITORY (16.3%) had the lowest proportion of employees whose pay was set by awards only.
- Employees in the AUSTRALIAN CAPITAL TERRITORY (49.0%) and TASMANIA (48.9%) were the most likely to have their pay set by a collective agreement. NEW SOUTH WALES (34.3%) had the lowest proportion of employees on collective agreements.
- WESTERN AUSTRALIA (49.2%) and VICTORIA (45.2%) had the highest proportion of employees on an individual agreement and TASMANIA (29.6%) and the AUSTRALIAN CAPITAL TERRITORY (30.6%) had the lowest.

SUMMARY OF FINDINGS *continued*

STATE / TERRITORY

continued



INDUSTRY

- The industry with the highest proportion of employees whose pay was set by awards only was ACCOMMODATION, CAFES AND RESTAURANTS (61.3%). The industries with the lowest proportion were COMMUNICATION SERVICES (2.6%) and FINANCE AND INSURANCE (4.9%).
- The industries with the highest proportion of employees whose pay was set by collective agreements were GOVERNMENT ADMINISTRATION AND DEFENCE (83.7%) and EDUCATION (83.5%). The industries with the lowest proportion were ACCOMMODATION, CAFES AND RESTAURANTS (6.7%) and WHOLESALE TRADE (7.4%).
- The industries with the highest proportion of employees whose pay was set by individual agreements were WHOLESALE TRADE (80.8%) and PROPERTY AND BUSINESS SERVICES (71.6%). The industries with the lowest proportions were EDUCATION (8.7%) and GOVERNMENT ADMINISTRATION AND DEFENCE (9.7%).

OCCUPATION

- The occupation groups with the highest proportion of employees whose pay was set by awards only were ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS (42.2%) and LABOURERS AND RELATED WORKERS (33.8%). The occupation groups with the lowest proportion were MANAGERS AND ADMINISTRATORS (0.5%), ASSOCIATE PROFESSIONALS (6.6%) and PROFESSIONALS (7.6%).
- The occupation group with the highest proportion of employees whose pay was set by collective agreements was PROFESSIONALS (54.7%). The occupation group with the lowest proportion was MANAGERS AND ADMINISTRATORS (20.1%).
- The occupation groups with the highest proportion of employees whose pay was set by individual agreements were MANAGERS AND ADMINISTRATORS (79.4%) and ADVANCED CLERICAL AND SERVICE WORKERS (64.0%). The occupations with the lowest proportions were ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS (24.3%) and LABOURERS AND RELATED WORKERS (28.4%).

SECTOR

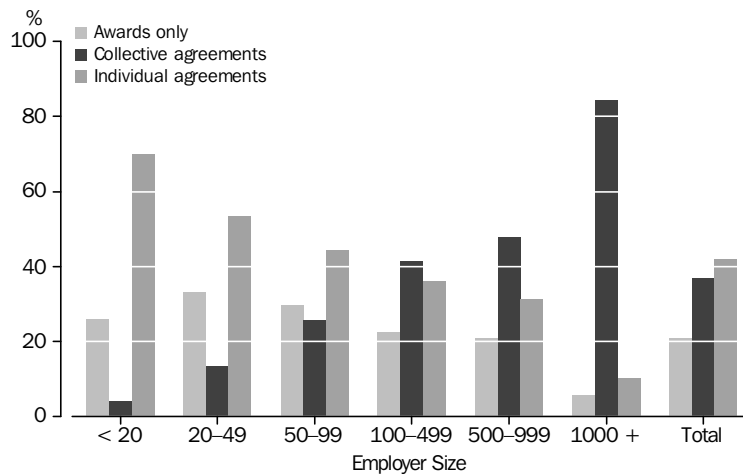
- The most prevalent pay setting method for private sector employees was individual agreements (51.0%). In the public sector, collective agreements (88.6%) was the most common pay setting method.

SUMMARY OF FINDINGS *continued*

EMPLOYER SIZE

- The proportion of employees whose pay was set by collective agreements rose as employer size increased, whilst the incidence of employees whose pay was set by individual agreements generally declined as employer size increased. The proportion of employees whose pay was set by awards only was highest for those employers with 20–49 employees (33.2%), but then declined as employer size increased. For employers with over 1,000 employees, only 5.6% of employees had their pay set by awards only.

7 METHODS OF SETTING PAY, Employer size



AVERAGE WEEKLY TOTAL EARNINGS, Composition

	FULL-TIME EMPLOYEES					PART-TIME	ALL
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$
MALES							
Ordinary time	1 230.90	838.90	373.30	823.10	909.70	894.70	791.30
Overtime	*1.80	67.20	31.00	66.00	55.40	54.70	47.50
Total	1 232.80	906.20	404.20	889.10	965.10	949.40	838.80
FEMALES							
Ordinary time	969.40	748.20	352.90	733.30	770.30	756.10	546.60
Overtime	**0.30	12.80	3.70	12.40	11.50	11.30	8.10
Total	969.70	761.00	356.60	745.80	781.80	767.40	554.70
PERSONS							
Ordinary time	1 166.50	803.20	364.80	787.70	857.90	843.00	672.30
Overtime	1.40	45.80	19.60	44.90	39.10	38.50	28.40
Total	1 167.90	849.00	384.30	832.50	897.00	881.50	700.60

* estimate has a relative standard error of between 25% and 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

AVERAGE WEEKLY TOTAL EARNINGS, Sector

	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								
Private sector	1 198.30	886.40	405.00	866.10	949.30	930.70	332.70	815.00
Public sector	1 527.90	977.00	367.00	975.10	1 029.60	1 027.80	427.60	945.60
All sectors	1 232.80	906.20	404.20	889.10	965.10	949.40	345.60	838.80
FEMALES								
Private sector	904.90	718.10	357.40	699.90	740.10	722.90	307.80	509.90
Public sector	1 357.50	867.50	326.40	865.80	893.20	891.50	431.80	709.90
All sectors	969.70	761.00	356.60	745.80	781.80	767.40	330.30	554.70
PERSONS								
Private sector	1 128.40	823.80	385.10	803.90	876.20	857.60	315.20	670.60
Public sector	1 475.20	926.50	348.20	924.80	968.30	966.60	430.80	818.90
All sectors	1 167.90	849.00	384.30	832.50	897.00	881.50	334.70	700.60

AVERAGE WEEKLY TOTAL EARNINGS, Industry

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	2 269.10	1 455.50	399.60	1 452.30	1 522.60	1 519.50	571.00	1 499.80
Manufacturing	1 195.60	873.90	407.80	857.00	910.20	893.90	418.20	866.60
Electricity, Gas and Water Supply	1 576.70	1 112.80	437.60	1 106.50	1 151.40	1 145.30	1 025.40	1 142.00
Construction	815.40	988.60	412.10	948.40	956.20	925.00	525.20	899.20
Wholesale Trade	1 285.60	803.70	403.40	789.80	920.60	906.80	341.10	861.30
Retail Trade	823.60	683.60	398.10	653.90	715.30	689.20	231.40	533.00
Accommodation, Cafes and Restaurants	737.70	654.20	418.60	644.20	672.60	664.10	283.70	479.80
Transport and Storage	1 183.80	971.90	404.00	970.10	1 000.60	999.00	547.00	925.90
Communication Services	1 741.60	991.70	—	991.70	1 073.90	1 073.90	385.50	1 027.80
Finance and Insurance	1 991.90	1 040.40	405.70	1 029.90	1 290.40	1 279.50	376.90	1 230.10
Property and Business Services	1 447.30	935.60	424.80	925.80	1 075.30	1 066.10	399.50	924.30
Government Administration and Defence	1 521.70	902.50	313.20	899.40	968.10	965.00	376.30	927.00
Education	1 402.40	975.80	429.00	973.70	1 036.10	1 034.20	354.80	843.60
Health and Community Services	1 616.10	875.20	455.40	871.20	980.20	975.90	424.80	762.80
Cultural and Recreational Services	1 013.20	862.00	391.60	855.20	910.80	905.70	295.70	693.60
Personal and Other Services	887.40	948.00	314.00	933.80	939.00	927.00	236.20	784.20
All Industries	1 232.80	906.20	404.20	889.10	965.10	949.40	345.60	838.80
FEMALES								
Mining	960.40	1 084.70	np	1 069.80	1 083.00	1 068.40	565.60	1 029.60
Manufacturing	1 095.80	701.20	365.20	692.40	725.30	716.50	338.80	613.30
Electricity, Gas and Water Supply	1 627.00	1 013.00	np	1 010.60	1 043.50	1 041.10	605.70	979.60
Construction	574.00	793.50	334.80	747.00	739.30	707.60	287.90	571.70
Wholesale Trade	865.00	726.20	382.30	720.10	745.60	740.10	358.90	642.70
Retail Trade	724.80	614.90	383.00	591.90	631.90	610.80	230.10	353.90
Accommodation, Cafes and Restaurants	752.70	624.80	396.80	610.00	644.60	630.70	277.60	376.90
Transport and Storage	772.90	771.60	412.00	761.20	771.70	762.40	379.20	673.90
Communication Services	1 314.30	889.70	—	889.70	915.30	915.30	368.20	759.30
Finance and Insurance	1 472.20	790.20	454.10	785.70	845.50	840.60	418.00	718.70
Property and Business Services	999.70	747.10	340.20	721.90	777.10	753.10	333.60	592.20
Government Administration and Defence	1 446.40	839.10	328.10	835.60	875.90	872.40	376.50	718.60
Education	1 266.20	886.80	292.70	885.40	913.00	911.70	364.30	661.30
Health and Community Services	964.80	761.80	285.00	746.60	776.20	761.60	426.20	553.30
Cultural and Recreational Services	1 026.70	801.10	337.20	798.30	828.60	826.00	242.60	466.20
Personal and Other Services	860.70	666.10	365.40	646.70	685.70	667.00	278.20	478.60
All Industries	969.70	761.00	356.60	745.80	781.80	767.40	330.30	554.70

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

AVERAGE WEEKLY TOTAL EARNINGS, Industry *continued*

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	2 242.30	1 410.70	371.90	1 405.40	1 472.90	1 467.60	569.10	1 442.80
Manufacturing	1 182.40	834.20	400.40	819.40	869.50	855.10	367.90	799.10
Electricity, Gas and Water Supply	1 582.60	1 094.10	424.00	1 088.60	1 131.70	1 126.40	788.40	1 109.40
Construction	781.70	968.60	400.80	927.20	932.40	900.70	414.50	850.60
Wholesale Trade	1 201.80	778.30	399.20	767.20	867.90	857.00	352.20	785.90
Retail Trade	794.40	656.00	392.20	629.10	683.60	659.30	230.50	433.70
Accommodation, Cafes and Restaurants	742.60	641.70	406.90	629.40	661.20	650.40	279.70	422.00
Transport and Storage	1 087.30	912.20	410.40	906.70	934.30	929.20	480.90	847.00
Communication Services	1 668.40	962.70	—	962.70	1 030.60	1 030.60	373.80	939.40
Finance and Insurance	1 863.70	897.90	430.70	890.90	1 061.10	1 053.30	413.20	930.70
Property and Business Services	1 341.30	848.20	361.90	829.00	951.10	932.50	357.90	762.50
Government Administration and Defence	1 500.80	876.30	320.20	873.00	931.10	927.70	376.40	827.60
Education	1 346.80	921.90	364.00	920.30	964.10	962.50	361.90	724.80
Health and Community Services	1 269.40	794.60	303.20	782.10	838.70	826.30	426.00	597.40
Cultural and Recreational Services	1 016.00	833.70	377.10	828.90	877.80	873.80	260.20	572.70
Personal and Other Services	879.50	836.10	348.10	816.80	841.80	824.70	265.60	631.60
All Industries	1 167.90	849.00	384.30	832.50	897.00	881.50	334.70	700.60

— nil or rounded to zero (including null cells)

AVERAGE WEEKLY TOTAL EARNINGS, Occupation

	FULL-TIME EMPLOYEES						PART-TIME	ALL
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Managers and Administrators(a)	1 558.60	1 259.10	—	1 259.10	1 534.60	1 534.60	523.70	1 517.40
Professionals	1 285.50	1 107.60	425.20	1 107.20	1 126.30	1 125.90	530.10	1 025.50
Associate Professionals	919.90	1 053.20	411.70	1 052.50	1 019.30	1 018.80	416.60	963.60
Tradespersons and Related Workers	638.80	865.10	410.10	822.20	845.80	807.90	370.50	772.00
Advanced Clerical and Service Workers	657.20	909.00	372.50	889.80	883.20	866.80	365.90	795.30
Intermediate Clerical, Sales and Service Workers	884.70	782.50	473.60	778.70	790.20	786.50	304.50	675.70
Intermediate Production and Transport Workers	774.20	886.80	397.10	882.10	882.30	877.80	367.90	795.60
Elementary Clerical, Sales and Service Workers	*250.90	705.00	348.60	679.40	692.80	668.60	272.10	454.40
Labourers and Related Workers	570.70	755.80	404.40	739.30	749.00	733.40	284.40	600.10
All Occupations	1 232.80	906.20	404.20	889.10	965.10	949.40	345.60	838.80
FEMALES								
Managers and Administrators(a)	1 252.00	1 152.90	—	1 152.90	1 241.90	1 241.90	509.40	1 155.70
Professionals	1 083.70	962.10	np	961.90	965.10	965.00	497.40	774.30
Associate Professionals	773.50	833.40	327.70	830.30	821.80	819.40	444.30	702.80
Tradespersons and Related Workers	831.20	634.60	338.80	577.70	644.90	588.40	297.70	443.70
Advanced Clerical and Service Workers	551.40	742.20	384.00	733.40	722.60	715.20	310.30	584.30
Intermediate Clerical, Sales and Service Workers	700.00	673.20	348.80	658.40	673.90	659.40	324.10	492.90
Intermediate Production and Transport Workers	np	637.20	413.10	633.50	636.50	632.70	268.60	475.60
Elementary Clerical, Sales and Service Workers	384.40	586.30	363.90	561.90	575.50	553.40	230.70	324.90
Labourers and Related Workers	*144.80	605.40	363.00	595.70	604.30	594.70	273.80	382.10
All Occupations	969.70	761.00	356.60	745.80	781.80	767.40	330.30	554.70
PERSONS								
Managers and Administrators(a)	1 487.90	1 229.40	—	1 229.40	1 465.90	1 465.90	513.60	1 425.20
Professionals	1 249.30	1 035.00	555.40	1 034.70	1 049.30	1 049.00	505.30	884.20
Associate Professionals	877.90	973.30	346.90	971.40	951.00	949.70	436.10	856.30
Tradespersons and Related Workers	646.30	850.30	400.40	804.70	833.30	792.80	337.70	732.90
Advanced Clerical and Service Workers	569.70	771.00	381.30	760.80	750.40	741.70	314.20	614.50
Intermediate Clerical, Sales and Service Workers	823.20	715.50	366.50	703.90	720.30	709.10	321.00	546.90
Intermediate Production and Transport Workers	771.50	860.60	399.80	855.80	857.40	852.80	337.20	749.60
Elementary Clerical, Sales and Service Workers	346.20	639.90	358.70	613.70	627.60	603.50	242.00	367.40
Labourers and Related Workers	563.30	722.70	396.40	707.80	718.00	703.80	278.50	521.40
All Occupations	1 167.90	849.00	384.30	832.50	897.00	881.50	334.70	700.60

— nil or rounded to zero (including null cells)

* estimate has a relative standard error of between 25% and 50% and should be used with caution

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Refer to Explanatory Notes paragraph 12.

AVERAGE WEEKLY TOTAL EARNINGS, States and territories

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	<i>Managerial adult</i>	<i>Non - managerial adult</i>	<i>Non - managerial junior</i>	<i>Total non - managerial</i>	<i>Total adult</i>	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	1 266.30	939.70	395.70	919.30	1 006.20	987.80	356.40	873.60
Victoria	1 257.70	895.50	388.70	882.70	966.00	954.20	322.40	846.20
Queensland	1 123.10	874.40	450.30	859.00	908.00	893.50	362.20	783.40
South Australia	1 126.30	903.60	422.00	885.40	933.60	916.70	351.00	822.20
Western Australia	1 208.10	898.30	378.80	879.90	952.50	935.70	345.50	826.10
Tasmania	967.80	795.90	329.90	767.70	818.20	792.30	374.70	707.00
Northern Territory	1 142.70	895.10	669.60	889.00	933.30	927.30	324.80	788.40
Australian Capital Territory	1 464.50	938.60	322.90	921.60	1 061.80	1 046.10	246.30	904.60
Australia	1 232.80	906.20	404.20	889.10	965.10	949.40	345.60	838.80
FEMALES								
New South Wales	1 085.80	787.00	371.10	773.10	815.70	802.20	344.00	593.90
Victoria	932.10	764.80	343.10	756.30	782.70	774.80	334.80	556.30
Queensland	821.30	714.80	344.00	696.50	724.70	707.60	302.10	504.80
South Australia	989.50	756.40	369.90	727.30	777.60	749.50	345.70	527.30
Western Australia	817.80	730.10	365.40	712.70	740.10	724.00	321.30	526.30
Tasmania	1 118.80	780.80	287.10	737.10	793.60	750.30	327.40	489.20
Northern Territory	953.80	769.40	455.10	762.10	781.40	774.30	342.40	609.50
Australian Capital Territory	1 252.20	817.00	364.20	812.30	884.40	879.90	329.30	658.70
Australia	969.70	761.00	356.60	745.80	781.80	767.40	330.30	554.70
PERSONS								
New South Wales	1 227.10	878.50	386.50	860.80	935.50	919.00	347.80	742.20
Victoria	1 181.40	845.50	373.70	834.60	900.40	890.10	331.40	707.60
Queensland	1 028.90	809.20	398.50	792.10	835.20	819.10	319.00	640.20
South Australia	1 092.30	853.60	395.10	830.30	882.30	860.30	347.00	679.10
Western Australia	1 097.20	831.40	372.40	812.90	871.70	854.50	328.00	676.50
Tasmania	987.30	790.50	310.30	756.50	809.90	777.80	338.40	593.40
Northern Territory	1 098.80	839.20	582.10	832.70	869.60	863.10	335.30	703.70
Australian Capital Territory	1 390.30	881.10	333.10	870.40	982.30	972.10	305.60	775.60
Australia	1 167.90	849.00	384.30	832.50	897.00	881.50	334.70	700.60

WEEKLY TOTAL EARNINGS, Distribution

	FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES			ALL EMPLOYEES		
	Males	Females	Persons	Males	Females	Persons
PROPORTION OF EMPLOYEES (%)						
Under 200	*0.2	*0.2	*0.2	6.8	16.2	11.4
200 and under 300	0.3	0.4	0.4	4.1	9.0	6.5
300 and under 400	0.8	1.5	1.1	4.3	10.1	7.1
400 and under 500	4.2	7.9	5.7	6.0	11.3	8.5
500 and under 600	11.3	19.0	14.3	10.3	13.3	11.8
600 and under 700	15.0	19.9	16.9	11.8	11.6	11.7
700 and under 800	13.7	16.1	14.6	10.9	8.5	9.7
800 and under 900	13.0	11.3	12.4	9.8	6.2	8.0
900 and under 1,000	9.4	7.5	8.7	7.3	4.3	5.9
1,000 and under 1,100	9.2	7.6	8.6	6.9	4.0	5.5
1,100 and under 1,200	6.1	3.2	5.0	4.9	1.9	3.4
1,200 and under 1,300	4.5	1.7	3.4	3.8	1.0	2.4
1,300 and under 1,400	3.0	1.2	2.3	2.7	0.8	1.8
1,400 and under 1,500	2.8	0.7	1.9	2.3	0.5	1.4
1,500 and under 1,600	1.8	0.5	1.3	1.6	0.4	1.0
1,600 and under 1,700	1.3	*0.5	1.0	1.2	0.4	0.8
1,700 and under 1,800	0.9	*0.1	0.6	0.9	0.1	0.5
1,800 and under 1,900	0.8	*0.2	0.5	0.9	0.1	0.5
1,900 and under 2,000	0.5	*0.1	0.3	0.6	0.2	0.4
2,000 and over	1.3	0.3	0.9	2.7	0.4	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

DECILES AND QUANTILES (a) (\$)						
10th percentile	548.00	500.00	519.00	279.00	129.00	177.00
20th percentile	620.00	557.00	589.00	481.00	245.00	331.00
25th percentile (1st quartile)	654.00	577.00	616.00	537.00	298.00	400.00
30th percentile	684.00	606.00	649.00	582.00	350.00	462.00
40th percentile	755.00	654.00	709.00	673.00	447.00	556.00
50th percentile (median) (2nd quartile)	835.00	708.00	771.00	759.00	523.00	638.00
60th percentile	912.00	765.00	850.00	855.00	601.00	730.00
70th percentile	1 016.00	836.00	948.00	980.00	687.00	840.00
75th percentile (3rd quartile)	1 070.00	888.00	1 004.00	1 044.00	741.00	904.00
80th percentile	1 147.00	942.00	1 061.00	1 136.00	802.00	990.00
90th percentile	1 371.00	1 084.00	1 258.00	1 414.00	994.00	1 220.00

MEAN (\$)						
Average weekly total earnings	906.20	761.00	849.00	838.80	554.70	700.60

* estimate has a relative standard error of between 25% and 50% and should be used with caution
(a) Data for deciles and quartiles are rounded to the dollar.

AVERAGE WEEKLY HOURS PAID FOR, Non-managerial employees(a)—Composition

	FULL-TIME			PART-TIME		
	Adult	Junior	All persons	Adult	Junior	All persons
	hrs	hrs	hrs	hrs	hrs	hrs
MALES						
Ordinary time	38.1	38.5	38.1	18.7	13.3	17.9
Overtime	2.3	2.1	2.3	0.6	*0.1	0.6
Total	40.4	40.5	40.4	19.3	13.5	18.4
FEMALES						
Ordinary time	37.5	36.8	37.5	18.8	12.1	18.0
Overtime	0.4	0.3	0.4	0.2	*0.2	0.2
Total	38.0	37.0	37.9	19.0	12.2	18.2
PERSONS						
Ordinary time	37.9	37.8	37.9	18.8	12.5	18.0
Overtime	1.6	1.3	1.6	0.3	0.1	0.3
Total	39.4	39.1	39.4	19.1	12.6	18.3

* estimate has a relative standard error of between 25% and 50% and should be used with caution

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

	Awards only	Collective agreements(a)	Individual agreements(b)	Total
	%	%	%	%
STATE				
New South Wales	21.8	34.3	44.0	100.0
Victoria	19.0	35.8	45.2	100.0
Queensland	24.3	40.4	35.3	100.0
South Australia	24.7	38.7	36.6	100.0
Western Australia	15.2	35.6	49.2	100.0
Tasmania	21.6	48.9	29.6	100.0
Northern Territory	16.3	45.4	38.4	100.0
Australian Capital Territory	20.4	49.0	30.6	100.0
Australia	21.0	37.0	42.0	100.0
OCCUPATION				
Managers and Administrators(c)	*0.5	20.1	79.4	100.0
Professionals	7.6	54.7	37.7	100.0
Associate Professionals	6.6	36.7	56.7	100.0
Tradespersons and Related Workers	27.1	26.3	46.5	100.0
Advanced Clerical and Service Workers	11.6	24.4	64.0	100.0
Intermediate Clerical, Sales and Service Workers	25.3	33.9	40.9	100.0
Intermediate Production and Transport Workers	20.3	43.3	36.3	100.0
Elementary Clerical, Sales and Service Workers	42.2	33.5	24.3	100.0
Labourers and Related Workers	33.8	37.8	28.4	100.0
All Occupations	21.0	37.0	42.0	100.0
INDUSTRY				
Mining	**6.2	36.7	57.1	100.0
Manufacturing	12.8	34.7	52.4	100.0
Electricity, Gas and Water Supply	7.4	70.3	22.3	100.0
Construction	18.7	26.0	55.3	100.0
Wholesale Trade	11.8	7.4	80.8	100.0
Retail Trade	35.8	28.6	35.6	100.0
Accommodation, Cafes and Restaurants	61.3	*6.7	32.0	100.0
Transport and Storage	19.2	39.0	41.8	100.0
Communication Services	*2.6	69.6	27.8	100.0
Finance and Insurance	*4.9	47.7	47.4	100.0
Property and Business Services	17.8	10.6	71.6	100.0
Government Administration and Defence	6.6	83.7	9.7	100.0
Education	7.8	83.5	8.7	100.0
Health and Community Services	31.1	48.5	20.4	100.0
Cultural and Recreational Services	11.3	29.6	59.1	100.0
Personal and Other Services	22.2	42.6	35.2	100.0
All Industries	21.0	37.0	42.0	100.0

* estimate has a relative standard error of between 25% and 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) Refer to Explanatory Notes paragraph 12.

METHODS OF SETTING PAY, Earnings—State, Occupation and Industry

	Awards only	Collective agreements(a)	Individual agreements(b)	Total
	\$	\$	\$	\$
STATE				
New South Wales	454.60	802.80	837.30	742.20
Victoria	422.20	750.50	793.30	707.60
Queensland	401.50	729.40	702.60	640.20
South Australia	440.10	782.70	731.20	679.10
Western Australia	438.30	701.10	732.20	676.50
Tasmania	387.50	655.10	641.80	593.40
Northern Territory	485.10	766.10	722.60	703.70
Australian Capital Territory	368.70	846.80	933.40	775.60
Australia	430.20	760.80	783.10	700.60
OCCUPATION				
Managers and Administrators(c)	973.90	1 411.90	1 431.20	1 425.20
Professionals	631.40	874.70	948.70	884.20
Associate Professionals	616.20	908.40	850.50	856.30
Tradespersons and Related Workers	546.40	968.40	708.40	732.90
Advanced Clerical and Service Workers	434.40	778.10	584.70	614.50
Intermediate Clerical, Sales and Service Workers	387.60	591.60	608.40	546.90
Intermediate Production and Transport Workers	646.60	827.40	714.50	749.60
Elementary Clerical, Sales and Service Workers	304.80	374.90	466.20	367.40
Labourers and Related Workers	369.40	679.00	493.00	521.40
All Occupations	430.20	760.80	783.10	700.60
INDUSTRY				
Mining	1 480.30	1 559.30	1 363.90	1 442.80
Manufacturing	507.60	862.30	828.50	799.10
Electricity, Gas and Water Supply	977.00	1 059.00	1 312.80	1 109.40
Construction	654.00	1 081.90	808.20	850.60
Wholesale Trade	445.90	796.50	834.60	785.90
Retail Trade	325.10	327.40	628.10	433.70
Accommodation, Cafes and Restaurants	366.40	369.10	539.60	422.00
Transport and Storage	697.30	993.60	779.30	847.00
Communication Services	*387.90	889.60	1 114.90	939.40
Finance and Insurance	460.90	778.80	1 131.90	930.70
Property and Business Services	443.10	772.40	840.20	762.50
Government Administration and Defence	594.90	831.30	953.50	827.60
Education	520.60	753.80	629.10	724.80
Health and Community Services	428.30	696.30	619.90	597.40
Cultural and Recreational Services	358.40	643.20	578.20	572.70
Personal and Other Services	341.50	875.60	519.60	631.60
All Industries	430.20	760.80	783.10	700.60

* estimate has a relative standard error of between 25% and 50% and should be used with caution

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) Refer to Explanatory Notes paragraph 12.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
Males				
Private sector	18.6	24.6	56.8	100.0
Public sector	4.3	87.3	8.4	100.0
All sectors	16.0	36.1	47.9	100.0
Females				
Private sector	32.3	23.1	44.6	100.0
Public sector	5.7	89.7	4.6	100.0
All sectors	26.4	38.0	35.6	100.0
Persons				
Private sector	25.1	23.9	51.0	100.0
Public sector	5.0	88.6	6.3	100.0
All sectors	21.0	37.0	42.0	100.0

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Males				
Private sector	525.80	853.20	893.10	815.00
Public sector	664.70	943.00	1 117.40	945.60
All sectors	532.60	892.90	900.30	838.80
Females				
Private sector	356.70	529.60	610.70	509.90
Public sector	519.00	716.50	816.20	709.90
All sectors	364.50	628.40	616.70	554.70
Persons				
Private sector	422.70	705.30	776.30	670.60
Public sector	576.70	819.70	999.80	818.90
All sectors	430.20	760.80	783.10	700.60

(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	26.0	4.0	70.0	100.0
20 to 49 employees	33.2	13.3	53.5	100.0
50 to 99 employees	29.9	25.7	44.4	100.0
100 to 499 employees	22.4	41.5	36.1	100.0
500 to 999 employees	21.1	47.8	31.2	100.0
1,000 and over employees	5.6	84.4	10.1	100.0
Total	21.0	37.0	42.0	100.0

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Under 20 employees	387.70	706.50	647.20	582.20
20 to 49 employees	451.00	748.00	758.50	654.90
50 to 99 employees	398.80	720.40	888.20	698.80
100 to 499 employees	469.20	797.10	947.10	777.70
500 to 999 employees	473.40	775.70	1 063.60	801.80
1,000 and over employees	491.60	753.50	1 147.50	778.60
Total	430.20	760.80	783.10	700.60

(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	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	177.90	42.60	38.20	42.40	46.30	46.00	132.90	45.80
Manufacturing	43.80	10.10	20.20	10.20	10.60	10.60	28.00	10.80
Electricity, Gas and Water Supply	100.70	35.20	76.60	35.70	30.00	30.40	171.40	32.20
Construction	43.60	29.30	31.30	33.10	26.90	29.80	44.90	29.50
Wholesale Trade	65.50	22.60	33.70	22.30	30.30	29.90	26.70	28.80
Retail Trade	47.80	10.90	19.90	10.90	13.90	13.20	12.40	12.30
Accommodation, Cafes and Restaurants	52.00	13.30	29.50	13.70	15.90	15.40	10.70	13.80
Transport and Storage	90.70	24.20	42.50	24.00	23.40	23.30	80.70	24.90
Communication Services	147.30	17.50	—	17.50	30.90	30.90	33.60	31.60
Finance and Insurance	187.70	18.90	29.90	19.60	57.30	56.80	65.80	54.50
Property and Business Services	110.40	21.30	37.00	21.10	36.40	36.30	23.50	36.40
Government Administration and Defence	42.40	20.50	36.70	20.60	18.50	18.70	44.50	19.70
Education	47.10	14.30	53.20	14.20	19.30	19.20	17.20	23.50
Health and Community Services	140.80	21.80	7.70	21.70	31.40	31.30	31.90	31.40
Cultural and Recreational Services	77.90	31.80	30.60	31.80	32.00	31.90	34.80	32.50
Personal and Other Services	78.60	22.60	23.70	25.60	24.90	26.80	23.20	30.60
All Industries	31.90	6.50	10.70	6.70	8.10	8.20	9.30	8.20
FEMALES								
Mining	230.40	62.90	11.30	63.80	61.90	62.80	120.00	63.10
Manufacturing	92.60	11.20	17.40	11.20	13.30	13.30	20.50	17.10
Electricity, Gas and Water Supply	150.80	101.30	—	101.50	94.00	94.10	64.60	89.00
Construction	50.30	72.10	10.40	76.80	56.60	59.70	35.40	47.10
Wholesale Trade	76.90	19.00	16.20	18.90	20.80	20.70	18.40	18.30
Retail Trade	54.80	13.00	19.90	12.70	13.70	13.20	10.20	13.10
Accommodation, Cafes and Restaurants	56.20	11.50	23.30	14.50	12.50	15.00	12.30	14.10
Transport and Storage	119.60	24.40	13.70	23.70	26.00	25.30	37.20	25.40
Communication Services	174.10	20.70	—	20.70	23.70	23.70	38.40	34.20
Finance and Insurance	184.00	17.70	44.20	17.50	17.70	17.60	12.70	16.20
Property and Business Services	83.70	14.30	12.30	14.30	16.90	16.40	13.10	15.80
Government Administration and Defence	40.30	9.30	22.60	9.50	9.80	10.00	15.10	15.70
Education	86.80	9.80	37.20	9.80	12.30	12.30	12.40	12.00
Health and Community Services	40.30	9.80	18.20	14.20	9.80	13.90	7.50	8.70
Cultural and Recreational Services	70.70	24.30	24.20	24.20	25.40	25.30	19.00	38.40
Personal and Other Services	120.80	21.20	28.70	21.00	23.70	23.40	20.70	26.20
All Industries	28.80	5.10	9.80	5.40	5.50	5.80	5.00	5.70

— nil or rounded to zero (including null cells)

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	176.10	41.50	23.50	41.30	44.60	44.10	94.90	43.80
Manufacturing	41.50	9.20	16.80	9.20	9.80	9.70	18.10	11.00
Electricity, Gas and Water Supply	91.80	45.10	71.20	45.60	38.40	38.80	136.60	41.00
Construction	40.70	31.70	27.20	34.10	27.70	29.80	34.00	29.40
Wholesale Trade	59.80	18.90	27.40	18.50	24.30	23.90	17.50	22.30
Retail Trade	40.80	8.50	14.90	8.60	10.60	10.20	8.30	11.20
Accommodation, Cafes and Restaurants	42.60	9.20	20.00	10.10	10.70	10.90	9.00	10.30
Transport and Storage	85.30	20.60	14.80	20.40	20.20	20.10	50.40	20.30
Communication Services	131.50	14.20	—	14.20	25.30	25.30	28.50	27.50
Finance and Insurance	154.70	15.70	30.50	17.30	31.70	32.10	12.70	27.70
Property and Business Services	93.20	15.90	15.30	15.90	23.60	23.60	12.60	23.40
Government Administration and Defence	32.10	14.20	23.00	14.30	12.70	12.80	15.30	15.90
Education	44.80	7.90	37.10	7.80	10.30	10.20	10.50	11.40
Health and Community Services	73.30	10.10	26.00	12.80	12.30	14.60	8.90	11.30
Cultural and Recreational Services	66.40	23.00	29.10	22.80	24.30	24.20	20.20	35.00
Personal and Other Services	73.10	20.40	21.60	22.10	20.90	22.00	17.30	25.60
All Industries	26.30	5.00	7.90	5.20	5.90	5.90	4.50	6.10

— nil or rounded to zero (including null cells)

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	41.00	11.50	19.80	12.40	12.30	12.90	13.00	12.80
Victoria	85.70	12.10	25.90	12.30	21.00	20.90	14.10	20.60
Queensland	57.20	15.50	17.00	15.70	15.30	15.30	33.30	17.00
South Australia	60.20	28.70	24.00	29.40	25.20	25.80	22.10	27.70
Western Australia	79.00	18.10	16.10	18.50	23.10	23.30	24.70	21.90
Tasmania	55.30	15.20	12.20	16.30	14.90	16.10	30.50	14.80
Northern Territory	76.50	25.10	134.90	25.30	23.50	22.30	27.00	26.90
Australian Capital Territory	51.80	23.30	27.30	25.50	24.50	26.50	19.00	28.40
Australia	31.90	6.50	10.70	6.70	8.10	8.20	9.30	8.20
FEMALES								
New South Wales	52.70	8.50	27.00	9.50	9.10	10.00	7.30	8.40
Victoria	60.10	9.70	19.10	9.90	10.90	10.90	11.00	12.10
Queensland	64.50	16.00	9.80	16.70	17.70	18.20	14.50	17.80
South Australia	75.20	18.20	20.60	21.00	17.80	20.60	10.90	15.60
Western Australia	51.30	14.70	32.00	14.40	14.70	14.40	9.90	11.50
Tasmania	146.00	35.10	17.60	35.70	34.50	35.20	14.40	21.40
Northern Territory	56.50	15.40	13.30	15.50	15.50	15.60	16.00	17.20
Australian Capital Territory	60.90	18.50	37.50	18.60	20.00	20.00	15.30	19.40
Australia	28.80	5.10	9.80	5.40	5.50	5.80	5.00	5.70
PERSONS								
New South Wales	36.40	9.00	16.30	9.50	9.50	10.00	6.90	9.50
Victoria	70.20	9.10	19.60	9.30	13.80	13.80	8.90	14.00
Queensland	46.70	12.40	15.20	12.80	12.30	12.50	14.60	14.30
South Australia	51.40	24.70	18.10	25.30	21.70	22.30	10.60	23.20
Western Australia	60.10	14.00	17.50	14.20	17.00	16.90	10.30	14.90
Tasmania	52.70	15.90	11.00	18.00	15.40	17.40	14.80	16.90
Northern Territory	60.70	16.90	70.00	17.40	15.90	15.80	16.00	19.90
Australian Capital Territory	42.70	19.60	25.00	20.00	19.50	19.90	13.90	19.80
Australia	26.30	5.00	7.90	5.20	5.90	5.90	4.50	6.10

(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	1.0	1.0	1.0	—
Victoria	1.4	1.2	1.3	—
Queensland	2.0	3.2	2.4	—
South Australia	2.0	2.3	1.8	—
Western Australia	1.4	1.5	1.6	—
Tasmania	2.2	3.2	2.5	—
Northern Territory	1.8	2.6	2.5	—
Australian Capital Territory	2.4	2.5	2.5	—
Australia	0.7	0.8	0.7	—

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
New South Wales	16.90	13.30	15.20	9.50
Victoria	26.90	13.10	23.40	14.00
Queensland	23.50	19.10	23.60	14.30
South Australia	19.30	35.80	28.70	23.20
Western Australia	15.10	17.30	24.60	14.90
Tasmania	16.10	32.20	30.80	16.90
Northern Territory	35.60	33.00	32.00	19.90
Australian Capital Territory	29.00	14.30	44.80	19.80
Australia	10.40	7.70	10.10	6.10

— 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 from the Survey of Employee Earnings and Hours. The survey was conducted in May 2002 and collected information from a sample of employers about the earnings, hours and selected characteristics of their employees.

2 The survey is designed to provide detailed statistics on the level, composition and distribution of earnings and hours of employees. By collecting information about the characteristics of employers, such as industry and sector, and their employees, such as occupation, type of employee, and method of setting pay, the statistics provide comprehensive information about earnings and hours paid for, for various groups of employees, for example classified by industry, occupation and pay setting method.

3 Final estimates will be published in *Employee Earnings and Hours, Australia, May 2002* (cat. no. 6306.0), expected to be released in March 2003.

SCOPE

4 The survey covered all employing organisations in Australia (public and private sectors) except:

- enterprises primarily engaged in Agriculture, forestry and fishing
- private households employing staff
- foreign embassies, consulates, etc.

5 The employees of employers covered in the survey are in scope if they received pay for the reference period, except:

- members of the Australian permanent defence forces
- employees based outside Australia
- employees on workers' compensation who are not paid through the payroll.

SURVEY METHODOLOGY AND DESIGN

6 The sample of employees is obtained using a two stage selection approach. The first stage involves the ABS selecting a probability sample of businesses from the ABS Business Register. The selection unit for the first stage comprises all activities of an employer in a particular state or territory. Units on the Business Register are stratified into homogenous groups using the following variables: state, sector, industry, and employment size. A small number of strata are completely enumerated, while for each of the remaining strata an equal probability sample is taken.

7 In the second stage the selected employers are asked to select a random sample of employees from their payrolls using instructions provided by the ABS. Data for approximately 50,000 employees from a sample of 7,000 employers contributed to the preliminary results in this publication.

8 The May 2002 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

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

10 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

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

EXPLANATORY NOTES *continued*

OCCUPATION *continued*

12 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

13 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.

14 In May 2002, the questions on how employees' pay was set in the survey reference period were changed to collect data on whether the main part of their pay was set by individual agreement, collective agreement or award. Data was again collected on whether agreements were certified, approved or registered with an industrial tribunal or authority. It is considered unlikely that this change will affect comparability of data between surveys.

EMPLOYEE ESTIMATES

15 This publication provides estimates of the proportion of employees for earnings ranges and methods of setting pay. Estimates of the number of employees from the EEH are not yet available. Users who require estimates of number of employees can use data from the Labour Force Survey (LFS), which is a monthly ABS survey of households. Although there are a number of conceptual and methodological reasons for differences between estimates of employees based on the LFS and those based on the EEH, the LFS estimates may be used in conjunction with the EEH proportions to obtain an approximation to the number of employees whose earnings are within the earnings ranges or whose pay are set by awards, individual agreements or collective agreements.

16 The following table contains estimates from LFS for May 2002, of the number of employees, by state and sex.

EXPLANATORY NOTES *continued*

EMPLOYEE ESTIMATES

continued

LABOUR FORCE MAY 2002 (a)

.....

	NUMBER OF EMPLOYEES		
	MALES	FEMALES	PERSONS
	'000	'000	'000
New South Wales	1 459.7	1 223.6	2 683.3
Victoria	1 115.3	944.4	2 059.7
Queensland	786.7	675.0	1 461.7
South Australia	313.8	273.4	587.3
Western Australia	437.3	359.8	797.1
Tasmania	91.7	81.1	172.9
Northern Territory	49.6	42.4	92.1
Australian Capital Territory	78.1	77.2	155.4
Australia	4 332.3	3 677.1	8 009.4

.....

(a) Source: ABS data available on request, Labour Force, Australia, May 2002.

17 Estimates of the number of employees for the public sector for May 2002 are available in *Wage and Salary Earners, Public Sector Australia* (cat. no. 6248.0).

COMPARABILITY OF RESULTS

18 Care should be taken when comparing estimates of average weekly earnings from this survey with those published quarterly in *Average Weekly Earnings, 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 gross earnings and the total number of employees of employer units selected in the survey. The average weekly earnings measures are derived by dividing total gross earnings by the number of employees. The Survey of Employee Earnings and Hours collects information about the weekly earnings of 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.

19 Estimates of average weekly earnings and hours for May 2002 have been compiled on a consistent basis with previous Surveys of Employee Earnings and Hours. However, care should be taken in using data at disaggregated levels from this survey on a time series basis because of the presence of sampling error.

RELIABILITY OF ESTIMATES

20 Estimates are subject to sampling and non-sampling errors. For information on the reliability of estimates see the Technical Note.

RELATED PUBLICATIONS

- 21** Users may also wish to refer to the following publications:
- *Average Weekly Earnings, Australia*, cat. no. 6302.0—issued quarterly
 - *Employee Earnings and Hours, Australia*, cat. no. 6306.0—issued biennially
 - *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, Public Sector Australia*, cat. no. 6248.0—issued quarterly
 - *Wage Cost Index, Australia*, cat. no. 6345.0—issued quarterly
 - *Labour Statistics: Concepts, Sources and Methods, 2001* cat. no. 6102.0—issued 6 August 2001

EXPLANATORY NOTES *continued*

RELATED PUBLICATIONS

continued

22 Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products* (cat. no. 1101.0). The catalogue is available from any ABS office or the ABS web site <<http://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

ROUNDING

23 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.

24 Estimates of proportions of employees for earnings ranges and methods of setting pay are rounded to one tenth of a percentage point.

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

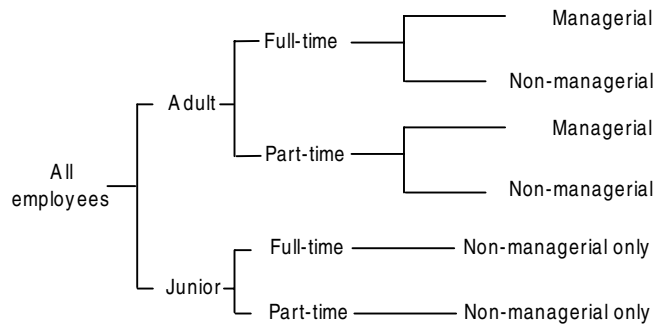
APPENDIX ABS DATA AVAILABLE ON REQUEST

INTRODUCTION

On release of this preliminary publication a limited range of unpublished data will be available on request. Data availability will depend on the size of the sampling error for the estimates requested. Note that all data is subject to ABS confidentiality provisions, and data considered confidential will be suppressed. Data can be produced for clients as customised reports in a variety of formats. Contact Brad Pottinger on 08 9360 5305 for more information.

The survey populations and variables are listed below.

POPULATION



VARIABLES AVAILABLE

Distribution of employees

Weekly Total Earnings

Composition of earnings

Ordinary Time Earnings

Overtime Earnings

Total Earnings

Composition of hours paid for

Non-managerial employees only

States

All States and territories

Sector

Public

Private

All Sectors

Sex

Males

Females

Persons

Managerial status

Managerial

Non-managerial

Employee status

Full-time

Part-time

Employee type

Adult

Junior

Occupation

Major Groups only

Industry

Division only

Method of setting pay

Award only

Collective agreements

Individual agreements

TECHNICAL NOTE DATA QUALITY

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
- 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 undertaking a post enumeration survey 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 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, which 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 used in their organisation, which was then used to validate the reported data.

RELIABILITY OF ESTIMATES

5 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.

6 An example of the use of a standard error is as follows. From Table 1, the estimated average weekly total earnings for all male employees in Australia is \$838.80, with a standard error of \$8.20 (from Table 12). Then there would be about two chances in three that a full enumeration would have given an estimate in the range \$830.60 to \$847.00 and about nineteen chances in twenty that it would be in the range \$822.40 to \$855.20.

7 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

8 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.

9 From Table 1, the estimated average weekly total earnings for all female employees in Australia is \$554.70, with a standard error of \$5.70 (from Table 12). The difference between the earnings of male and female employees is \$284.10. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in Australia is:

$$\begin{aligned} SE(\$838.80 - \$554.70) &= \text{sqrt}((\$8.20)^2 + (\$5.70)^2) \\ &= \$9.99 \end{aligned}$$

10 There are about two chances in three that the true figure for the difference between male and female average weekly earnings lies in the range \$274.11 to \$294.09, and about 19 chances in 20 that the figure is in the range \$264.12 to \$304.08.

11 The formula above can be used to estimate the standard error on a difference between estimated averages in two different 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.)

12 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.

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

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

14 For example, from Table 1, the average weekly total earnings for all male employees in Australia is \$838.80, and for all female employees it is \$554.70. Table 12 shows an estimate for the standard error on the male estimate is \$8.20, and an estimate of the standard error on the female estimate is \$5.70.

15 Applying the above RSE%(x) formula yields:

$$\begin{aligned} \text{Males: } RSE\%(838.80) &= (8.20/838.80) * 100 \\ &= 0.98\% \\ \text{Females: } RSE\%(554.70) &= (5.70/554.70) * 100 \\ &= 1.03\% \end{aligned}$$

16 An asterisk appears against an estimate in this publication where the sampling variability is considered high. This occurs when the standard error of the estimate is equal to or greater than 25% of the estimate. In these cases, the estimate should be used with caution. A double asterisk appears against an estimate with a relative standard error greater than 50%. In these cases the estimate is considered too unreliable for general use.

PAY SETTING METHOD —
PROPORTIONS DATA

17 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 two standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

PAY SETTING METHOD —
PROPORTIONS DATA *continued*

18 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).

19 Table 14 contains estimates of standard errors from which confidence intervals may be constructed.

GLOSSARY

Adult employees	Employees who are 21 years of age or over, and employees under 21 who are paid at the full adult rate for their occupation.
Average (mean) total earnings	The amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.
Average (mean) total hours	The amount obtained by dividing the total hours of a group (e.g. full-time employees) by the number of employees in that group.
Awards	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.
Collective agreements	Agreements between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). They set the terms of employment (pay and/or conditions) for a group of employees, and may be either registered or unregistered.
Employees	Persons who worked for a public or private employer, and received pay for the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payment in kind. Persons who operate their own incorporated enterprise with or without hiring employees are also included as employees.
Employees whose pay is set by awards only	Employees who are covered by awards and who were not paid more than the award rate of pay in the survey reference period.
Employees whose pay is set by collective agreements	Employees who had the main part of their wages or salaries paid in the survey reference period set by registered or unregistered collective agreements or enterprise awards.
Employees whose pay is set by individual agreements	Employees who had the main part of their wages or salaries paid in the survey reference period set by individual 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 of incorporated enterprises who set their own rate of pay.
Employer size	A measure of the size of the business in terms of the number of employees within that business. The employer size reflects the size of the business in each state or territory and not necessarily the size of the business Australia-wide.
Full-time employees	Employees who normally work the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week. Employees who work variable hours are classified as full-time if they worked 35 hours or more in the reference week.
Individual agreements/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. Individual agreements/contracts may be either registered or unregistered.
Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
Junior employees	Employees who are under 21 years of age and are not paid at the adult rate for their occupation.
Managerial employees	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 are regarded as managerial employees.

GLOSSARY *continued*

Method of setting pay	How the main part of an employee's pay was set in the reference period. The mechanisms for setting an employee's pay can include awards, collective agreements or individual agreements.
Median earnings	The amount of earnings which divides employees into two groups containing equal numbers of employees, one half with earnings below the median and the other half having earnings above the median.
Non-managerial employees	Employees who are not managerial employees as defined above, including non-managerial professionals and some employees with supervisory responsibilities.
Occupation	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (cat. no. 1220.0).
Ordinary time earnings	Payment attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions have been made. Included 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, salary sacrificed, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.
Ordinary time hours paid for	Award, standard or agreed hours of work, paid for at the ordinary time rate. Included are 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. 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 are included. Note: Ordinary hours paid for was not collected for managerial employees.
Overtime earnings	Payment for hours in excess of award, standard or agreed hours of work.
Overtime hours paid for	Hours in excess of award, standard or agreed hours of work, paid for and reported as overtime hours. Note: Overtime hours paid for was not collected for managerial employees.
Part-time employees	Employees who normally work less than the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as part-time if they usually work less than 35 hours per week.
Percentiles	Any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none">■ 25% of employees earn less than or equal to the 25th percentile■ 75% of employees earn less than or equal to the 75th percentile.
Reference period	The survey refers to the last pay period ending on or before 17 May 2002. All estimates of earnings and hours in this publication are weekly, therefore for employees paid other than weekly, hours and earnings have been converted to a weekly basis.
Sector	Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or state/territory Parliaments. The private sector comprises all organisations not classified as public sector.
Total earnings	Equal to ordinary time earnings plus overtime earnings.
Total hours paid for	Equal to ordinary time hours paid for plus overtime hours paid for. Note: Total hours paid for was not collected for managerial employees.

GLOSSARY *continued*

Weekly Total Earnings Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

FOR MORE INFORMATION . . .

- INTERNET* **www.abs.gov.au** the ABS web site is the best place to start for access to summary data from our latest publications, information about the ABS, advice about upcoming releases, our catalogue, and Australia Now—a statistical profile.
- LIBRARY* A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
- CPI INFOLINE* For current and historical Consumer Price Index data, call 1902 981 074 (call cost 77c per minute).
- DIAL-A-STATISTIC* For the latest figures for National Accounts, Balance of Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 77c per minute).

INFORMATION SERVICE

Data that is already published and can be provided within five minutes is free of charge. Our information consultants can also help you to access the full range of ABS information—ABS user-pays services can be tailored to your needs, time frame and budget. Publications may be purchased. Specialists are on hand to help you with analytical or methodological advice.

- PHONE* 1300 135 070
- EMAIL* client.services@abs.gov.au
- FAX* 1300 135 211
- POST* Client Services, ABS, GPO Box 796, Sydney NSW 1041

WHY NOT SUBSCRIBE?

ABS subscription services provide regular, convenient and prompt deliveries of ABS publications and products as they are released. Email delivery of monthly and quarterly publications is available.

- PHONE* 1300 366 323
- EMAIL* subscriptions@abs.gov.au
- FAX* 03 9615 7848
- POST* Subscription Services, ABS, GPO Box 2796Y, Melbourne Vic 3001



2630500005021

ISSN 1325 7773

RRP \$21.00