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INDUSTRIAL CONDITIONS, EMPLOYMENT, AND PRICES

Industrial Conditions

Industrial Arbitration

General

In Victoria there are two systems of industrial arbitration for the adjustment of relations between employers and employees: the State system which operates under the law of the State within its territorial limits, and the Commonwealth system which applies to industrial disputes extending beyond the limits of the State.

In addition, under Commonwealth law there are special tribunals to determine the industrial conditions of employment in the Public Service of the Commonwealth and in the stevedoring industry. There is also a flight crew officers industrial tribunal.

Commonwealth-State Relations in Industrial Arbitration

The relation between the State and Commonwealth systems of industrial arbitration depends on the distribution of legislative powers between the Commonwealth and the States.

Under the Commonwealth of Australia Constitution Act, the Commonwealth jurisdiction is limited to "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State". The High Court of Australia has also ruled that the Commonwealth Parliament cannot empower an industrial tribunal to declare an award a "common rule", or industry wide award, to be observed by all persons engaged in the industry concerned.

The Act also provides that if a State law is inconsistent with a valid Commonwealth law, the latter prevails, with the inconsistent portions of the State law becoming inoperative. An award by the Commonwealth Conciliation and Arbitration Commission has been held to be a Commonwealth law, and, in certain circumstances awards of Commonwealth industrial tribunals override those made by State tribunals.

Despite the limitations of its jurisdiction the Commonwealth system has gradually become predominant in the sphere of industrial arbitration throughout Australia. Its influence extended, in the first place, with the gradual adoption of the principle of federation in trade unionism and in political organisation, a tendency which gathered force during the First World War period. As industry expanded over interstate borders, uniformity of industrial conditions was sought by employers, while employees were attracted to the Commonwealth jurisdiction in the expectation of better terms as to wages, etc., than those awarded under State legislation. In many cases, also, the organisations concerned in a Commonwealth award have taken action to have its terms embodied in State awards

so that they become binding as a common rule in the industry. Again, for the sake of uniformity, legislatures of some States, notably Victoria and New South Wales, adopted the Commonwealth wage standards as the basis of State awards and agreements.

Commonwealth Industrial Court and Commonwealth Conciliation and Arbitration Commission

The Conciliation and Arbitration Act of 1904 established the Commonwealth Court of Conciliation and Arbitration. The Act was extensively amended in 1956 and this amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. Further amendments have since been incorporated.

The *Conciliation and Arbitration Act 1904-1968* defines an industrial dispute as “(a) A dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (b) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes—(c) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (d) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (e) a claim which an organisation is entitled to submit to the Commission under section eleven A of the *Public Service Arbitration Act 1920-1964* or an application or matter which the Public Service Arbitrator has refrained from hearing, or from further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter, a dispute as to industrial matters which extends beyond the limits of any one State.”

The Commonwealth Industrial Court is at present composed of a Chief Judge and four other Judges. The Commonwealth Conciliation and Arbitration Commission comprises a President, seven Deputy Presidents, a Senior Commissioner, thirteen Commissioners and three Conciliators. Judges of the Commonwealth Court of Conciliation and Arbitration were made either members of the Commonwealth Industrial Court or presidential members of the Commonwealth Conciliation and Arbitration Commission. Conciliation Commissioners became non-presidential members of the Commission.

A fuller treatment of the Commonwealth and State arbitration systems is given on pages 462-6 of the *Victorian Year Book 1964*.

Wages Boards

In Victoria the regulation and arbitration of industrial matters is carried out by Wages Boards, which are statutory bodies under the State Department of Labour and Industry for purposes of administration.

The Wages Board method of fixing wages and settling conditions of employment was instituted in Victoria by an Act of Parliament in 1896, and represented the first example in Australia of legal regulation of wage rates.

Wages Boards are established for specific industries or occupations, and a General Board deals with certain trades not covered by Determinations of other Wages Boards. A Board may be appointed for any trade or branch of it, and each Board consists of an even number of members and a chairman. Originally, each Board was composed of equal numbers of employers and employees, with a qualification that each representative should be actively engaged in the trade concerned. This qualification was later extended to include as representatives of employers, officers of appropriate organisations or associations, or persons nominated to represent corporations or public bodies, and, as representatives of employees, officers of appropriate organisations or associations.

The Labour and Industry Act 1958 (in general, a consolidation of the previous Acts) requires that every Wages Board shall, in determining wages rates or piece work prices, take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The Act gives Wages Boards similar powers relating to wages and conditions of labour to those incorporated in the Commonwealth Conciliation and Arbitration Act. These powers enable Wages Boards to make determinations concerning any industrial matter whatsoever in relation to any trade or branch of trade for which such a board has been appointed and, in particular, to determine all matters relating to :

- (a) Pay, wages, and reward ;
- (b) work days and hours of work ;
- (c) privileges, rights, and duties of employers and employees ;
- (d) the mode, terms, and conditions of employment or non-employment ;
- (e) the relations of employers and employees ;
- (f) the employment or non-employment of persons of either sex or any particular age ;
- (g) the demarcation of functions of any employees or class of employees ; and
- (h) questions of what is fair and right in relation to any industrial matter, having regard to the interests of the persons immediately concerned and of society as a whole.

Wages Boards are not empowered to determine any matter relating to the preferential employment or dismissal of persons as being or as not being members of any organisation, association, or body.

Industrial Appeals Court

An Industrial Appeals Court was first set up in 1903 by the Victorian Parliament. Appeals against the determination of a Wages Board may be made to the Industrial Appeals Court. Such appeals must be made by the employer's or employee's organisation or by a majority of the employer or employee representatives on the Board concerned. In addition, any person may apply to the Supreme Court to have a determination quashed on grounds of illegality.

Intervention by Minister

The Labour and Industry (Amendment) Act 1960 empowers the Minister of Labour and Industry to intervene in the public interest in any appeal to the Industrial Appeals Court against a determination of a Wages Board. Further, as consumers are not represented on Wages Boards, the Act also authorises the Minister to refer, under appropriate circumstances, the determination of a Wages Board to the Court.

The Labour and Industry (Amendment) Act 1965 further provides that where a matter requires to be determined by ten or more Wages Boards the Minister may refer the matter to the Industrial Appeals Court. This provision was added to by the *Labour and Industry (Amendment) Act 1966* which empowers the Minister to refer any residue of less than ten applications to the Court. The aim of the amendments is to remove the necessity to convene individual meetings of the Boards in such cases.

Action to Prevent or Minimise Industrial Disputes

Section 41 (2) of the Labour and Industry Act provides that—“Any interested organisation of employers or employees shall inform the chairman of the appropriate Wages Board of any threatened probable impending or actual strike or industrial dispute in any trade subject to such Wages Board, and thereupon the Chairman shall immediately call a meeting of the Board to consider the matter.” During 1968, there were 43 meetings of Wages Boards called under Section 41 (2) to deal with 42 disputes. Of these, 41 were settled by the Boards at the first meeting.

Incidence of Industrial Awards, Determinations, and Agreements

In April 1954, May 1963, and May 1968, surveys were conducted to determine the approximate proportions of employees covered by awards, determinations, and registered industrial agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so covered (including those working under unregistered industrial agreements) were also obtained.

Returns were collected from: (a) a stratified random sample of those private employers and local government authorities subject to pay-roll tax, and (b) practically all Commonwealth and State Government and semi-government authorities, and public hospitals. Because of coverage difficulties, employees on rural holdings and in private households were excluded altogether from the surveys.

VICTORIA—INCIDENCE OF INDUSTRIAL AWARDS, ETC.

Date	Males				Females			
	Employees Represented in Estimates	Employees Affected by Awards, etc.		Other Employees	Employees Represented in Estimates	Employees Affected by Awards, etc.		Other Employees
		Commonwealth	State			Commonwealth	State	
	'000	per cent			'000	per cent		
April 1954	509	59.4	27.4	13.2	194	47.7	45.2	7.1
May 1963	588	57.3	27.9	14.8	244	44.3	47.0	8.7
May 1968	667	57.7	24.6	17.7	312	39.9	50.8	9.3

VICTORIA—PERCENTAGE OF PRIVATE AND GOVERNMENT
EMPLOYEES AFFECTED BY AWARDS, ETC., MAY 1968

(Per Cent)

Particulars	Males			Females		
	Employees Affected by Awards, etc.		Other Employees	Employees Affected by Awards, etc.		Other Employees
	Common- wealth	State		Common- wealth	State	
Private Employees	51.9	25.0	23.1	40.4	50.3	9.3
Government Employees ..	70.6	23.8	5.6	37.5	52.9	9.6
Total Private and Government	57.7	24.6	17.7	39.9	50.8	9.3

VICTORIA—PERCENTAGE OF EMPLOYEES AFFECTED BY
AWARDS, ETC., INDUSTRY GROUPS, MAY 1968

(Per Cent)

Industry Group	Males			Females		
	Employees Affected by Awards, etc.		Other Employees	Employees Affected by Awards, etc.		Other Employees
	Common- wealth	State		Common- wealth	State	
Manufacturing Groups ..	65.9	17.5	16.6	65.6	26.1	8.4
Non-Manufacturing Groups..	51.4	30.1	18.5	20.9	69.1	10.1
All Industry Groups ..	57.7	24.6	17.7	39.9	50.8	9.3

Rates of Wage

General

In 1913, the Commonwealth Bureau of Census and Statistics first collected information on current wage rates for different callings and for occupations in various industries.

Early in 1960, the Bureau introduced new indexes of minimum weekly wage rates for adult males and females (base 1954 = 100) to replace the old series of nominal weekly wage rate index numbers for adult males and females with 1911 and 1914, respectively, as base years. In general, this revision was necessary to match changes in the industrial structure. The particulars are obtained primarily from awards, determinations, and agreements under Commonwealth and State Industrial Acts and are, therefore, the minimum rates prescribed. They refer generally to the capital city in each State, but in industries which are not carried on in the capital cities, e.g., mining, agriculture, etc., the rates in the more important centres are taken.

The new index numbers are based on the occupation structure of 1954 and cover fifteen industrial groups for adult males and eight industrial groups for adult females. Weights for each occupation and

each industry were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations, and agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc., thereby providing occupation weights.

The minimum wage rates used are for representative occupations within each industry. They have been derived from representative awards, determinations, and agreements in force at the end of each quarter, as from March 1939, for adult males and March 1951, for adult females. Using the industry and occupation weights determined by the sample surveys, the various wage rates were combined to give weighted averages for each industry group for Australia, and weighted averages for industry groups for each State. These weighted averages are shown in the following table, in dollars, and as index numbers. The indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries". Consequently, awards, etc., relating solely or mainly to salary earners are excluded.

MINIMUM WEEKLY WAGE RATES *

At End of—	Rates of Wage† (\$)		Index Numbers (Australia 1954 = 100‡)	
	Victoria	Australia	Victoria	Australia
ADULT MALES				
December 1961	36.22	36.58	128.2	129.5
December 1962	36.37	36.66	128.8	129.8
December 1963	37.20	37.55	131.7	133.0
December 1964	39.47	39.65	139.8	140.4
December 1965	40.34	40.76	142.8	144.3
December 1966	42.78	43.04	151.5	152.4
December 1967	44.59	44.95	157.9	159.2
December 1968	48.67	48.71	172.3	172.5
March 1969	48.92	49.06	173.2	173.7
June 1969	49.34	49.48	174.7	175.2
ADULT FEMALES				
December 1961	25.66	26.12	128.9	131.2
December 1962	25.67	26.15	128.9	131.4
December 1963	26.08	26.69	131.0	134.1
December 1964	27.67	28.34	139.0	142.3
December 1965	28.46	29.10	143.0	146.1
December 1966	30.06	30.70	151.0	154.2
December 1967	32.04	32.53	160.9	163.4
December 1968	34.47	34.77	173.2	174.7
March 1969	34.52	35.35	173.4	177.6
June 1969	34.58	35.52	173.7	178.4

* Weighted average minimum weekly rates, all groups, shown as rates of wage and in index numbers; excludes rural industry.

† The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

‡ Base: weighted average weekly wage rate for Australia, 1954 = 100.

MINIMUM WEEKLY WAGE RATES* : INDUSTRY GROUPS :
30 JUNE 1969

Industry Group	Rates of Wage† (\$)		Index Numbers (Australia 1954 = 100‡)	
	Victoria	Australia	Victoria	Australia
ADULT MALES				
Mining and Quarrying§	49.59	57.10	175.6	202.2
Manufacturing—				
Engineering, Metals, Vehicles, etc.	48.84	48.75	172.9	172.6
Textiles, Clothing, and Footwear	45.31	45.46	160.4	161.0
Food, Drink, and Tobacco	48.64	47.80	172.2	169.2
Sawmilling, Furniture, etc.	46.90	47.30	166.1	167.5
Paper, Printing, etc.	54.43	53.43	192.7	189.2
Other Manufacturing	48.00	48.03	170.0	170.1
All Manufacturing Groups	48.41	48.39	171.4	171.3
Building and Construction	54.25	51.08	192.1	180.9
Railway Services	45.37	47.70	160.7	168.9
Road and Air Transport	48.79	49.01	172.7	173.5
Shipping and Stevedoring|| .. .. .	53.06	52.35	187.9	185.4
Communication	59.04	58.80	209.0	208.2
Wholesale and Retail Trade	48.76	48.91	172.6	173.2
Public Authority (n.e.i.) and Community and Business Services	47.42	48.55	167.9	171.9
Amusement, Hotels, Personal Service, etc.	44.36	45.23	157.1	160.2
All Industry Groups	49.34	49.48	174.7	175.2
ADULT FEMALES				
Manufacturing—				
Engineering, Metals, Vehicles, etc.	34.45	35.15	173.0	176.5
Textiles, Clothing, and Footwear	32.20	32.55	161.8	163.5
Food, Drink, and Tobacco	33.59	34.44	168.7	173.0
Other Manufacturing	34.01	34.84	170.8	175.0
All Manufacturing Groups	33.02	33.75	165.9	169.6
Transport and Communication	37.62	38.23	189.0	192.0
Wholesale and Retail Trade	37.56	37.90	188.7	190.4
Public Authority (n.e.i.) and Community and Business Services	36.65	37.00	184.1	185.9
Amusement, Hotels, Personal Service, etc.	33.61	34.77	168.8	174.7
All Industry Groups	34.58	35.52	173.7	178.4

* Weighted average minimum weekly rates shown as rates of wage and in index numbers ; excludes rural industry.

† The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

‡ Base : weighted average weekly wage rate for Australia, 1954 = 100.

§ For Mining, the average rates of wage on which index numbers are based are those prevailing at the principal mining centres in each State.

|| For Shipping, average rates of wage on which index numbers are based are for occupations other than masters, officers, and engineers in the merchant marine service, and include value of keep, where supplied.

Standard Hours of Work

General

In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. In 1914, the 48 hour week was the recognised standard working week for most industries.

In 1927, the Commonwealth Court of Conciliation and Arbitration granted a 44 hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. However, the economic depression delayed the extension of the standard 44 hour week until improvement in economic conditions made possible a general extension to employees under Commonwealth awards.

40 hour Week

Soon after the end of the Second World War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40 hour week. The judgment, given on 8 September 1947, granted the reduction to 40 hours from the start of the first pay period in January 1948. In Victoria, the Wages Boards met and incorporated the shorter working week in their determinations. From the beginning of 1948 practically all employees in Australia whose conditions of labour were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

In the 1952-53 Basic Wage and Standard Hours Inquiry, the employers sought an increase in the standard hours of work per week claiming it to be one of the chief causes of inflation. (See Commonwealth Arbitration Report, Vol. 77, page 505.) The Court found that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week.

Weekly Hours of Work

The number of hours constituting a full week's work (excluding overtime) differs in some instances between various trades and occupations and between the same trades and occupations in the several States. The particulars of weekly hours of work given in the following tables relate to all industry groups except rural, shipping, and stevedoring. These groups are excluded because for earlier years the hours of work for some of the occupations included were not regulated either by awards or determinations of industrial tribunals or by legislation. As a result, the necessary particulars for the computation of average working hours for these groups are not available.

VICTORIA—WEEKLY HOURS OF WORK (EXCLUDING OVERTIME) : ADULT MALES : INDUSTRY GROUPS*

Industry Group	Hours of Work†			Index Numbers‡		
	31 March 1939	31 March 1948	31 December 1968	31 March 1939	31 March 1948	31 December 1968
Mining and Quarrying§ ..	44·34	40·52	40·00	111·0	101·4	100·1
Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	44·05	40·00	40·00	110·2	100·1	100·1
Textiles, Clothing, and Footwear ..	44·40	40·03	40·00	111·1	100·2	100·1
Food, Drink, and Tobacco ..	44·82	40·12	40·00	112·2	100·4	100·1
Sawmilling, Furniture, etc. ..	44·37	40·00	40·00	110·0	100·1	100·1
Paper, Printing, etc. ..	43·68	39·94	39·94	109·3	99·9	100·0
Other Manufacturing ..	44·02	39·97	39·96	110·2	100·0	100·0
All Manufacturing Groups ..	44·19	40·05	39·99	110·6	100·2	100·1
Building and Construction ..	44·18	40·00	40·00	110·6	100·7	100·1
Railway Services ..	43·96	39·97	39·96	110·0	100·0	100·0
Road and Air Transport ..	46·70	40·10	40·00	116·9	100·4	100·1
Communication ..	44·00	40·00	40·00	110·1	100·1	100·1
Wholesale and Retail Trade ..	45·47	40·11	40·00	113·8	100·4	100·1
Public Authority (n.e.i.) and Community and Business Services ..	42·75	38·93	38·93	107·0	97·4	97·4
Amusement, Hotels, Personal Service, etc. ..	45·86	40·03	40·00	114·8	100·2	100·1
All Industry Groups* ..	44·46	40·03	39·97	111·3	100·2	100·0

VICTORIA—WEEKLY HOURS OF WORK (EXCLUDING OVERTIME) : ADULT FEMALES : INDUSTRY GROUPS*

Industry Group	Hours of Work†			Index Numbers‡		
	31 March 1951	30 June 1953	31 December 1968	31 March 1951	30 June 1953	31 December 1968
Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	39·87	39·87	39·87	100·5	100·5	100·5
Textiles, Clothing, and Footwear ..	40·00	40·00	40·00	100·8	100·8	100·8
Food, Drink, and Tobacco ..	40·00	40·00	40·00	100·8	100·8	100·8
Other Manufacturing ..	39·94	39·94	39·94	100·7	100·7	100·7
All Manufacturing Groups	39·97	39·97	39·97	100·8	100·8	100·8
Transport and Communication	37·94	37·94	37·94	95·6	95·6	95·6
Wholesale and Retail Trade ..	40·00	40·00	40·00	100·8	100·8	100·8
Public Authority (n.e.i.) and Community and Business Services ..	39·25	39·25	39·25	98·9	98·9	98·9
Amusement, Hotels, Personal Service, etc. ..	39·94	39·94	39·94	100·7	100·7	100·7
All Industry Groups* ..	39·81	39·81	39·81	100·3	100·3	100·3

NOTE. Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work.

* Excludes Rural Industry, Shipping and Stevedoring for males and females, and also Mining and Quarrying and Building and Construction for females.

† The figures shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends.

‡ Base : weighted average for Australia, 1954 = 100.

§ For Mining, the average hours of work are those prevailing at the principal mining centres.

Average Weekly Earnings

The figures in this section are derived from particulars of employment and of wages and salaries recorded on pay-roll tax returns, from other direct collections, and from estimates of the unrecorded balance. The figures relate to civilians only.

Particulars of wages and salaries paid are not available for males and females separately from these sources; average weekly earnings have, therefore, been calculated in terms of male units, i.e., total male employees plus 55 per cent of female employees. This proportion is derived from the estimated ratio of female to male earnings in Australia. As it was not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States, precise comparisons between average earnings in different States cannot be made.

Corresponding figures for each quarter are published in the *Monthly Review of Business Statistics* and the monthly bulletin *Wage Rates and Earnings*. Quarterly figures of average weekly earnings are also published in the *Victorian Monthly Statistical Review*.

AUSTRALIA AND VICTORIA: AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT*

\$

Period							Victoria	Australia
1959-60	..	..	..	..	..	..	45.50	43.90
1960-61	..	..	..	..	..	..	47.20	46.00
1961-62	..	..	..	..	..	..	48.50	47.20
1962-63	..	..	..	..	..	..	50.10	48.40
1963-64	..	..	..	..	..	..	52.50	50.90
1964-65	..	..	..	..	..	..	56.40	54.60
1965-66	..	..	..	..	..	..	59.20	57.00
1966-67	..	..	..	..	..	..	63.00	60.70
1967-68	..	..	..	..	..	..	66.80	64.30
1968-69	..	..	..	..	..	..	71.20	68.90

* Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period specified, etc. See explanatory notes above.

NOTE. For a number of reasons, average weekly earnings per employed male unit cannot be compared with the weekly wage rates shown on page 189.

AUSTRALIA: INDEXES OF AVERAGE WEEKLY EARNINGS*
(Base of Each Index : Year 1953-54 = 100)
Seasonally Adjusted

Period	All Industries†	Manufacturing‡
1957-58	120·8	122·0
1958-59	124·5	125·6
1959-60	134·3	135·4
1960-61	140·6	141·1
1961-62	144·7	143·4
1962-63	148·3	147·7
1963-64	155·9	154·8
1964-65	167·3	167·1
1965-66	174·6	173·1
1966-67	186·0	184·3
1967-68	197·0	194·9
1968-69	211·7	208·7

* See explanatory notes above.

† Average earnings per employed male unit. Based on Pay-roll Tax returns and other data.

‡ The index for manufacturing industries for the years 1957-58 to 1966-67 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June 1967 are interim estimates based on Pay-roll Tax returns and are subject to revision when the Factory Census for 1967-68 is tabulated.

NOTE. The index numbers for "All industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.

Survey of Weekly Earnings and Hours

General

Sample surveys in respect of most private employers subject to pay-roll tax (i.e., those paying more than \$400 per week in wages and salaries) have been conducted as at the last pay period in October during recent years. Details of earlier surveys are contained in *Victorian Year Books* from 1966 onwards.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, the surveys carried out in recent years obtained information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc., staff).

Coverage

The results of the surveys are based on returns from stratified random samples of private employers subject to pay-roll tax. Employees in rural industry and in private domestic service are excluded because most employers in these two industries are not subject to pay-roll tax. Also excluded from the surveys are employees of government and semi-government authorities, and employees of religious, benevolent, and other similar organisations exempt from pay-roll tax. The earnings and hours of waterside workers employed on a casual basis are excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys.

Since the surveys are based on samples the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers is surveyed. The extent of detail published is determined after considering estimated

measures of sampling variability. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The industry classification adopted for earnings and hours surveys from 1963 onwards is that used for the 1961 and 1966 Population Censuses.

Definitions of the terms used in the following tables may be found in the bulletin, *Survey of Weekly Earnings and Hours*, October 1968, available from the Commonwealth Bureau of Census and Statistics. This publication also contains further information on the construction of the sample, and more detailed tables.

**VICTORIA—AVERAGE EARNINGS AND HOURS OF
FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL,
ETC., STAFF)* CLASSIFIED BY INDUSTRY GROUPS,
OCTOBER 1968†**

Industry Group	Average Weekly Earnings \$				Average Weekly Hours Paid for				Average Hourly Earnings \$			
	Adult Males	Junior Males	Adult Females	Junior Females	Adult Males	Junior Males	Adult Females	Junior Females	Adult Males	Junior Males	Adult Females	Junior Females
Manufacturing— Founding, Engineering, Vehicles, etc. ..	70.60	35.80	§	§	43.7	41.3	§	§	§	§	§	§
Other	67.60	34.20	§	§	43.6	41.1	§	§	§	§	§	§
Total Manufacturing	68.90	34.90	37.80	26.20	43.6	41.1	39.4	38.9	1.58	0.85	0.96	0.67
Non-manufacturing ..	69.00	34.20	41.90	27.40	42.3	40.6	38.8	38.7	1.63	0.84	1.08	0.71
All Industry Groups‡ ..	69.00	34.60	39.20	26.90	43.1	40.9	39.2	38.8	1.60	0.85	1.00	0.69

**VICTORIA—AVERAGE WEEKLY EARNINGS OF FULL-TIME
EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)*
CLASSIFIED BY INDUSTRY GROUPS, OCTOBER 1966, 1967,
AND 1968†**

(\$)

Industry Group	Average Weekly Earnings											
	Adult Males			Junior Males			Adult Females			Junior Females		
	October 1966	October 1967	October 1968	October 1966	October 1967	October 1968	October 1966	October 1967	October 1968	October 1966	October 1967	October 1968
Manufacturing— Founding, Engineering, Vehicles, etc. ..	63.20	65.10	70.60	29.50	33.01	35.80	§	§	§	§	§	§
Other	61.60	65.80	67.60	30.10	32.40	34.20	§	§	§	§	§	§
Total Manufacturing	62.30	65.50	68.90	29.90	32.70	34.90	34.20	36.50	37.80	24.30	24.40	26.20
Non-manufacturing ..	61.80	64.70	69.00	29.50	31.20	34.20	36.90	39.50	41.90	25.20	26.60	27.40
All Industry Groups‡ ..	62.10	65.20	69.00	29.70	32.00	34.60	35.10	37.60	39.20	24.90	25.70	26.90

* Private employees only.

† Last pay period in October.

‡ Excludes rural industry and private domestic service.

§ Information not available because the figures are subject to sampling variability too high for most practical uses.

VICTORIA—AVERAGE WEEKLY EARNINGS OF FULL-TIME
MANAGERIAL, EXECUTIVE, ETC., STAFF* CLASSIFIED BY
INDUSTRY GROUPS, OCTOBER 1966, 1967, AND 1968†

(\$)

Industry Groups	Average Weekly Earnings					
	Males			Females‡		
	October 1966	October 1967	October 1968	October 1966	October 1967	October 1968
Manufacturing Groups ..	101.40	107.50	110.60	54.10	60.50	60.60
Non-manufacturing Groups ..	99.10	105.50	112.00	55.20	58.90	63.50
All Industry Groups‡ ..	100.20	106.50	111.30	54.80	59.40	62.50

* Private employees only. Includes managerial, executive, professional, and higher supervisory staff.

† Last pay period in October.

‡ Excludes rural industry and private domestic service.

§ Australian figures only are available for females because of the small number involved by States.

Basic Wage

General

Until June 1967, the concept of a "basic" or "living" wage was common to rates of wage determined by industrial authorities in Australia. Initially the concept was interpreted as the "minimum" or "basic" wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, it came to be generally accepted "that the wage should be fixed at the highest amount which the economy can sustain and that the 'dominant factor' is the capacity of the community to carry the resultant wage levels". (See Commonwealth Arbitration Reports, Vol. 77, p. 494.)

In addition to the basic wage, "secondary" wage payments, including margins for skill, loadings, and other special considerations peculiar to the occupations or industry, were determined by Commonwealth and State industrial authorities. The basic wage, plus the "secondary wage", where prescribed, made up the "minimum" wage for a particular occupation. The term "minimum wage" (as distinct from basic wage) is currently used to express the lowest rate payable for a particular occupation or industry.

Wage Determinations in Victoria

In all States, including Victoria, wages are determined in two ways. First, for industries which extend beyond the boundaries of any one State, the total wage is determined by the Commonwealth Conciliation and Arbitration Commission. Second, industrial tribunals, which in Victoria are Wages Boards, are set up for industries which do not extend beyond the State boundary. (For further information on industrial arbitration, see "Industrial Conditions", page 171.) The Boards, constituted from representatives of employers and employees and an independent chairman for each industry group or calling, determine the minimum rate of wage to be paid in each industry or calling.

Commonwealth Wage Determinations

(1) *Early Judgments.*—The first basic wage, as such, was declared in 1907 by Mr Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration. The rate of wage declared as appropriate for a “family of about 5” was 70c per day or \$4.20 per week for Melbourne, and because it arose from an application by H. V. McKay that the remuneration of labour employed at the Sunshine Harvester Works was “fair and reasonable” it became popularly known as the “Harvester Judgment”.

The “Harvester” standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards, and practically the same rates continued until 1913.

In 1913, the Court took cognisance of the Retail Price Index compiled by the Commonwealth Statistician covering food, groceries, and the rents of all houses (“A” Series), and thereafter for a period the basic wage was adjusted in accordance with variations disclosed by that index.

Sporadic adjustments were made for a number of years but in 1921 the system of making automatic quarterly adjustments to the basic wage in direct ratio to variations in the retail price index (“A” Series) was introduced.

Because the new method of adjustment would have resulted in a basic wage lower than that to which employees would have been entitled had the previous practice continued, in 1922 the Court added a general loading of 30 cents (known as the “Powers 3s”) to the weekly basic wage. The “Powers” loading continued until 1934 and the practice adopted by the Commonwealth Court in 1921 of making automatic quarterly adjustments continued until 1953.

(2) *Basic Wage Inquiries, 1930–31, 1932, 1933.*—No alteration was made to the method of fixation and adjustment of the basic wage until 1 February 1931, when due to the severity of the economic depression, the Court, after hearing an application for wages to be reduced to a greater extent than in accordance with falling retail prices, reduced all wage rates under its jurisdiction by 10 per cent.

In 1932 and 1933, the Court refused applications by employee organisations for the cancellation of the 10 per cent reduction in wage rates, but in 1933, because the existing method of adjustment in accordance with the “A” Series had resulted in some instances in a reduction of more than 10 per cent, decided to rectify this and adopted the “D” Series of retail price index numbers for future quarterly adjustments of the basic wage.

(3) *Basic Wage Inquiry, 1934.*—In 1934 the 10 per cent special reduction in wages and the “Powers” loading, both referred to above, were discontinued upon the introduction of the new rates, and the automatic quarterly adjustment of the basic wage in accordance with variations in retail price index numbers was transferred to the “C” Series Retail Price Index.

(4) *Basic Wage Inquiry, 1937.*—The main features of this judgment were: (a) For adjustment of the “needs” portion of the wage the Court prepared and issued its own series of retail price index numbers known as the “Court” Series, based on and directly related to the Bureau’s “C” Series Index. (b) Provision was made for the addition to the basic wage of a “fixed loading” known as a “prosperity” loading (60 cents for Melbourne). (c) The minimum adjustment of the basic wage was fixed at 10 cents per week instead of 20 cents. (d) Rates for females and junior males were left for adjustment by individual judges when dealing with specific awards.

(5) *Judgment, December 1939.*—To overcome the “lag” in adjustments and so bring them nearer to the period upon which variations were based, the Court directed that such adjustments in future be made operative from the first pay-period to commence in February, May, August, or November—one month earlier than the current practice.

(6) *Basic Wage Inquiry, 1940.*—Although the Full Court commenced the hearing of an application by combined organisations of employees for an increase in the basic wage, it was refused mainly because of the uncertain economic outlook during war-time. The Court however was of the opinion that the application should not be dismissed but stood over for further consideration after 30 June 1941. The hearing was not resumed until 1946.

(7) *“Interim” Basic Wage Inquiry, 1946.*—Pending the hearing of the adjourned Inquiry of 1940 and a number of fresh cases put before the Court since 1941, including an application by the A.C.T.U. for an “Interim” Basic Wage, an increase of 70 cents was granted to the adjustable portion of the wage and all loadings were retained at their existing amounts. A new “Court” index was adopted, designated the “Court Index (Second Series)”, for automatic quarterly adjustments.

(8) *Basic Wage Inquiry, 1949–50.*—This finalised the case adjourned in 1940 and continued in 1946. The basic wage for adult males was increased by \$2 per week and for females by 75 per cent of the male rate. At the same time the “prosperity” loading was incorporated in the new wage at a uniform rate of 50 cents throughout Australia and declared to be an adjustable part of the basic wage, the “War” loadings were declared to be not part of the wage, and any other loading declared to be part of the wage ceased to be generally paid as a separate entity. The declaration provided that the whole of the basic wage would be subject to automatic quarterly adjustments. A new “Court Index (Third Series)” was adopted.

(9) *Basic Wage and Standard Hours Inquiry, 1952–53.*—The Court decided to refuse the employers’ application for a reduction of the basic wage and an increase in the standard hours of work. The unions’ applications for increases of basic wages were refused and it was decided to discontinue automatic adjustments to the wage.

(10) *Basic Wage Inquiry, 1956.*—The Court rejected each claim made by the unions but increased the adult male basic wage by \$1 a week. The wage for adult females and juniors and apprentices of both sexes was proportionately increased.

(11) *Basic Wage Inquiry, 1956-57.*—The Commission heard claims for alterations of the basic wage prescribed in the Metal Trades Award. The judgment declared an increase in the basic wage of adult males by \$1 a week with proportionate increases for adult females, juniors and apprentices. It was also decided that the increases would be uniform for all basic wage rates. The Commission refused restoration of automatic quarterly adjustments of the basic wage but considered the period over which the capacity of the economy should be assessed, and concluded that an annual review of the capacity of Australia for the purpose of fixing a basic wage would be most appropriate.

(12) *Basic Wage Inquiry, 1958.*—The basic wage for adult males was increased by 50 cents a week. The claim for restoration of automatic quarterly adjustments was refused. The claim of the South Australian Government for special treatment because of disparities in the cost of living between States was rejected and the Commission indicated that the issues involved in inter-city differential wage rates were complex and could not be decided after a brief hearing.

(13) *Basic Wage Inquiry, 1959.*—The basic wage for adult males was increased by \$1.50 per week and that for adult females, juniors and apprentices proportionately. The restoration of automatic quarterly adjustments was again refused and applications for a reduction of the basic wage in the Pastoral Award rejected. It was again indicated that the question as to whether the Commission had power to decide a different basic wage remained "undecided and open".

(14) *Basic Wage Inquiry, 1960.*—An application for the restoration of automatic quarterly adjustments and an increase in the amount of the basic wage were refused.

(15) *Basic Wage Inquiry, 1961.*—An increase of \$1.20 in the basic wage for adult males was granted. Applications for an increase in standard hours of work and the restoration of automatic quarterly adjustments were refused.

In dealing with the question of automatic adjustments, the Commission indicated that although the Consumer Price Index enabled the fixing of a standard which was more likely to be properly maintainable than recent past standards, the application of this Index should always be subject to Commission control and it would assume each year that the effect of movements in the Index should be reflected in the basic wage unless persuaded to the contrary by those seeking to oppose the change. Furthermore it considered that a review of the economy generally and, in particular, of productivity increases could more properly take place at longer intervals of time than one year, say, every three or four years.

(16) *Basic Wage Inquiries 1962 and 1963.*—No alterations were made to the amounts of existing basic wages. In its judgment of 1963 the Commission felt that it was not the appropriate time to deal with matters concerning the various methods by which changes in the rates of basic wage could be calculated on a national basis. If submissions were made before benches of the Commission differently constituted from the present one, then these benches were the ones to deal with their relevance, admissibility, or otherwise.

(17) *Basic Wage Inquiry 1964 and Employers' Total Wage Case, 1964.*—A decision on the Basic Wage Inquiry 1964 was not handed down until the Employers' Total Wage Case was heard.

Basic Wage Inquiry, 1964. The Commission decided to : (a) refuse the unions' claim for restoration of automatic quarterly adjustments; (b) abolish the disparity of 10 cents per week which had existed for station hands under the Pastoral Industry Award; (c) increase the basic wage of adult males by \$2 per week (females by 75 per cent of male rate).

Employers' Total Wage Case, 1964. The Commission rejected an application of employers for the abolition from the Commission's Awards generally of the basic wage and margin components and their substitution by a total wage.

The 1964 wage hearings reviewed the economy generally and considered productivity increases as well as price increases; they were in keeping with the 1961 basic wage decision (see above).

(18) *National Wage Cases 1965.*—Claims by the employers and trade unions were held concurrently and three separate judgments were handed down. The employers' application for the abolition of the concepts of the basic wage and margins and the introduction of a total wage expressed in terms of the basic wage and a margin, plus an amount equivalent to 1 per cent of each sum, were refused. No alteration was made to the basic wage. However, with effect from the first pay period commencing on or after 1 July 1965, each of the margins in the Metal Trades Award was increased by an amount equal to $1\frac{1}{2}$ per cent of the sum of the Six Capital Cities basic wage and that margin.

(19) *Basic Wage, Margins, and Total Wage Cases 1966.*—Two benches in joint session were nominated to hear the claims of trade unions and employers. A Presidential Bench was nominated to deal with the trade unions' basic wage claims and those portions of the employers' total wage claims seeking alteration of the basic wage. A Reference Bench was nominated to deal with the trade unions' margin claims and those portions of the employers' claims not seeking alteration of the basic wage. The following decisions were made :

For the Presidential Bench. (a) The basic wage for adult males in the Metal Trades Award and the Pastoral Industry Award was increased by \$2 a week. (b) The increase was to operate from the beginning of the first pay period to commence on or after 11 July 1966 and remain in force until 31 December 1966 (pending further investigations into marginal rates). (c) Proportional increases were granted to adult females, junior employees, and apprentices. (d) The unions' claim for restoration of automatic quarterly adjustment to the basic wage was refused.

For the Reference Bench. (a) The Bench was concerned about the state of the Metal Trades Award and concluded that it would be unwise to award any general increase in margins until an investigation had been made on a work value basis into the relativities of the many classifications listed in the Award. This detailed investigation was to be undertaken by a member of the Reference Bench, but pending his report it was decided to grant some relief to low wage

earners. (b) An interim provision of \$3.75 per week was made, payable to adult male employees only who were in receipt of award rates and no more. It was not intended to affect the wage of any employee who was already receiving the prescribed minimum through over-award payments. (c) Although the Bench indicated in their reasons the extent to which they favoured a conversion of the wage structure to the basis of a single wage, it was decided to defer this question pending further considerations of the present structure of marginal rates and further argument.

Interim Margin. On 22 December 1966, the Commission by majority decision awarded an interim increase in Metal Trades Award margins to operate from the beginning of the first pay period to commence on or after 23 January 1967. It added to each margin a percentage of the sum of that margin and the six capital cities basic wage. The percentage varied as follows:

For margins less than \$5	1 per cent
For margins \$5 or more but less than \$7.50 ..	1½ per cent
For margins \$7.50 or more but less than \$11.20	2 per cent
For margins \$11.20 or more	2½ per cent

It was intended that the interim award, subject to special cases, should be of general application in other industries in the Federal jurisdiction.

(20) *National Wage Cases, 1967.*—Of the matters before both benches of the Commonwealth Conciliation and Arbitration Commission the unanimous agreement was that there were two questions only to be decided. First, whether there should be an increase in award rates of pay, and second, whether any increase should be added to the basic wage, or be expressed in the total wage.

On all the evidence available the Commission awarded \$1 increase to all adult male and female employees to commence on or after 1 July 1967, as it was felt that this was within the capacity of the expanding economy and should not cause any undue pressures, particularly as the next general economic review would not take place before August 1968.

It was decided that as the increase would be applied to the whole wage, that there would be no further reference to basic wages in Federal awards, and wages would be expressed as total wages, thereby creating new fixation procedures, but not changing the principle of wage assessment.

Although the Commission deliberately awarded the same increase to adult females and males, there was for the present a different total wage for each.

(21) *National Wage Case, 1968.*—The Bench reached the following unanimous decisions:

- (a) The applications of the unions for restoration of the basic wage and for automatic adjustments of wages were refused.
- (b) All rates for adults (male and female) were increased by \$1.35 per week. This included the minimum wage for adult males.

- (c) According to existing award provisions, male and female juniors, including apprentices, were to receive proportionate increases.
- (d) To give effect to this decision the Metal Trades Award was to be varied. The variation operated from the beginning of the first pay period to commence on or after 25 October 1968 and was to remain in force for twelve months.
- (e) The provisions of the Act allowed individual Commissioners to apply this increase throughout all of the Commission's Commonwealth Awards.

(22) *Equal Pay Case, 1969.*—Details of this judgment are given under item headed *Commonwealth Wage Rates for Females* on the next page.

(23) *National Wage Case, 1969.*—See Supplement.

More detailed particulars of all wage inquiries and judgments may be obtained in previous *Victorian Year Books* and *Labour Reports*.

A table of selected basic weekly rates of wage is shown below. A complete table of basic wage rates in shillings and pence is given in the *Victorian Year Book 1964*.

MELBOURNE—BASIC WEEKLY WAGE RATES FIXED BY
COMMONWEALTH CONCILIATION AND ARBITRATION
COMMISSION
(Adult Males)
(\$)

Year*	Amount	Year*	Amount	Year*	Amount
1923	9.15	1937	7.70	1951	19.90
1924	8.45	1938	7.90	1952	22.80
1925	8.75	1939	8.00	1953	23.50
1926	8.90	1940	8.40	1956—June ..	24.50
1927	9.00	1941	8.80		
1928	8.60	1942	9.70	1957—May ..	25.50
1929	9.00	1943	9.80	1958—May ..	26.00
1930	8.30	1944	9.80	1959—June ..	27.50
1931	6.34	1945	9.80		
1932	6.17	1946	10.60	1961—July ..	28.70
1933	6.28	1947	10.90		
1934	6.40	1948	12.00	1964—June ..	30.70
1935	6.60	1949	13.00	1966—July ..	32.70
1936	6.90	1950	16.20	1967—July ..	†

* The system of making regular quarterly adjustments was instituted in 1922 and was discontinued after the August 1953 adjustment. From 1923 to 1952 the rate ruling at 31 December, the middle of the financial year, is shown.

† From July 1967, basic wages and margins were deleted from awards and wage rates expressed as total wages.

MELBOURNE—MINIMUM WEEKLY WAGE RATES FIXED BY
COMMONWEALTH CONCILIATION AND ARBITRATION
COMMISSION
(Adult Males)
(\$)

Date Operative *	Amount
1966 11 July	36.45
1967 1 July	37.45
1968 25 October	38.80

* Rates are operative from the beginning of the first pay-period commencing on or after the date shown.

Commonwealth Wage Rates for Females

In its judgment of the Basic Wage Inquiry 1934, the Court considered that it was not necessary or desirable to declare a basic wage for female employees, but the proportion of the male minimum wage rate in each award paid to females was to be preserved.

Generally speaking, this proportion varied between 54 and 56 per cent of the male rate and this practice continued until superseded by war-time and post-war developments. During the Second World War the percentage in some industries was as high as 75 per cent of the corresponding male rate.

The Commonwealth *Conciliation and Arbitration Act* 1947 provided, amongst other things, that a Conciliation Commissioner was not empowered to make an order or award altering the minimum rate of remuneration for adult females in an industry, but following an inquiry in 1948 it was held that Commissioners had jurisdiction to "fix" the basic wage component in any prescribed female rates.

A further amendment in 1949 empowered the Court to determine or alter a "basic wage for adult females" which was defined as "that wage, or that part of a wage, which is just and reasonable for an adult female, without regard to any circumstance pertaining to the work upon which, or the industry in which, she is employed".

The first major post-war declaration of policy came with the judgment in the 1949-50 Basic Wage Inquiry, when a new basic weekly wage for adult females was fixed at 75 per cent of the corresponding male rate.

In the *Equal Pay Cases*, 1969, two branches of the Commonwealth Conciliation and Arbitration Commission jointly decided in June 1969 that there was no real bar either "conceptual or economic" to a consideration of "equal pay for equal work".

However, the view of the Commission was that the equality of the work must be first determined and principles have been set out in the judgment to be applied in deciding applications. Where an Arbitrator or Commissioner is satisfied that equal pay should be awarded the implementation should be spread over a period according to the following scales :

<i>Date of Operation</i>	<i>Amount of Female Rate</i>
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(1) If a final decision was made prior to 1 October 1969.

Beginning of first pay period to on or after :

1 October 1969 ..	85 per cent of the male rate at that date.
1 January 1970 ..	90 per cent of the male rate at that date.
1 January 1971 ..	95 per cent of the male rate at that date.
1 January 1972 ..	100 per cent of the male rate at that date.

(2) If an application was made on a decision after 1 October 1969.

From 1 October 1969 and up to 1 January 1970	85 per cent of the male rate at the date of operation.
From 1 January 1970 and up to 1 January 1971	90 per cent of the male rate at the date of operation.
From 1 January 1971 and up to 1 January 1972	95 per cent of the male rate at the date of operation.
From 1 January 1972	100 per cent of the male rate.

In both instances no female rates were to be reduced by operation of the formulas.

Where an award prescribes that irrespective of the rates elsewhere fixed by it an adult male shall not be paid less than a certain rate prescribed by the award for work in ordinary hours, the Commission held that it would not be appropriate for females to be awarded that rate but only the rate for the specific classification as the Commission dealt with applications for equal pay and not with the principles of fixation of female rates generally.

In the *Meat Industry* case the Commission decided that the applications should be implemented according to the principles laid down and the matter was referred back to the Commissioner.

Because the issues in all the matters under the *Public Service Arbitration Act* differed somewhat from those in the private case, these were referred back to the Public Service Arbitrator for determination.

Implementation of this decision was not considered in regard to the *Bank Officials (Federal)* (1963) award, having regard to the terms of that award and the fact that applications concerning it were already the subject of a reference pursuant to Section 34 of the Conciliation and Arbitration Act.

The equal pay decision for teachers in Victoria was handed down by the Teachers Tribunal on 15 December 1967. The decision came into operation on 1 January 1968, with the female salaries being upgraded over a three year period to end on 1 January 1971, when male and female teachers will be paid on the same basis.

Wages Board Determinations in Victoria

(1) *General*.—By an amendment to the *Factories and Shops Act* 1934, Wages Boards were given discretionary power to include in their determinations appropriate provisions of relevant Commonwealth awards. A further amendment to this Act in 1937 made it compulsory for Wages Boards to adopt such provisions of Commonwealth awards. This amending Act also gave Wages Boards power to adjust wage rates "with the variation from time to time of the cost of living as indicated by such retail price index numbers published by the Commonwealth Statistician as the Wages Board considers appropriate". The Wages Boards thus adopted the basic wages declared by the Commonwealth

Court of Conciliation and Arbitration (now Commonwealth Conciliation and Arbitration Commission) and followed that Court's system of adjusting the basic wage in accordance with variations in retail price index numbers.

(2) *Quarterly Adjustments 1953 to 1956.*—After the system of automatic adjustment of the Commonwealth basic wage was discontinued, a number of Wages Boards met in September 1953, and deleted references to these adjustments. However, an amendment to the Factories and Shops Act in November 1953 required Wages Boards to provide for automatic adjustment of wage rates in accordance with variations in retail price index numbers.

In general, this requirement was repeated by the *Labour and Industry Act 1953* which replaced the *Factories and Shops Act 1928*. Then an amendment to this new Act, proclaimed on 17 October 1956, deleted the automatic adjustment provision and directed Wages Boards in determining wage rates to take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The last automatic quarterly adjustment of the basic wage, based on the variation in retail price index numbers for the June Quarter 1956, became payable from the beginning of the first pay period in August 1956.

(3) Subsequent to the introduction of the total wage concept by the Commonwealth Conciliation and Arbitration Commission, wage rates for adult males and adult females in Victoria in most Wages Boards Determinations were increased by \$1 a week from 1 July 1967.

(4) After the conclusion of the "work value inquiry" conducted in the "Metal Trades" by the Commonwealth Conciliation and Arbitration Commission, counterpart Determinations were amended in accordance with a decision of the Industrial Appeals Court that identical classifications should receive identical increases. As a further result of the Federal decision, other Wages Boards commenced "work value" investigations.

All award rates (i.e., total wages) for adult males and adult females in Victorian Wages Board Determinations have been increased as set out below since basic wages and margins were eliminated from these awards. Details for periods prior to this are available in *Wage Rates and Earnings Bulletins and Labour Reports*.

VICTORIA—VICTORIAN WAGES BOARD DETERMINATIONS (£)

Date Operative *	Adult Males	Adult Females
1967 1 July	1.00	1.00
1968 25 October	1.35	1.35

* Operative from the beginning of the first pay-period commencing on or after the date shown.

General

Wage Margins

Until June 1967, wage margins were defined as "minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic wage, whether those features are the skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance". (See Commonwealth Arbitration Reports, Vol. 80, p. 24.)

The total wage decision of the Conciliation and Arbitration Commission in June 1967 eliminated basic wages and margins from Commonwealth Awards and Victorian Wages Boards Determinations.

General principles of marginal rate fixation had previously been enunciated by the Court in the Engineers' Case of 1924, the Merchant Service Guild Case of 1942, and the Printing Trades Case of 1947, and the Court adopted these in so far as they were applicable to current circumstances.

Metal Trades Case 1954

In its judgment the Court made an order re-assessing the marginal structure in the Metal Trades Award by, in general, raising the current amount of the margin to $2\frac{1}{2}$ times the amount of the margin that had been current in 1937. However, in cases where the resultant calculation produced an amount less than the existing margin, the existing margin was to remain unaltered.

The Court also stated that while the decision immediately related to one particular industry it was expected to afford general guidance where the wage or salary could properly be regarded as containing a margin.

Margins Cases 1959

Metal Trades Award, Part I

The Commission increased the existing margins by 28 per cent, and stated that the increases expressed as a percentage of current margins were not to be taken as an endorsement of that method of fixing margins, and although in the past margins fixed in the Metal Trades Award had been used as standards for other awards, the use of the increases as a guide in other disputes would be a matter for the parties to decide.

Gold and Metalliferous Mining Award

The margin for the miner was increased from \$3 to \$4.25 a week and subsequently other classifications in the award were increased in the same proportion (i.e., 41.7 per cent).

Metal Trades Award, Part II and Aircraft Industry Award Part II

A 20 per cent increase in margins was granted to graduates and diplomates in engineering or science.

Bank Officials' Award

A 20 per cent increase was granted to adult males and females with proportionate increases for juniors.

Professional Engineers' Cases 1961 and 1962

In its determination the Commission prescribed scales of annual standard salaries. The increases granted ranged from \$170 to \$1,440 per annum.

Margins Case, 1963

The Commission delivered its judgment on the claim by the Amalgamated Engineering Union (Australian Section) and other unions granting an increase of 10 per cent in margins in the Metal Trades Award 1952. The Commission again made it clear that the decision about margins in the metal trades should not be applied automatically outside the metal trades.

Equal Margins for Female Shop Assistants (1964)

A determination of the Shops Board No. 9 (Drapers and Men's Clothing) (No. 3 of 1964), dated 10 December 1964, provided increases for the female classifications of "other saleswomen or pattern-women, or assemblers" and "all others" of \$2.60. The effect of this Determination was that females affected were granted the same margin, (\$7), as that provided in the Determination for males in equivalent classifications.

National Wage Cases 1965, and Basic Wage, Margins and Total Wage Cases 1966

Particulars of the marginal increases granted by the Conciliation and Arbitration Commission in the above cases are given on pages 187-8.

National Wage Case 1967

The Commonwealth Conciliation and Arbitration Commission in June 1967 eliminated basic wages and margins from its awards and introduced the total wage concept.

Annual Leave

From 1936, when the Commonwealth Court of Conciliation and Arbitration granted one week's annual leave and full pay to employees in the commercial printing industry, annual leave has been introduced industry by industry when and if the Judge responsible for the industry considered it proper.

A number of inquiries into annual leave have been conducted and a summary of the most recent follows.

The Commonwealth Conciliation and Arbitration Commission declared its judgment on annual leave on 18 April 1963 and varied the Metal Trades Award by granting three weeks annual leave. This provided a new standard for secondary industry in other Federal Awards. As a result, Victorian Wages Boards altered provisions of their determinations to grant employees an extra week's leave. A fuller treatment of this judgment is given on pages 436-7 of the *Victorian Year Book 1965*.

The Labour and Industry (Annual Holidays) Order, made under authority of the *Labour and Industry Act 1958*, became operative from 1 April 1967 and granted three weeks annual holidays on ordinary pay to those employees not provided for by any determination of a Wages Board or Industrial Appeals Court.

Long Service Leave

(1) *Victoria*.—The *Factories and Shops (Long Service Leave) Act 1953* first provided for long service leave for workers in Victoria. The provisions of this Act were subsequently incorporated in the Labour and Industry Act which provided for thirteen weeks leave after twenty years continuous service with the same employer. In 1965, the qualifying period was reduced to fifteen years.

(2) *Commonwealth*.—The applicability of long service leave provisions under State law to workers under Federal awards has been tested before the High Court and the Privy Council, and such provisions have been held to be valid.

Before 1964, the Commonwealth Conciliation and Arbitration Commission had not included provisions for long service leave in its awards. The Commission gave its judgment on the Long Service Leave case on 11 May 1964. The main provisions of the judgment

were that in respect of service after 11 May 1964 (or in New South Wales, 1 April 1963), entitlement to the first period of long service leave would be calculated at the rate of thirteen weeks for fifteen years unbroken service; and after a further period or periods of ten years, employees would be entitled to an additional pro rata period of leave calculated on the same basis.

Industrial Disputes

The collection of information relating to industrial disputes involving stoppage of work was initiated by the Commonwealth Statistician in 1913 and figures have been published regularly ever since.

The following tables give statistics of the numbers of industrial disputes and workers involved, and numbers of working days lost. Particulars of all disputes in progress during the year are included, whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of "the number of disputes" and "workers involved" in disputes which commenced in any year and were still in progress during the following year will be included in the figures for both years.

VICTORIA—INDUSTRIAL DISPUTES*

Year	Number of Disputes	Number of Workers Involved			Number of Working Days Lost
		Directly	Indirectly†	Total	
1964	206	188,836	1,239	190,075	359,567
1965	207	118,504	3,264	121,768	214,257
1966	179	99,625	1,865	101,490	219,605
1967	212	83,225	1,296	84,521	107,312
1968	327	169,272	3,531	172,803	243,924

* Refers only to disputes involving a stoppage of work of ten man-days or more.

† Persons placed out of work at the establishments where the stoppages occurred but not themselves parties to the disputes.

VICTORIA—INDUSTRIAL DISPUTES* : INDUSTRY GROUPS

Year	Mining and Quarrying	Manufacturing	Building and Construction	Transport		Other Groups	All Groups
				Stevedoring	Other		
NUMBER OF DISPUTES†							
1964 .. ..	..	96	24	72	7	7	206
1965 .. ..	..	108	22	60	8	9	207
1966	1	114	30	17	11	6	179
1967	2	119	39	29	6	17	212
1968	1	122	76	101	12	15	327
WORKERS INVOLVED							
1964	210	76,975	14,585	46,408	44,513	7,384	190,075
1965 .. ..	..	38,346	3,531	60,683	10,738	8,470	121,768
1966	1,069	55,116	19,347	1,164	15,854	8,940	101,490
1967	54	55,129	6,092	14,288	2,651	6,307	84,521
1968	48	71,632	31,834	41,031	17,699	10,559	172,803
WORKING DAYS LOST							
1964	210	237,556	22,981	49,374	45,164	4,282	359,567
1965 .. ..	..	111,010	10,176	48,936	22,565	21,570	214,257
1966	2,344	123,161	41,225	604	41,811	10,460	219,605
1967	603	75,687	12,804	8,566	1,614	8,038	107,312
1968	240	128,891	40,947	41,031	18,024	20,799	243,924
ESTIMATED LOSS IN WAGES							
\$'000							
1964	3.2	2,344.4	203.4	491.4	351.0	34.6	3,428.0
1965 .. ..	..	1,039.2	121.1	499.7	206.5	194.7	2,061.2
1966	23.4	1,163.1	394.8	6.4	414.9	94.6	2,097.2
1967	8.1	774.7	147.9	92.4	19.2	64.4	1,106.6
1968	2.5	1,395.0	553.8	359.1	215.9	205.1	2,731.3

* Refers only to disputes involving a stoppage of work of ten man-days or more.

† An industrial dispute involving workers in more than one industry group is counted once only, and is included in the group which had the largest number of workers involved.

Industrial Safety

Industrial injuries, like other injuries, cause human suffering and personal loss, and the original approach to industrial safety was based on humanitarian motives. More recently it has been realised that industrial accidents also cause economic loss to the community. Efforts for the prevention of accidents must be directed along three lines: (1) to make the working environment safer; (2) to educate people to work more safely; and (3) to have recourse to law where appropriate. Several departments and authorities now have particular statutory responsibilities for particular aspects of industrial safety, but the general responsibility lies with the Department of Labour and Industry through the *Labour and Industry Act* 1958 and associated legislation.

The most important Acts and Regulations concerning industrial safety regulations and inspections, with reference to the administrative authority responsible in each case, have been dealt with in previous *Victorian Year Books*.

Workers Compensation

Legislation has been provided by all State Parliaments, in Commonwealth Territories and for Commonwealth Government employees, for compensation to be paid to injured workers. The details which follow refer to the legislation in force in Victoria.

The first Workers Compensation legislation in Victoria was passed in 1914 to give certain industrial workers and their dependants the right to claim limited compensation from their employer, without proof of negligence or breach of statutory duty by the employer, in respect of accidental injuries sustained by them arising out of and in course of their employment.

Since the passing of the original legislation the class of persons entitled to benefit, the scope of employment, the types of injuries included, and the extent of the benefits have all been greatly widened by frequent amendments, which were consolidated by the *Workers Compensation Act* 1958.

The general principle of the legislation is to cover workers who have entered into or work under a contract of service or apprenticeship with an employer, whether by way of manual labour, clerical work, or otherwise. Such workers are also protected, while travelling to and from work, during recess periods, or from injury by the recurrence, aggravation or acceleration of pre-existing injury where employment is a contributing factor.

As the law now stands any worker is covered who is not an outworker or whose remuneration does not exceed \$6,000 a year (excluding overtime).

It is compulsory for every employer (with the exception of certain schemes approved by the Board) to obtain from the State Accident Insurance Office, or from an insurance company approved by the Governor in Council, a policy of accident insurance for the full amount of his liability under the Act.

Judicial administration is carried out by a County Court Judge, sitting with workers' and employers' representatives as the Workers Compensation Board.

The extent of the principal benefits obtained under the *Workers Compensation Act 1958* are :

(1) *Where death results from the injury—*

(a) If the worker leaves full dependants, compensation payable is \$9,000 plus \$200 for each child under 16 years.

(b) If the worker leaves partial dependants, the amount of compensation shall be a sum reasonable and proportionate to the injury, but not exceeding the sum of \$9,000, as is awarded by the Workers Compensation Board.

(c) If the worker has no dependants, reasonable medical and burial expenses are payable.

(d) If the worker was a minor leaving no dependants but had contributed towards the maintenance of the home or of members of his family, such members are deemed to be partial dependants.

(2) *Where total incapacity for work results from the injury—*

The weekly payment during the total incapacity is \$20 for an adult worker (\$18 for a minor) or his average weekly earnings, whichever is the least, plus \$6 for his wife or relative standing in *loco parentis* to the children, if the wife or relative is fully or mainly dependent on the earnings of the worker, plus \$2.50 for each dependent child under sixteen years of age.

The combined total weekly payment is limited to the worker's average weekly earnings or \$31 for an adult (\$26 for a minor), whichever is the least, and the whole maximum amount payable is limited to \$10,000 unless the Workers Compensation Board otherwise determines.

(3) *Where partial incapacity results from the injury—*

(a) The worker is paid an amount which is calculated according to the variation between his average weekly earnings before injury and the average weekly amount he is earning or is able to earn after injury.

(b) Where the worker is unable to obtain employment for which he is fit, the Board may order that he be treated as totally incapacitated.

(4) *Other miscellaneous benefits—*

(a) In addition to compensation, legislation provides for the payment of the reasonable cost of hospital, medical, nursing and ambulance services, payable whether or not the worker is incapacitated. Reasonable funeral expenses are also payable.

(b) Coverage is provided where a worker contracts an industrial disease and the definition of "injury" specifically includes a disease contracted during the course of work which contributed to the disease.

(c) Lump sum payments in redemption of weekly payments in respect of total or partial incapacity may be made at any time upon application by either party but at the absolute discretion of the Board which fixes the amount.

Further Reference

More detailed particulars of Workers Compensation legislation may be obtained in the *Conspectus of Workers Compensation Legislation in Australia and Papua New Guinea* published by the Department of Labour and National Service and the *Labour Report*.

The following table shows details of Workers Compensation business transacted during each of the years 1963-64 to 1967-68 :

VICTORIA—WORKERS COMPENSATION BUSINESS

Year	Wages on Which Premiums Were Charged	Gross Premiums Received, less Adjustments	New Claims Arising during Year		Claims Paid during Year	Claims Outstanding at End of Year
			Fatal	Non-fatal		
	\$'000				\$'000	
1963-64 ..	2,118,939	29,859	628	209,044	22,480	32,233
1964-65 ..	2,382,194	34,539	613	221,474	22,815	34,823
1965-66 ..	2,404,459	48,816	525	205,735	24,925	42,277
1966-67 ..	2,730,791	52,521	490	203,537	25,787	48,864
1967-68	2,943,388	53,712	709 *	201,436	29,396	54,865

* The rise in the number of Fatal Accidents arising during 1967-68 is due partly to a change in recording methods of an insurer.

The amount paid in claims during 1967-68 was allocated as follows :

A. Under Workers Compensation Act—			
(a) Compensation		\$'000	\$'000
1. Weekly Compensation ..	..	8,789	
2. Lump Sum—Death ..	..	4,109	
3. Lump Sum—Maim ..	..	3,155	
			16,053
(b) Medical, etc., Services—			
1. Doctor ..	..	3,795	
2. Hospital ..	..	2,340	
3. Chemist or Registered Nurse ..	..	190	
4. Ambulance ..	..	124	
5. Other Curative, etc., Services ..	..	387	
			6,836
(c) Legal Costs, etc. ..	..		2,842
B. Under Other Acts and at Common Law,			
Damages, etc. ..	..		3,665
		Total ..	29,396

Figures for premiums and claims in this table differ somewhat from those shown on pages 698-700 of the Finance section of the *Year Book*. In that section most Schemes of Compensation are not included and the figures shown do not always relate strictly to the financial year, as some insurance companies close their books at other times. With regard to claims paid, the Finance section refers to claims paid during the period, plus claims outstanding at the end of the period, less outstanding claims at the beginning.

Industrial Accidents

General

Official collection of data on industrial accidents in Victoria was first undertaken when Regulations under the Workers Compensation Act were amended in 1957. Benefits to be obtained under the *Workers Compensation Act 1958* are set out on page 197.

Source

The *Workers Compensation Act 1958* requires all insurance companies which insure against workers compensation and organisations with approved workers compensation schemes to submit to the Government Statist a report on each claim for workers compensation, when the claim is closed, or at the expiry of three years if the claim is unclosed at the end of that time.

Scope

(1) Each original claim is considered to be a separate "industrial accident" and although reports are received of re-opened claims details are not included in published statistics.

(2) At present the collection is restricted to fatal cases, and those where the worker is incapacitated for work for a period of one week or more.

(3) Although some employers do insure against liability for employees whose income exceeds \$6,000 (the amount specified in the Act), it is not mandatory to do so and consequently some employees in this category may not be included in the tabulations.

(4) Commonwealth Government employees are exempt from the State Act and are covered exclusively by the *Commonwealth Employees' Compensation Act 1968*. Consequently some industry classifications are not covered at all while coverage is reduced in some instances (e.g., Defence Services and Communications).

(5) Self employed persons, with the exception of certain contractors as defined in the Act, are also not covered and therefore industrial accidents occurring to them will not appear in published statistics. This is likely to have considerable effect when considering, for instance, rural industries.

Definitions

(1) *Industrial Accident*—A compensated work injury causing death, permanent disability, or absence of the injured person from work for one week or more, excluding journey cases, cases occurring during a recess period, and all disease cases except where the disease is considered to be precipitated or aggravated by an accidental event.

(2) *Industry Group*—In Victoria, employers are rated for the purpose of workers compensation premiums according to the type of business conducted, a premium being fixed for each "trade", and all employees, regardless of occupation, take the "trade" classification of their employer with the exception of clerical workers and domestics. When the list of "trades" was compiled by insurers, it was allied closely with the industry classification used for the 1947 Census. This has been brought up to date from time to time and accordingly,

the industry groups shown here approximate those used for Census purposes. However, as "Communication" employees are almost exclusively employed by the Commonwealth, and are consequently exempt from the provisions of the State Act, the remaining small numbers are included with "Transport". Also "Finance" employees, whose work is normally of a clerical nature are included with "Other" industry together with clerical workers generally, who are subject to a special premium rate distinct from that charged for the industry in which they are employed. It should be noted that accidents to employees of the Gas and Fuel Corporation, the State Electricity Commission, the Victorian Railways, and the Melbourne and Metropolitan Tramways Board are included under the "Government, Semi-Government, Finance, and Other" industry group, as are employees of certain other State bodies.

(3) *Accident Factor*—This should not be interpreted as "Cause of Accident". In general it is defined as "that underlying agency, other than human failing, which appears to contribute most materially to an accident, and which would be most likely to receive attention in efforts to prevent the occurrence of similar accidents".

(4) *Injury Site*—In most cases the injury has been allocated to that part of the body affected by the injury. However, since effects of poisons, electrocutions, weather, etc., cannot be assigned in most cases to any particular site, they are included in the heading "General and Unspecified".

The following table shows the number of fatal and non-fatal industrial accidents to males in each industry group for each of the years 1965-66 to 1967-68 :

**VICTORIA—NUMBER OF INDUSTRIAL ACCIDENTS TO
MALES, BY INDUSTRY GROUP**

Industry Group	Number of Accidents					
	1965-66		1966-67		1967-68	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
Primary	4	1,617	6	1,746	4	1,569
Mining and Quarrying .. .. .	..	160	..	173	1	127
Manufacturing	9	12,663	10	12,952	16	11,798
Electricity, Gas, Water, Sanitary .. .. .	..	266	..	296	1	275
Building and Construction	4	3,850	6	4,013	3	3,560
Transport, Storage, and Communication	8	1,969	2	1,928	1	1,596
Commerce	7	3,920	3	3,726	2	3,477
Community Services, etc.,	2	1,442	2	1,535	1	1,483
Amusement, Personal Service, etc.	2	761	..	764	..	690
Government, Semi-Government, Finance, and Other	14	4,357	14	5,020	11	3,621
Total	50	31,005	43	32,153	40	28,196

The following table shows the period of incapacity and the cost of claims incurred through non-fatal industrial accidents to males in each industry group for each of the years 1965-66 to 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : PERIOD OF INCAPACITY AND COST OF CLAIMS, BY INDUSTRY GROUP

Industry Group	Period of Incapacity (Weeks)			Cost of Claims (\$'000)		
	1965-66	1966-67	1967-68	1965-66	1966-67	1967-68
Primary	7,781	7,569	7,467	434	465	418
Mining and Quarrying	685	672	767	35	78	63
Manufacturing	45,673	49,339	45,859	3,356	3,925	3,852
Electricity, Gas, Water, Sanitary	980	1,161	1,012	56	100	74
Building and Construction	14,234	17,969	14,696	919	1,466	1,291
Transport, Storage, and Communication	7,536	7,514	6,045	387	379	382
Commerce	12,782	13,135	11,519	757	840	762
Community Services, etc.	5,594	6,203	6,624	290	349	419
Amusement, Personal Service, etc.	3,680	3,228	2,809	182	139	169
Government, Semi-Government, Finance, and Other	16,312	20,928	15,313	929	1,362	1,142
Total	115,257	127,718	112,111	7,345	9,103	8,572

The following table shows the number of non-fatal industrial accidents to males, by accident factor and industry group, for the year 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : INDUSTRY GROUP BY ACCIDENT FACTOR, 1967-68

Industry Group	Accident Factor									Total
	Machinery	Vehicles	Electricity, etc.*	Harmful Substances	Falling, Slipping	Stepping on Objects †	Handling Objects ‡	Handtools §	Other and Unspecified	
Primary	133	138	29	8	306	79	543	150	183	1,569
Mining and Quarrying	11	6	3	1	17	5	64	16	4	127
Manufacturing	1,637	295	411	115	1,751	605	5,554	1,016	414	11,798
Electricity, Gas, Water, Sanitary	3	22	4	2	77	21	119	16	11	275
Building and Construction	192	99	55	14	879	176	1,748	272	125	3,560
Transport, Storage, and Communication	26	156	16	8	420	66	813	32	59	1,596
Commerce	180	234	99	16	631	178	1,482	506	151	3,477
Community Services, etc.	50	134	40	7	347	73	664	103	65	1,483
Amusement, Personal Service, etc.	27	21	34	7	146	35	188	39	193	690
Government, Semi-Government, Finance, and Other	105	265	82	14	1,028	141	1,511	218	257	3,621
Total	2,364	1,370	773	192	5,602	1,379	12,686	2,368	1,462	28,196

* Includes explosions, flames and hot substances.

† Includes striking against objects.

‡ Includes strain in handling, struck by objects.

§ Includes power-operated.

The following table shows the number of non-fatal industrial accidents to males, by industry group and site of injury, for the year 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : INDUSTRY GROUP BY SITE OF INJURY, 1967-68

Industry Group	Site of Injury									Total
	Head	Eye	Neck*	Trunk	Arm	Hand	Leg	Foot	Un-specified	
Primary	59	30	39	351	220	349	359	148	14	1,569
Mining and Quarrying ..	2	5	5	44	19	27	20	5	..	127
Manufacturing	291	299	233	3,334	1,419	3,537	1,479	1,133	73	11,798
Electricity, Gas, Water, Sanitary	9	4	9	91	42	41	50	25	4	275
Building and Construction ..	99	98	93	1,077	440	778	641	314	20	3,560
Transport, Storage, and Communication	69	24	51	508	216	197	368	153	10	1,596
Commerce	114	80	81	992	440	999	506	244	21	3,477
Community Services, etc. ..	38	37	35	560	165	246	255	131	16	1,483
Amusement, Personal Service, etc.	35	11	19	171	108	135	144	66	1	690
Government, Semi-Government, Finance, and Other	129	84	106	1,226	399	539	811	298	29	3,621
Total	845	672	671	8,354	3,468	6,848	4,633	2,517	188	28,196

* Includes vertebral column.

The following table shows the number of non-fatal accidents to males, by industry group and type of injury, for the year 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : INDUSTRY GROUP BY TYPE OF INJURY, 1967-68

Industry Group	Type of Injury										Total	
	Contusions, Lacerations, etc.	Burns and Scalds	Bone Fractures	Dislocations	Sprains and Strains	Amputations	Concussion	Internal Injury	Effects of Poisons	Effects of Electricity		Other and Unspecified
Primary	612	36	255	43	507	21	11	3	5	..	76	1,569
Mining and Quarrying ..	40	2	18	5	52	2	..	1	..	..	7	127
Manufacturing	4,546	537	1,471	228	4,321	195	54	30	36	14	366	11,798
Electricity, Gas, Water, Sanitary	91	5	35	5	117	..	2	1	3	..	16	275
Building and Construction ..	1,298	73	518	65	1,372	36	16	7	3	3	169	3,560
Transport, Storage, and Communication	493	23	215	32	710	5	20	6	1	1	90	1,596
Commerce	1,410	132	355	72	1,325	21	24	8	5	4	121	3,477
Community Services, etc. ..	449	45	184	33	666	10	5	9	2	2	78	1,483
Amusement, Personal Service, etc.	231	41	144	13	214	4	12	5	..	..	26	690
Government, Semi-Government, Finance, and Other	1,156	98	416	68	1,634	16	30	17	4	6	176	3,621
Total	10,326	992	3,611	564	10,918	310	174	87	59	30	1,125	28,196

The table which follows shows the number of non-fatal industrial accidents to males, by accident factor and site of injury, for the year 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : ACCIDENT FACTOR* BY SITE OF INJURY, 1967-68

Accident Factor	Site of Injury									Total
	Head	Eye	Neck†	Trunk	Arm	Hand	Leg	Foot	General and Un-specified	
Machinery	37	77	6	101	224	1,710	117	90	2	2,364
Vehicles	161	14	59	269	193	281	259	124	10	1,370
Electricity, etc.* ..	85	37	7	43	99	180	95	183	44	773
Harmful Substances ..	14	52	..	7	12	30	9	19	49	192
Falling, Slipping ..	151	4	133	1,549	910	320	2,175	349	11	5,602
Stepping on Objects* ..	72	12	9	136	254	290	421	185	..	1,379
Handling Objects* ..	205	175	388	5,800	1,352	2,341	1,022	1,378	25	12,686
Handtools*	34	97	17	155	269	1,460	206	124	6	2,368
Other and Unspecified ..	86	204	52	294	155	236	329	65	41	1,462
Total	845	672	671	8,354	3,468	6,848	4,633	2,517	188	28,196

* For footnotes see page 201.

† Includes vertebral column.

The table which follows shows the age groups of males involved in non-fatal industrial accidents, by accident factor, for the year 1967-68 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES : ACCIDENT FACTOR* BY AGE GROUP, 1967-68

Accident Factor	Age Group (Years)							Total
	Under 20	20-29	30-39	40-49	50-59	60 and over		
Machinery	336	716	462	429	303	118	2,364	
Vehicles	147	358	290	275	213	87	1,370	
Electricity, etc.* ..	111	253	163	119	92	35	773	
Harmful Substances ..	18	55	44	30	35	10	192	
Falling, Slipping ..	375	1,191	1,306	1,269	1,008	453	5,602	
Stepping on Objects* ..	129	320	305	317	223	85	1,379	
Handling Objects* ..	808	2,796	3,013	3,025	2,181	863	12,686	
Handtools*	361	732	474	416	293	92	2,368	
Other and Unspecified ..	146	350	375	304	203	84	1,462	
Total	2,431	6,771	6,432	6,184	4,551	1,827	28,196	

* For footnotes see page 201.

Labour Organisations

Registration

(1) *Under Trade Union Acts.*—In 1884, the Victorian Parliament passed a Trade Union Act, based on an English Act of three years earlier, but the unions refused to register under it and the Act was amended in 1886. The *Trade Unions Act 1958* still makes provision for registration on compliance with certain standards. Registration gives a trade union a corporate identity and legal status for the purpose of engaging in strikes. However, registration has never been compulsory and few unions have sought the provisions of the legislation.

(2) *Under the (Commonwealth) Conciliation and Arbitration Act.*—Under Part VIII. of the *Conciliation and Arbitration Act 1904–1967*, any association of employers in any industry who have, or any employer who has employed, on an average taken per month, not less than 100 employees during the six months preceding application for registration, or any association of not less than 100 employees in any industry, may be registered. However, the Public Service Arbitration Act provides that an association of less than 100 employees may be registered as an organisation under the Conciliation and Arbitration Act if its members comprise at least three-fifths of all persons engaged in that industry in the Service. Such Public Service organisations are included in the figures shown below. Registered unions include both interstate associations and associations operating within one State only. Registration under Commonwealth legislation began in 1906. At the end of 1968, the number of employers' organisations registered under the provisions of the Conciliation and Arbitration Act was 74. The number of unions of employees registered at the end of 1968 was 147, with a membership of 1,836,000 representing 84 per cent of the total membership of all trade unions in Australia.

Trade Unions, Membership, and Proportion of Wage and Salary Earners

Returns showing membership by States as at 31 December each year are obtained for all trade unions and employee organisations. The affairs of single organisations are not disclosed in the published results and this has assisted in securing complete information. In addition to the number of unions and of members, the following table shows the estimated percentages of wage and salary earners in employment who are members of trade unions. As estimates of wage and salary earners in employment do not include employees engaged in rural industry or in private domestic service, the percentages have been calculated on figures obtained by adding, to the end of the year estimates, the estimated number of employees in rural industry and in private domestic service recorded at the nearest available population Census. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table must be regarded as approximations.

VICTORIA—TRADE UNIONS

Year	Number of Separate Unions	Number of Members ('000)			Proportion of Total Wage and Salary Earners		
		Males	Females	Total	Males	Females	Total
1964	157	410·3	115·5	525·8	56	37	50
1965	156	418·0	119·8	537·8	56	37	50
1966	154	415·9	123·4	539·4	54	36	49
1967	151	413·9	131·6	545·5	53	36	48
1968	153	417·6	133·0	550·7	53	36	47

The following table shows the number of unions and membership classified by industry groups at the end of each of the years 1967 and 1968. The table does not supply a precise classification of trade

union members by industry because in cases where the members of a union are employed in a number of industries they have been classified under the predominant industry of the union concerned.

VICTORIA—TRADE UNIONS : INDUSTRY GROUPS

Industry Group	1967		1968	
	No. of Unions	No. of Members	No. of Unions	No. of Members
		'000		'000
Agriculture, Grazing, etc. ..	2	11·6	2	11·4
Manufacturing—				
Engineering, Metals, Vehicles, etc.	8	83·0	8	82·0
Textiles, Clothing, and Footwear	5	53·6	4	52·7
Food, Drink, and Tobacco ..	14	25·7	14	23·9
Sawmilling, Furniture, etc. ..	3	8·2	3	7·7
Paper, Printing, etc. ..	5	18·2	5	19·2
Other Manufacturing ..	13	29·7	12	31·3
Total Manufacturing ..	48	218·4	46	216·9
Building and Construction ..	9	33·8	9	34·7
Railway and Tramway Services ..	5	24·4	5	24·6
Road and Air Transport ..	7	19·5	7	19·2
Shipping and Stevedoring ..	7	7·3	7	7·3
Banking, Insurance, and Clerical	9	32·9	9	34·0
Wholesale and Retail Trade ..	3	20·9	3	20·6
Public Authority (n.e.i.), etc.* ..	37	101·3	38	105·0
Amusement, Hotels, Personal Service, etc. ..	8	13·5	9	14·5
Other Industries† ..	16	61·9	18	62·5
Total ..	151	545·5	153	550·7

* Includes Communication and Municipal, etc.

† Includes Mining and Quarrying and Community and Business Services.

Central Labour Organisations

Delegate organisations, usually known as Trades Hall Councils or Labour Councils and consisting of representatives from a number of trade unions, have been established in each of the capital cities and in a number of other centres in each State. Their revenue is raised by means of a *per capita* tax on the members of each affiliated union. In most of the towns where such councils exist, the majority of the local unions are affiliated. At the end of 1968 there were in Victoria nine trades and labour councils and 277 unions and branches of unions affiliated. These figures do not necessarily represent separate unions since the branches of a large union may be affiliated with the local trades councils in the several towns in which they are represented.

Information on the Australian Council of Trade Unions and on employers' associations is given on pages 473-6 of the *Victorian Year Book* 1964.

Control of Labour Conditions

Department of Labour and Industry

The State Department of Labour and Industry deals generally with the registration and inspection of factories and shops, boilers and pressure vessels, and lifts and cranes. Wages Boards and the Apprenticeship Commission are statutory bodies placed within the Department for purposes of administration. The *Labour and Industry*

Act 1953 revised and consolidated the earlier Factories and Shops Acts and was consolidated in 1958. Included in the present functions of the Department are the following :

- (1) Inspection and enforcement of conditions of labour generally, including wages, hours of work, rest periods, holidays, annual leave, and long service leave.
- (2) Employment of women, children and young persons including the training, oversight of schooling and supervision of apprentices.
- (3) Industrial relations, including the prevention and settlement of industrial disputes and advice on industrial matters.
- (4) Industrial safety, health and welfare, including the training of workers in safe practices, control of dangerous methods and materials, guarding of machinery, prevention of accidents, the control and regulation of industrial aspects of noxious trades.
- (5) Initiation and direction of research and the collection, preparation, and dissemination of information and statistics on matters within Departmental jurisdiction.
- (6) Consumer Protection, including measures to achieve truthful description of goods (generally), correct labelling, branding or stamping of textiles, leather goods, footwear and furniture, and measures to prevent false or misleading advertising, deceitful sales practices, and other methods of selling or providing services which place the consumer at a disadvantage.

Labour Legislation

The earliest attempt at regulating the conditions of labour in Victoria was made by the passing of an Act dated 11 November 1873, forbidding the employment of any female in a factory for more than eight hours in any day. This Act defined "factory" to be a place where not fewer than ten persons were working. Since 1873 the definition of "factory" has been broadened until now it includes any place in which mechanical power exceeding one-half horse-power is in use or in which two or more persons are engaged in any manufacturing process. In some circumstances, one or more persons constitute a factory even where no mechanical power is used. The general recognition of the necessity of securing the health, comfort, and safety of the workers has been expressed in many further legislative enactments.

The industrial legislation which was formerly included in the Factories and Shops Acts has now been consolidated in the *Labour and Industry Act 1958*.

Closing Hours of Shops

Trading hours for shops are fixed by the Labour and Industry Act, and by Regulations made under that Act.

The general hours are from 8 a.m. to 6 p.m. on Mondays to Fridays and from 8 a.m. to 1 p.m. on Saturdays. However, because some shops Wages Boards have fixed penalty rates for work done, for example, before 9.5 a.m. and after 5.30 p.m., these times are the effective trading hours for many shops, particularly in the metropolitan area.

The following review broadly summarises the current position of trading hours for shops.

The hours generally followed are modified to some extent for butchers, hairdressers, and motor car shops, e.g., motor car shops may remain open until 10 p.m. on Friday nights. The *Labour and Industry (Petrol Shops) Act* 1966 removed restrictions on the trading hours of petrol shops except in respect of Good Friday when they are required to be kept closed all day, and Christmas Day and Anzac Day, when they are required to be kept closed until 2 p.m.

Extensions made to trading hours now permit shops selling caravans, trailers and boats, to remain open until 10 p.m. on Friday nights and 6 p.m. on Saturdays. Dry cleaners' shops may now open at 7 a.m. instead of 8 a.m.

The council of a municipality, whose area is outside a radius of 20 miles from the G.P.O. Melbourne, may apply to the Minister of Labour and Industry for exemption from shop trading hours for shops in an area which is for the time being wholly or partly a holiday resort. The Minister is to refer such application to the Tourist Development Authority for a report as to—(a) whether the area is a holiday resort with respect to the period of the application and (b) whether the holiday population is large by comparison with the resident population. The Minister may, after having considered the report, subject to such terms as he thinks fit, exempt any shopkeeper in the area from the observance of shop trading hours for a period not exceeding fifteen weeks.

The Minister may also exempt any shopkeeper from the specified closing hours in a municipal district where a large work force is temporarily employed and where the hours of work do not permit shopping within the ordinary trading hours.

Owners of shops listed in the Fifth Schedule to the Act, the trading hours of which are not restricted, including bread, pastry and confectionery, cooked meat, fish and oyster, flower, fruit and vegetable, aquarium fish, aviary and cage birds, and booksellers' and newsagents' shops, may sell certain goods detailed in the Sixth Schedule to the Act, in addition to those normally stocked.

Under the *Labour and Industry (Bread) Act* 1967 which commenced from December 1967 and permitted the introduction of weekend baking and delivery of bread, a baker may elect to bake on Saturday or Sunday, but not on both days.

Apprenticeship Commission

Victoria's system of apprenticeship training dates back to the passing of the Apprenticeship Act in 1927. This Act established the Apprenticeship Commission of Victoria, which, since it first met in 1928, has been the guiding influence in promoting and supervising apprenticeship in skilled trades in Victoria.

The original legislation of 1927 has been amended and replaced from time to time. The principal Act now in force (No. 6199) is that resulting from a consolidation of Statutes in 1958. This legislation forms the basis of Victoria's apprenticeship system today and is designed to utilise the knowledge, ability, and experience of representatives of

employers and employees, together with the State Government, in supervising the training of indentured apprentices, and co-ordinating technical schools and industry for the purpose of supplementing the training received in employers' workshops.

The Apprenticeship Commission consists of nine members—a President, four employers, and four employee representatives—and is assisted in its functions by trade committees which are appointed under the Act for a trade or group of trades. Trade committees provide specialist advice and make recommendations to the Commission on matters pertaining to the trade or trades for which they are appointed. At present there are thirty-eight trades committees functioning for 143 apprenticeship trades in which more than 29,000 apprentices are employed.

The Apprenticeship Act also provides for the appointment of advisory committees to assist the Commission in its work in country areas. Nineteen such committees are operating at present.

The authority of the Apprenticeship Commission is restricted, by the Apprenticeship Act, to trades which have been proclaimed apprenticeship trades by the Governor in Council. Since 1927 all major trades have been so proclaimed. The Commission maintains a very close liaison with the Education Department in order that the latter may provide appropriate technical school facilities for indentured apprentices, who are directed to attend classes or undertake correspondence courses by the Commission.

Until recently, "day release" training was the only form of schooling available to an apprentice. However, since 1964, the Commission has examined and, in some cases implemented, a system of "block release" training whereby an apprentice obtains his schooling in fortnightly periods instead of attending on specified days or evenings in each week. This system has particular advantages for apprentices in outlying country areas who find it difficult or impossible to attend classes under the "day release" system.

The welfare and training of apprentices in employers' workshops is also supervised by the Commission, which, through its field officers, investigates complaints and carries out routine inspections of the training methods and facilities provided for apprentices by their employers.

The period of apprenticeship for each trade is determined by the Governor in Council on the recommendation of the Commission. It varies from trade to trade depending upon the scope of learning required by the skills of the various trades. The prescribed term is generally either four or five years but in most cases an apprentice, because of his school qualifications or experience, is entitled to a credit of six or twelve months so that the actual terms being served average from four to four and a half years. The first three months of employment is called the probationary period. This period enables the apprentice and employer to assess whether each will be satisfied in the coming years of employment. At or towards the end of the probationary period the Commission will prepare indentures free of cost.

The proclaimed apprenticeship trades and the number of probationers and apprentices employed under the Act on 30 June in

each of the years 1965 to 1969 are shown in the following table. These figures are extracted from the Annual Reports of the Apprenticeship Commission.

VICTORIA—NUMBER OF PROBATIONERS AND APPRENTICES EMPLOYED

Trade	1965	1966	1967	1968	1969
BUILDING TRADES					
Plumbing and Gasfitting	1,860	1,962	2,151	2,368	2,400
Carpentry and Joinery	2,483	2,620	2,923	3,009	3,085
Painting, Decorating, and Signwriting	399	422	459	445	474
Plastering	42	44	56	56	73
Fibrous Plastering	195	190	217	225	204
Bricklaying	136	151	196	208	238
Tile Laying .. .. .	..	..	3	12	19
Stonemasonry .. .. .	..	..	..	..	1
Total Building, etc. ..	5,115	5,389	6,005	6,323	6,494
METAL TRADES					
Engineering	4,354	4,484	4,659	4,454	4,606
Electrical	2,670	2,818	2,983	3,184	3,468
Motor Mechanic	3,284	3,458	3,655	3,825	3,857
Moulding	119	116	122	109	115
Boilermaking and/or Steel Construction	710	741	801	834	954
Sheet Metal	426	420	437	456	482
Electroplating	32	33	28	37	38
Aircraft Mechanic	155	186	201	205	193
Radio Tradesman	302	322	313	331	339
Instrument Making and Repairing	148	178	181	197	200
Silverware and Silverplating	12	13	14	14	13
Vehicle Industry	1,264	1,406	1,525	1,567	1,643
Refrigeration Mechanic	110	121	135	145	179
Optical Tradesmen .. .. .	..	..	..	29	63
Total Metal Trades ..	13,586	14,296	15,054	15,387	16,150
FOOD TRADES					
Breadmaking and Baking	58	63	114	156	144
Pastrycooking	76	82	137	143	179
Butchering and/or Small Goods Making	764	729	691	732	693
Cooking	112	131	172	207	263
Total Food Trades ..	1,010	1,005	1,114	1,238	1,279
MISCELLANEOUS					
Bootmaking	401	301	263	221	173
Printing	1,677	1,707	1,765	1,774	1,792
Hairdressing	1,874	1,937	2,204	2,447	2,570
Dental Mechanic	48	50	59	59	69
Watchmaking	32	36	44	48	53
Furniture	626	747	798	886	956
Glass	3	44	47	54	63
Gardening .. .. .	..	..	2	28	77
Waiting .. .. .	..	..	..	..	7
Total Miscellaneous ..	4,661	4,822	5,182	5,517	5,760
Total	24,372	25,512	27,355	28,465	29,683

Employment and Unemployment

Control of Employment

Commonwealth Department of Labour and National Service

At the Commonwealth level some of the more important of the functions of the Department of Labour and National Service are the operation of the Commonwealth Employment Service; the administration of the *National Service Act 1951-1968*, and the reinstatement of National Servicemen in civil employment under the provisions of the *Defence (Re-establishment) Act 1965-1968*; the formulation of industrial relations policy; conciliation and arbitration in relation to industrial disputes, with special responsibilities for the coal, stevedoring, and maritime industries; analysis, interpretation, and provision of information on the labour market and changes in employment; and the provision of assistance and advice to industry with regard to training, safety, physical working conditions, personnel practices, and food services.

Commonwealth Employment Service

The Commonwealth Employment Service (C.E.S.) was established under section 47 of the *Re-establishment and Employment Act 1945-1966*. The principal functions of the service are to assist people seeking employment to obtain positions best suited to their training, experience, abilities and qualifications; and to assist employers seeking labour to obtain employees best suited to their needs.

The C.E.S. functions within the Employment and Industrial Services Division of the Department on a decentralised basis. At the State level the C.E.S. and the other elements of the Department are under the control of a Regional Director responsible to the Permanent Head of the Department. In Victoria, the Regional Office Headquarters are located in Melbourne and there are twenty-two District Employment Offices in the metropolitan area and fifteen in country centres. In addition there are several agencies, and one full-time branch office, in country towns which work in conjunction with the District Employment Office responsible for the area in which they are located.

Specialist facilities are provided by the C.E.S. for young people, persons with physical and mental handicaps, older workers, ex-members of the defence forces, migrants, rural workers, and persons with professional and technical qualifications. Vocational guidance is provided free of charge by a staff of qualified psychologists. It is available to any person, but is provided particularly for young people, ex-servicemen, and handicapped persons.

The C.E.S. assists in the administration of the unemployment and sickness benefits provisions of the *Social Services Act 1947-1968*. All applicants for unemployment benefit must register at a District Employment Office or agency, which is responsible for certifying whether or not suitable employment can be offered to them.

The C.E.S. is responsible for placing in initial employment all Commonwealth nominated migrant workers coming to Australia under the assisted passage schemes from Great Britain and other countries, and, as required, it provides assistance to other migrants wishing to obtain employment. When migrants coming under Commonwealth nomination arrive in Australia, the C.E.S. arranges for them to move to their initial employment and for their admission, if necessary, to Commonwealth controlled hostels.

Since 1951, the C.E.S. has been responsible for recruiting Australian experts for overseas assignments under the Colombo Plan, the United Nations Development Programme, and other technical assistance schemes. The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development. The C.E.S. also arranges training in industry for students who come to Australia for training under the various technical assistance schemes with which the Commonwealth is associated.

In association with its placement activities, the C.E.S. carries out regular surveys of the labour market in all areas and industries and supplies detailed information to interested Commonwealth and State Government departments and instrumentalities and to the public. It also advises employers, employees, and others on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

No charge is made for any of the services rendered by the C.E.S. Particulars of the major activities of the C.E.S. during the five years ended 30 June 1969 are given in the following table :

VICTORIA—COMMONWEALTH EMPLOYMENT SERVICE

Particulars	Year Ended 30 June—				
	1965	1966	1967	1968	1969
Applications for Employment* ..	200,707	237,026	251,065	271,994	261,537
Number Placed in Employment ..	95,796	96,974	101,611	108,748	116,477
Number of Vacancies Notified ..	166,447	151,345	156,488	154,682	165,493
Vacancies at 30 June	17,901	13,751	11,459	9,411	11,777

* Includes unemployed persons and persons already in employment who are seeking improved positions.

Work Force

Introduction

At the 1961 and previous Censuses, the work force was determined as: "Those who are engaged in an industry, business, profession, trade or service at the time of the Census (including those on long service leave, etc.)"; and ". those out of a job at time of the Census but who are usually engaged in an industry, business, profession, trade or service"

At the 1966 Census, additional questions were asked in order to obtain information on the basis of which the work force could be determined more precisely.

The work force now includes all persons who did any paid work for an employer or who had a job as an employee from which they were temporarily absent or who were looking for work. Persons helping but not receiving wages or a salary who usually worked less than 15 hours a week were excluded from the work force.

The net effect of the new definition is to include approximately 33,000 additional persons in the Victorian work force, i.e., a proportionate increase in the Victorian work force of approximately 2.5 per cent. The major factor in this change was females working part-time (sometimes for only a few hours a week) some of whom, in 1961, did not consider themselves as ". engaged in an industry, business, profession, trade or service".

Occupational Status

The occupational status of persons classified as in the work force at population census date covers two broad groups: those employed and those unemployed. The first group includes employers, self-employed employees, and helpers working more than 15 hours a week.

Industry

Persons in the work force were asked to state industry in accordance with the following instructions :

State the exact branch of industry, business or service in which mainly engaged last week, using two or more words where possible. For example, 'Dairy Farming', 'Coal Mining', 'Woollen Mills', 'Retail Grocery', 'Road Construction', etc. Employees should state the industry of their employer. For example, a carpenter employed by a coal mining company should state 'Coal Mining'. If employed by a Government Department or other public body, state also its name. For paid housekeepers and domestic servants in private households, write 'P.H.'

From the answers to this question, persons were classified according to the Bureau's "Classification of Industries" which provides for each person to be classified according to the nature of the business in which the person is mainly engaged, regardless of whether operated by a government authority, corporation, or individual.

The precise classification of persons in the work force according to industry is extremely difficult but subject to continuing efforts to improve the quality of the data from census to census. Consequently the comparison of data compiled at the 1966 Census with that obtained at previous censuses is not only influenced by changes in the definition and content of the work force, but by the different responses which may have been evoked by efforts to improve the questions on the Census Schedule, and by some changes in coding rules designed to rectify known deficiencies in the data. Classification is difficult mainly because of the problem of conveying through a printed form the exact nature of the information required (e.g., the conceptual difference between "occupation" and "industry") and the consequential inadequacy of many replies.

The following tables show the work force at the Census of 30 June 1966, classified according to occupational status, in conjunction with age and in conjunction with industry. Further information on the 1966 Census is given in Part 3 of this *Year Book*. Information on the 1961 Census will be found on pages 208-9 of the *Victorian Year Book 1967*.

VICTORIA—MALES AND FEMALES IN THE WORK FORCE
CLASSIFIED ACCORDING TO OCCUPATIONAL STATUS IN
CONJUNCTION WITH AGE : CENSUS, 30 JUNE 1966

Age Last Birthday (Years)	Employed					Unem- ployed	Total in Work Force
	Employer	Self- Employed	Employee (On Wage or Salary)	Helper (Not on Wage or Salary)	Total		
MALES							
15-19	295	1,339	83,896	1,440	86,970	1,931	88,901
20-24	1,813	5,116	103,211	521	110,661	1,470	112,131
25-29	4,950	8,500	90,236	213	103,899	996	104,895
30-34	7,084	9,860	80,423	115	97,482	835	98,317
35-39	9,433	12,023	87,630	105	109,191	847	110,038
40-44	10,285	11,911	85,092	99	107,387	825	108,212
45-49	9,445	10,511	70,165	88	90,209	778	90,987
50-54	8,656	9,952	65,344	100	84,052	716	84,768
55-59	6,716	8,807	54,085	127	69,735	732	70,467
60-64	4,337	6,728	38,397	155	49,617	640	50,257
65 and over	4,222	7,555	18,738	370	30,885	369	31,254
Total in Work Force	67,236	92,302	777,217	3,333	940,088	10,139	950,227
FEMALES							
15-19	122	300	81,802	626	82,850	2,223	85,073
20-24	699	1,020	69,849	585	72,153	1,336	73,489
25-29	1,205	1,686	34,010	693	37,594	707	38,301
30-34	1,716	2,108	27,801	769	32,394	609	33,003
35-39	2,428	2,571	34,186	936	40,121	613	40,734
40-44	2,807	2,622	37,483	1,079	43,991	543	44,534
45-49	2,495	2,577	30,969	994	37,035	416	37,451
50-54	2,078	2,397	25,880	877	31,232	343	31,575
55-59	1,454	1,835	17,844	623	21,756	255	22,011
60-64	784	1,265	9,029	448	11,526	116	11,642
65 and over	959	1,627	5,772	561	8,919	89	9,008
Total in Work Force	16,747	20,008	374,625	8,191	419,571	7,250	426,821

VICTORIA—MALES AND FEMALES IN THE WORK FORCE
CLASSIFIED ACCORDING TO INDUSTRY IN CONJUNCTION
WITH OCCUPATIONAL STATUS : CENSUS, 30 JUNE 1966

Industry	Employed					Un- employed	Total in the Work Force
	Em- ployer	Self Em- ployed	Em- ployee (On Wage or Salary)	Helper (Not on Wage or Salary)	Total		
MALES							
Primary Production ..	17,115	45,758	27,174	2,267	92,314	477	92,791
Mining and Quarrying ..	94	92	4,574	2	4,762	37	4,799
Manufacturing ..	7,974	6,066	295,682	179	309,901	1,779	311,680
Electricity, Gas, Water and Sanitary Services (Pro- duction, Supply and Maintenance) ..	95	87	31,142	20	31,344	72	31,416
Building and Construction ..	9,923	12,038	81,583	96	103,640	1,143	104,783
Transport and Storage ..	2,907	7,853	51,612	42	62,414	428	62,842
Communication ..	..	2	23,180	12	23,194	68	23,262
Finance and Property ..	1,221	1,627	27,285	22	30,155	64	30,219
Commerce ..	16,244	10,845	106,991	253	134,333	806	135,139
Public Authority (n.e.i.) and Defence Services ..	..	..	41,890	..	41,890	74	41,964
Community and Business Services (Including Pro- fessional) ..	6,011	2,462	56,256	191	64,920	167	65,087
Amusement, Hotels and Other Accommodation, Cafes, Personal Service, etc. ..	5,483	5,156	23,284	157	34,080	364	34,444
Other Industries ..	4	7	16	..	27	1	28
Industry Inadequately Described or Not Stated	165	309	6,548	92	7,114	4,659	11,773
Total in the Work Force	67,236	92,302	777,217	3,333	940,088	10,139	950,227
FEMALES							
Primary Production ..	2,826	6,341	5,678	4,261	19,106	73	19,179
Mining and Quarrying ..	9	8	380	2	399	1	400
Manufacturing ..	1,800	1,640	122,079	361	125,880	930	126,810
Electricity, Gas, Water and Sanitary Services (Pro- duction, Supply and Maintenance) ..	12	3	2,361	4	2,380	3	2,383
Building and Construction ..	635	277	2,980	183	4,075	18	4,093
Transport and Storage ..	321	288	5,745	111	6,465	36	6,501
Communication ..	..	2	6,523	12	6,537	39	6,576
Finance and Property ..	126	250	20,022	47	20,445	75	20,520
Commerce ..	6,062	5,376	68,248	1,170	80,856	496	81,352
Public Authority (n.e.i.) and Defence Services ..	..	..	11,214	2	11,216	38	11,254
Community and Business Services (Including Pro- fessional) ..	841	1,640	84,917	427	87,825	497	88,322
Amusement, Hotels, and Other Accommodation, Cafes, Personal Service, etc. ..	3,993	3,871	36,953	819	45,636	441	46,077
Other Industries ..	..	1	6	..	7	1	8
Industry Inadequately Described or Not Stated	122	311	7,519	792	8,744	4,602	13,346
Total in the Work Force	16,747	20,008	374,625	8,191	419,571	7,250	426,821

Wage and Salary Earners in Civilian Employment

General

Estimates of wage and salary earners in civilian employment are based on comprehensive data (referred to here as "bench-marks") derived for the purpose from the population Censuses of June 1954 and June 1961. For the intercensal period 1954-1961 and from July 1961 to February 1969, the figures shown are estimates designed to measure month-to-month changes in the sector of employment to which the bench-marks relate. The series is being revised in the light of the 1966 population Census results, and will be published on the revised basis in future *Year Books*.

Between population Censuses the employment data are obtained from three main sources, namely, (a) current pay-roll tax returns; (b) current returns from government bodies; and (c) some other direct current records of employment (e.g., for hospitals). The total of recorded employment is supplemented each month by estimates of changes in the number of wage and salary earners not covered by the foregoing collections.

The figures relate only to civilian wage and salary earners. They, therefore, exclude employers, self-employed persons, unpaid helpers, and defence forces. Also excluded, because of the inadequacy of current data, are employees in rural industry and in private domestic service.

Pay-roll tax returns are lodged at present by all employers paying more than \$400 a week in wages (other than certain Commonwealth Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the *Pay-roll Tax Assessment Act 1941-1968*).

The level of the estimates is affected by the exclusion of many employees from the 1954 and 1961 Census bench-marks; nevertheless, they measure reasonably well the short-term trends in employment *in the defined field*. However, they may be less reliable for longer term measurement. Conceptual differences between bench-mark and pay-roll data, and changes in such factors as labour turnover, multiple jobholding, and part-time working all affect the trend over longer periods.

At the 1954 and 1961 population Censuses, those persons who were not stated to be engaged in an industry, business, profession, trade, or service were required to be described as students, pensioners, engaged in home duties, etc., and were automatically classified as not being in the work force. It is believed that many persons—particularly married women—classified themselves according to their main or usual activity or status (e.g., home duties) and overlooked the part-time or casual employment that they had at the time of the Census. Had the Census questions been designed to obtain particulars of each person's actual activity during a specified period (as the 1966 population Census work force questions were), so that all employees who did any paid work at all, or who had a job, would have been included, these persons would have been counted in the total of employed wage and salary earners.

The scope of the unrevised monthly series is similar and subject to the same limitations as that of the population Census bench-marks. The totals shown do not necessarily represent, at any point of time, the total numbers of wage and salary earners employed full-time or part-time in those areas or industries. Instead, they represent the estimated numbers of persons who would have been counted as wage and salary earners at a population Census in which the concepts and definitions were the same as those of the 1961 Census.

The concepts and definitions adopted at the 1966 Census conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians: all persons who did any paid work for an employer or who had a job as an employee from which they were temporarily absent were classified as employed wage and salary earners. Census figures, which show particulars of the occupational status and industry of the population, are *not* comparable with those in this section

because they are based on different work force concepts and definitions and on a different method of allocating persons to industries. Furthermore, the figures in this section are still based on June 1961 benchmarks.

The following table shows, for Victoria, the estimated number of wage and salary earners in civilian employment (excluding employees in rural industry and private domestic service) in the principal industry groups at June of each of the years 1954, 1961, and 1965 to 1968 and at February 1969. The number of employees of government bodies and private employers is also shown. The industry classification used throughout the series is that of the population Census, June 1961.

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT : INDUSTRY GROUPS*
(’000)

Industry Group	June 1954	June 1961	June 1965	June 1966	June 1967	June 1968	February 1969
MALES							
Mining and Quarrying ..	3.9	4.6	4.8	4.9	4.7	4.7	4.4
Manufacturing † ..	235.2	259.1	305.1	304.7	310.3	312.6	320.7
Electricity, Gas, Water, and Sanitary Services ..	23.9	29.8	30.1	30.8	30.9	31.2	31.2
Building and Construction	65.8	72.3	74.4	76.2	76.0	79.7	79.8
Road Transport and Storage ..	16.6	18.9	21.0	21.1	21.4	22.1	22.5
Shipping and Stevedoring	9.7	8.5	8.7	8.4	8.1	8.3	8.6
Rail and Air Transport ..	16.7	18.0	18.9	19.4	19.0	19.4	19.7
Communication ..	17.9	21.7	23.1	23.3	24.0	24.6	24.8
Finance and Property ..	16.7	23.6	28.0	29.2	30.6	32.1	33.5
Retail Trade ..	45.2	52.8	56.8	56.9	57.1	58.3	58.7
Wholesale and Other Commerce ..	36.9	44.9	50.0	51.0	50.9	52.1	53.4
Public Authority Activities (n.e.i.) ..	23.5	24.5	27.1	28.2	29.8	31.0	31.6
Health, Hospitals, etc. ..	6.8	8.6	9.6	9.7	10.0	10.2	10.5
Education ..	10.7	16.1	21.4	23.0	23.8	25.8	27.1
Amusement, Hotels, Personal Service, etc. ‡ ..	17.6	19.1	21.0	22.2	22.8	24.0	24.9
Other § ..	16.3	21.1	23.5	24.3	25.2	27.0	27.2
Total ..	563.4	643.6	723.5	733.4	744.8	763.1	778.6
Private ..	404.5	463.8	534.7	538.8	546.0	559.5	574.7
Government || ..	158.9	179.8	188.8	194.6	198.8	203.6	203.9
Total ..	563.4	643.6	723.5	733.4	744.8	763.1	778.6
FEMALES							
Mining and Quarrying ..	0.1	0.2	0.2	0.3	0.3	0.3	0.3
Manufacturing † ..	85.5	91.6	116.4	117.5	120.6	123.3	128.8
Electricity, Gas, Water, and Sanitary Services ..	1.7	2.2	2.5	2.6	2.6	2.5	2.7
Building and Construction	0.9	1.6	1.9	2.0	2.1	2.3	2.4
Road Transport and Storage ..	1.4	1.8	2.1	2.3	2.3	2.3	2.2
Shipping and Stevedoring	0.4	0.6	0.7	0.7	0.7	0.7	0.7
Rail and Air Transport ..	2.1	2.2	2.2	2.4	2.5	2.5	2.5
Communication ..	4.9	5.3	6.0	6.1	6.4	6.5	6.7
Finance and Property ..	9.2	16.1	18.6	19.6	20.5	21.4	22.6
Retail Trade ..	34.4	41.2	45.1	47.1	50.0	50.6	52.1
Wholesale and Other Commerce ..	9.9	12.3	14.1	14.9	15.0	15.4	15.8
Public Authority Activities (n.e.i.) ..	8.2	9.7	10.7	11.7	12.6	13.2	13.8
Health, Hospitals, etc. ..	19.9	27.8	32.6	33.7	34.2	34.8	35.2
Education ..	12.9	20.6	25.7	27.9	29.8	31.9	34.0
Amusement, Hotels, Personal Service, etc. ‡ ..	16.5	19.8	21.8	23.2	24.1	25.3	25.9
Other § ..	8.6	13.2	15.8	16.4	17.3	18.0	19.0
Total ..	216.7	266.2	316.3	328.4	340.9	350.9	364.6
Private ..	184.9	223.2	266.3	274.8	285.2	292.3	301.5
Government || ..	31.8	43.0	50.0	53.6	55.7	58.6	63.1
Total ..	216.7	266.2	316.3	328.4	340.9	350.9	364.6

For footnotes see next page.

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT :
INDUSTRY GROUPS*—continued
(’000)

Industry Group	June 1954	June 1961	June 1965	June 1966	June 1967	June 1968	February 1969
PERSONS							
Mining and Quarrying ..	4.0	4.8	5.0	5.2	5.0	5.0	4.7
Manufacturing † ..	320.7	350.7	421.5	422.2	430.9	435.9	449.5
Electricity, Gas, Water, and Sanitary Services ..	25.6	32.0	32.6	33.4	33.5	33.7	33.9
Building and Construction	66.7	73.9	76.3	78.2	78.1	82.0	82.2
Road Transport and Storage ..	18.0	20.7	23.1	23.4	23.7	24.4	24.7
Shipping and Stevedoring	10.1	9.1	9.4	9.1	8.8	9.1	9.3
Rail and Air Transport ..	18.8	20.2	21.1	21.8	21.5	21.9	22.1
Communication ..	22.8	27.0	29.1	29.4	30.4	31.1	31.5
Finance and Property ..	25.9	39.8	46.6	48.8	51.1	53.5	56.1
Retail Trade ..	79.6	94.0	101.9	104.0	107.1	108.9	110.9
Wholesale and Other Commerce ..	46.8	57.2	64.1	65.9	65.9	67.5	69.2
Public Authority Activities (n.e.i.) ..	31.7	34.2	37.8	39.9	42.4	44.1	45.4
Health, Hospitals, etc. ..	26.7	36.4	42.2	43.4	44.2	45.0	45.7
Education ..	23.6	36.7	47.1	50.9	53.6	57.7	61.1
Amusement, Hotels, Per- sonal Service, etc. ‡ ..	34.1	38.9	42.8	45.4	46.9	49.3	50.7
Other § ..	24.9	34.3	39.3	40.7	42.5	44.9	46.0
Total ..	780.1	909.8	1,039.8	1,061.8	1,085.7	1,114.0	1,143.2
Private ..	589.4	687.0	801.0	813.6	831.2	851.8	876.2
Government || ..	190.7	222.8	238.8	248.2	254.5	262.2	267.0
Total ..	780.1	909.8	1,039.8	1,061.8	1,085.7	1,114.0	1,143.2

* Excludes employees in rural industry and private domestic service, and Defence Forces.

† Includes employees engaged in selling and distribution, who are outside the scope of the factory employment figures as defined and published in Part 7 of the *Year Book*.

‡ Includes restaurants and hairdressing.

§ Includes forestry, fishing and trapping; law, order, and public safety; religion and social welfare; and other community and business services.

|| Includes employees of Commonwealth, State, semi-government, and local government bodies.

Government Bodies

The following table includes employees of government bodies on services such as railways, tramways, banks, post office, air transport, education (including universities), broadcasting, television, police, public works, factories and munitions establishments, departmental hospitals and institutions, migrant hostels, etc., as well as administrative employees :

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN
EMPLOYMENT : GOVERNMENT BODIES
(’000)

Year	Commonwealth Government			State and Semi-Government			Local Government			Total Government		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1954 June ..	50.5	14.6	65.1	96.3	16.0	112.3	12.1	1.2	13.3	158.9	31.8	190.7
1961	54.3	15.1	69.4	110.7	26.1	136.8	14.8	1.8	16.6	179.8	43.0	222.8
1965	58.9	16.9	75.7	114.2	31.1	145.3	15.7	2.1	17.8	188.8	50.0	238.8
1966	60.8	18.2	79.0	117.8	33.2	151.0	16.0	2.2	18.2	194.6	53.6	248.2
1967	62.9	19.1	82.0	119.6	34.3	153.9	16.3	2.3	18.7	198.8	55.7	254.5
1968	64.1	19.3	83.4	121.6	36.8	158.4	17.8	2.5	20.3	203.6	58.6	262.2
1969 Feb. ..	65.2	20.2	85.4	122.2	40.3	162.5	16.5	2.6	19.1	203.9	63.1	267.0

Further References

Further details on subjects dealt with in this part are contained in other publications of the Commonwealth Bureau of Census and Statistics. Detailed information on employment and unemployment is contained in the monthly mimeographed bulletin *Employment and Unemployment*. Current information is also available in the *Monthly Review of Business Statistics* and the *Victorian Monthly Statistical Review*, and preliminary estimates of civilian employment are issued in a monthly statement *Wage and Salary Earners in Civilian Employment*. In addition, wages information is published monthly in the bulletin *Wage Rates and Earnings*. Seasonally adjusted series of employment and unemployment statistics are also available.

Prices

Retail Price Indexes

General

A retail price index is designed to measure the change over time in the level of retail prices in a selected field. The basic principle of an index is to select a list of commodities and services which are representative of the field to be covered, and to combine the prices of these commodities and services at regular intervals by the use of "weights" which represent the relative importance of the items in that field.

Five series of retail price indexes have been compiled for Australia by the Commonwealth Statistician at various times before the current Consumer Price Index was introduced in 1960.

Information about retail price indexes in general and retail price indexes compiled by the Commonwealth Statistician before 1960 is set out on pages 510 to 513 of the *Victorian Year Book 1964*.

Consumer Price Index

The Consumer Price Index is a quarterly measure of variations in retail prices of goods and services representing a high proportion of the expenditure of wage earners' households.

The Consumer Price Index covers a wide range of commodities and services arranged in the following five major groups: Food, Clothing and Drapery, Housing, Household Supplies and Equipment, Miscellaneous. These groups do not include every item of household spending. It is both impracticable and unnecessary for them to do so.

Changes in the pattern of expenditure of wage earner households since 1950 have been such as to require the construction of the Index with additional items and changes in weighting patterns at intervals (rather than on the basis of a list of items and set of weights which remain unchanged throughout the period).

The Consumer Price Index is, therefore, a chain of "fixed weight aggregative" indexes with significant changes in composition and weighting having previously been effected at the links of June Quarter 1952, June Quarter 1956, March Quarter 1960, and December Quarter 1963. Details of the principal changes made at these points of time are shown in the *Victorian Year Books* 1964 and 1968.

A further link in the Index was made at December Quarter 1968. Changes from the previous (fifth) linked series were :

- (1) The weights of all items were reviewed and, generally, are now based on the pattern of consumption of the years 1962-63 to 1966-67 ;
- (2) poultry, rented privately owned flats, the cost of tradesmen's labour for household repairs and maintenance, heating oil and briquettes in some cities, services by dentists, doctors, hospital and health insurance funds, and some other new items of less significance were added to the list of items, and some items of minor significance were deleted ;
- (3) the weights for housing took account of data derived from the population Census of 1966, and the weight of "house price" was adjusted to reflect a rate of acquisition over the period between the population Censuses of 1947 and 1966 ;
- (4) special household surveys were undertaken in 1968 in each city to revise the weights for repairs and maintenance and fuel (other than gas and electricity) ;
- (5) the weights for gas and electricity, and fares are based on the estimates of the pattern of consumption in 1966-67 ; and
- (6) potatoes and onions are priced each week and the average of the relevant weekly prices are used in the Index as the representative price for each month.—Other food items continue to be priced as at the middle of each month. Local weights for individual cities are now used for soft drink.

The sets of weights used for the different periods covered by the Index have been derived from analysis of statistics of production and consumption, censuses of population and retail establishments, the continuing Survey of Retail Establishments, from information supplied by manufacturing, commercial and other relevant sources, and from special surveys.

Until the December Quarter 1968, the Index had been compiled for each quarter from the September Quarter 1948 and each financial year from 1948-49, the reference base year being 1952-53=100·0. As from the March Quarter 1969, the reference base year has been changed to that of 1966-67=100·0. Index numbers for past periods have been re-calculated on the new base year. Apart from slight rounding differences, index numbers for past periods have exactly the same percentage movement on either reference base.

“All Groups” index numbers, and group index numbers for each of the five major groups are compiled and published regularly for the six State capital cities separately and combined and for Canberra. The separate city indexes measure price movements within each city individually. They enable comparisons to be drawn between cities about differences in degree of price movement, but not about differences in price level. Similarly, the separate group indexes measure price movement of each group individually. They enable comparisons to be drawn about differences in the degree of price change in the different groups, but do not show the comparative cost of the different groups.

Consumer Price Index numbers for Melbourne are shown in the following table:

MELBOURNE—CONSUMER PRICE INDEX
(Base of Each Index : Year 1966-67 = 100·0)

Year Ended 30 June—	Food	Clothing and Drapery	Housing	Household Supplies and Equipment	Miscell- aneous	All Groups
1960	85·7	91·9	73·8	92·2	82·2	85·3
1961	92·4	93·6	82·2	93·6	84·6	89·5
1962	90·7	94·6	85·6	94·9	84·7	89·8
1963	89·4	94·9	87·6	94·8	84·9	89·7
1964	90·3	95·5	89·4	93·6	85·7	90·4
1965	95·1	96·9	92·0	95·8	90·6	94·0
1966	99·0	98·0	96·3	98·7	95·1	97·5
1967	100·0	100·0	100·0	100·0	100·0	100·0
1968	106·3	102·1	103·8	101·4	102·5	103·7
1969	107·3	104·2	107·9	102·9	107·3	106·2

Retail Prices of Food

The average retail prices of various food and grocery items in Melbourne are shown in the following table. The figures represent the means of the monthly prices as at the fifteenth day of each month in the years 1946, 1956, and 1966 to 1968.

MELBOURNE—AVERAGE RETAIL PRICES OF SELECTED COMMODITIES*

Item	Unit	1946	1956	1966	1967	1968
cents						
Groceries, etc.—						
Bread (Delivered) ..	2 lb	4.6	12.6	17.0	17.8	19.0
Flour—Self Raising ..	2 lb pkt	6.2	16.0	16.4	17.2	18.3
Tea† ..	lb	22.5	68.8	31.6	31.6	31.7
Sugar‡ ..	lb	3.3	8.0	36.7	39.5	42.4
Jam, Plum ..	1½ lb	9.6	22.6	28.6	29.6	32.0
Peaches, Canned†† ..	29 oz	12.0	29.3	28.3	28.4	28.9
Pears, Canned†† ..	29 oz	12.9	30.7	28.5	28.7	29.5
Potatoes ..	7 lb	7.0	77.0	34.4	46.2	57.8
Onions ..	lb	2.1	11.1	11.5	10.7	14.0
Dairy Produce, etc.—						
Butter ..	lb	17.1	45.0	49.8	49.8	50.2
Eggs, New Laid§ ..	doz	21.1	57.5	68.6	65.2	65.0
Bacon Rashers|| ..	lb	18.9	69.3	50.4	52.2	51.5
Milk—Condensed ..	tin	8.6	18.8	20.5	21.2	22.0
„ Fresh, Bottled¶	quart	6.2	15.0	17.9	18.2	19.0
Meat—						
Beef, Sirloin ..	lb	11.1	35.0	59.4	61.0	62.5
„ Ribs** ..	lb	9.1	34.6	55.3	59.5	61.9
„ Steak, Rump ..	lb	17.2	49.7	89.2	98.4	107.6
„ „ Chuck ..	lb	8.3	29.3	47.3	50.7	51.9
„ Sausages ..	lb	6.9	19.6	28.3	31.4	31.8
„ Corned Silverside ..	lb	10.0	34.2	54.5	59.9	63.1
„ „ Brisket ..	lb	7.5	24.4	39.5	42.8	45.0
Mutton, Leg ..	lb	9.4	23.5	27.5	29.9	28.8
„ Forequarter ..	lb	5.6	15.2	19.5	20.7	20.1
„ Chops, Loin ..	lb	9.0	23.3	26.6	28.4	27.5
„ „ Leg ..	lb	9.6	24.7	30.1	32.0	31.8
Pork, Leg ..	lb	13.2	52.2	57.0	64.4	65.2
„ Loin ..	lb	13.9	53.0	59.2	65.8	67.7
„ Chops ..	lb	14.7	52.6	58.7	65.6	67.5

* In some cases the averages are price relatives.

† From 1962 ½ lb.

‡ From 1966 4 lb.

§ Extra large grade as from April 1961; 24 oz from August 1965.

|| From 1965 ½ lb "pre-pack".

¶ Delivered. Milk prices prior to 1950 are for loose milk.

** Prior to 1955 prices are for "Bone-in".

†† Prior to 1956 30 oz tins.

Wholesale Price Indexes

Since 1928, the Commonwealth Statistician has compiled a wholesale price index known as the Wholesale Price (Basic Materials and Foodstuffs) Index. Through the years the validity of the weighting and the representativeness of the Index have become increasingly affected by changes in usage and in industrial structures. For this and other reasons, new indexes of wholesale price movements are being prepared which will ultimately replace the Wholesale Price (Basic Materials and Foodstuffs) Index. The first of these, which refers to materials used in building other than house building, has been issued (see below). Others to follow in due course will cover, respectively, materials used in house building and in manufacturing industry.

Meanwhile, the Commonwealth Statistician is continuing the monthly publication, in abbreviated form, of the Wholesale Price (Basic Materials and Foodstuffs) Index. Index figures for each group of commodities contained in the Index may be found for years up to 1967-68 in the 1969 *Victorian Year Book* and previous issues.

Wholesale Price Index of Materials Used in Building Other than House Building

This Index was introduced in April 1969 and to a considerable extent provides an up-to-date replacement for the Building Materials Group of the Wholesale Price (Basic Materials and Foodstuffs) Index. It is issued monthly.

The Index measures changes in prices of selected materials used in the construction of buildings other than houses and "low-rise" flats (in general those up to three storeys). It includes seventy-two items, combined in eleven groups, in addition to an "All Groups" Index. Although the selected materials (or many of them) are also used in house (and low-rise flat) building, in building repair, maintenance and alteration work, and in "engineering construction" work (e.g., projects such as roads, dams, bridges, and the like), the weighing pattern of the Index, being designed for the specific purpose mentioned above, is not applicable to these other activities of the construction industry. In addition, since the weights are based on an average materials usage over a range of types of building within the defined area (building other than house building), the Index is not necessarily applicable to any specific building or type of building included in that area.

The Index is a fixed-weights index and is calculated by the method known as "the weighted arithmetic mean of price relatives". The items and weights were derived from reported values of materials used in selected representative buildings constructed in or about 1966-67. The single weighting pattern relates to the whole of Australia, and is applied (with minor exceptions) in calculating indexes for each State capital city.

Prices are collected as at the mid-point of the month to which the Index refers, or as near thereto as practicable. They relate to specified standards of each commodity and are obtained in all State capital cities from representative suppliers of materials used in building. There are, however, some exceptions to the use of local prices in the indexes for each capital city. The main exception is that, for each city, the whole of the group Electrical Installation Materials and the majority of the items in the group Mechanical Services Components are based on Sydney and Melbourne price series.

Index numbers for each of the eleven groups and for "All Groups" have been compiled for the six State capital cities separately and combined for each month from July 1966 and for the financial years from 1966-67. The reference base year for each index is 1966-67 = 100·0.

The separate city indexes measure price movements within each capital city individually. They enable comparisons to be drawn between cities about differences in degree of price movement from period to period, but not about differences in price level.

Index numbers for Melbourne are shown in the following table :

**MELBOURNE—WHOLESALE PRICE INDEX OF MATERIALS
USED IN BUILDING OTHER THAN HOUSE BUILDING**

(Base of Each Index : Year 1966-67 = 100·0)

Group	1966-67	1967-68	1968-69
Concrete Mix, Cement, Sand, etc. ..	100·0	99·9	101·1
Cement Products	100·0	101·0	103·1
Bricks, Stone, etc.	100·0	102·4	107·3
Timber, Board and Joinery	100·0	100·8	104·0
Steel and Iron Products	100·0	102·4	106·2
Aluminium Products	100·0	100·9	104·0
Other Metal Products	100·0	105·8	106·7
Plumbing Fixtures	100·0	102·4	103·4
Miscellaneous Materials	100·0	102·8	104·3
Electrical Installation Materials	100·0	100·9	102·1
Mechanical Services Components ..	100·0	101·4	108·0
All Groups	100·0	101·7	105·0

Wholesale Prices of Principal Products

The following table shows the monthly average of Melbourne wholesale prices of the principal agricultural, dairying, and pastoral food products for the years 1946, 1956, and 1966 to 1968 :

MELBOURNE—WHOLESALE PRICES

Item	Unit	1946	1956	1966	1967	1968
cents						
Agriculture—						
Wheat	bushel	39.4	134.9	153.6	157.3	165.9
Barley, English	"	60.8	142.0	146.6	150.8	154.4
Oats, Milling	"	37.9	65.1	90.4	87.3	102.0
Maize	"	85.0	166.7	270.0	190.0	264.6
\$						
Bran	ton	12.00	43.38	42.22	43.35	46.02
Pollard	"	12.00	43.38	45.22	46.35	49.02
Flour (First Quality) ..	"	25.80	64.15	84.09	85.36	88.31
Chaff	"	13.50	32.87	52.17	47.33	64.50
Potatoes	"	15.00	165.22	45.95	71.42	90.82
Onions	"	29.25	146.65	115.63	95.03	132.80
cents						
Dairy and Farmyard Produce—						
Butter	lb	14.9	42.0	48.0	48.0	48.0
Bacon	"	12.9	46.7	52.8	55.4	58.6
Ham	"	15.4	54.8	68.3	72.8	70.2
Cheese (Matured)	"	13.8	32.1	35.3	37.0	37.0
Honey	"	6.3	14.4	14.6	14.8	14.4
Eggs*	doz	18.1	50.6	60.4	56.8	57.3
\$						
Butchers' Meat—						
Beef, Prime	100 lb	6.11	14.27	25.51	26.96	27.04
cents						
Mutton	lb	4.6	11.0	12.3	12.0	10.3
Veal	"	5.0	19.4	27.8	31.5	32.1
Pork	"	8.1	33.2	31.3	37.4	36.3
Lamb	"	7.8	22.8	20.7	23.2	20.0

* Extra large grade from April 1961 ; 24 oz from August 1965.

Export Price Index

The Export Price Index is a fixed-weights index. Its purpose is to provide comparisons monthly over a limited number of years of the level of export prices of the selected items, making no allowance for variations in quantities exported. The index numbers are thus measures

of price change only. The price series used in the Index relate to specified standards for each commodity and, in most cases, are combinations of prices for a number of representative grades, types, etc.

For some commodities, price movements in the predominant market, or markets, are used, while, for other commodities, average realisations in all export markets are used. As nearly as possible, prices used are on the basis free on board (f.o.b.) at the main Australian ports of export.

There are twenty-nine items in the Index with weights based on average annual values of exports during the five years 1956-57 to 1960-61. During that period these items constituted approximately 83 per cent of the total value of Australian exports. In 1966-67 and 1967-68, this proportion has decreased to less than 75 per cent of the total value, and, because of this, a review of the content and weighting pattern of the Index is proceeding.

The Export Price Index has been compiled for each month from July 1959.

EXPORT PRICE INDEX NUMBERS (Base of Each Index : Year 1959-60 = 100)

Period	Wool	Meats	Dairy Produce	Cereals	Dried and Canned Fruits	Sugar	Hides and Tallow	Metals and Coal	Gold	All Groups
1959-60 ..	100	100	100	100	100	100	100	100	100	100
1960-61 ..	92	104	82	99	99	101	92	97	100	95
1961-62 ..	97	100	81	106	95	91	84	91	100	96
1962-63 ..	104	101	88	107	90	107	72	89	100	101
1963-64 ..	120	105	93	107	98	175	73	101	100	114
1964-65 ..	102	110	94	107	100	100	91	123	101	105
1965-66 ..	107	120	86	107	102	84	107	122	101	107
1966-67 ..	103	124	84	114	101	67	89	117	101	105
1967-68 ..	95	125	79	109	95	67	67	120	104	100
1968-69 ..	99	131 *	72	104	96 *	72 *	73	123	117	102 *

* Subject to revision.

Further Reference

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS—*Labour Reports*.
Canberra, Government Printer.