

# **EMPLOYEE EARNINGS AND HOURS**

*AUSTRALIA*

EMBARGO: 11.30AM (CANBERRA TIME) WED 23 MAR 2005

## **C O N T E N T S**

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

### **TABLES**

List of tables .....	10
All employees .....	11
Full-time adult non-managerial employees .....	19
Methods of setting pay .....	25
Standard error tables .....	36

### **ADDITIONAL INFORMATION**

Explanatory Notes .....	42
Appendix, ABS data available on request .....	46
Technical Note, Data Quality .....	48
Glossary .....	50

## **I N Q U I R I E S**

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 estimates obtained from a sample survey of employers conducted in respect of May 2004. Preliminary estimates were published in *Employee Earnings and Hours, Australia, Preliminary, May 2004* (cat. no. 6305.0.55.001), which was released on 8 December 2004.

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

**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 and differences in the two samples used. For more information on these differences see paragraph 25 of the Explanatory Notes.

The estimates in this publication may differ from the preliminary data in *Employee Earnings and Hours, Australia, Preliminary, May 2004* (cat. no. 6305.0.55.001).

**ABS DATA AVAILABLE ON REQUEST** In addition to the information contained in this publication, a range of unpublished data is available on request. For more information on unpublished data refer to the Appendix on page 46.

**SAMPLING ERRORS** For information on sampling errors see the Technical Note on page 48.

## ABBREVIATIONS

- ABN Australian Business Number
- ABS Australian Bureau of Statistics
- ANZSIC Australian and New Zealand Standard Industrial Classification
- ASCO Australian Standard Classification of Occupations
- ATO Australian Taxation Office
- EEH Survey of Employee Earnings and Hours

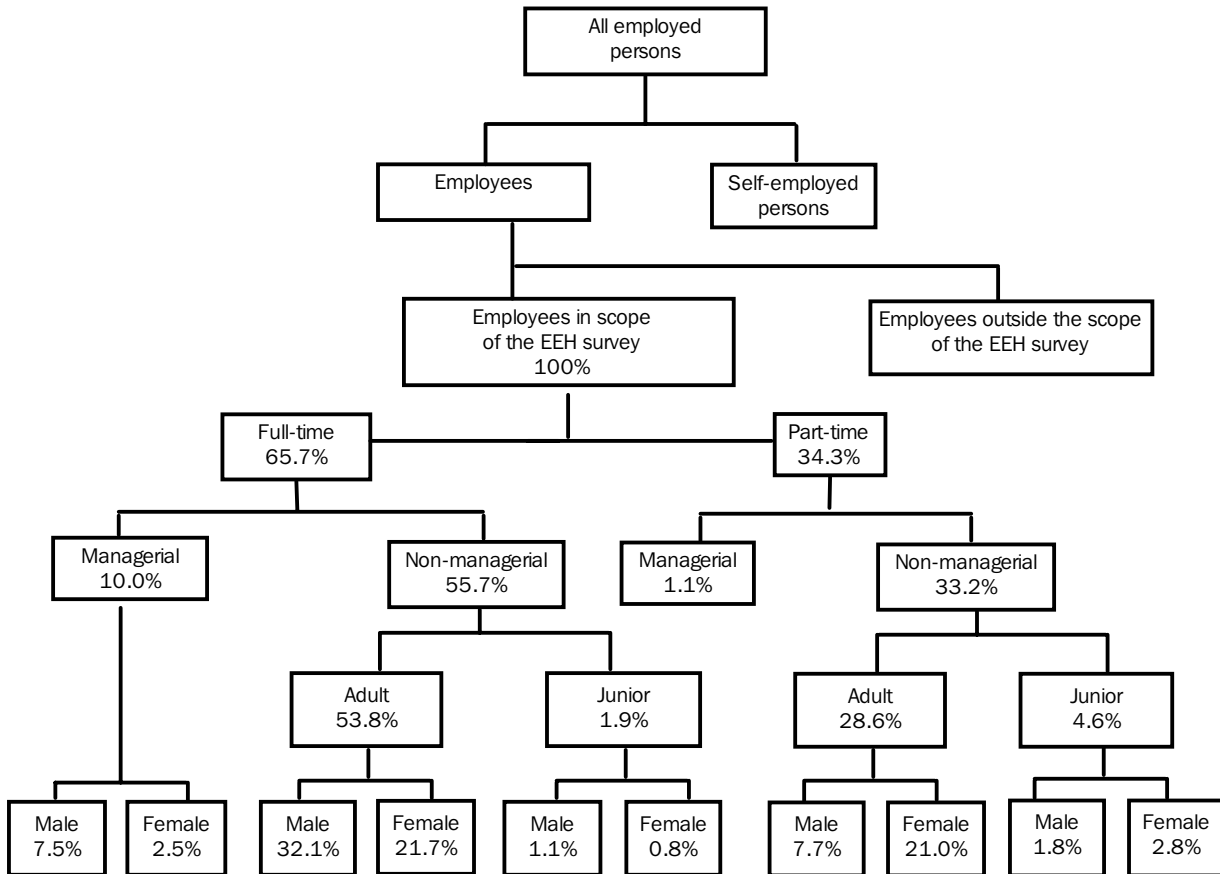
Dennis Trewin  
Australian Statistician

## SUMMARY OF FINDINGS

### OVERVIEW

This publication contains statistics on the composition and distribution of earnings and hours paid for, of employees, as well as information on how employees' pay is set – by award only, collective agreement or individual arrangement. The statistics are based on the Survey of Employee Earnings and Hours (EEH) conducted in respect of May 2004.

The diagram below shows the proportion of employees in scope of the EEH survey by category of employee.



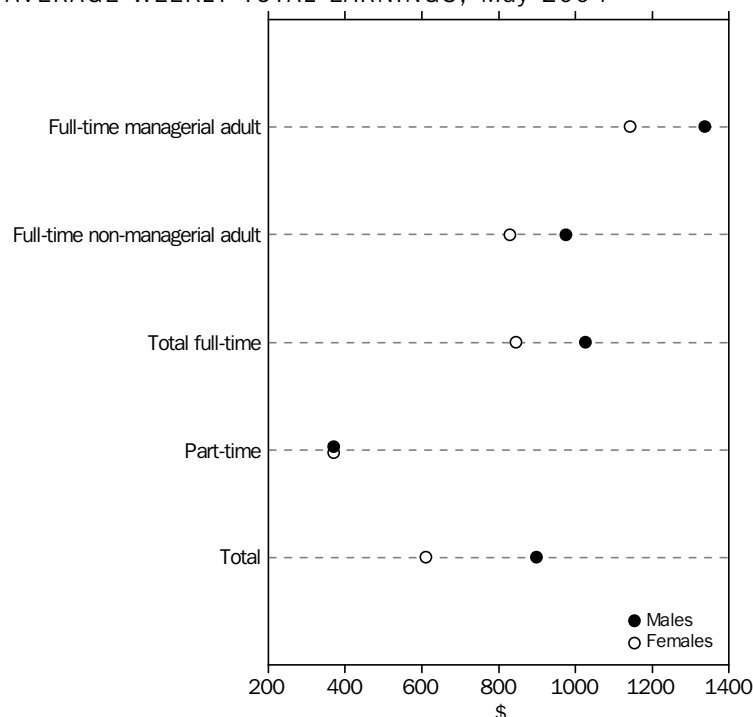
### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

*Composition:* In May 2004, average weekly total earnings was \$756.50 for all employees, \$897.50 for male employees and \$611.50 for female employees. Average weekly total earnings was \$974.10 for full-time adult employees and \$371.20 for all part-time employees. Overtime payments accounted for 3.8% of average weekly total earnings of all employees and 5.3% of average weekly total earnings of full-time non-managerial employees.

## SUMMARY OF FINDINGS *continued*

COMPOSITION AND  
DISTRIBUTION OF  
EARNINGS AND HOURS  
*continued*

AVERAGE WEEKLY TOTAL EARNINGS, May 2004



*Sector:* Average weekly total earnings of employees in the public sector was higher than for the private sector, in all managerial and non-managerial employee categories except full-time non-managerial juniors.

*Industry:* Average weekly total earnings of all employees was highest in the MINING industry (\$1,534.80) and lowest in the RETAIL TRADE (\$449.00) and ACCOMMODATION, CAFES AND RESTAURANTS (\$459.90) industries.

*Occupation:* Among major occupation groups, MANAGERS AND ADMINISTRATORS had the highest average weekly total earnings (\$1502.10) while ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS had the lowest (\$384.70).

*States and territories:* The average weekly total earnings of all employees was highest in the AUSTRALIAN CAPITAL TERRITORY (\$855.50) and lowest in TASMANIA (\$617.60).

**FULL-TIME ADULT  
NON-MANAGERIAL  
EMPLOYEES**

In May 2004, average weekly total earnings was \$915.70 for all full-time adult non-managerial employees (\$974.90 for male employees and \$828.00 for female employees). For this category of employee, average weekly total hours paid for was 39.5 hours (40.5 hours for males, 38.2 hours for females). The average hourly earnings for all full-time adult non-managerial employees was \$23.20.

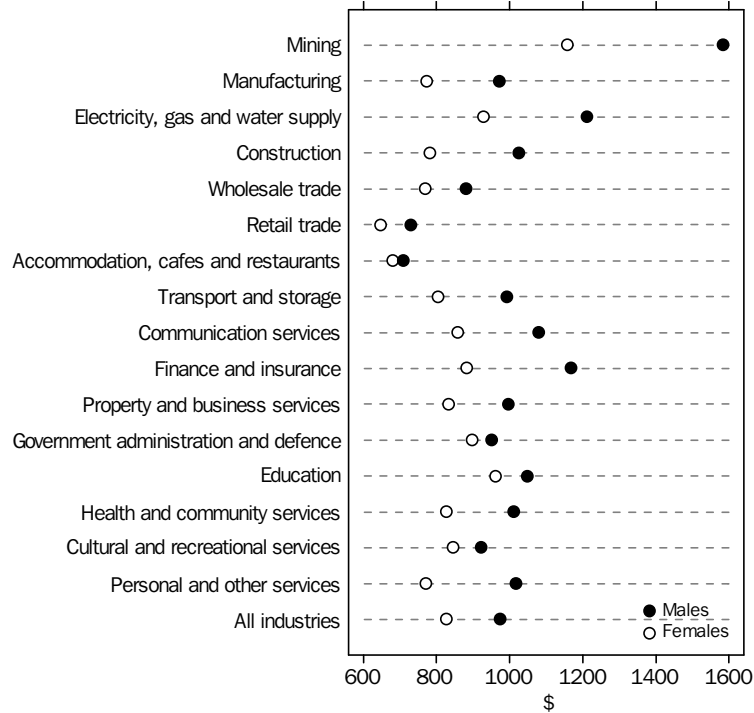
*Sector:* The average weekly total hours paid for was higher in the private sector than in the public sector (40.0 and 38.3 hours respectively). In contrast, the average hourly total earnings was higher in the public sector compared with the private sector (\$26.10 and \$22.20 respectively).

## SUMMARY OF FINDINGS *continued*

**FULL-TIME ADULT  
NON-MANAGERIAL  
EMPLOYEES *continued***

*Industry:* Average weekly total hours paid for was highest in the MINING industry (45.3 hours) for full-time adult non-managerial employees and lowest in GOVERNMENT ADMINISTRATION AND DEFENCE (37.6 hours) and EDUCATION (37.6 hours) industries. The MINING industry also had the highest average hourly earnings (\$33.70) for full-time adult non-managerial employees while the lowest was in the ACCOMMODATION, CAFES AND RESTAURANTS (\$17.50) and RETAIL TRADE (\$17.90) industries.

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

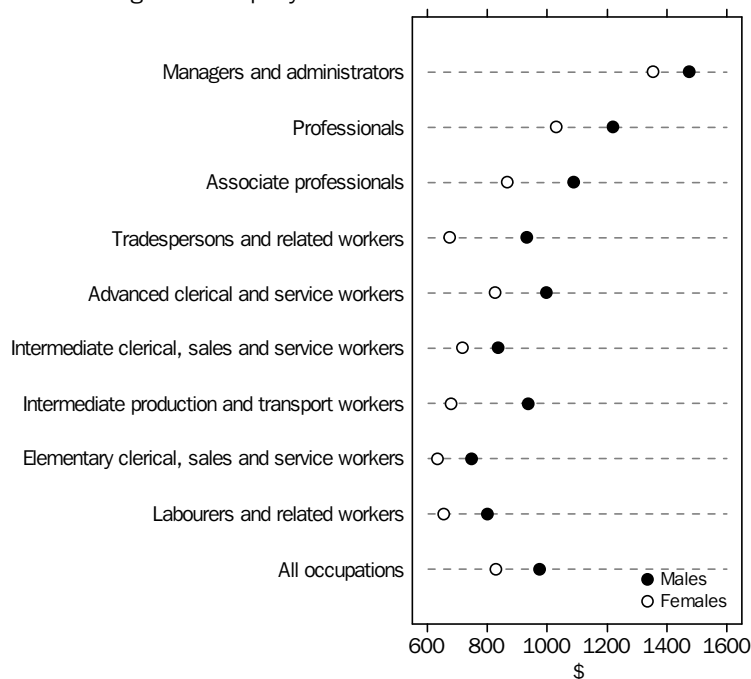


*Occupation:* Among the major occupation groups, INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS had the highest average weekly total hours paid for (42.9 hours), and ADVANCED CLERICAL AND SERVICE WORKERS had the lowest average weekly total hours paid for (37.9 hours). The ratio of female to male average weekly total earnings for full-time adult non-managerial employees was highest for MANAGERS AND ADMINISTRATORS (91.7%) and lowest for TRADESPERSONS AND RELATED WORKERS (72.5%) and INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS (72.6%).

## SUMMARY OF FINDINGS *continued*

FULL-TIME ADULT  
NON-MANAGERIAL  
EMPLOYEES *continued*

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



*States and territories:* Average weekly total earnings for full-time adult non-managerial employees was highest in NEW SOUTH WALES (\$955.80) and WESTERN AUSTRALIA (\$947.40) and lowest in TASMANIA (\$833.50). For this group of employees, the average weekly total hours paid for was highest in WESTERN AUSTRALIA (40.6 hours – 38.9 ordinary time hours and 1.7 overtime hours), and lowest in the AUSTRALIAN CAPITAL TERRITORY (38.2 hours – 37.4 ordinary time hours and 0.7 overtime hours).

### PAY SETTING METHODS

Information on the methods of setting pay for employees refers to how the main part of an employee's pay was set in the survey reference period. Employees classified to 'award only' had their rate of pay specified by an award and were not paid more than that rate of pay. Employees classified to the collective agreement category had the main part of their pay set by a registered or unregistered collective agreement, or an enterprise award.

Those in the individual arrangement category include employees who had the main part of their pay set by an individual contract, registered individual agreement (e.g Australian Workplace Agreement), common law contract, or an agreement to receive overaward payments. Working proprietors of incorporated businesses are also included in the individual arrangement category.

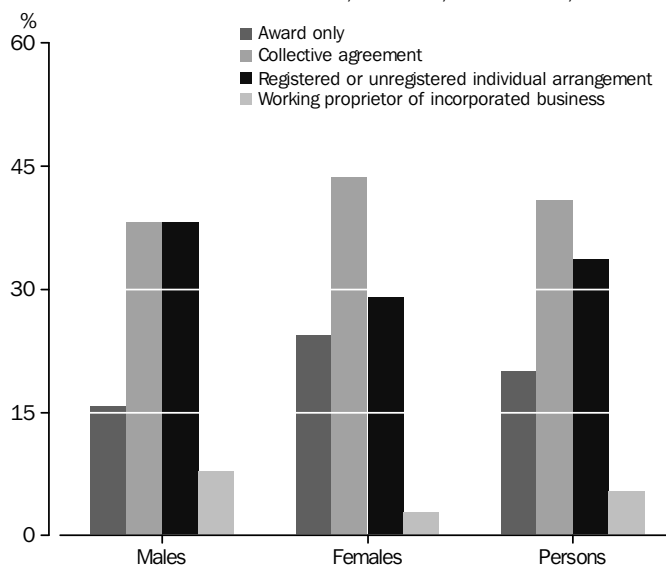
*All employees*

The most common methods of setting pay for all employees were registered collective agreement (38.3%), unregistered individual arrangement (31.2%) and award only (20.0%). Unregistered collective agreement (2.6%) and registered individual agreement (2.4%) were the least common methods of setting pay. The remaining 5.4% of employees were working proprietors of incorporated businesses.

## SUMMARY OF FINDINGS *continued*

All employees *continued*

### METHODS OF SETTING PAY, Males, Females, Persons



In the private sector, the most common method of setting pay was unregistered individual arrangement (38.5%), while in the public sector it was registered collective agreement (91.8%).

The most common methods of setting pay for full-time employees were collective agreement (41.5%) and individual arrangement (38.9%). For part-time employees, collective agreement (39.7%) and award only (34.3%) were the most common methods of setting pay.

For permanent or fixed term employees, the most common method of setting pay was collective agreement (43.9%) while for casual employees, the most common method of setting pay was by award only (45.1%).

The award only method of setting pay for employees was highest in the ACCOMMODATION, CAFES AND RESTAURANTS industry (60.1%). The collective agreement method was highest in the GOVERNMENT ADMINISTRATION AND DEFENCE industry (89.3%), and the individual arrangement method was highest in the WHOLESALE TRADE industry (61.8%).

Among the major occupation groups, the award only method of setting pay was highest for ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS and LABOURERS AND RELATED WORKERS (39.9% and 37.9% respectively). The collective agreement method was highest for PROFESSIONALS (55.8%) and the individual arrangement method was highest for ADVANCED CLERICAL AND SERVICE WORKERS (51.8%).

SOUTH AUSTRALIA had the highest proportion of employees whose pay was set by award only (26.2%). The AUSTRALIAN CAPITAL TERRITORY had the highest proportion of employees whose pay was set by collective agreement (55.6%). WESTERN AUSTRALIA had the highest proportion of employees whose pay was set by individual arrangement (41.8%).

## SUMMARY OF FINDINGS *continued*

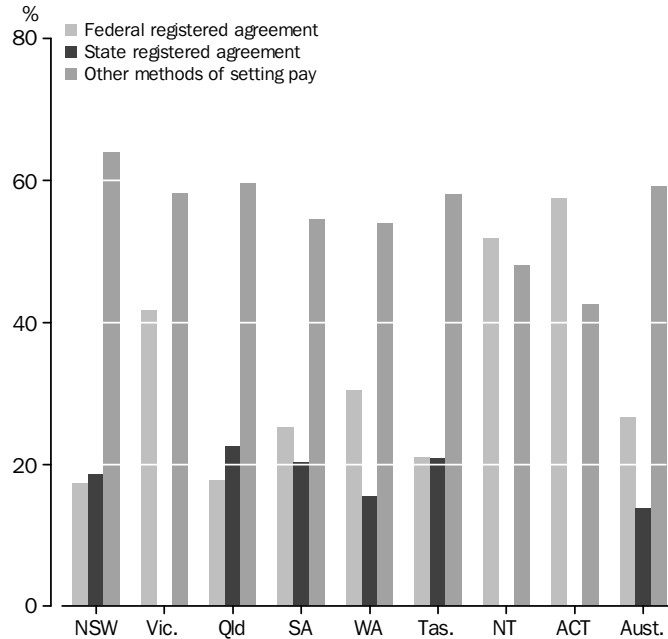
### JURISDICTION

The jurisdiction of a registered collective or individual agreement is based on the federal or state industrial tribunal or authority which has certified, approved or registered the agreement. Thus an employee may be covered by either a federal or state registered agreement (individual or collective) depending on the circumstances that prevail in the workplace. See Glossary for more information.

At the Australian level, 26.7% of all employees had their pay set by federal registered agreement. This compares with 13.9% of employees who had their pay set by state registered agreement. The AUSTRALIAN CAPITAL TERRITORY (57.5%) had the highest proportion of employees who had their pay set by federal registered agreement, while NEW SOUTH WALES (17.4%) and QUEENSLAND (17.8%) had the lowest.

QUEENSLAND (22.6%), TASMANIA (20.8%) and SOUTH AUSTRALIA (20.3%) had the highest proportion of employees who had their pay set by state registered collective agreement, while WESTERN AUSTRALIA (15.2%) and NEW SOUTH WALES (18.6%) had the lowest.

### JURISDICTION, Proportion of employees by State / Territory



### DISTRIBUTION OF EARNINGS BY PAY SETTING METHOD

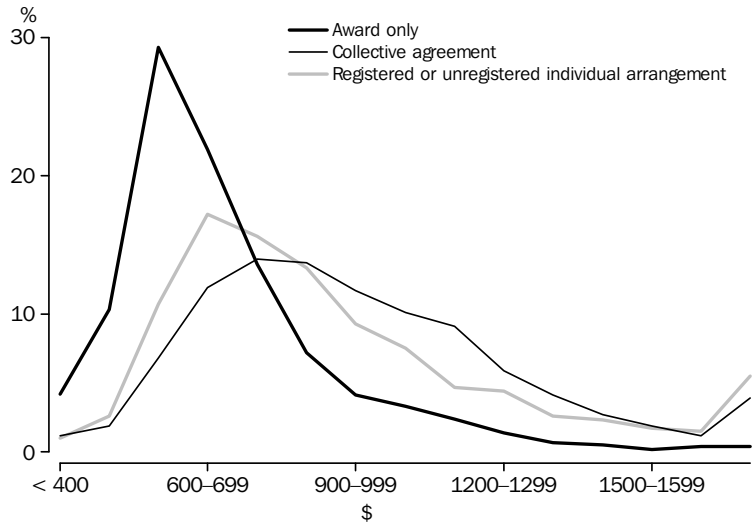
The median weekly total earnings for full-time adult non-managerial employees who had their pay set by award only was \$625.00. This compares with median weekly total earnings of \$904.00 for full-time adult non-managerial employees who had their pay set by collective agreement and median weekly total earnings of \$814.00 for full-time adult non-managerial employees who had their pay set by individual arrangement.



**SUMMARY OF FINDINGS** *continued*

DISTRIBUTION OF  
EARNINGS BY PAY  
SETTING METHOD *continued*

METHODS OF SETTING PAY, Distribution of weekly total earnings—Full-time adult non-managerial employees



## LIST OF TABLES

*page*

### ALL EMPLOYEES

<b>1</b>	Average weekly earnings, sector and composition . . . . .	11
<b>2</b>	Average weekly total earnings, industry . . . . .	12
<b>3</b>	Average weekly total earnings, occupation . . . . .	14
<b>4</b>	Average weekly total earnings, States and territories . . . . .	15
<b>5</b>	Weekly total earnings, distribution, occupation . . . . .	16

### FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES

<b>6</b>	Average weekly earnings and hours paid for, composition, sector . . . . .	19
<b>7</b>	Average weekly earnings and hours paid for, composition, industry . . . . .	20
<b>8</b>	Average weekly earnings and hours paid for, composition, occupation . . . . .	21
<b>9</b>	Average weekly earnings and hours paid for, composition, States and territories . . . . .	22
<b>10</b>	Overtime, sector, occupation . . . . .	23
<b>11</b>	Private sector average weekly total earnings and hours paid for, composition, employer size . . . . .	24

### METHODS OF SETTING PAY

<b>12</b>	Sector and composition . . . . .	25
<b>13</b>	Full-time and part-time status . . . . .	27
<b>14</b>	Type of employee . . . . .	28
<b>15</b>	Industry . . . . .	29
<b>16</b>	Occupation . . . . .	30
<b>17</b>	States and territories . . . . .	31
<b>18</b>	Employer size . . . . .	32
<b>19</b>	Jurisdiction . . . . .	33
<b>20</b>	Average weekly total earnings and hours paid for of non-managerial employees, type of employee . . . . .	34
<b>21</b>	Distribution of weekly total earnings for full-time adult non-managerial employees . . . . .	35

### STANDARD ERROR TABLES

<b>22</b>	Average weekly total earnings, industry . . . . .	36
<b>23</b>	Average weekly total earnings, States and territories . . . . .	38
<b>24</b>	Methods of setting pay, States and territories . . . . .	39
<b>25</b>	Methods of setting pay, jurisdiction . . . . .	40
<b>26</b>	Methods of setting pay, average weekly total earnings and hours paid for of non-managerial employees, type of employee . . . . .	41

## AVERAGE WEEKLY EARNINGS, Sector and composition

	FULL-TIME EMPLOYEES					PART-TIME	ALL
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$
MALES							
<b>Private sector</b>							
Ordinary time	1 279.40	876.70	369.90	855.00	960.30	940.00	816.30
Overtime	**1.30	74.80	39.70	73.30	59.60	58.90	49.30
<b>Total</b>	<b>1 280.70</b>	<b>951.60</b>	<b>409.60</b>	<b>928.40</b>	<b>1 019.80</b>	<b>998.90</b>	<b>865.60</b>
<b>Public sector</b>							
Ordinary time	1 759.10	1 010.10	433.60	1 009.00	1 096.90	1 095.70	1 004.60
Overtime	—	52.50	**10.60	52.40	46.40	46.40	41.10
<b>Total</b>	<b>1 759.10</b>	<b>1 062.60</b>	<b>444.10</b>	<b>1 061.40</b>	<b>1 143.30</b>	<b>1 142.10</b>	<b>1 045.80</b>
<b>All sectors</b>							
Ordinary time	1 335.90	904.80	370.60	886.40	986.60	969.30	849.70
Overtime	**1.20	70.10	39.40	69.10	57.00	56.50	47.80
<b>Total</b>	<b>1 337.10</b>	<b>974.90</b>	<b>410.00</b>	<b>955.40</b>	<b>1 043.60</b>	<b>1 025.80</b>	<b>897.50</b>
FEMALES							
<b>Private sector</b>							
Ordinary time	1 057.60	763.80	391.00	746.70	798.70	782.10	546.70
Overtime	**0.40	16.30	*5.90	15.80	14.40	14.10	9.20
<b>Total</b>	<b>1 058.00</b>	<b>780.20</b>	<b>396.90</b>	<b>762.50</b>	<b>813.10</b>	<b>796.20</b>	<b>555.90</b>
<b>Public sector</b>							
Ordinary time	1 518.00	921.20	353.20	918.50	959.00	956.40	778.40
Overtime	**1.30	14.10	—	14.00	13.30	13.20	9.80
<b>Total</b>	<b>1 519.30</b>	<b>935.30</b>	<b>353.20</b>	<b>932.60</b>	<b>972.30</b>	<b>969.60</b>	<b>788.20</b>
<b>All sectors</b>							
Ordinary time	1 141.80	812.40	389.40	798.10	846.10	832.20	602.20
Overtime	**0.50	15.60	*5.60	15.30	14.10	13.80	9.30
<b>Total</b>	<b>1 142.30</b>	<b>828.00</b>	<b>395.00</b>	<b>813.40</b>	<b>860.20</b>	<b>846.10</b>	<b>611.50</b>
PERSONS							
<b>Private sector</b>							
Ordinary time	1 227.60	834.80	378.10	814.70	904.10	884.90	688.70
Overtime	**1.10	53.10	26.50	51.90	43.90	43.30	30.30
<b>Total</b>	<b>1 228.70</b>	<b>887.80</b>	<b>404.60</b>	<b>866.60</b>	<b>948.00</b>	<b>928.20</b>	<b>719.10</b>
<b>Public sector</b>							
Ordinary time	1 677.50	965.90	377.20	963.90	1 030.30	1 028.30	876.10
Overtime	**0.50	33.40	**3.20	33.30	30.40	30.30	23.30
<b>Total</b>	<b>1 678.00</b>	<b>999.30</b>	<b>380.30</b>	<b>997.20</b>	<b>1 060.70</b>	<b>1 058.60</b>	<b>899.40</b>
<b>All sectors</b>							
Ordinary time	1 287.80	867.50	378.10	850.80	933.40	917.30	727.70
Overtime	**1.00	48.20	26.00	47.40	40.80	40.30	28.90
<b>Total</b>	<b>1 288.80</b>	<b>915.70</b>	<b>404.00</b>	<b>898.20</b>	<b>974.10</b>	<b>957.60</b>	<b>756.50</b>

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

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

— nil or rounded to zero (including null cells)

## AVERAGE WEEKLY TOTAL EARNINGS, Industry

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	.....					EMPLOYEES	EMPLOYEES	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total	
\$	\$	\$	\$	\$	\$	\$		
MALES								
Mining	2 047.20	1 584.20	558.60	1 580.50	1 620.10	1 616.60	*477.70	1 603.50
Manufacturing	1 333.80	971.50	410.80	957.60	1 014.10	1 000.90	457.10	964.90
Electricity, gas and water supply	2 049.20	1 211.30	488.40	1 202.50	1 284.40	1 275.50	489.20	1 261.40
Construction	919.80	1 025.40	372.70	980.40	998.30	965.70	456.50	918.40
Wholesale trade	1 446.30	880.10	439.50	871.50	989.30	980.60	348.70	928.70
Retail trade	832.60	730.50	393.80	698.10	748.60	720.20	233.20	540.60
Accommodation, cafes and restaurants	959.90	708.60	341.90	693.40	765.80	752.10	292.80	525.10
Transport and storage	1 178.50	993.10	590.20	988.50	1 023.30	1 019.10	462.90	934.90
Communication services	1 688.60	1 079.90	376.40	1 069.20	1 123.60	1 113.00	441.00	1 028.70
Finance and insurance	2 137.10	1 167.20	381.20	1 158.40	1 421.90	1 413.30	448.90	1 326.80
Property and business services	1 458.60	996.30	424.40	979.50	1 139.00	1 124.40	445.10	961.60
Government administration and defence	1 700.60	951.30	395.10	949.50	1 067.80	1 066.00	478.60	1 022.40
Education	1 589.50	1 047.20	408.10	1 025.00	1 133.20	1 111.90	377.10	905.40
Health and community services	1 525.60	1 010.30	436.90	1 007.90	1 102.20	1 099.90	605.70	939.60
Cultural and recreational services	1 346.60	921.20	488.50	914.30	1 000.00	993.20	382.40	742.30
Personal and other services	1 029.00	1 017.40	523.00	987.70	1 019.50	994.60	240.20	850.60
<b>All industries</b>	<b>1 337.10</b>	<b>974.90</b>	<b>410.00</b>	<b>955.40</b>	<b>1 043.60</b>	<b>1 025.80</b>	<b>370.70</b>	<b>897.50</b>
FEMALES								
Mining	1 741.80	1 157.10	np	1 145.30	1 189.60	1 178.00	619.60	1 122.20
Manufacturing	1 107.80	772.50	529.60	768.20	800.60	796.20	384.60	672.00
Electricity, gas and water supply	1 478.30	928.00	np	926.30	951.80	950.00	568.30	855.10
Construction	748.70	781.80	366.00	770.70	774.20	765.80	416.60	622.80
Wholesale trade	1 255.10	769.90	428.40	764.20	838.10	832.30	371.00	705.60
Retail trade	738.80	647.40	405.60	622.00	658.20	634.50	260.10	373.30
Accommodation, cafes and restaurants	1 008.80	679.40	403.70	651.90	732.40	704.50	282.50	414.40
Transport and storage	912.60	804.80	419.50	799.10	814.80	809.50	429.00	724.70
Communication services	1 673.50	857.70	—	857.70	897.90	897.90	393.40	763.70
Finance and insurance	1 497.90	883.60	438.40	877.70	923.80	917.90	443.10	766.10
Property and business services	1 203.00	834.10	388.80	818.90	889.10	874.40	380.80	671.70
Government administration and defence	1 441.80	896.50	401.30	894.90	954.50	952.80	443.80	801.40
Education	1 446.00	961.40	343.20	955.80	990.50	985.00	446.50	747.30
Health and community services	1 099.50	826.20	396.30	814.60	846.10	834.80	463.50	602.40
Cultural and recreational services	988.80	845.00	475.30	840.80	872.00	868.30	286.20	561.20
Personal and other services	953.40	770.60	317.00	725.60	786.70	743.80	299.20	556.60
<b>All industries</b>	<b>1 142.30</b>	<b>828.00</b>	<b>395.00</b>	<b>813.40</b>	<b>860.20</b>	<b>846.10</b>	<b>371.40</b>	<b>611.50</b>

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

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

— nil or rounded to zero (including null cells)

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	2 017.60	1 527.50	534.50	1 522.00	1 564.10	1 558.80	561.70	1 534.80
Manufacturing	1 295.00	925.30	431.80	913.90	966.00	955.00	410.80	883.20
Electricity, gas and water supply	1 985.10	1 151.50	492.50	1 144.50	1 216.70	1 209.60	554.20	1 160.30
Construction	905.00	1 001.30	372.50	960.50	976.90	947.10	440.20	878.20
Wholesale trade	1 405.40	848.80	436.70	841.10	948.20	940.30	362.30	857.20
Retail trade	806.80	698.90	398.60	669.00	715.70	688.70	251.90	449.00
Accommodation, cafes and restaurants	978.10	694.70	385.00	673.00	750.60	729.80	285.90	459.90
Transport and storage	1 130.10	937.00	529.40	931.90	964.60	959.90	449.80	871.80
Communication services	1 684.60	1 002.30	376.40	996.10	1 046.00	1 039.80	414.10	927.80
Finance and insurance	2 016.00	1 013.30	414.60	1 005.90	1 181.00	1 173.20	444.20	1 014.30
Property and business services	1 396.10	923.00	406.90	906.70	1 038.70	1 023.60	406.60	826.50
Government administration and defence	1 614.40	927.40	397.90	925.70	1 020.00	1 018.20	450.90	913.90
Education	1 534.00	991.30	387.30	980.40	1 044.00	1 033.20	430.40	798.30
Health and community services	1 325.50	879.50	398.60	869.60	926.80	917.00	479.70	669.60
Cultural and recreational services	1 183.90	886.90	483.70	881.30	942.20	937.00	327.80	650.80
Personal and other services	1 008.90	907.70	403.50	868.40	921.70	886.60	281.50	699.50
<b>All industries</b>	<b>1 288.80</b>	<b>915.70</b>	<b>404.00</b>	<b>898.20</b>	<b>974.10</b>	<b>957.60</b>	<b>371.20</b>	<b>756.50</b>

## 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)	1 623.60	1 475.20	—	1 475.20	1 608.80	1 608.80	774.30	1 575.80
Professionals	1 256.40	1 218.90	390.20	1 216.40	1 224.20	1 222.00	613.40	1 121.20
Associate professionals	999.90	1 088.50	383.00	1 085.30	1 066.90	1 064.50	435.30	1 003.90
Tradespersons and related workers	802.90	932.30	410.50	882.00	920.00	875.20	412.20	839.20
Advanced clerical and service workers	543.50	997.70	np	996.00	984.60	983.00	453.90	903.50
Intermediate clerical, sales and service workers	855.50	836.90	434.40	829.90	837.40	830.50	352.60	717.50
Intermediate production and transport workers	691.90	937.60	445.40	928.90	928.70	920.40	380.40	826.80
Elementary clerical, sales and service workers	788.00	749.50	396.60	729.70	750.30	730.70	246.10	461.20
Labourers and related workers	636.70	801.70	383.60	788.40	799.00	786.00	305.60	610.40
<b>All occupations</b>	<b>1 337.10</b>	<b>974.90</b>	<b>410.00</b>	<b>955.40</b>	<b>1 043.60</b>	<b>1 025.80</b>	<b>370.70</b>	<b>897.50</b>
FEMALES								
Managers and administrators(a)	1 397.30	1 352.80	—	1 352.80	1 392.30	1 392.30	774.00	1 304.60
Professionals	1 226.60	1 031.40	713.60	1 031.10	1 038.90	1 038.70	569.50	851.90
Associate professionals	798.40	866.40	553.20	865.10	856.30	855.10	455.00	724.50
Tradespersons and related workers	366.70	675.90	308.60	618.00	668.00	612.60	308.00	516.20
Advanced clerical and service workers	685.20	826.90	477.50	821.00	814.30	809.10	409.10	666.10
Intermediate clerical, sales and service workers	515.60	717.50	408.80	703.80	715.10	701.70	350.90	520.80
Intermediate production and transport workers	np	680.30	477.60	678.00	679.80	677.50	318.40	488.30
Elementary clerical, sales and service workers	637.10	635.90	389.20	603.50	636.00	604.80	252.20	342.70
Labourers and related workers	np	654.50	382.60	648.70	656.50	650.80	294.60	404.40
<b>All occupations</b>	<b>1 142.30</b>	<b>828.00</b>	<b>395.00</b>	<b>813.40</b>	<b>860.20</b>	<b>846.10</b>	<b>371.40</b>	<b>611.50</b>
PERSONS								
Managers and administrators(a)	1 567.60	1 441.80	—	1 441.80	1 554.70	1 554.70	774.10	1 502.10
Professionals	1 250.10	1 120.50	455.60	1 119.30	1 132.20	1 131.10	579.70	965.80
Associate professionals	943.60	995.90	451.90	993.50	985.00	983.10	450.00	875.30
Tradespersons and related workers	794.30	913.10	397.90	861.00	902.40	855.60	380.10	807.50
Advanced clerical and service workers	675.60	859.80	475.40	854.30	845.40	840.60	412.10	700.10
Intermediate clerical, sales and service workers	701.50	762.20	413.50	750.20	761.30	749.50	351.20	574.30
Intermediate production and transport workers	690.00	910.50	447.60	902.60	903.20	895.70	357.10	770.80
Elementary clerical, sales and service workers	681.80	694.30	391.40	665.60	693.90	666.10	250.40	384.70
Labourers and related workers	672.30	767.80	383.40	756.50	766.50	755.40	299.70	533.00
<b>All occupations</b>	<b>1 288.80</b>	<b>915.70</b>	<b>404.00</b>	<b>898.20</b>	<b>974.10</b>	<b>957.60</b>	<b>371.20</b>	<b>756.50</b>

— nil or rounded to zero (including null cells)

(a) See paragraph 21 of the Explanatory Notes.

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

## 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>	<i>EMPLOYEES</i>	<i>EMPLOYEES</i>	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	1 321.80	1 016.70	421.20	1 000.30	1 082.30	1 067.90	394.70	931.00
Victoria	1 349.10	979.20	399.50	959.90	1 052.40	1 034.90	361.50	908.50
Queensland	1 401.50	917.80	380.40	898.20	988.20	969.10	341.70	848.30
South Australia	1 243.50	893.10	357.00	870.70	953.80	933.00	372.10	818.00
Western Australia	1 353.30	1 025.50	476.40	996.30	1 080.30	1 053.30	354.30	931.90
Tasmania	980.80	865.30	407.80	844.60	885.90	868.00	400.30	742.10
Northern Territory	1 308.70	953.90	395.10	940.30	1 004.10	991.30	287.10	831.50
Australian Capital Territory	1 507.30	975.50	395.70	970.70	1 127.40	1 123.10	402.20	992.90
<b>Australia</b>	<b>1 337.10</b>	<b>974.90</b>	<b>410.00</b>	<b>955.40</b>	<b>1 043.60</b>	<b>1 025.80</b>	<b>370.70</b>	<b>897.50</b>
FEMALES								
New South Wales	1 267.30	873.60	391.60	862.90	913.10	902.70	396.30	667.80
Victoria	1 180.30	815.70	398.00	800.70	853.30	838.60	376.00	604.00
Queensland	933.80	776.80	386.00	760.10	789.60	773.80	351.10	566.30
South Australia	970.00	785.10	454.70	773.00	806.30	794.80	365.40	544.90
Western Australia	935.10	814.40	390.00	790.20	828.70	806.60	340.80	570.70
Tasmania	1 145.10	770.20	389.50	754.50	796.30	780.60	323.20	483.20
Northern Territory	1 158.70	857.90	473.00	855.20	890.30	887.70	338.40	691.80
Australian Capital Territory	1 370.40	876.00	315.60	866.60	973.20	964.30	381.00	740.00
<b>Australia</b>	<b>1 142.30</b>	<b>828.00</b>	<b>395.00</b>	<b>813.40</b>	<b>860.20</b>	<b>846.10</b>	<b>371.40</b>	<b>611.50</b>
PERSONS								
New South Wales	1 309.10	955.80	410.20	942.00	1 015.80	1 003.10	395.80	802.10
Victoria	1 309.90	914.90	398.90	897.20	979.40	962.60	371.90	759.30
Queensland	1 281.50	861.70	382.80	843.10	912.60	894.40	348.40	708.60
South Australia	1 170.90	853.20	390.20	834.70	901.60	884.20	367.10	678.90
Western Australia	1 234.80	947.40	442.90	919.80	990.50	964.80	344.40	757.30
Tasmania	1 004.90	833.50	402.10	814.60	858.40	841.20	347.00	617.60
Northern Territory	1 246.90	907.00	411.60	899.10	949.50	942.00	319.50	758.70
Australian Capital Territory	1 455.40	925.80	341.90	918.50	1 055.00	1 048.10	387.00	855.50
<b>Australia</b>	<b>1 288.80</b>	<b>915.70</b>	<b>404.00</b>	<b>898.20</b>	<b>974.10</b>	<b>957.60</b>	<b>371.20</b>	<b>756.50</b>

## WEEKLY TOTAL EARNINGS, Distribution of all employees—Occupation

	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
PROPORTION OF EMPLOYEES - MALES (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*0.5	3.3	2.1	2.5	**2.0	5.8	5.3	27.7	14.8	6.7
200 and under 300	*0.2	2.0	*2.3	4.7	**2.0	4.3	2.7	11.9	7.4	4.2
300 and under 400	*1.8	3.0	3.2	4.5	**4.5	5.2	3.1	6.2	7.2	4.2
400 and under 500	*2.9	3.2	3.4	5.3	*7.8	6.5	5.6	7.2	7.5	5.1
500 and under 600	*3.0	3.1	6.1	9.1	*4.1	10.6	11.0	12.9	13.7	8.5
600 and under 700	2.7	5.4	8.9	14.6	*12.0	14.3	15.8	12.1	15.1	11.3
700 and under 800	5.0	8.0	9.8	12.5	12.3	16.2	12.1	7.6	10.4	10.5
800 and under 900	5.7	8.5	9.3	10.2	11.4	13.0	9.9	5.8	7.9	9.0
900 and under 1 000	6.0	9.0	10.1	8.4	11.7	9.3	7.2	3.7	4.3	7.5
1 000 and under 1 100	5.1	10.8	8.9	7.7	*7.3	6.2	6.4	2.7	3.4	6.8
1 100 and under 1 200	5.5	8.9	9.1	4.2	*5.5	3.4	5.0	*0.8	1.8	5.1
1 200 and under 1 300	8.1	7.5	7.0	4.0	*4.8	1.6	3.8	*0.3	1.4	4.4
1 300 and under 1 400	5.4	5.5	4.6	2.7	*3.5	*1.0	2.8	*0.5	1.0	3.1
1 400 and under 1 500	5.6	3.9	3.3	2.8	*1.3	*0.9	2.8	**0.4	0.6	2.6
1 500 and under 1 600	4.7	3.2	2.7	1.8	*0.9	0.6	1.4	np	*0.7	1.9
1 600 and under 1 700	5.2	2.7	1.7	1.1	np	**0.5	1.1	*0.2	*0.5	1.6
1 700 and under 1 800	5.6	1.9	1.5	0.9	**5.8	**0.2	1.4	np	*0.5	1.5
1 800 and under 1 900	2.6	1.5	0.8	0.7	np	*0.2	0.8	np	**0.7	0.9
1 900 and under 2 000	2.6	1.3	1.0	0.4	—	—	*0.6	—	**0.4	0.8
2 000 and over	21.6	7.0	4.3	1.8	**1.7	*0.4	1.6	**0.1	*0.7	4.3
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## MALES ('000)

<b>Number of employees</b>	<b>363.9</b>	<b>594.5</b>	<b>495.7</b>	<b>680.9</b>	<b>33.2</b>	<b>432.0</b>	<b>504.8</b>	<b>339.5</b>	<b>458.2</b>	<b>3 902.8</b>
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## WEEKLY TOTAL EARNINGS - MALES (b) (\$)

## Deciles and quartiles-

10th percentile	669.00	449.00	477.00	350.00	400.00	298.00	361.00	74.00	142.00	276.00
20th percentile	865.00	697.00	635.00	517.00	594.00	462.00	540.00	139.00	271.00	495.00
25th percentile (1st quartile)	960.00	769.00	685.00	587.00	629.00	543.00	582.00	178.00	335.00	560.00
30th percentile	1 039.00	820.00	745.00	622.00	673.00	587.00	609.00	214.00	404.00	607.00
40th percentile	1 211.00	946.00	851.00	691.00	765.00	662.00	676.00	304.00	523.00	699.00
50th percentile (median) (2nd quartile)	1 348.00	1 039.00	950.00	770.00	855.00	721.00	754.00	464.00	594.00	793.00
60th percentile	1 549.00	1 139.00	1 054.00	871.00	942.00	783.00	840.00	557.00	649.00	904.00
70th percentile	1 731.00	1 265.00	1 156.00	970.00	1 035.00	853.00	961.00	637.00	742.00	1 039.00
75th percentile (3rd quartile)	1 863.00	1 342.00	1 220.00	1 034.00	1 102.00	887.00	1 034.00	673.00	788.00	1 120.00
80th percentile	2 058.00	1 443.00	1 297.00	1 108.00	1 186.00	943.00	1 120.00	718.00	843.00	1 218.00
90th percentile	2 771.00	1 792.00	1 562.00	1 379.00	1 470.00	1 062.00	1 377.00	875.00	1 042.00	1 542.00
<b>Average weekly total earnings</b>	<b>1 575.80</b>	<b>1 121.20</b>	<b>1 003.90</b>	<b>839.20</b>	<b>903.50</b>	<b>717.50</b>	<b>826.80</b>	<b>461.20</b>	<b>610.40</b>	<b>897.50</b>

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

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

— nil or rounded to zero (including null cells)

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

(a) See paragraph 21 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.



	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
PROPORTION OF EMPLOYEES - FEMALES (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*0.6	6.1	6.4	*10.0	6.5	13.1	15.2	33.9	26.2	14.4
200 and under 300	**1.3	3.1	4.3	17.8	5.2	8.6	11.8	12.9	11.9	7.7
300 and under 400	*1.8	4.1	5.2	11.2	8.0	12.2	10.6	15.3	11.7	9.5
400 and under 500	*2.9	6.0	6.9	8.4	7.7	11.7	12.9	11.4	13.4	9.5
500 and under 600	*6.0	6.5	11.9	15.0	13.1	15.4	21.6	12.8	16.5	12.5
600 and under 700	*2.6	7.4	14.6	13.1	10.8	14.6	12.2	6.8	10.2	10.7
700 and under 800	6.5	9.6	13.0	*10.8	15.5	11.1	6.5	3.3	4.3	9.2
800 and under 900	*4.9	12.3	11.9	*4.7	11.5	6.5	3.6	2.0	2.8	7.4
900 and under 1 000	5.5	11.6	7.8	*4.2	10.4	3.7	*1.0	*0.7	1.2	5.5
1 000 and under 1 100	6.8	8.2	6.8	*2.2	5.6	1.6	*2.1	**0.4	*0.8	3.8
1 100 and under 1 200	8.0	10.3	4.2	*0.8	*2.9	0.7	*0.5	**0.2	**0.2	3.4
1 200 and under 1 300	10.5	4.9	2.7	**0.2	*1.4	0.4	*0.7	*0.2	**0.1	2.0
1 300 and under 1 400	9.1	3.3	1.1	*0.8	*0.8	**0.2	**0.2	**0.1	**0.3	1.3
1 400 and under 1 500	4.8	1.9	*1.1	**0.2	**0.2	**0.1	np	**0.1	np	0.8
1 500 and under 1 600	5.1	1.2	*0.5	np	np	—	**0.4	—	**0.1	0.5
1 600 and under 1 700	*4.7	0.9	*0.4	np	np	—	np	np	np	0.4
1 700 and under 1 800	2.8	*0.7	*0.2	np	—	**0.1	np	np	np	0.3
1 800 and under 1 900	*3.2	0.5	*0.1	np	np	np	np	—	np	*0.2
1 900 and under 2 000	*2.1	*0.5	**0.5	—	np	—	np	—	—	0.2
2 000 and over	10.9	1.0	*0.6	—	np	—	**0.4	—	np	0.7
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## FEMALES ('000)

<b>Number of employees</b>	<b>135.7</b>	<b>811.3</b>	<b>422.9</b>	<b>74.2</b>	<b>198.5</b>	<b>1 156.3</b>	<b>100.0</b>	<b>618.4</b>	<b>276.1</b>	<b>3 793.4</b>
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## WEEKLY TOTAL EARNINGS - FEMALES (b) (\$)

## Deciles and quartiles-

10th percentile	529.00	318.00	280.00	195.00	278.00	155.00	146.00	71.00	88.00	141.00
20th percentile	780.00	513.00	451.00	250.00	400.00	281.00	228.00	114.00	155.00	273.00
25th percentile (1st quartile)	894.00	582.00	525.00	288.00	459.00	331.00	294.00	138.00	193.00	333.00
30th percentile	951.00	655.00	573.00	311.00	522.00	369.00	334.00	168.00	228.00	384.00
40th percentile	1 121.00	779.00	643.00	404.00	594.00	453.00	423.00	244.00	316.00	488.00
50th percentile (median) (2nd quartile)	1 236.00	855.00	703.00	513.00	684.00	533.00	491.00	320.00	400.00	573.00
60th percentile	1 339.00	940.00	780.00	580.00	751.00	594.00	555.00	385.00	472.00	659.00
70th percentile	1 448.00	1 042.00	865.00	659.00	812.00	662.00	595.00	468.00	545.00	763.00
75th percentile (3rd quartile)	1 587.00	1 101.00	910.00	697.00	865.00	695.00	614.00	510.00	571.00	816.00
80th percentile	1 693.00	1 143.00	965.00	727.00	918.00	734.00	650.00	546.00	601.00	885.00
90th percentile	2 052.00	1 299.00	1 132.00	843.00	1 024.00	850.00	780.00	633.00	702.00	1 097.00
Average weekly total earnings	1 304.60	851.90	724.50	516.20	666.10	520.80	488.30	342.70	404.40	611.50

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

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

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

(a) See paragraph 21 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

— nil or rounded to zero (including null cells)

WEEKLY TOTAL EARNINGS, Distribution of all employees—Occupation *continued*

	Managers and admini- strators (a)	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Interme- diate clerical, sales and service workers	Interme- diate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occup- ations
PROPORTION OF EMPLOYEES - PERSONS (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*0.5	4.9	4.1	3.2	5.9	11.1	6.9	31.7	19.1	10.5
200 and under 300	*0.5	2.6	3.2	6.0	4.8	7.4	4.2	12.6	9.1	5.9
300 and under 400	1.8	3.6	4.1	5.2	7.5	10.3	4.3	12.1	8.9	6.8
400 and under 500	2.9	4.9	5.0	5.6	7.7	10.3	6.8	9.9	9.7	7.3
500 and under 600	3.8	5.1	8.8	9.7	11.8	14.1	12.7	12.8	14.7	10.4
600 and under 700	2.7	6.5	11.5	14.5	11.0	14.5	15.2	8.7	13.2	11.0
700 and under 800	5.4	8.9	11.3	12.4	15.1	12.5	11.2	4.8	8.1	9.8
800 and under 900	5.5	10.7	10.5	9.7	11.5	8.3	8.8	3.3	6.0	8.2
900 and under 1 000	5.9	10.5	9.0	8.0	10.5	5.2	6.1	1.7	3.1	6.5
1 000 and under 1 100	5.6	9.3	7.9	7.1	5.8	2.8	5.7	1.2	2.4	5.3
1 100 and under 1 200	6.2	9.7	6.8	3.9	3.3	1.5	4.2	*0.4	1.2	4.3
1 200 and under 1 300	8.8	6.0	5.0	3.6	1.9	0.7	3.2	*0.2	0.9	3.2
1 300 and under 1 400	6.4	4.2	3.0	2.6	*1.2	*0.4	2.4	*0.2	0.7	2.2
1 400 and under 1 500	5.4	2.8	2.3	2.5	*0.3	*0.3	2.4	**0.2	0.4	1.7
1 500 and under 1 600	4.8	2.1	1.7	1.6	*0.2	0.2	1.2	np	*0.5	1.2
1 600 and under 1 700	5.1	1.7	1.1	1.0	**0.2	*0.2	0.9	*0.1	*0.4	1.0
1 700 and under 1 800	4.8	1.2	0.9	0.8	**0.8	*0.1	1.1	—	*0.3	0.9
1 800 and under 1 900	2.8	0.9	0.5	0.7	**0.1	*0.1	0.7	np	**0.5	0.6
1 900 and under 2 000	2.5	0.8	0.7	0.3	np	—	*0.5	—	**0.2	0.5
2 000 and over	18.7	3.5	2.6	1.6	*0.3	*0.1	1.4	**0.1	*0.4	2.5
<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>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
PERSONS ('000)										
<b>Number of employees</b>	<b>499.6</b>	<b>1 405.8</b>	<b>918.6</b>	<b>755.1</b>	<b>231.6</b>	<b>1 588.3</b>	<b>604.8</b>	<b>957.9</b>	<b>734.3</b>	<b>7 696.2</b>
WEEKLY TOTAL EARNINGS - PERSONS (b) (\$)										
<b>Deciles and quartiles-</b>										
10th percentile	625.00	374.00	376.00	310.00	287.00	178.00	270.00	72.00	106.00	190.00
20th percentile	850.00	577.00	548.00	499.00	414.00	319.00	476.00	120.00	207.00	352.00
25th percentile (1st quartile)	936.00	662.00	598.00	550.00	488.00	367.00	527.00	150.00	263.00	422.00
30th percentile	1 000.00	732.00	646.00	600.00	538.00	408.00	568.00	185.00	317.00	491.00
40th percentile	1 180.00	831.00	730.00	665.00	625.00	507.00	625.00	262.00	429.00	590.00
50th percentile (median) (2nd quartile)	1 302.00	924.00	810.00	744.00	701.00	579.00	699.00	346.00	522.00	678.00
60th percentile	1 456.00	1 022.00	913.00	840.00	769.00	650.00	788.00	434.00	589.00	779.00
70th percentile	1 678.00	1 132.00	1 022.00	947.00	846.00	716.00	897.00	525.00	657.00	900.00
75th percentile (3rd quartile)	1 766.00	1 190.00	1 090.00	1 003.00	894.00	755.00	978.00	564.00	701.00	968.00
80th percentile	1 933.00	1 254.00	1 156.00	1 078.00	943.00	799.00	1 067.00	607.00	758.00	1 059.00
90th percentile	2 573.00	1 510.00	1 386.00	1 344.00	1 058.00	924.00	1 320.00	738.00	930.00	1 327.00
<b>Average weekly total earnings</b>	<b>1 502.10</b>	<b>965.80</b>	<b>875.30</b>	<b>807.50</b>	<b>700.10</b>	<b>574.30</b>	<b>770.80</b>	<b>384.70</b>	<b>533.00</b>	<b>756.50</b>
* estimate has a relative standard error of 25% to 50% and should be used with caution					np	not available for publication but included in totals where applicable, unless otherwise indicated				
** estimate has a relative standard error greater than 50% and is considered too unreliable for general use					(a)	See paragraph 21 of the Explanatory Notes.				
— nil or rounded to zero (including null cells)					(b)	Percentiles are based on whole dollars only.				

# 6

## AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, Full-time adult non-managerial employees—Sector

	WEEKLY EARNINGS			WEEKLY HOURS PAID FOR			HOURLY EARNINGS		
	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Private sector	876.70	74.80	951.60	38.5	2.4	40.9	22.80	31.40	23.30
Public sector	1 010.10	52.50	1 062.60	37.5	1.3	38.8	27.00	39.50	27.40
<b>All sectors</b>	<b>904.80</b>	<b>70.10</b>	<b>974.90</b>	<b>38.3</b>	<b>2.2</b>	<b>40.5</b>	<b>23.60</b>	<b>32.40</b>	<b>24.10</b>
FEMALES									
Private sector	763.80	16.30	780.20	37.8	0.6	38.4	20.20	28.20	20.30
Public sector	921.20	14.10	935.30	37.4	0.3	37.7	24.70	41.30	24.80
<b>All sectors</b>	<b>812.40</b>	<b>15.60</b>	<b>828.00</b>	<b>37.7</b>	<b>0.5</b>	<b>38.2</b>	<b>21.60</b>	<b>31.00</b>	<b>21.70</b>
PERSONS									
Private sector	834.80	53.10	887.80	38.3	1.7	40.0	21.80	31.00	22.20
Public sector	965.90	33.40	999.30	37.4	0.8	38.3	25.80	39.80	26.10
<b>All sectors</b>	<b>867.50</b>	<b>48.20</b>	<b>915.70</b>	<b>38.1</b>	<b>1.5</b>	<b>39.5</b>	<b>22.80</b>	<b>32.20</b>	<b>23.20</b>

	WEEKLY EARNINGS			WEEKLY HOURS PAID FOR			HOURLY EARNINGS		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Mining	1 437.80	146.40	1 584.20	42.0	3.8	45.8	34.30	38.50	34.60
Manufacturing	858.10	113.40	971.50	38.2	3.5	41.8	22.40	32.20	23.30
Electricity, gas and water supply	1 064.70	146.60	1 211.30	37.0	3.3	40.3	28.80	44.30	30.00
Construction	907.90	117.60	1 025.40	38.9	3.5	42.3	23.40	33.90	24.20
Wholesale trade	830.70	49.50	880.10	38.4	1.8	40.2	21.60	27.30	21.90
Retail trade	693.10	37.40	730.50	38.3	1.5	39.8	18.10	25.60	18.40
Accommodation, cafes and restaurants	684.70	*23.90	708.60	38.9	*1.0	39.9	17.60	25.30	17.80
Transport and storage	886.40	106.70	993.10	39.3	3.7	43.0	22.60	28.70	23.10
Communication services	987.00	92.90	1 079.90	37.0	2.4	39.4	26.70	38.60	27.40
Finance and insurance	1 151.90	*15.30	1 167.20	38.1	*0.4	38.5	30.30	38.80	30.40
Property and business services	947.60	48.70	996.30	38.4	1.6	40.0	24.70	31.30	24.90
Government administration and defence	912.10	39.20	951.30	37.0	1.1	38.1	24.70	35.00	25.00
Education	1 040.10	*7.10	1 047.20	37.3	*0.2	37.5	27.90	37.80	27.90
Health and community services	952.60	57.70	1 010.30	38.1	1.3	39.3	25.00	46.20	25.70
Cultural and recreational services	902.10	19.10	921.20	38.1	0.6	38.7	23.70	33.80	23.80
Personal and other services	970.20	47.30	1 017.40	38.2	1.3	39.5	25.40	36.10	25.80
<b>All industries</b>	<b>904.80</b>	<b>70.10</b>	<b>974.90</b>	<b>38.3</b>	<b>2.2</b>	<b>40.5</b>	<b>23.60</b>	<b>32.40</b>	<b>24.10</b>
FEMALES									
Mining	1 113.50	**43.60	1 157.10	41.1	**1.3	42.3	27.10	33.70	27.30
Manufacturing	734.40	38.10	772.50	37.8	1.3	39.1	19.40	29.10	19.80
Electricity, gas and water supply	901.40	*26.70	928.00	36.8	*0.8	37.6	24.50	31.30	24.70
Construction	765.90	*15.90	781.80	39.1	*0.6	39.7	19.60	26.70	19.70
Wholesale trade	752.90	*17.00	769.90	38.0	0.6	38.6	19.80	26.70	19.90
Retail trade	638.60	8.80	647.40	37.6	0.3	37.9	17.00	26.40	17.10
Accommodation, cafes and restaurants	659.40	20.00	679.40	38.6	0.8	39.4	17.10	25.70	17.30
Transport and storage	767.20	37.70	804.80	37.3	1.3	38.6	20.60	29.40	20.90
Communication services	833.50	24.20	857.70	37.3	0.8	38.1	22.40	29.80	22.50
Finance and insurance	875.90	7.60	883.60	37.6	0.2	37.9	23.30	32.70	23.30
Property and business services	825.90	8.20	834.10	38.0	0.3	38.3	21.70	26.50	21.80
Government administration and defence	882.10	14.40	896.50	36.5	0.4	36.9	24.10	36.20	24.30
Education	957.20	**4.10	961.40	37.6	*0.1	37.7	25.50	44.70	25.50
Health and community services	806.40	19.80	826.20	37.7	0.5	38.2	21.40	37.90	21.60
Cultural and recreational services	833.90	*11.10	845.00	37.8	*0.4	38.2	22.10	26.40	22.10
Personal and other services	753.10	17.60	770.60	37.6	0.5	38.1	20.00	33.10	20.20
<b>All industries</b>	<b>812.40</b>	<b>15.60</b>	<b>828.00</b>	<b>37.7</b>	<b>0.5</b>	<b>38.2</b>	<b>21.60</b>	<b>31.00</b>	<b>21.70</b>
PERSONS									
Mining	1 394.70	132.80	1 527.50	41.9	3.5	45.3	33.30	38.30	33.70
Manufacturing	829.40	95.90	925.30	38.1	3.0	41.1	21.80	31.90	22.50
Electricity, gas and water supply	1 030.20	121.20	1 151.50	37.0	2.8	39.8	27.90	43.40	29.00
Construction	893.80	107.50	1 001.30	38.9	3.2	42.1	23.00	33.70	23.80
Wholesale trade	808.60	40.30	848.80	38.3	1.5	39.8	21.10	27.20	21.40
Retail trade	672.30	26.50	698.90	38.0	1.0	39.1	17.70	25.70	17.90
Accommodation, cafes and restaurants	672.70	22.10	694.70	38.8	0.9	39.6	17.40	25.50	17.50
Transport and storage	850.90	86.10	937.00	38.7	3.0	41.7	22.00	28.80	22.50
Communication services	933.40	68.90	1 002.30	37.1	1.9	38.9	25.20	37.20	25.80
Finance and insurance	1 002.10	*11.10	1 013.30	37.8	0.3	38.1	26.50	36.30	26.60
Property and business services	892.60	30.40	923.00	38.2	1.0	39.2	23.30	30.60	23.50
Government administration and defence	899.00	28.40	927.40	36.8	0.8	37.6	24.40	35.30	24.70
Education	986.20	*5.20	991.30	37.5	*0.1	37.6	26.30	41.10	26.40
Health and community services	848.70	30.80	879.50	37.8	0.7	38.5	22.50	42.00	22.80
Cultural and recreational services	871.40	15.50	886.90	38.0	0.5	38.5	23.00	31.00	23.10
Personal and other services	873.60	34.10	907.70	37.9	1.0	38.9	23.00	35.40	23.30
<b>All industries</b>	<b>867.50</b>	<b>48.20</b>	<b>915.70</b>	<b>38.1</b>	<b>1.5</b>	<b>39.5</b>	<b>22.80</b>	<b>32.20</b>	<b>23.20</b>

\* estimate has a relative standard error of 25% to 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 EARNINGS AND HOURS PAID FOR, Full-time adult non-managerial employees—Occupation

	WEEKLY EARNINGS			WEEKLY HOURS PAID FOR			HOURLY EARNINGS		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Managers and administrators(a)	1 457.00	18.20	1 475.20	39.0	0.4	39.4	37.40	44.20	37.50
Professionals	1 197.70	21.30	1 218.90	37.9	0.5	38.4	31.60	46.10	31.80
Associate professionals	1 056.20	32.30	1 088.50	38.4	0.8	39.2	27.50	39.20	27.80
Tradespersons and related workers	821.40	110.90	932.30	38.3	3.2	41.5	21.50	34.70	22.50
Advanced clerical and service workers	962.10	*35.60	997.70	37.6	*1.0	38.6	25.60	35.30	25.90
Intermediate clerical, sales and service workers	809.10	27.90	836.90	38.1	0.9	39.1	21.20	29.70	21.40
Intermediate production and transport workers	807.70	129.80	937.60	39.0	4.3	43.3	20.70	30.00	21.70
Elementary clerical, sales and service workers	707.30	42.20	749.50	38.4	1.6	40.0	18.40	25.80	18.70
Labourers and related workers	699.70	102.00	801.70	38.2	3.4	41.6	18.30	30.20	19.30
<b>All occupations</b>	<b>904.80</b>	<b>70.10</b>	<b>974.90</b>	<b>38.3</b>	<b>2.2</b>	<b>40.5</b>	<b>23.60</b>	<b>32.40</b>	<b>24.10</b>
FEMALES									
Managers and administrators(a)	1 343.20	**9.60	1 352.80	37.8	**0.3	38.1	35.50	*29.60	35.50
Professionals	1 021.00	10.40	1 031.40	37.8	0.2	38.0	27.00	47.30	27.10
Associate professionals	853.10	13.30	866.40	37.7	0.4	38.1	22.70	33.10	22.80
Tradespersons and related workers	645.90	*29.90	675.90	38.1	*1.1	39.2	17.00	27.40	17.30
Advanced clerical and service workers	823.10	*3.80	826.90	37.7	*0.1	37.8	21.90	30.30	21.90
Intermediate clerical, sales and service workers	702.40	15.10	717.50	37.6	0.5	38.1	18.70	28.90	18.80
Intermediate production and transport workers	628.30	52.00	680.30	37.8	1.8	39.7	16.60	28.40	17.20
Elementary clerical, sales and service workers	620.10	15.80	635.90	37.4	0.6	38.0	16.60	25.80	16.70
Labourers and related workers	610.00	44.50	654.50	37.7	1.6	39.4	16.20	27.20	16.60
<b>All occupations</b>	<b>812.40</b>	<b>15.60</b>	<b>828.00</b>	<b>37.7</b>	<b>0.5</b>	<b>38.2</b>	<b>21.60</b>	<b>31.00</b>	<b>21.70</b>
PERSONS									
Managers and administrators(a)	1 425.90	15.90	1 441.80	38.7	0.4	39.0	36.90	40.90	36.90
Professionals	1 105.00	15.60	1 120.50	37.8	0.3	38.2	29.20	46.50	29.40
Associate professionals	971.50	24.40	995.90	38.1	0.7	38.7	25.50	37.60	25.70
Tradespersons and related workers	808.30	104.80	913.10	38.2	3.0	41.3	21.10	34.50	22.10
Advanced clerical and service workers	849.90	*9.90	859.80	37.6	*0.3	37.9	22.60	33.60	22.70
Intermediate clerical, sales and service workers	742.30	19.90	762.20	37.8	0.7	38.5	19.70	29.30	19.80
Intermediate production and transport workers	788.90	121.70	910.50	38.8	4.1	42.9	20.30	29.90	21.20
Elementary clerical, sales and service workers	664.90	29.40	694.30	37.9	1.1	39.1	17.50	25.80	17.80
Labourers and related workers	679.10	88.80	767.80	38.1	3.0	41.1	17.80	29.80	18.70
<b>All occupations</b>	<b>867.50</b>	<b>48.20</b>	<b>915.70</b>	<b>38.1</b>	<b>1.5</b>	<b>39.5</b>	<b>22.80</b>	<b>32.20</b>	<b>23.20</b>

\* estimate has a relative standard error of 25% to 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) See paragraph 21 of the Explanatory Notes.

# AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, Full-time adult non-managerial employees—States and territories

	WEEKLY EARNINGS			WEEKLY HOURS PAID FOR			HOURLY EARNINGS		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
New South Wales	940.00	76.70	1 016.70	38.1	2.3	40.4	24.70	33.00	25.20
Victoria	906.90	72.20	979.20	38.2	2.1	40.3	23.80	33.90	24.30
Queensland	855.50	62.30	917.80	38.4	2.1	40.4	22.30	30.00	22.70
South Australia	836.80	56.30	893.10	38.2	1.8	39.9	21.90	32.00	22.40
Western Australia	946.60	78.90	1 025.50	39.3	2.5	41.8	24.10	31.90	24.60
Tasmania	819.10	46.20	865.30	38.5	1.5	40.0	21.30	30.40	21.60
Northern Territory	886.90	67.00	953.90	38.7	2.3	41.0	22.90	29.60	23.30
Australian Capital Territory	931.50	*44.00	975.50	37.7	1.2	39.0	24.70	36.00	25.10
<b>Australia</b>	<b>904.80</b>	<b>70.10</b>	<b>974.90</b>	<b>38.3</b>	<b>2.2</b>	<b>40.5</b>	<b>23.60</b>	<b>32.40</b>	<b>24.10</b>
FEMALES									
New South Wales	854.80	18.80	873.60	37.8	0.6	38.3	22.60	32.60	22.80
Victoria	800.60	15.10	815.70	37.8	0.5	38.3	21.20	30.00	21.30
Queensland	764.30	12.50	776.80	37.5	0.4	37.9	20.40	28.80	20.50
South Australia	768.90	16.30	785.10	37.2	0.6	37.7	20.70	29.50	20.80
Western Australia	802.10	12.30	814.40	38.1	0.4	38.5	21.10	29.20	21.20
Tasmania	753.50	*16.70	770.20	37.5	*0.5	38.0	20.10	31.10	20.30
Northern Territory	839.90	*18.00	857.90	37.1	*0.5	37.6	22.60	38.40	22.80
Australian Capital Territory	867.30	*8.70	876.00	37.2	0.2	37.4	23.30	36.40	23.40
<b>Australia</b>	<b>812.40</b>	<b>15.60</b>	<b>828.00</b>	<b>37.7</b>	<b>0.5</b>	<b>38.2</b>	<b>21.60</b>	<b>31.00</b>	<b>21.70</b>
PERSONS									
New South Wales	903.70	52.00	955.80	38.0	1.6	39.5	23.80	32.90	24.20
Victoria	865.10	49.80	914.90	38.0	1.5	39.5	22.80	33.30	23.20
Queensland	819.30	42.50	861.70	38.0	1.4	39.4	21.60	29.90	21.90
South Australia	811.70	41.50	853.20	37.8	1.3	39.1	21.50	31.60	21.80
Western Australia	893.10	54.20	947.40	38.9	1.7	40.6	23.00	31.70	23.40
Tasmania	797.20	36.40	833.50	38.2	1.2	39.4	20.90	30.50	21.20
Northern Territory	863.90	43.10	907.00	37.9	1.4	39.3	22.80	31.00	23.10
Australian Capital Territory	899.50	26.40	925.80	37.4	0.7	38.2	24.00	36.10	24.30
<b>Australia</b>	<b>867.50</b>	<b>48.20</b>	<b>915.70</b>	<b>38.1</b>	<b>1.5</b>	<b>39.5</b>	<b>22.80</b>	<b>32.20</b>	<b>23.20</b>

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

	AVERAGE WEEKLY OVERTIME EARNINGS			AVERAGE WEEKLY OVERTIME HOURS PAID FOR			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
Managers and administrators(b)	*200.80	127.40	176.10	*5.1	*5.4	5.2	*5.4
Professionals	233.20	139.50	195.20	5.9	3.5	4.9	6.0
Associate professionals	260.50	124.70	213.30	6.9	4.3	6.0	10.2
Tradespersons and related workers	253.00	186.90	251.20	7.5	7.1	7.5	41.1
Advanced clerical and service workers	145.40	69.60	100.70	4.1	2.4	3.1	*7.9
Intermediate clerical, sales and service workers	156.80	116.00	132.60	5.8	4.2	4.8	14.9
Intermediate production and transport workers	278.80	213.30	274.80	9.3	7.5	9.2	44.8
Elementary clerical, sales and service workers	164.90	111.70	146.60	6.7	4.6	5.9	17.3
Labourers and related workers	248.50	160.70	232.80	8.3	5.9	7.9	39.5
<b>All occupations</b>	<b>248.40</b>	<b>134.70</b>	<b>226.60</b>	<b>7.9</b>	<b>4.8</b>	<b>7.3</b>	<b>23.4</b>
PUBLIC							
Managers and administrators(b)	213.00	*179.60	209.00	4.4	3.3	4.3	*16.0
Professionals	331.10	211.10	270.30	6.2	4.0	5.1	7.6
Associate professionals	190.40	163.60	182.60	4.6	4.2	4.5	15.8
Tradespersons and related workers	308.90	**198.50	304.60	7.1	**5.4	7.0	38.8
Advanced clerical and service workers	435.60	*91.70	*285.00	12.4	2.2	*7.9	*6.1
Intermediate clerical, sales and service workers	199.90	153.50	180.70	5.4	4.5	5.0	11.2
Intermediate production and transport workers	194.40	*99.30	191.60	6.2	3.5	6.1	55.7
Elementary clerical, sales and service workers	109.80	105.80	108.70	3.8	3.5	3.7	48.4
Labourers and related workers	201.60	*74.50	197.50	6.1	*2.8	5.9	30.8
<b>All occupations</b>	<b>223.60</b>	<b>168.50</b>	<b>209.20</b>	<b>5.7</b>	<b>4.1</b>	<b>5.3</b>	<b>16.0</b>
ALL SECTORS							
Managers and administrators(b)	208.00	141.90	193.10	4.7	*4.8	4.7	8.2
Professionals	277.00	178.90	232.30	6.0	3.8	5.0	6.7
Associate professionals	225.80	141.40	198.80	5.8	4.3	5.3	12.3
Tradespersons and related workers	258.30	188.40	256.30	7.5	6.9	7.4	40.9
Advanced clerical and service workers	208.50	72.50	131.90	5.9	2.4	3.9	*7.5
Intermediate clerical, sales and service workers	168.60	121.90	142.60	5.7	4.2	4.9	14.0
Intermediate production and transport workers	269.90	207.40	266.30	9.0	7.3	8.9	45.7
Elementary clerical, sales and service workers	145.60	110.10	134.20	5.6	4.3	5.2	21.9
Labourers and related workers	244.00	159.30	229.90	8.1	5.9	7.7	38.6
<b>All occupations</b>	<b>244.20</b>	<b>142.60</b>	<b>223.40</b>	<b>7.5</b>	<b>4.6</b>	<b>6.9</b>	<b>21.6</b>

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

(a) For those employees who received overtime pay.

(b) See paragraph 21 of the Explanatory Notes

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

	AVERAGE WEEKLY ORDINARY TIME		AVERAGE WEEKLY TOTAL	
	<i>Earnings</i>	<i>Hours</i>	<i>Earnings</i>	<i>Hours</i>
	\$	hours	\$	hours
MALES				
Under 20 employees	773.50	38.8	825.00	40.5
20 to 49 employees	842.30	38.5	932.40	41.6
50 to 99 employees	861.70	38.5	936.80	41.0
100 to 499 employees	920.10	38.5	1 011.20	41.4
500 to 999 employees	988.50	38.4	1 090.10	41.4
1000 and over employees	1 023.90	38.0	1 090.00	39.8
<b>Total</b>	<b>876.70</b>	<b>38.5</b>	<b>951.60</b>	<b>40.9</b>
FEMALES				
Under 20 employees	683.50	38.3	689.20	38.5
20 to 49 employees	763.20	37.9	775.80	38.4
50 to 99 employees	739.00	37.8	753.20	38.3
100 to 499 employees	782.30	37.6	807.50	38.4
500 to 999 employees	826.40	37.9	857.80	39.0
1000 and over employees	843.40	37.4	860.70	37.9
<b>Total</b>	<b>763.80</b>	<b>37.8</b>	<b>780.20</b>	<b>38.4</b>
PERSONS				
Under 20 employees	743.10	38.6	779.10	39.8
20 to 49 employees	814.60	38.3	877.50	40.5
50 to 99 employees	815.40	38.2	867.50	40.0
100 to 499 employees	869.50	38.2	936.30	40.3
500 to 999 employees	927.50	38.2	1 002.70	40.5
1000 and over employees	941.00	37.7	984.70	38.9
<b>Total</b>	<b>834.80</b>	<b>38.3</b>	<b>887.80</b>	<b>40.0</b>



	COLLECTIVE AGREEMENT			INDIVIDUAL ARRANGEMENT			Total	All methods of setting pay
	Award only	Registered	Unregistered	Registered	Unregistered(a)	Working proprietor of incorporated business(a)		
PROPORTION OF EMPLOYEES (%)								
<b>Males</b>								
Private	19.0	23.3	3.6	3.0	41.7	9.5	54.2	100.0
Public	*0.7	90.7	*0.6	3.0	5.0	. .	8.0	100.0
<b>All sectors</b>	<b>15.7</b>	<b>35.2</b>	<b>3.0</b>	<b>3.0</b>	<b>35.2</b>	<b>7.8</b>	<b>46.0</b>	<b>100.0</b>
<b>Females</b>								
Private	31.0	25.2	2.8	2.2	34.9	3.9	41.0	100.0
Public	*3.5	92.6	*0.2	0.9	2.8	. .	3.7	100.0
<b>All sectors</b>	<b>24.4</b>	<b>41.4</b>	<b>2.2</b>	<b>1.9</b>	<b>27.2</b>	<b>2.9</b>	<b>32.0</b>	<b>100.0</b>
<b>Total</b>								
Private	24.7	24.2	3.2	2.6	38.5	6.9	47.9	100.0
Public	*2.3	91.8	0.4	1.8	3.7	. .	5.5	100.0
<b>All sectors</b>	<b>20.0</b>	<b>38.3</b>	<b>2.6</b>	<b>2.4</b>	<b>31.2</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)								
<b>Males</b>								
Private								
Ordinary time	469.90	778.80	802.40	914.90	959.00	947.90	954.60	816.30
Overtime	38.50	102.50	*58.90	51.30	34.40	**2.00	29.60	49.30
<b>Total</b>	<b>508.40</b>	<b>881.30</b>	<b>861.30</b>	<b>966.20</b>	<b>993.40</b>	<b>949.90</b>	<b>984.20</b>	<b>865.60</b>
Public								
Ordinary time	657.00	974.20	1 696.90	1 465.10	1 258.00	. .	1 335.50	1 004.60
Overtime	*42.00	43.20	—	*4.20	**29.80	. .	**20.20	41.10
<b>Total</b>	<b>699.00</b>	<b>1 017.40</b>	<b>1 696.90</b>	<b>1 469.30</b>	<b>1 287.80</b>	. .	<b>1 355.70</b>	<b>1 045.80</b>
All sectors								
Ordinary time	471.50	867.90	831.90	1 012.30	966.50	947.90	966.30	849.70
Overtime	38.50	75.50	*57.00	43.00	34.20	**2.00	29.30	47.80
<b>Total</b>	<b>510.00</b>	<b>943.40</b>	<b>888.80</b>	<b>1 055.20</b>	<b>1 000.70</b>	<b>949.90</b>	<b>995.60</b>	<b>897.50</b>
<b>Females</b>								
Private								
Ordinary time	390.10	533.80	591.10	551.10	677.40	670.20	669.90	546.70
Overtime	7.80	14.70	*2.50	*12.40	7.70	**0.30	7.30	9.20
<b>Total</b>	<b>397.90</b>	<b>548.50</b>	<b>593.60</b>	<b>563.50</b>	<b>685.10</b>	<b>670.40</b>	<b>677.20</b>	<b>555.90</b>
Public								
Ordinary time	488.40	780.70	896.00	1 169.00	928.30	. .	989.20	778.40
Overtime	**1.50	10.30	—	*8.90	**3.60	. .	**4.90	9.80
<b>Total</b>	<b>489.90</b>	<b>791.00</b>	<b>896.00</b>	<b>1 177.90</b>	<b>931.80</b>	. .	<b>994.10</b>	<b>788.20</b>
All sectors								
Ordinary time	393.50	666.20	597.50	624.70	683.50	670.20	678.80	602.20
Overtime	7.60	12.40	*2.40	*12.00	7.60	**0.30	7.20	9.30
<b>Total</b>	<b>401.10</b>	<b>678.50</b>	<b>600.00</b>	<b>636.60</b>	<b>691.10</b>	<b>670.40</b>	<b>686.00</b>	<b>611.50</b>
* estimate has a relative standard error of 25% to 50% and should be used with caution				. .	not applicable			
** estimate has a relative standard error greater than 50% and is considered too unreliable for general use				—	nil or rounded to zero (including null cells)			
				(a)	Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.			

	COLLECTIVE AGREEMENT			INDIVIDUAL ARRANGEMENT			Total	All methods of setting pay
	Award only	Registered	Unregistered	Registered	Unregistered(a)	Working proprietor of incorporated business(a)		
AVERAGE WEEKLY TOTAL EARNINGS (\$) <i>cont.</i>								
<b>Total</b>								
Private								
Ordinary time	422.50	657.90	713.90	770.20	838.20	873.70	839.50	688.70
Overtime	20.20	59.20	*35.30	35.80	22.90	**1.50	20.60	30.30
<b>Total</b>	<b>442.70</b>	<b>717.10</b>	<b>749.20</b>	<b>806.00</b>	<b>861.10</b>	<b>875.20</b>	<b>860.10</b>	<b>719.10</b>
Public								
Ordinary time	511.90	863.30	1 445.50	1 378.30	1 118.70	..	1 203.90	876.10
Overtime	*7.10	24.30	—	**5.60	**18.70	..	**14.40	23.30
<b>Total</b>	<b>519.00</b>	<b>887.60</b>	<b>1 445.50</b>	<b>1 383.90</b>	<b>1 137.40</b>	<b>..</b>	<b>1 218.30</b>	<b>899.40</b>
All sectors								
Ordinary time	424.60	760.40	734.40	864.40	845.10	873.70	850.30	727.70
Overtime	19.90	41.80	*34.30	31.10	22.80	**1.50	20.40	28.90
<b>Total</b>	<b>444.60</b>	<b>802.20</b>	<b>768.70</b>	<b>895.50</b>	<b>867.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>
* estimate has a relative standard error of 25% to 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)				

.. not applicable

— nil or rounded to zero (including null cells)

(a) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective Agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Full-time employees	11.2	39.0	40.8	9.0	49.8	100.0
Part-time employees	34.4	35.3	27.1	3.2	30.3	100.0
<b>All employees</b>	<b>15.7</b>	<b>38.2</b>	<b>38.2</b>	<b>7.8</b>	<b>46.0</b>	<b>100.0</b>
<b>Females</b>						
Full-time employees	14.8	45.6	35.8	3.9	39.6	100.0
Part-time employees	34.2	41.5	22.2	2.0	24.2	100.0
<b>All employees</b>	<b>24.4</b>	<b>43.6</b>	<b>29.1</b>	<b>2.9</b>	<b>32.0</b>	<b>100.0</b>
<b>Persons</b>						
Full-time employees	12.6	41.5	38.9	7.0	46.0	100.0
Part-time employees	34.3	39.7	23.6	2.4	26.0	100.0
<b>All employees</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
<b>Males</b>						
Full-time employees	659.30	1 061.20	1 099.70	993.10	1 080.50	1 025.80
Part-time employees	310.20	384.70	419.50	452.30	423.00	370.70
<b>All employees</b>	<b>510.00</b>	<b>939.00</b>	<b>1 005.00</b>	<b>949.90</b>	<b>995.60</b>	<b>897.50</b>
<b>Females</b>						
Full-time employees	623.50	898.20	878.10	785.70	869.10	846.10
Part-time employees	302.90	423.10	373.60	444.10	379.40	371.40
<b>All employees</b>	<b>401.10</b>	<b>674.60</b>	<b>687.60</b>	<b>670.40</b>	<b>686.00</b>	<b>611.50</b>
<b>Persons</b>						
Full-time employees	643.30	993.20	1 022.40	949.90	1 011.30	957.60
Part-time employees	305.00	413.20	388.90	447.30	394.20	371.20
<b>All employees</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

(a) Includes registered and unregistered collective agreements.

(b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Permanent or fixed term employees	11.2	39.8	39.7	9.3	49.0	100.0
Casual employees	40.2	29.8	30.0	. .	30.0	100.0
<b>All employees</b>	<b>15.7</b>	<b>38.2</b>	<b>38.2</b>	<b>7.8</b>	<b>46.0</b>	<b>100.0</b>
<b>Females</b>						
Permanent or fixed term employees	16.4	48.7	31.0	3.9	34.9	100.0
Casual employees	48.2	28.3	23.5	. .	23.5	100.0
<b>All employees</b>	<b>24.4</b>	<b>43.6</b>	<b>29.1</b>	<b>2.9</b>	<b>32.0</b>	<b>100.0</b>
<b>Persons</b>						
Permanent or fixed term employees	13.6	43.9	35.6	6.8	42.5	100.0
Casual employees	45.1	28.9	26.0	. .	26.0	100.0
<b>All employees</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
<b>Males</b>						
Permanent or fixed term employees	610.60	1 011.00	1 064.60	949.90	1 042.80	981.70
Casual employees	359.00	423.00	580.80	. .	580.80	444.60
<b>All employees</b>	<b>510.00</b>	<b>939.00</b>	<b>1 005.00</b>	<b>949.90</b>	<b>995.60</b>	<b>897.50</b>
<b>Females</b>						
Permanent or fixed term employees	511.60	745.20	778.70	670.40	766.40	714.30
Casual employees	289.00	311.70	328.90	. .	328.90	304.80
<b>All employees</b>	<b>401.10</b>	<b>674.60</b>	<b>687.60</b>	<b>670.40</b>	<b>686.00</b>	<b>611.50</b>
<b>Persons</b>						
Permanent or fixed term employees	555.30	874.50	949.50	875.20	937.60	857.80
Casual employees	313.40	356.70	442.50	. .	442.50	359.50
<b>All employees</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

. . not applicable

(a) Includes registered and unregistered collective agreements.

(b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
Mining	*1.9	38.8	57.6	*1.7	59.3	100.0
Manufacturing	14.9	35.8	44.5	4.8	49.3	100.0
Electricity, gas and water supply	*1.7	79.9	17.7	*0.7	18.4	100.0
Construction	15.2	24.1	40.8	20.0	60.8	100.0
Wholesale trade	14.9	16.0	61.8	7.3	69.1	100.0
Retail trade	31.3	33.4	30.3	5.0	35.3	100.0
Accommodation, cafes and restaurants	60.1	11.7	25.9	2.4	28.3	100.0
Transport and storage	14.4	41.9	36.2	7.5	43.7	100.0
Communication services	*2.1	62.6	32.8	*2.5	35.3	100.0
Finance and insurance	4.5	43.7	46.9	4.9	51.8	100.0
Property and business services	19.7	12.8	56.8	10.8	67.5	100.0
Government administration and defence	*0.8	89.3	9.9	. .	9.9	100.0
Education	8.9	83.5	7.2	*0.4	7.6	100.0
Health and community services	26.6	54.8	15.9	2.7	18.6	100.0
Cultural and recreational services	17.7	38.7	40.4	*3.2	43.5	100.0
Personal and other services	23.5	45.7	27.8	*2.9	30.8	100.0
<b>All industries</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL EARNINGS (\$)

Mining	1 170.90	1 624.60	1 498.30	1 115.20	1 487.40	1 534.80
Manufacturing	553.50	941.30	959.50	762.90	940.40	883.20
Electricity, gas and water supply	729.60	1 114.60	1 418.40	897.10	1 398.50	1 160.30
Construction	517.80	1 057.80	946.80	795.40	897.00	878.20
Wholesale trade	549.60	760.80	947.30	933.60	945.80	857.20
Retail trade	352.50	356.90	618.30	641.40	621.60	449.00
Accommodation, cafes and restaurants	378.50	508.10	609.80	649.00	613.10	459.90
Transport and storage	623.90	992.20	856.30	748.50	837.80	871.80
Communication services	310.10	875.10	1 086.00	693.20	1 058.20	927.80
Finance and insurance	482.70	893.30	1 203.70	771.40	1 162.80	1 014.30
Property and business services	482.00	812.90	896.60	1 101.90	929.40	826.50
Government administration and defence	604.70	900.00	1 065.80	. .	1 065.80	913.90
Education	549.10	829.70	739.40	824.90	744.40	798.30
Health and community services	476.50	741.70	665.50	1 133.70	733.60	669.60
Cultural and recreational services	393.30	638.40	769.80	727.30	766.70	650.80
Personal and other services	369.60	929.80	579.60	*887.10	609.10	699.50
<b>All industries</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution  
. . not applicable

(a) Includes registered and unregistered collective agreements.  
(b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
Managers and administrators(c)	0.8	25.3	47.3	26.7	73.9	100.0
Professionals	6.7	55.8	32.8	4.7	37.4	100.0
Associate professionals	8.3	40.0	42.6	9.1	51.7	100.0
Tradespersons and related workers	22.5	34.6	35.2	7.7	42.9	100.0
Advanced clerical and service workers	8.2	30.2	51.8	9.8	61.6	100.0
Intermediate clerical, sales and service workers	25.8	38.3	34.6	1.2	35.9	100.0
Intermediate production and transport workers	17.3	50.0	29.9	2.9	32.7	100.0
Elementary clerical, sales and service workers	39.9	37.1	21.8	*1.2	23.0	100.0
Labourers and related workers	37.9	36.8	24.5	*0.8	25.2	100.0
<b>All occupations</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)					
Managers and administrators(c)	999.40	1 537.20	1 736.70	1 068.60	1 495.70	1 502.10
Professionals	723.50	923.70	1 064.20	1 129.70	1 072.40	965.80
Associate professionals	571.60	922.40	919.70	737.80	887.60	875.30
Tradespersons and related workers	518.30	981.20	832.40	757.80	819.10	807.50
Advanced clerical and service workers	528.20	806.10	704.50	494.50	671.00	700.10
Intermediate clerical, sales and service workers	419.70	628.30	630.40	559.90	627.90	574.30
Intermediate production and transport workers	604.20	802.10	830.20	613.00	811.00	770.80
Elementary clerical, sales and service workers	328.20	396.90	456.00	594.00	463.30	384.70
Labourers and related workers	392.40	668.20	544.30	631.10	547.00	533.00
<b>All occupations</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

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

(a) Includes registered and unregistered collective agreements.

(b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

(c) See paragraph 21 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
New South Wales	22.5	37.2	34.2	6.2	40.4	100.0
Victoria	16.1	42.3	35.2	6.3	41.5	100.0
Queensland	23.0	41.4	31.5	4.1	35.6	100.0
South Australia	26.2	44.8	24.5	4.5	29.0	100.0
Western Australia	12.6	40.8	41.8	4.8	46.6	100.0
Tasmania	20.9	43.3	31.7	4.2	35.9	100.0
Northern Territory	11.9	52.7	31.7	3.8	35.5	100.0
Australian Capital Territory	17.0	55.6	24.3	3.1	27.4	100.0
<b>Australia</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>

## AVERAGE WEEKLY TOTAL EARNINGS (\$)

New South Wales	473.00	863.90	946.10	829.00	928.20	802.10
Victoria	426.20	775.90	869.90	881.60	871.70	759.30
Queensland	416.30	749.00	828.20	1 022.50	850.30	708.60
South Australia	431.20	735.70	820.80	787.00	815.50	678.90
Western Australia	433.40	789.70	806.80	899.60	816.40	757.30
Tasmania	459.80	731.40	556.40	690.80	572.20	617.60
Northern Territory	488.00	855.90	673.20	972.00	705.10	758.70
Australian Capital Territory	482.00	941.00	913.00	912.90	913.00	855.50
<b>Australia</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

(a) Includes registered and unregistered collective agreements.

(b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Registered or unregistered(b)</i>	<i>Working proprietor of incorporated business(b)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
Under 20 employees	27.5	8.9	45.8	17.8	63.6	100.0
20 to 49 employees	30.9	17.0	49.5	2.6	52.1	100.0
50 to 99 employees	31.5	25.8	42.2	0.5	42.7	100.0
100 to 499 employees	20.7	42.3	37.0	*0.1	37.1	100.0
500 to 999 employees	17.4	53.6	29.1	—	29.1	100.0
1000 and over employees	4.5	84.3	11.2	—	11.2	100.0
<b>Total</b>	<b>20.0</b>	<b>40.9</b>	<b>33.7</b>	<b>5.4</b>	<b>39.1</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
Under 20 employees	407.50	729.60	692.20	837.70	733.00	643.10
20 to 49 employees	465.20	817.70	866.20	1 436.10	894.20	748.50
50 to 99 employees	431.90	711.20	850.90	1 350.30	856.80	685.40
100 to 499 employees	477.10	797.00	975.90	2 650.90	979.00	798.30
500 to 999 employees	502.90	836.90	1 124.90	—	1 124.90	862.60
1000 and over employees	498.40	809.90	1 258.10	—	1 258.10	845.90
<b>Total</b>	<b>444.60</b>	<b>800.00</b>	<b>869.90</b>	<b>875.20</b>	<b>870.70</b>	<b>756.50</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution  
 — nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.  
 (b) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements.



	FEDERAL REGISTERED AGREEMENT(a)		STATE REGISTERED AGREEMENT(b)		OTHER METHODS OF SETTING PAY(c)	All methods of setting pay
	Collective	Individual	Collective	Individual	Total	
PROPORTION OF EMPLOYEES (%)						
New South Wales	16.2	1.2	18.6	..	64.0	100.0
Victoria	39.6	2.2	..	..	58.2	100.0
Queensland	16.4	*1.4	22.6	np	59.6	100.0
South Australia	22.0	*3.2	20.3	..	54.5	100.0
Western Australia	22.4	8.0	15.2	*0.3	54.1	100.0
Tasmania	17.7	*3.3	20.8	..	58.1	100.0
Northern Territory	49.9	*1.9	..	..	48.1	100.0
Australian Capital Territory	53.5	4.0	..	..	42.5	100.0
<b>Australia</b>	<b>24.3</b>	<b>2.4</b>	<b>13.9</b>	—	<b>59.3</b>	<b>100.0</b>

AVERAGE WEEKLY TOTAL EARNINGS (\$)						
New South Wales	829.60	1 182.10	899.60	..	759.70	802.10
Victoria	781.80	912.60	..	..	738.20	759.30
Queensland	693.20	929.50	790.90	np	676.20	708.60
South Australia	737.00	738.70	756.80	..	622.90	678.90
Western Australia	793.50	728.40	750.20	1 202.80	746.30	757.30
Tasmania	766.00	625.10	701.40	..	542.00	617.60
Northern Territory	871.10	935.80	..	..	634.90	758.70
Australian Capital Territory	930.20	1 397.90	..	..	710.90	855.50
<b>Australia</b>	<b>787.40</b>	<b>890.80</b>	<b>828.10</b>	<b>1 283.30</b>	<b>721.40</b>	<b>756.50</b>

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

.. not applicable

— nil or rounded to zero (including null cells)

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

(a) Federal Registered Agreement refers to an agreement which has been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(b) State Registered Agreement refers to an agreement which has been registered, certified or approved under a New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunal or authority.

(c) Employees covered by award only, unregistered agreements and working proprietors of incorporated businesses.

METHODS OF SETTING PAY, Average weekly total earnings and hours paid for of non-managerial employees—Type of employee

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS			TOTAL EMPLOYEES		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$	('000)	('000)	('000)
PERMANENT FULL-TIME (a)												
Award only	652.40	611.50	634.20	40.8	38.4	39.8	16.00	15.90	16.00	313.8	251.5	565.4
Registered collective agreement	1 034.70	882.70	969.40	40.3	37.9	39.3	25.70	23.30	24.70	1 042.1	785.7	1 827.7
Unregistered collective agreement	906.60	771.00	859.50	40.8	38.3	39.9	22.30	20.10	21.50	67.4	35.8	103.2
Registered individual agreement	1 096.00	843.10	1 018.50	41.2	38.8	40.5	26.60	21.70	25.20	79.7	35.2	114.9
Unregistered individual arrangement	966.50	819.90	911.70	40.2	38.4	39.6	24.00	21.30	23.10	929.6	554.8	1 484.4
<b>All methods of setting pay</b>	<b>957.80</b>	<b>817.50</b>	<b>900.80</b>	<b>40.4</b>	<b>38.2</b>	<b>39.5</b>	<b>23.70</b>	<b>21.40</b>	<b>22.80</b>	<b>2 432.6</b>	<b>1 663.1</b>	<b>4 095.7</b>
PERMANENT PART-TIME (a)												
Award only	356.10	384.70	378.90	22.0	22.8	22.6	16.20	16.90	16.80	53.5	211.1	264.7
Registered collective agreement	448.70	489.10	481.70	21.8	23.4	23.1	20.60	20.90	20.80	112.7	496.8	609.5
Unregistered collective agreement	551.70	407.70	428.00	24.7	19.4	20.1	22.40	21.10	21.30	*3.5	21.4	24.9
Registered individual agreement	383.30	345.40	361.60	24.9	21.8	23.1	15.40	15.90	15.60	*12.9	*17.3	*30.2
Unregistered individual arrangement	518.20	458.00	472.70	21.9	21.2	21.3	23.70	21.70	22.20	62.0	192.4	254.4
<b>All methods of setting pay</b>	<b>444.10</b>	<b>454.80</b>	<b>452.60</b>	<b>22.1</b>	<b>22.7</b>	<b>22.6</b>	<b>20.10</b>	<b>20.00</b>	<b>20.10</b>	<b>244.6</b>	<b>939.1</b>	<b>1 183.7</b>
CASUAL												
Award only	359.00	289.00	313.40	20.6	17.3	18.4	17.50	16.70	17.00	245.8	459.3	705.1
Registered collective agreement	390.70	311.60	342.10	18.3	14.8	16.2	21.30	21.10	21.20	156.6	248.8	405.5
Unregistered collective agreement	618.20	313.90	483.00	29.3	15.6	23.2	21.10	20.20	20.80	*25.9	20.7	46.6
Registered individual agreement	477.90	313.20	381.00	25.0	18.3	21.1	19.10	17.10	18.10	*10.8	*15.4	*26.2
Unregistered individual arrangement	587.30	330.00	446.70	25.6	17.0	20.9	23.00	19.40	21.40	172.6	207.9	380.6
<b>All methods of setting pay</b>	<b>444.60</b>	<b>304.80</b>	<b>359.50</b>	<b>21.8</b>	<b>16.5</b>	<b>18.6</b>	<b>20.40</b>	<b>18.40</b>	<b>19.30</b>	<b>611.8</b>	<b>952.2</b>	<b>1 564.1</b>
ALL NON-MANAGERIAL EMPLOYEES												
Award only	508.90	398.90	442.90	31.1	24.3	27.0	16.40	16.40	16.40	613.2	922.0	1 535.2
Registered collective agreement	907.50	662.20	775.30	36.1	29.4	32.5	25.10	22.50	23.90	1 311.4	1 531.3	2 842.6
Unregistered collective agreement	816.40	549.60	697.40	37.1	27.0	32.6	22.00	20.30	21.40	96.8	77.9	174.7
Registered individual agreement	942.50	596.10	805.10	37.5	29.8	34.4	25.10	20.00	23.40	103.4	68.0	171.4
Unregistered individual arrangement	886.40	640.40	775.50	37.1	30.3	34.0	23.90	21.20	22.80	1 164.2	955.2	2 119.4
<b>All methods of setting pay</b>	<b>824.10</b>	<b>584.30</b>	<b>699.60</b>	<b>35.6</b>	<b>28.3</b>	<b>31.8</b>	<b>23.20</b>	<b>20.70</b>	<b>22.00</b>	<b>3 289.0</b>	<b>3 554.3</b>	<b>6 843.4</b>

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

(a) Includes fixed term contract employees.

	<i>Award only</i>	<i>Collective agreement (a)</i>	<i>Individual arrangement</i>	<i>All methods of setting pay</i>
PROPORTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES (%)				
<b>Weekly total earnings (\$)</b>				
Under 200	*0.2	*0.4	*0.1	*0.2
200 and under 300	*1.5	0.2	*0.2	0.4
300 and under 400	2.5	0.6	0.7	0.9
400 and under 500	10.3	1.9	2.6	3.3
500 and under 600	29.3	6.8	10.7	11.3
600 and under 700	21.9	11.9	17.2	15.3
700 and under 800	13.6	14.0	15.6	14.6
800 and under 900	7.2	13.7	13.3	12.7
900 and under 1 000	4.1	11.7	9.3	9.8
1 000 and under 1 100	3.3	10.1	7.5	8.2
1 100 and under 1 200	2.4	9.1	4.7	6.5
1 200 and under 1 300	1.4	5.9	4.4	4.7
1 300 and under 1 400	0.7	4.1	2.6	3.1
1 400 and under 1 500	*0.5	2.7	2.3	2.3
1 500 and under 1 600	*0.2	1.9	1.7	1.6
1 600 and under 1 700	*0.4	1.2	1.5	1.2
1 700 and under 1 800	*0.2	1.1	1.1	1.0
1 800 and under 1 900	**0.1	0.7	0.7	0.6
1 900 and under 2 000	—	0.4	0.9	0.6
2 000 and over	*0.1	1.7	2.8	1.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS (b) (\$)

## Deciles and quartiles-

10th percentile	471.00	600.00	574.00	557.00
20th percentile	515.00	686.00	634.00	624.00
25th percentile (1st quartile)	538.00	720.00	664.00	659.00
30th percentile	554.00	758.00	692.00	690.00
40th percentile	583.00	832.00	751.00	758.00
50th percentile (median) (2nd quartile)	625.00	904.00	814.00	829.00
60th percentile	667.00	993.00	894.00	912.00
70th percentile	730.00	1 089.00	1 000.00	1 017.00
75th percentile (3rd quartile)	767.00	1 140.00	1 059.00	1 078.00
80th percentile	807.00	1 194.00	1 155.00	1 150.00
90th percentile	978.00	1 383.00	1 443.00	1 366.00
<b>Average weekly total earnings</b>	<b>679.70</b>	<b>967.60</b>	<b>932.90</b>	<b>915.70</b>

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

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

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

(b) Percentiles are based on whole dollars only.

	FULL-TIME EMPLOYEES						PART-TIME	ALL
	.....						EMPLOYEES	EMPLOYEES
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	180.60	28.00	78.70	28.10	29.70	29.80	143.90	29.70
Manufacturing	57.10	14.10	20.00	14.30	14.90	15.00	27.80	15.10
Electricity, gas and water supply	135.30	23.70	60.90	23.90	27.50	27.50	74.40	28.10
Construction	45.60	28.90	22.70	28.40	25.90	25.40	44.50	24.10
Wholesale trade	102.70	22.90	38.30	22.60	30.70	30.40	32.30	29.50
Retail trade	47.90	12.30	15.90	13.10	13.00	13.20	9.80	14.30
Accommodation, cafes and restaurants	79.10	16.70	29.00	17.60	25.00	25.20	14.60	21.70
Transport and storage	74.80	23.80	46.10	23.70	24.20	24.10	31.10	25.70
Communication services	209.80	26.90	30.90	27.90	30.60	31.30	22.60	29.50
Finance and insurance	121.20	32.80	13.70	32.40	50.90	50.80	25.90	59.20
Property and business services	92.10	23.70	39.40	23.40	39.40	39.10	40.30	37.10
Government administration and defence	52.20	23.50	49.10	23.50	27.70	27.80	51.40	28.70
Education	69.10	28.00	24.60	29.30	28.90	31.00	26.10	41.10
Health and community services	130.00	37.70	23.10	37.60	38.60	38.50	52.70	35.80
Cultural and recreational services	162.80	27.20	38.30	27.70	40.30	40.30	29.60	35.70
Personal and other services	126.20	36.40	95.90	41.20	40.80	43.30	28.60	52.90
<b>All industries</b>	<b>29.80</b>	<b>6.90</b>	<b>13.40</b>	<b>7.00</b>	<b>8.80</b>	<b>8.80</b>	<b>10.00</b>	<b>8.90</b>
FEMALES								
Mining	304.20	49.50	np	47.80	47.80	46.40	91.70	45.60
Manufacturing	97.00	15.60	34.80	15.50	17.40	17.30	16.70	17.80
Electricity, gas and water supply	187.90	20.40	np	20.40	22.90	22.90	51.50	26.50
Construction	96.20	25.30	24.00	24.30	30.40	29.50	46.40	28.50
Wholesale trade	134.00	23.50	33.20	23.40	29.60	29.30	14.10	27.30
Retail trade	50.20	10.50	12.70	10.20	11.30	10.80	8.10	10.10
Accommodation, cafes and restaurants	156.70	14.30	42.20	16.00	34.30	33.30	12.80	18.50
Transport and storage	119.30	48.00	29.70	47.80	44.60	44.40	51.70	39.60
Communication services	343.60	36.30	—	36.30	45.10	45.10	25.00	33.00
Finance and insurance	188.30	15.20	11.80	15.40	19.30	19.40	27.00	19.50
Property and business services	69.90	18.90	22.30	18.80	19.50	19.50	19.20	20.10
Government administration and defence	38.20	10.40	40.10	10.40	10.30	10.30	17.00	14.70
Education	107.60	22.20	30.70	22.40	22.10	22.60	17.40	29.30
Health and community services	43.50	15.80	17.30	15.90	14.70	14.90	9.30	10.80
Cultural and recreational services	98.30	17.80	47.50	17.40	25.30	24.70	18.20	29.90
Personal and other services	93.20	36.60	21.20	37.70	33.70	35.00	25.70	37.10
<b>All industries</b>	<b>30.10</b>	<b>7.70</b>	<b>8.90</b>	<b>7.80</b>	<b>8.00</b>	<b>8.10</b>	<b>5.40</b>	<b>7.90</b>

— nil or rounded to zero (including null cells)

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

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult	EMPLOYEES	EMPLOYEES	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	168.10	28.40	49.20	28.40	29.00	29.00	86.80	28.50
Manufacturing	52.70	12.50	19.50	12.60	13.30	13.30	17.80	14.70
Electricity, gas and water supply	127.40	21.30	55.20	21.30	24.50	24.50	46.00	25.40
Construction	45.80	27.10	21.80	26.50	24.70	24.00	37.30	22.10
Wholesale trade	90.10	20.50	31.20	20.30	27.10	26.80	15.00	25.80
Retail trade	39.00	9.80	11.40	9.90	10.50	10.30	7.20	11.00
Accommodation, cafes and restaurants	88.90	12.70	32.50	13.60	25.10	24.90	10.60	17.30
Transport and storage	69.50	27.30	56.60	27.20	25.50	25.40	29.40	24.60
Communication services	184.40	31.60	30.90	31.80	34.70	34.80	17.50	26.00
Finance and insurance	109.20	18.70	14.50	18.60	30.60	30.30	23.00	29.80
Property and business services	74.80	18.70	23.20	18.50	27.80	27.60	23.30	26.10
Government administration and defence	42.40	15.50	32.50	15.50	18.30	18.30	17.80	20.10
Education	75.00	19.70	22.40	20.30	17.70	18.80	16.00	27.70
Health and community services	67.80	17.40	16.50	17.40	17.60	17.60	10.70	13.80
Cultural and recreational services	109.40	19.00	31.00	18.90	27.10	26.70	19.20	25.30
Personal and other services	103.30	34.60	66.80	37.70	35.30	37.40	20.50	43.50
<b>All industries</b>	<b>24.90</b>	<b>5.70</b>	<b>9.10</b>	<b>5.70</b>	<b>6.70</b>	<b>6.80</b>	<b>5.40</b>	<b>6.90</b>

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

	FULL-TIME EMPLOYEES					Total	PART-TIME	ALL
	Managerial adult	Non - managerial adult	Non - managerial junior	Total non - managerial	Total adult		EMPLOYEES	EMPLOYEES
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
New South Wales	45.00	12.80	16.80	13.00	14.40	14.40	17.10	15.70
Victoria	54.30	13.70	23.00	14.00	16.60	16.80	27.90	17.80
Queensland	118.10	13.90	21.30	14.10	28.60	28.40	17.10	25.00
South Australia	74.10	13.50	21.00	14.80	22.30	22.70	20.50	18.30
Western Australia	58.40	25.70	45.00	25.70	23.10	23.30	17.80	26.70
Tasmania	64.90	16.00	23.90	17.20	17.60	18.40	47.30	31.10
Northern Territory	114.80	22.70	32.30	22.10	27.40	26.80	21.60	30.50
Australian Capital Territory	74.80	29.50	49.80	29.40	33.20	33.10	42.00	31.30
<b>Australia</b>	<b>29.80</b>	<b>6.90</b>	<b>13.40</b>	<b>7.00</b>	<b>8.80</b>	<b>8.80</b>	<b>10.00</b>	<b>8.90</b>
FEMALES								
New South Wales	51.10	16.50	21.90	16.70	16.40	16.60	11.40	16.80
Victoria	70.80	11.50	20.70	12.10	13.60	14.10	9.80	14.40
Queensland	73.50	12.40	13.60	12.20	13.00	12.80	11.10	12.10
South Australia	98.20	17.20	25.50	17.70	21.00	21.30	10.40	15.60
Western Australia	59.90	19.10	16.70	20.10	18.70	19.70	15.30	21.00
Tasmania	81.30	18.90	28.50	19.50	20.10	20.60	41.90	52.70
Northern Territory	54.80	19.40	38.90	19.30	19.50	19.50	21.70	25.10
Australian Capital Territory	54.30	14.70	21.10	15.70	16.70	17.50	16.50	20.20
<b>Australia</b>	<b>30.10</b>	<b>7.70</b>	<b>8.90</b>	<b>7.80</b>	<b>8.00</b>	<b>8.10</b>	<b>5.40</b>	<b>7.90</b>
PERSONS								
New South Wales	37.90	11.40	13.50	11.50	11.70	11.70	10.60	13.10
Victoria	48.50	10.30	16.40	10.40	12.40	12.50	11.70	13.60
Queensland	99.60	10.30	13.50	10.40	19.80	19.60	10.20	16.60
South Australia	71.90	12.30	22.00	12.90	19.60	19.80	10.20	15.20
Western Australia	50.40	18.70	32.50	18.70	17.30	17.50	13.50	17.20
Tasmania	57.70	13.40	19.10	14.60	14.70	15.60	42.60	46.90
Northern Territory	70.90	15.40	27.80	15.10	17.00	16.70	18.10	22.40
Australian Capital Territory	56.20	18.00	25.80	18.10	21.30	21.30	17.90	20.70
<b>Australia</b>	<b>24.90</b>	<b>5.70</b>	<b>9.10</b>	<b>5.70</b>	<b>6.70</b>	<b>6.80</b>	<b>5.40</b>	<b>6.90</b>

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

## INDIVIDUAL ARRANGEMENT

	<i>Award only</i>	<i>Collective agreement(b)</i>	<i>Registered or unregistered(c)</i>	<i>Working proprietors of incorporated business(c)</i>	<i>Total</i>	<i>All methods of setting pay</i>
PROPORTION OF EMPLOYEES (%)						
New South Wales	1.2	1.9	1.3	0.4	1.4	—
Victoria	1.3	2.0	1.5	0.5	1.6	—
Queensland	1.4	1.6	1.6	0.4	1.7	—
South Australia	1.9	2.6	1.7	0.6	1.8	—
Western Australia	1.2	3.4	2.7	0.6	2.9	—
Tasmania	2.7	4.3	7.0	0.8	6.6	—
Northern Territory	1.5	2.6	2.4	0.6	2.5	—
Australian Capital Territory	2.1	2.2	2.1	0.6	2.1	—
<b>Australia</b>	<b>0.6</b>	<b>0.9</b>	<b>0.7</b>	<b>0.2</b>	<b>0.8</b>	—

## AVERAGE WEEKLY TOTAL EARNINGS (\$)

New South Wales	15.50	23.80	18.10	41.50	16.50	13.10
Victoria	16.00	16.80	25.70	41.00	22.80	13.60
Queensland	13.70	18.40	26.10	129.90	34.20	16.60
South Australia	13.50	22.20	21.80	73.10	22.40	15.20
Western Australia	15.30	25.70	32.50	63.80	30.20	17.20
Tasmania	17.50	15.30	128.00	58.60	118.00	46.90
Northern Territory	22.80	27.90	41.60	65.80	39.50	22.40
Australian Capital Territory	57.50	25.00	47.30	73.90	41.70	20.70
<b>Australia</b>	<b>7.60</b>	<b>9.90</b>	<b>12.20</b>	<b>28.60</b>	<b>11.80</b>	<b>6.90</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) Prior to 2004, working proprietors of incorporated businesses were classified to unregistered individual arrangements

	FEDERAL REGISTERED AGREEMENT(b)		STATE REGISTERED AGREEMENT(c)		OTHER METHODS OF SETTING PAY(d)	All methods of setting pay
	Collective	Individual	Collective	Individual	Total	
PROPORTION OF EMPLOYEES (%)						
New South Wales	1.2	0.2	2.2	..	1.9	—
Victoria	2.1	0.5	..	..	2.0	—
Queensland	1.5	0.5	1.1	np	1.6	—
South Australia	1.5	1.3	3.1	..	2.6	—
Western Australia	2.5	1.5	1.9	0.1	3.1	—
Tasmania	2.1	0.9	2.2	..	4.2	—
Northern Territory	2.7	0.6	..	..	2.8	—
Australian Capital Territory	2.2	0.7	..	..	2.3	—
<b>Australia</b>	<b>0.9</b>	<b>0.3</b>	<b>0.9</b>	—	<b>0.9</b>	—
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
New South Wales	27.30	141.00	41.90	..	14.00	13.10
Victoria	17.30	128.40	..	..	18.10	13.60
Queensland	34.30	90.70	21.30	np	25.80	16.60
South Australia	22.90	39.80	27.40	..	16.40	15.20
Western Australia	34.60	85.50	47.70	126.20	25.70	17.20
Tasmania	20.60	75.30	24.40	..	68.10	46.90
Northern Territory	29.40	132.10	..	..	28.30	22.40
Australian Capital Territory	17.10	79.90	..	..	45.80	20.70
<b>Australia</b>	<b>11.20</b>	<b>52.30</b>	<b>21.60</b>	<b>141.60</b>	<b>9.00</b>	<b>6.90</b>

.. not applicable

— nil or rounded to zero (including null cells)

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

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

(b) Federal Registered Agreement refers to an agreement which has been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(c) State Registered Agreement refers to an agreement which has been registered, certified or approved under a New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunal or authority.

(d) Employees covered by award only, unregistered agreements and working proprietors of incorporated businesses.



STANDARD ERRORS(a), Methods of Setting Pay, average weekly total earnings and hours paid for—Non-managerial employees, Type of employee

	AVERAGE WEEKLY TOTAL EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY EARNINGS			TOTAL EMPLOYEES		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$	('000)	('000)	('000)
PERMANENT FULL-TIME (b)												
Award only	12.60	9.50	8.90	0.2	0.1	0.1	0.30	0.20	0.20	16.9	13.2	23.2
Registered collective agreement	9.10	11.70	7.80	0.2	0.4	0.2	0.20	0.20	0.20	36.1	48.8	76.8
Unregistered collective agreement	68.70	27.30	47.90	0.8	0.3	0.6	1.30	0.80	1.00	8.7	4.7	10.7
Registered individual agreement	57.80	35.80	45.50	0.8	0.5	0.6	1.30	1.00	1.00	10.2	5.8	13.0
Unregistered individual arrangement	10.90	10.60	9.00	0.1	0.1	0.1	0.30	0.30	0.20	28.9	21.1	40.7
<b>Total</b>	<b>7.00</b>	<b>8.00</b>	<b>5.80</b>	<b>0.1</b>	<b>0.2</b>	<b>0.1</b>	<b>0.20</b>	<b>0.20</b>	<b>0.10</b>	<b>49.4</b>	<b>55.2</b>	<b>89.6</b>
PERMANENT PART-TIME (b)												
Award only	23.70	10.10	10.20	0.9	0.5	0.5	0.70	0.30	0.30	6.1	15.5	17.9
Registered collective agreement	22.20	8.60	9.00	0.7	0.2	0.3	0.80	0.30	0.30	9.6	26.9	32.3
Unregistered collective agreement	127.40	50.10	47.70	2.2	1.7	1.6	3.50	1.40	1.30	1.4	4.3	4.5
Registered individual agreement	26.80	39.30	22.00	1.9	1.5	1.2	0.60	1.90	1.10	5.2	5.9	10.2
Unregistered individual arrangement	75.50	18.30	25.30	0.9	0.6	0.6	3.10	0.60	1.00	8.0	12.7	15.8
<b>Total</b>	<b>23.10</b>	<b>6.70</b>	<b>7.80</b>	<b>0.5</b>	<b>0.2</b>	<b>0.2</b>	<b>0.90</b>	<b>0.20</b>	<b>0.30</b>	<b>15.1</b>	<b>34.0</b>	<b>41.1</b>
CASUAL												
Award only	15.10	9.20	9.00	0.7	0.5	0.5	0.30	0.20	0.20	17.4	25.4	36.3
Registered collective agreement	19.50	14.10	12.40	0.9	0.4	0.5	0.70	0.80	0.60	12.4	16.2	25.2
Unregistered collective agreement	68.70	48.30	61.90	2.8	1.8	2.6	0.80	1.60	0.80	6.6	4.3	8.3
Registered individual agreement	87.80	29.90	47.70	3.6	2.1	2.3	1.60	0.90	1.10	3.9	5.0	8.4
Unregistered individual arrangement	48.20	18.70	29.00	1.3	0.7	0.9	1.00	0.60	0.70	16.7	20.2	30.7
<b>Total</b>	<b>16.50</b>	<b>7.10</b>	<b>8.80</b>	<b>0.6</b>	<b>0.3</b>	<b>0.3</b>	<b>0.40</b>	<b>0.30</b>	<b>0.30</b>	<b>28.2</b>	<b>35.7</b>	<b>53.8</b>
ALL NON-MANAGERIAL EMPLOYEES												
Award only	11.50	7.30	7.60	0.5	0.4	0.4	0.20	0.20	0.20	26.7	36.7	52.7
Registered collective agreement	11.40	12.40	9.70	0.3	0.4	0.3	0.20	0.20	0.20	42.3	73.2	104.9
Unregistered collective agreement	53.90	32.80	38.20	1.0	1.3	1.0	1.00	0.60	0.70	11.2	8.0	14.8
Registered individual agreement	54.00	42.90	46.50	1.2	1.7	1.3	1.10	0.80	0.90	12.3	9.9	19.1
Unregistered individual arrangement	13.20	12.80	11.30	0.3	0.5	0.3	0.30	0.30	0.20	36.7	34.0	57.3
<b>Total</b>	<b>7.70</b>	<b>7.70</b>	<b>6.40</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.20</b>	<b>0.20</b>	<b>0.10</b>	<b>61.3</b>	<b>87.3</b>	<b>127.2</b>

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

(b) Includes fixed term contract employees.

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains final estimates from the 2004 Survey of Employee Earnings and Hours. The survey was conducted in respect of May 2004 and collected information from a sample of employers about the earnings, hours paid for, and selected characteristics of their employees.

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

**3** Preliminary estimates were published in *Employee Earnings and Hours, Australia, Preliminary, May 2004* (cat. no. 6305.0.55.001), released on 8 December 2004. The estimates in this publication may differ from the preliminary data.

### CONCEPTS, SOURCES AND METHODS

**4** Descriptions of the underlying concepts of employee earnings, hours paid for and methods of setting pay, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat.no. 6102.0.55.001) which is available on the ABS web site <<http://www.abs.gov.au>>.

### SCOPE AND COVERAGE

**5** 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.

**6** 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

**7** The Survey of Employee Earnings and Hours uses a two-stage sample selection approach. The first stage involves selecting a probability sample of employer units from the ABS Business Register. The statistical unit for the first stage comprises all activities of an employer in a particular state or territory based on the Australian Business Number (ABN) unit or Type of Activity Unit (TAU) (see paragraphs 11–15). Each statistical unit is classified to an industry which reflects the predominant activity of the business. The statistical units are stratified by state/territory, sector (private/public), industry, and employment size. For the public sector, level of government (i.e. Commonwealth government, State/Local government) is also used as a stratification variable. Within each stratum statistical units are selected with equal probability. A sample of approximately 9,000 employer (selection) units was selected to ensure adequate industry and state/territory representation.

**8** 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 55,000 employees contributed to the results in this publication.

### STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER

**9** The ABS uses an economic statistics units model on the ABS Business Register to describe the characteristics of businesses (and other organisations, including government departments), and the structural relationships between related businesses. The units model is also used to break groups of related businesses into relatively homogeneous components that can provide data to the ABS.

## EXPLANATORY NOTES *continued*

### STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER *continued*

**10** In mid 2002, to better use the information available as a result of The New Tax System, the ABS changed its economic statistics units model. The new units model allocates businesses to one of two sub-populations. The vast majority of businesses are in what is called the ATO Maintained Population, while the remaining businesses are in the ABS Maintained Population. Together, these two sub-populations make up the ABS Business Register population.

### ATO MAINTAINED POPULATION

**11** Most businesses and organisations in Australia need to obtain an Australian Business Number (ABN), and are then included on the ATO Australian Business Register. Most of these businesses have simple structures, in which case the unit registered for an ABN will satisfy ABS statistical requirements. For these businesses, the ABS has aligned its statistical units structure with the ABN unit. The businesses with simple structures constitute the ATO Maintained Population, and the ABN unit is used for these businesses as the statistical unit for all economic collections.

### ABS MAINTAINED POPULATION

**12** For the population of businesses where the ABN unit is not suitable for ABS statistical requirements, the ABS maintains its own units structure through direct contact with the business. These businesses constitute the ABS Maintained Population. This population consists typically of large, complex and diverse businesses. The new statistical units model described below has been introduced to cover such businesses.

**13** Enterprise Group: This is a unit covering all the operations in Australia of one or more legal entities under common ownership and/or control. It covers all the operations in Australia of legal entities which are related in terms of the current Corporations Law (as amended by the *Corporations Legislation Amendment Act 1991*), including legal entities such as companies, trusts, and partnerships. Majority ownership is not required for control to be exercised.

**14** Enterprise: The enterprise is an institutional unit comprising (i) a single legal entity or business entity, or (ii) more than one legal entity or business entity within the same Enterprise Group and in the same institutional sub-sector (i.e. they are all classified to a single Standard Institutional Sector Classification of Australia sub-sector).

**15** Type of Activity Unit (TAU): The TAU comprises one or more business entities, sub-entities or branches of a business entity within an Enterprise Group that can report production and employment data for similar economic activities. When a minimum set of data items is available, a TAU is created which covers all the operations within an industry sub-division (and the TAU is classified to the relevant sub-division of ANZSIC). Where a business cannot supply adequate data for each industry, a TAU is formed which contains activity in more than one industry sub-division.

**16** For more information on the impacts of the introduction of the new economic statistics units model, refer to *Information Paper: Improvements in ABS Economic Statistics [Arising from The New Tax System]* (cat. no. 1372.0).

### INDUSTRY CLASSIFICATION

**17** Each statistical unit selected in this survey is classified to an industry which reflects the primary activity of the organisation. The industry classification is the Australian and New Zealand Standard Industrial Classification (ANZSIC); for more details refer to *Australian and New Zealand Standard Industrial Classification, 1993* (cat. no. 1292.0).

**18** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the organisation in which they are employed.

### OCCUPATION CLASSIFICATION

**19** Each employee in the survey is classified to an occupation based on their job title and duties. The occupation classification is the Australian Standard Classification of Occupations (ASCO); for more details refer to *Australian Standard Classification of Occupations, Second Edition* (cat. no. 1220.0).

## EXPLANATORY NOTES *continued*

### MANAGERIAL STATUS

**20** Employees have been classified as managerial if they have strategic responsibilities in the conduct or operations of the organisation and/or were in charge of a significant number of employees. These employees usually did not have an entitlement to paid overtime. All other employees have been classified as non-managerial.

**21** Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial status of employees. 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'.

### METHOD OF SETTING PAY

**22** Data on how employees' pay was set in the survey reference period have been collected in the survey since May 2000. Since May 2000, data have also been collected on whether agreements (individual or collective) were certified, approved or registered with an industrial tribunal or authority.

**23** The May 2004 and May 2002 surveys collected data on whether the *main* part of employees' pay was set by individual agreement, collective agreement or award. The May 2000 survey collected data on whether *all* or *any* part of employees' pay was set by an individual agreement, collective agreement, award, or a combination of these. It is considered unlikely that the change between 2000 and 2002 will affect comparability of estimates across time.

### EMPLOYEE ESTIMATES

**24** Estimates of the number of employees based on the EEH survey are provided in the publication to assist in interpreting tables that contain proportions of employees for earnings ranges and methods of setting pay. Other estimates of employees, classified by selected characteristics, may be available on request to assist users in interpreting other estimates from the survey. Although the EEH survey can provide estimates of the number of employees, it is not designed specifically for this purpose (the ABS Labour Force Survey is the primary source for official ABS statistics of employment). Therefore, care should be taken in the interpretation and use of such estimates.

### COMPARABILITY OF RESULTS

**25** 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 weekly earnings of a sample of employees within the employer units selected. However, 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.

### RELIABILITY OF ESTIMATES

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

### RELATED PUBLICATIONS

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

- *Australian Labour Market Statistics* (cat. no. 6105.0) — issued quarterly
- *Average Weekly Earnings, Australia* (cat. no. 6302.0) — issued quarterly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0) — issued annually
- *Employee Earnings and Hours, Australia, Preliminary* (cat. no. 6305.0.55.001) — issued biennially

## EXPLANATORY NOTES *continued*

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### RELATED PUBLICATIONS

*continued*

- *Labour Force, Australia* (cat. no. 6202.0) — issued monthly
- *Labour Price Index, Australia* (cat. no. 6345.0) — issued quarterly
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Wage and Salary Earners, Public Sector, Australia* (cat. no. 6248.0.55.001) — issued quarterly.

**28** 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. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

### ROUNDING

**29** 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.

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

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

# APPENDIX ABS DATA AVAILABLE ON REQUEST

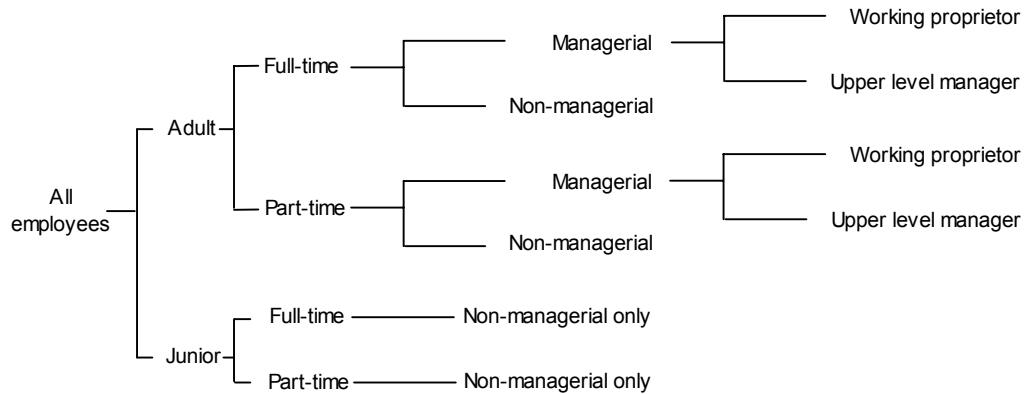
## INTRODUCTION

A large range of final estimates of unpublished data from this survey is available on request. Data availability will depend on the size of the sampling error for the estimates requested.

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

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*

- Weekly total earnings
- Weekly ordinary time earnings
- Weekly overtime earnings
- Weekly total hours paid for
- Weekly ordinary time hours paid for
- Weekly overtime hours paid for

### *Composition of earnings*

- Average weekly total earnings
- Average weekly ordinary time earnings
- Average weekly overtime earnings

### *Average hourly earnings—Non-managerial employees*

- Average hourly ordinary time earnings
- Average hourly total earnings

### *Composition of hours paid for—Non-managerial employees*

- Average weekly total hours paid for
- Average weekly ordinary time hours paid for
- Average weekly overtime hours paid for

### *States and territories*

- States and territories available separately

### *Sector*

- Private and Public available separately

### *Level of government (Public Sector)*

- Commonwealth
- State
- Local

### *Age*

- Adult

## APPENDIX ABS DATA AVAILABLE ON REQUEST *continued*

<i>Age</i> <i>continued</i>	<ul style="list-style-type: none"> <li>■ Junior</li> </ul>
<i>Employee status</i>	<ul style="list-style-type: none"> <li>■ Full-time</li> <li>■ Part-time</li> </ul>
<i>Sex</i>	<ul style="list-style-type: none"> <li>■ Males</li> <li>■ Females</li> <li>■ Persons</li> </ul>
<i>Managerial status</i>	<ul style="list-style-type: none"> <li>■ Managerial</li> <li>■ Non-managerial</li> </ul>
<i>Type of employee</i>	<ul style="list-style-type: none"> <li>■ Permanent or fixed term</li> <li>■ Casual</li> </ul>
<i>Occupation (ASCO Second Edition)</i>	<ul style="list-style-type: none"> <li>■ ASCO Major group (1-digit codes)</li> <li>■ ASCO Sub-major group (2-digit codes)</li> <li>■ ASCO Minor group (3-digit codes)</li> <li>■ ASCO Unit Group (4-digit codes)</li> </ul>
<i>Industry (ANZSIC classification)</i>	<ul style="list-style-type: none"> <li>■ Division (1-digit codes)</li> <li>■ Subdivision (2-digit codes)</li> </ul>
<i>Employer unit size</i>	<ul style="list-style-type: none"> <li>■ Under 20 employees</li> <li>■ 20 to 49 employees</li> <li>■ 50 to 99 employees</li> <li>■ 100 to 499 employees</li> <li>■ 500 to 999 employees</li> <li>■ 1,000 and over employees</li> </ul>
<i>Methods of setting pay</i>	<ul style="list-style-type: none"> <li>■ Award only</li> <li>■ Registered collective agreement</li> <li>■ Registered individual agreement</li> <li>■ Unregistered collective agreement</li> <li>■ Unregistered individual arrangement</li> <li>■ Working proprietors of incorporated business</li> </ul>
<i>Methods of setting pay — Jurisdiction</i>	<ul style="list-style-type: none"> <li>■ Registered collective agreement                             <ul style="list-style-type: none"> <li>■ Federal</li> <li>■ State</li> </ul> </li> <li>■ Registered individual agreement                             <ul style="list-style-type: none"> <li>■ Federal</li> <li>■ State</li> </ul> </li> </ul>

## TECHNICAL NOTE DATA QUALITY

### RELIABILITY OF ESTIMATES

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

**2** 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.

**3** 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 \$897.50, with a standard error of \$8.90 (from table 22). Then there would be about two chances in three that a full enumeration would have given an estimate in the range \$888.60 to \$906.40 and about nineteen chances in twenty that it would be in the range \$879.70 to \$915.30.

**4** 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 in the one time period (i.e.  $x-y$ ) can be calculated using the following formula:

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

**5** The formula above will overestimate the standard error where there is a positive correlation between two estimates (e.g. male and female school teachers). While this formula will only be accurate where there is no correlation between two estimates (e.g. estimates from different states), it is expected to provide a reasonable approximation of the standard error for the difference between two survey estimates.

**6** From table 1, the estimated average weekly total earnings for all female employees in Australia is \$611.50, with a standard error of \$7.90 (from table 22). The difference between the earnings of male and female employees is \$286.00. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in Australia is:

$$SE(\$897.50 - \$611.50) = \sqrt{[\$8.90]^2 + [\$7.90]^2} = \$11.90$$

**7** 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 \$274.10 to \$297.90, and about nineteen chances in twenty that the figure is in the range \$262.20 to \$309.80.

**8** 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.)

**9** 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. Both the standard error and relative standard error are used to measure the reliability of estimates.

**10** Relative standard errors can be calculated using the actual standard error and the survey estimate using the formula below

$$RSE(\text{estimate}) = [SE(\text{estimate})/(\text{estimate})] * 100$$



RELIABILITY OF ESTIMATES  
*continued*

**11** For example, from table 1, the average weekly total earnings for all male employees in Australia is \$897.50, and for all female employees it is \$611.50. Table 22 shows an estimate for the standard error on the male estimate is \$8.90, and an estimate of the standard error on the female estimate is \$7.90.

**12** Applying the above formula the relative standard errors for the average weekly total earnings for all male employees and all female employees can be worked out as follows:

All male employees

$$RSE(897.50) = [8.90/897.50] * 100$$

All female employees

$$RSE(611.50) = [7.90/611.50] * 100$$

**13** An asterisk appears against an estimate in this publication where the sampling variability is considered high. For the tables in this publication, estimates with relative standard errors between 25% and 50% have been labelled with a single asterisk; estimates with a relative standard error greater than 50% have been labelled with a double asterisk.

**14** 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).

**15** 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).

**16** Tables 22 to 26 contain estimates of standard errors from which confidence intervals may be constructed.

## GLOSSARY

<b>Adult employees</b>	Employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.
<b>Average (mean) earnings</b>	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>Average (mean) total hours</b>	The amount obtained by dividing the total hours paid for of a group (e.g. full-time employees) by the number of employees in that group.
<b>Award only</b>	<p>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. Awards may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement.</p> <p>Employees are classified to the Award only category if they are paid at the rate of pay specified in the award, and are not paid more than that rate of pay.</p>
<b>Casual employees</b>	Casual employees usually receive a higher rate of pay, to compensate for lack of permanency and leave entitlements.
<b>Collective agreement</b>	<p>An agreement between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a Federal or state industrial tribunal or authority.</p> <p>Employees are classified to the Collective agreement category if they had the main part of their pay set by a registered or unregistered collective agreement or enterprise award.</p>
<b>Employees</b>	Persons who worked for a private or public 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 operated their own incorporated business with or without hiring employees were also included as employees.
<b>Employer size</b>	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 a particular state or territory and not necessarily the size of the business Australia-wide.
<b>Full-time employees</b>	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.
<b>Individual arrangement</b>	<p>An arrangement between an employer and an individual employee on the terms of employment (pay and/or conditions) for the employee. Common types of individual arrangements are individual contracts, letters of offer and common law contracts. An individual contract (or letter of offer) may specify all terms of employment, or alternatively may reference an award for some conditions and/or in the setting of pay (e.g. overaward payments). Individual contracts may also be registered with a Federal or state industrial tribunal or authority (e.g. as an Australian Workplace Agreement).</p> <p>Working proprietors of incorporated businesses are regarded as having their pay set by individual arrangements, and are identified separately within the individual arrangement category.</p> <p>Employees are classified to the Individual arrangement category if they have the main part of their pay set by an individual contract, registered individual agreement (e.g. Australian Workplace Agreement), common law contract, or if they receive overaward payments by individual agreement.</p>
<b>Industry</b>	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
<b>Junior employees</b>	Employees who are under 21 years of age and are not paid at the full adult rate for their occupation.

## GLOSSARY *continued*

<b>Jurisdiction</b>	The federal or state industrial tribunal or authority with which written individual or collective agreements have been certified, approved or registered. Employees based in the Northern Territory, Australian Capital Territory and Victoria are covered by the federal jurisdiction. Employees based in other states may be covered by either the federal or state jurisdiction depending on circumstances that prevail in the workplace.
<b>Managerial employees</b>	Employees who are in charge of a significant number of employees and/or have strategic responsibilities in the conduct or operations of the organisation, and usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of their own incorporated businesses are regarded as managerial employees.
<b>Median earnings</b>	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 with earnings above the median.
<b>Method of setting pay</b>	How the main part of an employee's pay is set. Employees are classified to one of the following categories: Award only; Collective agreement; or Individual arrangement. Employees classified to the Collective agreement or Individual arrangement categories are further classified according to whether the agreement is registered with a Federal or state industrial tribunal or authority.
<b>Non-managerial employees</b>	Employees who are not managerial employees (as defined above), including non-managerial professionals and some employees with supervisory responsibilities.
<b>Occupation</b>	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (cat. no. 1220.0).
<b>Ordinary time earnings</b>	Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Excluded are non-cash components of salary packages, amounts salary sacrificed, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.
<b>Ordinary time hours paid for</b>	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. Ordinary time hours paid for was not collected for managerial employees.
<b>Overtime earnings</b>	Payment for hours in excess of award, standard or agreed hours of work.
<b>Overtime hours paid for</b>	Hours paid for in excess of award, standard or agreed hours of work. Overtime hours paid for was not collected for managerial employees.
<b>Part-time employees</b>	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.
<b>Percentile</b>	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</li><li>■ 75% of employees earn less than or equal to the 75th percentile.</li></ul>
<b>Permanent or fixed term employees</b>	Permanent employees are usually employed on an ongoing basis and are entitled to paid annual and sick leave. Fixed term employees are employed for a specified period of employment, and may be entitled to paid leave.
<b>Reference period</b>	The survey refers to the last pay period ending on or before 21 May 2004. All estimates of earnings and hours in this publication are weekly, therefore, for employees paid other than weekly, estimates of earnings and hours have been converted to a weekly basis.

## GLOSSARY *continued*

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<b>Sector</b>	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.
<b>Total hours paid for</b>	Equal to ordinary time hours paid for plus overtime hours paid for. Total hours paid for was not collected for managerial employees.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
<b>Working proprietor of an incorporated business</b>	A working proprietor of an incorporated business is considered to be an employee of their own business. As working proprietors of incorporated businesses differ from other employees in having the power to determine their own pay and working hours (subject to the earnings of the business and other factors), they are separately identified within the individual arrangement category.







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