

CHAPTER 3. WAGES AND HOURS

Arbitration and Wages Board Acts and associated legislation

1. General

Particulars regarding the operation of Commonwealth and State Acts for the regulation of wages, hours and conditions of work were first compiled for the year 1913 and particulars for later years have appeared in subsequent issues of the Labour Report.

2. Laws regulating industrial matters

The principal Acts in force regulating rates of wage, hours of labour and working conditions generally in both Commonwealth and State jurisdictions at the end of 1966 are listed below:

COMMONWEALTH

Conciliation and Arbitration Act 1904–1966
Public Service Arbitration Act 1920–1966
Coal Industry Act 1946–1966
Stevedoring Industry Act 1956–1966
Snowy Mountains Hydro-electric Power Act 1949–1966
Navigation Act 1912–1966

STATES

New South Wales . . . *Industrial Arbitration Act*, 1940–1966
 Coal Industry Act, 1946–1965

Victoria *Labour and Industry Act* 1958 as amended to 1966

Queensland *'The Industrial Conciliation and Arbitration Acts, 1961 to 1964'*

South Australia *Industrial Code*, 1920–1966
 Public Service Arbitration Act, 1961–1965

Western Australia *Industrial Arbitration Act*, 1912–1966
 Mining Act, 1904–1965
 Public Service Arbitration Act, 1966

Tasmania *Wages Boards Act* 1920 as amended to 1966
 Public Service Tribunal Act 1958 as amended to 1963

3. Methods of administration

(i) Commonwealth

(a) *Conciliation and Arbitration Act*. Under placitum (xxxv) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to 'conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State'. The Parliament has made such a law, namely, the Conciliation and Arbitration Act.

This Act 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 1920-1966* (see page 48) 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 Conciliation and Arbitration Act was extensively amended by Act No. 44 of 1956. 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 under the Act, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. In recent years a number of other amendments have been made to the Act, the latest amending Act being No. 64 of 1966. A summary of the provisions of the *Conciliation and Arbitration Act 1904-1966* is given in the following paragraphs.

(b) *The Commonwealth Industrial Court.* The Commonwealth Industrial Court is at present composed of a Chief Judge and five other Judges and the Act provides that the jurisdiction of the Commonwealth Industrial Court shall be exercised by not less than two Judges except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to a dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility for membership of an organisation, disputes between an organisation and its members and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than two Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court. In general, decisions of the Industrial Court are final; however, an appeal lies to the High Court, but only when the latter grants leave to appeal. Provision is made for the registration of employer and employee associations. In matters involving disputed elections in organisations, the Court may direct the Registrar to make investigations, and if necessary order a new election. The Act also provides for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organisation. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court on matters arising under this Act or the *Public Service Arbitration Act 1920-1966*, the parties may, if they wish and the Court grants leave, be represented by officials.

(c) *The Commonwealth Conciliation and Arbitration Commission.* The Commonwealth Conciliation and Arbitration Commission at the end of 1966 was composed of a President, five Deputy Presidents, a Senior Commissioner, ten Commissioners and three Conciliators. The presidential members of the Commission must have been solicitors or barristers of the High Court or of the Supreme Court of a State of not less than five years standing or Judges of the previously existing Court of Conciliation and Arbitration.

The Commonwealth Conciliation and Arbitration Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (a) effecting a reconciliation between the parties to industrial disputes; (b) preventing and settling industrial disputes by amicable agreement; and (c) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The President may assign a Commissioner to deal with industrial disputes relating to particular industries, or members of the Commission to deal with a particular industrial dispute. However, subject to the approval of the President, it is the duty of the Senior Commissioner to organise and allocate the work of the Commissioners and Conciliators.

When an industrial dispute occurs or is likely to occur, the Act provides that a Commissioner shall take steps for the prompt prevention or settlement of that dispute by conciliation, or, if in his opinion conciliation is unlikely to succeed or has failed, by arbitration. A Commissioner may arrange with the Senior Commissioner for a Conciliator to assist the parties to reach an amicable agreement and shall do so if the parties so request. If an agreement is reached, a memorandum of its terms shall be made in writing, and may be certified by the Commission. A certified memorandum shall have the same effect as an award.

Only the Commission in Presidential Session, that is, the Commission constituted by at least three presidential members nominated by the President, has the power to make awards, or to certify agreements concerning standard hours, basic wages and long service leave.

An industrial dispute being heard by a Commissioner may be referred to the Commission on the ground of public interest. If a party to a dispute makes an application for such a reference, the Commissioner shall consult with the President, who may direct that the Commission constituted by three members, one of whom is a presidential member and one is, where practicable, the Commissioner concerned, shall hear and determine the dispute, or that part referred to it. In this hearing the Commission may have regard to evidence given and arguments adduced previously before the Commissioner, and it may refer a part of the dispute back to the Commissioner for determination. The President may, before the Commission has been constituted for the referred dispute, authorise a presidential member of the Commission or a Commissioner to take evidence on the Commission's behalf.

An appeal against the decision of a Commissioner shall be heard by not less than three members nominated by the President, of whom at least two shall be presidential members of the Commission. However, an appeal will not be heard unless the Commission considers it is necessary as a matter of public interest. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of a presidential bench of the Commission, so that it can have this evidence before it when it commences its hearing.

When matters relating to appeals or references to the Commission under both or either of the Conciliation and Arbitration Act and the Public Service Arbitration Act are being heard, and the Commission is not constituted by the same persons for these matters, the President may, if he is of the opinion that they involve a question in common, direct that the Commission in joint session (i.e. comprised of those persons who constituted the Commission in the separate matters) may take evidence and hear argument on that question.

Provision is also made in the Act for a presidential member of the Commission to handle industrial matters in connection with the maritime industries, the Snowy Mountains area and the stevedoring industry, except in those matters for which the Act requires that the Commission shall be constituted by more than one member.

The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-State, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Commission may also make an award in relation to an industrial dispute involving such employees. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organisation, or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the *Public Service Arbitration Act 1920-1966*, not being the *Commonwealth Employees' Compensation Act 1930-1964*, the *Commonwealth Employees' Furlough Act 1943-1959*, the *Superannuation Act 1922-1966* or any other prescribed Act.

The Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an

award of the Commonwealth Conciliation and Arbitration Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

(d) *Coal Industry Tribunal.* The Coal Industry Tribunal was established under the Commonwealth *Coal Industry Act 1946* and the New South Wales *Coal Industry Act, 1946* to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes between the Australian Coal and Shale Employees' Federation and employers in the coal-mining industry.

Special war-time bodies were created to deal with specific aspects of the coal industry, reference to which was made in earlier issues of the Labour Report (see No. 40, page 53). Under amending legislation passed jointly by the Commonwealth and New South Wales Parliaments in 1951, the Tribunal was vested with authority to deal with all interstate industrial disputes in the coal-mining industry, irrespective of the trade union involved, and, in the case of New South Wales, intra-State disputes also. The Tribunal consists of one person, who may appoint two assessors nominated by the parties to advise him in matters relating to any dispute. Subsidiary authorities are the Local Coal Authorities and Mine Conciliation Committees, who may be appointed to assist in the prevention and settlement of certain disputes. An amendment to the Commonwealth *Coal Industry Act*, passed in 1952, makes it obligatory for the Tribunal to use conciliation and arbitration to settle industrial disputes.

(e) *Commonwealth Public Service Arbitrator.* Wages, hours of work and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator, under powers conferred by the *Public Service Arbitration Act 1920-1966*. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration as part of the ordinary work of that Court. In 1920, however, the control was transferred to the Arbitrator, who is appointed by the government for a term of seven years, and who need not have legal qualifications.

Provision is now made for an organisation of employees in the Public Service to submit a claim to the Commonwealth Conciliation and Arbitration Commission with the consent of the Public Service Arbitrator or where the Arbitrator has, other than on the ground of triviality, refrained from hearing or determining the claim.

Appeals from decisions of the Arbitrator may be made to the Commission.

(f) *Australian Capital Territory.* Since May 1949 industrial matters in the Australian Capital Territory have been dealt with by authorities established by the Commonwealth Conciliation and Arbitration Act. Matters outside the jurisdiction of a Commissioner, assigned to the Australian Capital Territory, are dealt with by the Commonwealth Industrial Court and the Commonwealth Conciliation and Arbitration Commission.

From 1922 to 1949 industrial matters in the territory were regulated by a local Industrial Board. Details of the provisions relating to the Board during its period of jurisdiction may be found in earlier issues of the Labour Report (see No. 36, p. 51).

(ii) States

(a) *New South Wales.* The controlling authority is the Industrial Commission of New South Wales, which, at the end of 1966, consisted of a President and seven other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees, and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(b) *Victoria.* The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

(c) *Queensland.* Legal control was first instituted in 1907 with the passing of the Wages Board Act. 'The Industrial Conciliation and Arbitration Act of 1961' established the Industrial Conciliation and Arbitration Commission and preserved and continued in existence the Industrial Court. The Industrial Court is constituted by the President (a judge of the Supreme Court of Queensland) sitting alone, and the Full Industrial Court by the President and two Commissioners. The Conciliation and Arbitration Commission is constituted by a Commissioner sitting alone and the Full Bench of the Commission by at least three Commissioners. Not more than five Commissioners shall be appointed. A Commissioner shall not be capable of being a member of the Executive Council or of the Legislative Assembly, and shall not take part in the management of any business. For further details of the provisions of 'The Industrial Conciliation and Arbitration Act of 1961' see Labour Report No. 49, pages 52-54.

(d) *South Australia.* In South Australia, from July 1966, the system of control consists of an Industrial Commission, an Industrial Court, and Conciliation Committees. The Industrial Commission is composed of a President and two Commissioners, and has power to make awards. The President of the Commission is also Judge of the Industrial Court which deals with legal matters. The two Commissioners are chairmen of each of the Conciliation Committees consisting of an equal number of representatives of employers and employees. These committees issue awards. Where complete agreement cannot be reached in these Committees the Chairman sits as a Commissioner to determine the unresolved matters. Provision is made for references and appeals to the full Commission.

(e) *Western Australia.* Legal control dates back to 1900. The present system of control comprises the Western Australian Industrial Commission consisting of four Commissioners, and the Western Australian Industrial Appeal Court consisting of three Supreme Court Judges who are nominated by the Chief Justice of Western Australia. A Commissioner may, in relation to any dispute or other matter, refer such matters to the Commission in Court Session. Similarly, appeals from decisions of a single Commissioner are heard by the other three Commissioners acting as the Commission in Court Session, but such hearings are restricted to the evidence and matters raised in the proceedings before the single Commissioner. Appeals from the Commission to the Industrial Appeal Court are limited to matters which are erroneous in law or in excess of jurisdiction. The Court has power to impose penalties for disobedience of orders made by the Commission.

The Western Australian Coal Industry Tribunal has power to determine any industrial matter in the coal-mining industry. It consists of a chairman and four other members (two representatives each of employers and employees). Boards of Reference may be appointed by the Tribunal and from 1 February 1964 decisions of the Tribunal may be reviewed by the Industrial Commission in Court Session.

(f) *Tasmania.* The authority consists of Wages Boards for separate industries, comprising a chairman (who is common to all Wages Boards), appointed by the Governor, and equal numbers of representatives of employers and employees, appointed by the Minister administering the Act. The system was instituted in 1910.

4. New legislation and special reports

Information concerning the main provisions of various industrial Acts in force throughout Australia was given in earlier Labour Reports, and brief reviews are furnished, in each issue, of the more important aspects of new industrial legislation having special application to the terms of awards or determinations. The years 1965 and 1966 are covered in this issue. The principal changes in workers' compensation legislation are incorporated in the section under that heading in this Labour Report.

(i) *Commonwealth*

(a) *The Conciliation and Arbitration Act 1965* amended the *Commonwealth Conciliation and Arbitration Act 1904-1964*. It received Royal Assent on 28 May 1965 and came into operation on the same day. The main purpose of this Act was to insert a new section, relating to sanctions, into the Principal Act. This prevents the Court from hearing an application for an order to enjoin an organisation or person from committing a breach or non-observance of an award, unless the Court is satisfied that: a Commissioner or a presidential member of the Commission has been notified that the breach or non-observance is likely to occur; the notification was given without delay or, if there was delay, a Commissioner or presidential member has certified that there was reasonable cause for delay in giving the notification; and fourteen days (or longer if a presidential member or Commissioner so determines) has elapsed since the notification. If the applicant satisfies the Court that the breach or non-observance is likely to occur within the next ten days the last condition above does not apply. The above provisions apply only where there is a *threatened* breach or non-observance of an award. Where a breach or non-observance actually occurs the Act is unchanged.

Another provision empowers the President to constitute a joint bench of the Commission where he is of the opinion that a question is common to two or more matters and the Commission is not constituted by the same person or persons for the purposes of each of those matters. Previously the Act authorised joint benches only where differently constituted benches were dealing with references and/or appeals and there was a common question.

Other amendments empower the Minister for Labour and National Service to authorise officers of the Commonwealth Public Service to perform the duties of inspectors under the Act and provide that proceedings in respect of a breach of an award may be commenced at any time within twelve months after the commission of the breach.

(b) An amendment to the *Conciliation and Arbitration Act 1904-1965*, which came into operation on 29 October 1966, increases from four to six the number of Judges, additional to the Chief Judge, which may be appointed to the Commonwealth Industrial Court.

(c) *The Stevedoring Industry Act 1965*. This Act was assented to on 8 October 1965 and became operative on the same date. Part II of the Act contains amendments to the *Stevedoring Industry Act 1956-1962* and Part III provides a special process for the cancellation of the Waterside Workers' Federation of Australia as an organisation under the *Conciliation and Arbitration Act 1904-1966*.

Part II. The Australian Stevedoring Industry Authority is given the exclusive right to recruit persons for registration as waterside workers. It must notify the Union and the association of employers at the appropriate port that it is considering whether to register a person as a waterside worker, and must take into account any matters submitted in writing within seven days by the Union or association. The Authority may refuse to register an applicant who has been convicted of an offence against the Stevedoring Industry Act or any other offence which, in its opinion, shows him to be unfit to be registered.

For the purposes of an inquiry to determine whether a waterside worker's registration should be suspended or cancelled, or his entitlement to attendance money suspended, the Authority is empowered to give notice by methods other than personal service, to take evidence in writing instead of orally and to hold representative hearings in appropriate cases.

The minimum fine for employers who do not fulfil their obligations in relation to stevedoring operations is increased from \$200 to \$500 and the maximum from \$2,000 to \$5,000. The penalty for certain offences in relation to the registration and employment of waterside workers is increased from \$1,000 to \$2,000 in the case of a corporation and from \$100 to \$200, or imprisonment for six months, in any other case.

Part III. The Minister for Labour and National Service may apply to the Commonwealth Conciliation and Arbitration Commission in Presidential Session for a declaration that the conduct of the Waterside Workers' Federation, or of a substantial number of its members, has prevented or hindered the achievement of an object of the *Conciliation and Arbitration Act 1904-1966* or prevented, hindered or interfered with overseas, interstate or Territorial trade or commerce. If the Commission after giving the Federation an opportunity of being

heard makes such a declaration the Governor-General may, by Proclamation, cause the Federation to be deregistered. The amending Act sets out in detail the effects of the deregistration of the Waterside Workers' Federation. In the event of such deregistration the Governor-General may by proclamation cause an organisation of employees specified in the proclamation to be a union for the purposes of the *Stevedoring Industry Act 1956-1965*. If the organisation is not registered under the *Conciliation and Arbitration Act 1904-1966* the Minister for Labour and National Service may direct that it be registered provided he is satisfied that it meets the requirements of that Act.

(d) *Stevedoring Industry Inquiry 1966*. The Minister for Labour and National Service announced on 22 June 1965 that Mr A. E. Woodward, Q.C., had accepted a commission to undertake an inquiry into the stevedoring industry.

The terms of reference are the following:

1. 'The measures which might be taken to improve efficiency in the stevedoring industry, increase throughput of cargoes and minimize work stoppages.
2. 'Whether existing arrangements for the supervision of stevedoring operations are appropriate and adequate.
3. 'Whether existing arrangements satisfactorily provide for the industry's requirements of an adequate and fully effective labour force.
4. 'Whether any change in the provisions relating to discipline or the manner of their administration is called for.
5. 'Whether particular measures are needed in relation to—
 - (a) assistance to waterside workers who become surplus to the requirements of the industry;
 - (b) circumstances where a better balanced age distribution of waterside workers is called for;
 - (c) port stoppages, extensions of "disputes" beyond their source, and stoppages not related to the terms and conditions of employment.
6. 'Whether, and under what circumstances a workable plan for the permanent employment of waterside workers could be introduced, and, if so, whether any such plan, if implemented would improve the efficiency of the stevedoring industry and minimise work stoppages.'

The Minister stated that Mr Woodward's commissioning would not affect the normal rights, obligations and responsibilities of the Australian Stevedoring Industry Authority or impinge on the functions of the Commonwealth Conciliation and Arbitration Commission. Mr Woodward is to prepare a report at the end of his inquiry.

(ii) *New South Wales*

(a) *Industrial Arbitration (Decimal Currency) Act, 1965*. This Act, which was assented to and came into operation on 20 December 1965, provides generally for the application of decimal currency to the operation of the Industrial Arbitration Act, 1940, as amended. The Act empowers the Industrial Registrar, subject to appeal to the Industrial Commission, to vary awards and industrial agreements preparatory to the introduction of decimal currency on 14 February 1966 pursuant to the Commonwealth Currency Act, and subsequently to interpret any awards not varied prior to that date. To this end the Act provides that, when payments are made under current awards after the introduction of decimal currency, fractions of a cent shall be reckoned as one cent, and it further provides that in any variation or interpretation of awards pursuant to the introduction of the Act no person shall thereby suffer any reduction of wages.

(b) *Apprenticeship Inquiry*. Pursuant to a reference to the Industrial Commission of New South Wales by the Minister for Labour and Industry, Mr Justice Beattie of the Commission was appointed to inquire into Apprenticeship in New South Wales with the following terms of reference:

‘To consider and report upon the following matters:

1. ‘The functioning of the apprenticeship system as now practised in New South Wales and, without limiting the generality of the foregoing, as to:—
 - (a) whether under the system skilled tradesmen are being trained in the number and to the extent necessary to meet the reasonable demands of industry for such labour;
 - (b) the functioning of the apprenticeship councils constituted under the Industrial Arbitration Act, 1940–1964;
 - (c) the adequacy of the system of training apprentices both on the job and through the Department of Technical Education;
 - (d) the effect or likely effect on the intake of apprentices of recent changes in the curriculum for secondary schools within the State.
2. ‘In the light of the Commission’s findings on matters raised under paragraph 1 above, to recommend the measures which should be taken to improve the functioning of the apprenticeship system, or otherwise to improve the supply of skilled tradesmen to industry.’

The first session was held on 11 October 1965. Counsel have been appointed to assist the Inquiry. Trade unions, employer organisations, government departments and public instrumentalities will make submissions.

(c) In 1966 two Acts amending the Industrial Arbitration Act, 1940 (as amended) were passed. The first of these, the Industrial Arbitration (Amendment) Act, 1966, assented to 7 April 1966, increased from five to seven the number of Conciliation Commissioners who may be appointed.

The Industrial Arbitration (Further Amendment) Act, 1966 makes provision for the extension of the right of appeal from a single member of the Industrial Commission to the Commission in Court Session in matters considered by the Commission in Court Session to warrant it. A single member of the Commission may now determine whether an appeal from an industrial magistrate, etc. to the Commission shall be heard by the Commission in Court Session. The right of appeal against the decision of an industrial or other magistrate or justice under the Act has been extended to include as a ground for appeal the dismissal of the proceedings themselves, for any reason. Ministerial approval is no longer necessary for the reference of matters from members of the Commission to the Commission in Court Session.

The President of the Industrial Commission is now required to prepare annually for presentation to Parliament by the Minister a report on the functioning of the Commission and the working of the Act.

A request for the Industrial Registrar to conduct an election for a trade union office, previously restricted to the union’s committee of management, may, under new provisions, be made by a body of union members numbering not less than 500 or five per cent of the membership, whichever is the lesser.

Other amendments relate to the provisions for the voiding of contracts; the declaration of awards to be obsolete; the waiving of strict compliance with procedural regulations in certain circumstances; the extension of the period for the initiation of action in respect of breaches of wages recording requirements; and the expiry or revocation of authorisation of rights of entry.

(iii) *Victoria*

(a) *The Apprenticeship (Amendment) Act 1965* (No. 7312) was assented to on 23 November 1965. This Act amended the *Apprenticeship Act 1958*. Under the amendment the Apprenticeship Commission of Victoria is reconstituted to increase the number of members from seven to nine. One additional member is to be nominated by the Victorian Employers’ Federation and the other by the Trades Hall Council of Melbourne. The provisions in respect of Trade Committees were amended to allow an official of an organised body of

employers or employees connected with the trade to become a member. Other matters dealt with by the amending Act include the variation of terms of indentures by mutual consent; stipendiary magistrates sitting alone to hear cases of contravention of the Act; and appeals from prosecutions to be heard by the Industrial Appeals Court.

(b) The *Labour and Industry (Amendment) Act 1965* (No. 7273) was the first of two Acts in 1965 amending the *Labour and Industry Act 1958*. It was assented to on 1 June 1965.

The amending legislation gives the Minister power to refer matters common to ten or more Wages Boards to the Industrial Appeals Court for determination. These matters would normally be determined individually by the appropriate Wages Boards.

The amending Act also deals with certain other matters, including shop trading hours in holiday resorts; definition of the Metropolitan District (in so far as it concerns the City of Heidelberg); and the classification of boilers.

(c) The *Labour and Industry Act 1965* (No. 7368) was the second Act in 1965 amending the *Labour and Industry Act 1958*. It was assented to on 21 December 1965.

Two sections of the principal Act were repealed by the amending Act. The first of these dealt with restriction of hours for the carting of goods. The second section repealed concerned the making of regulations governing the fixing of annual trade holidays. The Act did not affect the power of any Wages Board to determine that a day be set aside as a trade holiday and that employees in the trade concerned may take a holiday on that day without loss of wages. A Wages Board would not have the power, however, to restrain employers in a trade from opening their premises on the trade holiday.

The amending Act also deals with long service leave provisions. Employees who have completed fifteen years and less than twenty years of continuous service are now included in the *pro rata* leave provisions of the Act. The *pro rata* leave provisions also now apply where an employee dies after completing ten but less than fifteen years continuous service with an employer. The long service leave amendments came into operation on 1 January 1965.

A further amendment gives inspectors the power to prohibit the use of machinery or appliances until the provisions and regulations with respect to guards have been complied with. A person has the right of appeal against such prohibition and appeals are heard by a person appointed by the Minister.

(iv) *Queensland*

General Ruling on Overtime. The Industrial Conciliation and Arbitration Commission of Queensland after hearing an application by the Australian Workers Union handed down a judgment dated 14 October 1965. The application sought a declaration of policy, or a declaration of a general ruling (or both), as to the minimum provisions to be prescribed in the Awards etc. of the Commission in respect of payment for overtime performed on Saturdays and Sundays by employees (other than shift workers) where ordinary weekly working hours are worked from Monday to Friday each week.

Although the Commission declined to make a general ruling it declared as a matter of policy that payment of time-and-a-half be awarded for the first four hours on Saturdays and double time thereafter and that there should be a minimum period of two hours work, or payment therefor, awarded to employees called to work on Saturdays or Sundays.

(v) *South Australia*

(a) The Industrial Code, 1920-1965 was amended by the Industrial Code Amendment Act, 1966 which received assent 17 March 1966 and has been operative from 1 July 1966.

The principal tribunal is the Industrial Commission of South Australia which consists of a President (who is also President of the Industrial Court of South Australia) and two Commissioners experienced in industrial affairs by association with, in the case of one, the interests of employers and in the other, with trade union affairs. The Commission consisting of three persons hears and determines appeals and references from individual Commissioners and from conciliation committees and declares the basic wage. Commissioners are chairmen of conciliation committees which consist of an equal number of employer and employee

representatives. When hearing appeals and references from conciliation committees or from a Commissioner the Commission consists of the President, the other Commissioner and the Industrial Registrar. In other cases the Commission consists of the President and the two Commissioners. The President of the Commission is also President of the Industrial Court of South Australia and he has power to hear appeals from courts of summary jurisdiction, hear and determine questions of law, interpret awards, etc., deal with prosecutions; hear appeals from the industrial registrar, etc.

(b) The Apprentices Act Amendment Act, 1966, assented to 17 March 1966 and operative from that date, amends the Apprentices Act, 1950. The new legislation instituted an Apprenticeship Commission consisting of a permanent chairman and five members each to be appointed for a period of not more than five years. Of the five ordinary members of the Commission one is to be nominated by the Minister of Education, two by the United Trades and Labour Council of South Australia, and one each by the South Australian Chamber of Manufacturers and the South Australian Employers Federation.

(c) In so far as it affected the Industrial Code, 1920-1963, the Decimal Currency Act, 1965, is operative from 4 February 1966. References to money amounts in the Industrial Code are amended in conformity with the *Currency Act 1965* of the Commonwealth. It is provided that annual salaries be calculated to the nearest dollar, weekly or fortnightly wage prices or rates be calculated to the nearest multiple of five cents, and every other amount of money be calculated to five places of decimals of a dollar and where the last figure is five or over the fourth figure shall be increased to the next higher figure and except to that extent the last figure is to be disregarded. Direction is given for every award, order or determination to be published, as soon as possible after granting of assent, to show all money amounts in both the old and new currencies and to have effect not before 14 February 1966.

(vi) *Western Australia.*

(a) The *Factories and Shops Act Amendment Act, 1965* assented to 9 November 1965, amended the *Factories and Shops Act, 1963-1964*.

Provisions relating to overtime have been amended to permit adult females to work overtime and the hours and overtime provisions extended to cover males from the age of 16 years instead of 18 years. Ordinary daily hours have been defined in the case of male employees to provide for overtime to be paid at the rate of time-and-a-half for all work beyond the daily hours or weekly hours. Prior to the amendment, lack of prescription of daily hours nullified the overtime provision.

The amending Act specifies that the minimum age at which persons may commence work in a factory, shop or warehouse is to be the school leaving age of the Education Act. The amending Act also provides that female employees between the ages of fourteen and fifteen years be paid not less than 35 per cent of the female basic wage.

Other amendments to the Act include the extension of its provisions to factories operated by or on behalf of the Crown; and provision to modify the requirements regarding employees' time and wages records so that these may be kept in a central office.

(b) The principal provision of the *Industrial Arbitration Amendment Act, 1966*, which is operative from 23 December 1966, abolishes the quarterly reviews of the State basic wage. It is provided that the State basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceed the State rates operative from 24 October 1966.

(c) The *Industrial Arbitration Amendment Act (No. 2), 1966*, which was proclaimed to have effect from 9 January 1967, enables Government Officers who were previously under the jurisdiction of the Industrial Commission to be transferred to the Public Service Arbitrator's jurisdiction. It also provides for the Industrial Commission to determine who are 'Government Officers' for the purposes of the Public Service Arbitration Act and to determine any disputes which may arise in this regard.

(d) The *Public Service Arbitration Act, 1966*, proclaimed to have effect from 9 January 1967, provides for a Public Service Arbitrator and establishes new procedures for salary fixation and appeals for the State Public Service and a number of Government Authorities.

Claims relating to salaries, allowances and overtime are to be submitted initially to the relevant employer by the Civil Service Association. Where agreement between the parties cannot be reached the Association may submit the claim to the Public Service Arbitrator, who is empowered to confer with the parties and, if necessary, hear evidence and determine the claim. Following the issue of a new award or agreement an employer will be required to review the positions covered by that award or agreement and allocate appropriate salaries and titles. Provision is made for right of appeal to the Arbitrator by individual officers on their own behalf, or by the Association in respect of vacant offices, against the employer's allocation of salary, salary range or title to any officers. The Arbitrator will have jurisdiction to determine the salaries and allowances of all public servants except those included in the Special Division (approximately 20 Senior Permanent Heads and Senior Professional Officers). Under the new system, five-yearly general reclassifications of the Service will be abolished and salary claims will be dealt with on an 'occupational group' basis. Awards of the Arbitrator will be final and binding on all parties and will normally operate for a period of three years. Appeals against the Arbitrator's decisions may be made only on questions of law and any such appeals will be heard by the Western Australian Industrial Court of Appeal.

(vii) *Tasmania.*

(a) *The Long Service Leave Act 1965* amends the *Long Service Leave Act 1956* (as subsequently amended). It provides that, where an employee who has completed at least fifteen years continuous service dies, an amount is payable, in lieu of long service leave, which is equal to his ordinary pay for one sixtieth of his continuous employment in excess of fifteen years. This applies in addition to his entitlement of long service leave for fifteen years' service. For an employee who has not become entitled to long service leave but who dies after having completed ten years' (but less than fifteen years') continuous service, compensation is payable at the rate of his ordinary pay for one-sixtieth of the period he worked in excess of ten years. The amendment also provides that except in certain circumstances an employer is not required to grant leave to an employee until he has become entitled to thirteen weeks for the first period of entitlement and eight and two-thirds weeks for subsequent periods.

(b) *State Employees (Long Service Leave) Act 1965.* Provisions relating to continuity of service were inserted into the *State Employees (Long Service Leave) Act 1950* by an amendment assented to on 22 June 1965. In the case of a woman who resigns or is retired to be married and within three months again becomes an employee, her absence from duty during the period is not to be considered as breaking the continuity of her employment. Similarly an employee dismissed because of falling off of work or permitted to retire through ill health is not to be considered as having broken his service if he is again employed within six months. A person transferring from other States etc. who begins work within two months of his appointment or transfer is not deemed to have broken the continuity of his employment. The above provisions only apply if the employee engages in no other employment during the stipulated period of grace. The amending Act also provides for the payment of allowances to eligible employees who are dismissed for reasons other than serious or wilful misconduct if they have completed not more than fifteen years continuous service or for any reason after having completed fifteen years continuous service.

(c) *The Wages Boards Act 1920*, as amended, is further amended by the *Wages Boards Act 1966*, which was assented to 20 July 1966. Under this amendment wages boards are empowered to determine special rates for Saturday work. It is also provided that, if a written application by all members of a wages board is made and receives endorsement from the chairman, determinations of that board may be varied without a formal meeting.

(d) Assent to the *Long Service Leave (Casual Wharf Clerks) Act 1966* was received on 20 July 1966. Long service leave entitlement under this Act is for thirteen weeks on completion of fifteen year's qualifying service, with provision for *pro rata* payment for terminated service of between ten and fifteen years. Payment from a fund to be established for the purpose is to be at the rate of the employee's average weekly earnings in the immediately preceding twelve months.

(e) An amendment to the *Long Service Leave (Casual Wharf Clerks) Act 1966* (see above) was made by the *Long Service Leave (Casual Wharf Clerks) Act (No. 2) 1966*, which was assented to 12 December 1966. In this Act provision is made for a prescribed sum, being twenty-eight times the hourly award rate of pay for casual wharf clerks, to be the minimum weekly rate for the calculation of payment for long service leave.

(f) *The Public Service (Equal Pay) Act 1966* provides for the application to the Tasmanian Public Service and other statutory authorities subject to the *Public Service Tribunal Act 1958* of the principle of equal pay, as between the sexes, for the performance of work of the same or a like nature or of equal value.

Upon application being made to the Public Service Tribunal and that authority being satisfied that the work performed by male and female employees is of the same or like nature and of equal value, the same marginal or secondary rates of wage shall be prescribed irrespective of the sex of the employees. The basic wage for females affected by this Act, currently 75 per cent of the male rate, is to be increased annually, from 1 January 1968, by five per cent of the male basic wage rate until parity is reached on 1 January 1972.

An award or any provision of an award, which applies to employees engaged in work essentially or usually performed by females, is expressly excluded from the equal pay provisions of the Act.

(viii) *Territories*. No industrial legislation affecting only the Northern Territory or the Australian Capital Territory was passed in 1965 or 1966.

Incidence of industrial awards, determinations and agreements

1. General

In May 1963 a survey was conducted to ascertain the approximate proportions of employees affected by awards, determinations, and registered industrial agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so affected by awards, etc. (including those affected by unregistered industrial agreements) were also obtained.

The survey related to the last pay-period in May 1963, and covered employees in the six Australian States but excluded those in the Northern Territory and the Australian Capital Territory. Because of coverage difficulties employees in rural industry and in private domestic service were excluded altogether from the survey.

Returns were collected from: (a) a stratified random sample of those private employees and local government authorities subject to pay-roll tax (i.e. those paying wages or salaries of more than \$400 a week); and (b) practically all Commonwealth and State government and semi-government authorities, and public hospitals.

The survey was representative of 2,044,000 male and 759,000 female employees constituting about 87 per cent of all males and 82 per cent of all females employed as wage or salary earners in the industries specified in the six States.

The term 'awards, etc.' as used in the following tables denotes awards or determinations of, or agreements registered with, Commonwealth or State industrial authorities. Employees whose rates of pay and working conditions were not affected by awards, determinations or registered agreements and employees covered by formal, though unregistered, industrial agreements between employee organisations and employers are shown as 'not affected by awards, etc.'

2. Incidence of Commonwealth and State awards, etc.

The following table shows, for Australia, the proportions of all employees represented in the survey who were affected by awards, etc. of Commonwealth and State industrial authorities and those not so affected.

PROPORTIONS OF EMPLOYEES AFFECTED BY COMMONWEALTH AND STATE AWARDS, ETC.: AUSTRALIA(a), MAY 1963

Commonwealth and State awards, etc.(b)	Percentage of males affected	Percentage of females affected
	per cent	per cent
Commonwealth awards, etc.	42.3	31.0
New South Wales State awards, etc.	18.3	26.0
Victorian State awards, etc.	8.0	15.1
Queensland State awards, etc.	9.0	7.8
South Australian State awards, etc.	2.8	5.3
Western Australian State awards, etc.	5.1	4.1
Tasmanian State awards, etc.	1.2	1.4
Total affected by awards, etc.	86.7	90.7
Not affected by awards, etc.	13.3	9.3
Total	100.0	100.0

(a) Excludes Northern Territory and the Australian Capital Territory. (b) For definition of the term 'awards, etc.' see text on previous page.

3. Incidence of awards, etc.

(i) *Main industry groups.* The table below shows, for Australia, the incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc. in the main industry groups.

INCIDENCE OF AWARDS, ETC. BY MAIN INDUSTRY GROUPS: AUSTRALIA(a), MAY 1963

Industry group	Employees represented in estimates	Percentage affected by Commonwealth awards, etc. (b)	Percentage affected by State awards, etc. (b)	Percentage not affected by awards, etc.(b)	Total
MALES					
	'000	per cent	per cent	per cent	per cent
Founding, metals, vehicles, etc.	381	64.4	24.6	11.0	100.0
Other manufacturing	468	38.5	46.9	14.6	100.0
<i>All manufacturing groups</i>	<i>849</i>	<i>50.1</i>	<i>36.9</i>	<i>13.0</i>	<i>100.0</i>
Mining and quarrying	42	40.5	35.4	24.1	100.0
Building and construction	188	23.6	65.1	11.3	100.0
Transport and communication	293	69.3	24.9	5.8	100.0
Finance and property	85	30.8	33.1	36.1	100.0
Wholesale and retail trade	260	20.3	59.5	20.2	100.0
Public authority (n.e.i.) and community and business services	266	27.1	64.5	8.4	100.0
All other	61	38.9	47.0	14.1	100.0
All industry groups	2,044	42.3	44.4	13.3	100.0
FEMALES					
	'000	per cent	per cent	per cent	per cent
Founding, metals, vehicles, etc.	60	51.2	42.7	6.1	100.0
Other manufacturing	192	54.8	36.4	8.8	100.0
<i>All manufacturing groups</i>	<i>252</i>	<i>53.9</i>	<i>37.9</i>	<i>8.2</i>	<i>100.0</i>
Transport and communication	37	63.1	26.7	10.2	100.0
Finance and property	60	34.7	48.9	16.4	100.0
Wholesale and retail trade	155	7.4	85.4	7.2	100.0
Public authority (n.e.i.) and community and business services	195	10.4	79.8	9.8	100.0
All other	60	39.5	50.7	9.8	100.0
All industry groups	759	31.0	59.7	9.3	100.0

(a) Excludes Northern Territory and the Australian Capital Territory. (b) For definition of the term 'awards, etc.' see text on previous page.

(ii) *States.* The incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc. in each of the six States and Australia is shown in the following table.

INCIDENCE OF INDUSTRIAL AWARDS, ETC., STATES, MAY 1963

State	Employees represented in estimates	Percentage affected by Commonwealth awards, etc. (b)	Percentage affected by State awards, etc. (b)	Percentage not affected by awards, etc.(b)	Total
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MALES

	'000	per cent	per cent	per cent	per cent
New South Wales	807	40.4	46.3	13.3	100.0
Victoria	588	57.3	27.9	14.8	100.0
Queensland	254	17.8	72.4	9.8	100.0
South Australia	194	55.7	29.0	15.3	100.0
Western Australia	136	13.3	76.5	10.2	100.0
Tasmania	65	47.4	37.5	15.1	100.0
Total(a)	2,044	42.3	44.4	13.3	100.0

FEMALES

	'000	per cent	per cent	per cent	per cent
New South Wales	310	27.2	63.9	8.9	100.0
Victoria	244	44.3	47.0	8.7	100.0
Queensland	80	18.8	74.0	7.2	100.0
South Australia	64	23.7	62.3	14.0	100.0
Western Australia	42	14.8	74.4	10.8	100.0
Tasmania	19	35.4	53.1	11.5	100.0
Total(a)	759	31.0	59.7	9.3	100.0

(a) Excludes Northern Territory and the Australian Capital Territory. (b) For definition of the term 'awards, etc.' see text on page 56.

Rates of wage and hours of work

1. General

The collection of data for minimum rates of wage in the various occupations in each State was first undertaken by this Bureau in 1913. Particulars were ascertained primarily from awards, determinations and industrial agreements under Commonwealth and State Acts and related to the minimum wage prescribed. In those cases where no award determination or registered agreement was in force the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. This applied mainly in the earlier years; in recent years all occupations included have been covered by awards, etc. In a few cases occupations covered by unregistered agreements have been included where such agreements are dominant in the industries to which they refer. From the particulars so

obtained, indexes of 'nominal' (i.e. minimum) weekly wage rates were calculated for a number of industry groups until the end of 1959. The index for each industry group was the unweighted average of wage rates for selected occupations within the group. These industry indexes were combined into an aggregate index by using industry weights as current in or about 1911.

Results were first published for 1913 in Labour Report No. 2, pages 28-43. Within a few years the scope of these indexes was considerably extended (see Labour Report No. 5, pages 44-50). On the basis then adopted, weighted average minimum weekly and hourly wage rates and hours of work were published quarterly from September 1917 to June 1959 in the *Quarterly Summary of Australian Statistics*, and these were summarised annually in the Labour Report. Less detailed particulars of wage rates were also ascertained for each year back to 1891, and these were published in earlier issues of the Labour Report.

Early in 1960 these indexes were replaced by a new series constructed on the basis of data obtained from investigations which were commenced in 1954, as described in the following paragraphs.

2. Indexes of minimum weekly and hourly wage rates and standard hours of work.

This section contains indexes (with base: year 1954 = 100) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are 15 industry groups for adult males and 8 industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911 = 1,000 for males and April 1914 = 1,000 for females) published in issues of the Labour Report prior to No. 47, 1959.

The indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation 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. in the various industries, thereby providing occupation weights.

The industry classification used in the current indexes, shown in the table on page 60, does not differ basically from the previous classification, the alterations being largely in the arrangement of groups. A comparison was given in Labour Report No. 47, page 23. The former Pastoral, agricultural, etc. group is not included in the current indexes and the domestic part of the group 'Amusement, hotels, personal service, etc.' is excluded because of coverage difficulties.

The minimum wage rates and standard hours of work used in the new indexes are for representative occupations within each industry and have been derived entirely from representative awards, determinations and agreements. Wage rates and index numbers for adult males are available at the end of each quarter for the period March 1939 to December 1956, and at the end of each month from January 1957. Particulars for adult females are compiled quarterly and are available from March 1951. The index for adult males includes rates for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for each industry group for each State and Australia. Weighted averages of the components of the minimum wage rate, i.e. basic wage, margin and loading, were calculated separately for employees covered by Commonwealth awards, etc. and for those covered by State awards, etc. (See page 68.)

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded.

The particulars given in this chapter show variations in minimum weekly and hourly rates of wages and standard hours of work from year to year in each State and in various industry groups. The amounts should not be regarded as actual current averages but as indexes expressed in money and hour terms, indicative of trends. Neither the amounts nor the corresponding index numbers measure the relative level of wage rates or hours as between States. Tables showing particulars of wage rates and index numbers from 1939 (for adult males), and 1951 (for adult females) to December 1966 will be found in sections IV and V of the Appendix. Further particulars of wage rates and index numbers will be found in the statistical bulletin, *Minimum Wage Rates, March 1939 to June 1965*. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

In sections VII and VIII of the Appendix, particulars of award wage rates and hours of work are given for a large number of the more important occupations in each industry group in Australia.

3. Weekly wage rates, adult males.

(i) *Industry Groups, States.* The following tables show the weighted average minimum weekly rates of wage for a full week's work, payable to adult male workers, at 31 December, 1965 and 1966, together with corresponding index numbers, in each of the principal industry groups.

WEEKLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS 31 DECEMBER 1965(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b) (\$)							
Mining and quarrying(c)	51.59	40.08	51.05	38.90	43.04	41.10	48.55
Manufacturing—							
Engineering, metals, vehicles, etc.	39.40	39.38	41.82	39.27	40.25	41.74	39.67
Textiles, clothing and footwear	38.84	38.55	38.95	37.53	39.02	37.74	38.62
Food, drink and tobacco	39.90	41.40	41.17	38.20	40.49	39.42	40.51
Sawmilling, furniture, etc.	40.07	38.43	40.73	38.74	38.94	38.90	39.55
Paper, printing, etc.	42.41	43.58	45.48	42.48	45.40	39.96	43.06
Other manufacturing	40.05	39.37	40.27	39.19	39.31	39.57	39.71
All manufacturing groups	39.76	39.73	41.38	39.18	40.06	40.18	39.90
Building and construction	41.41	42.85	40.38	40.25	40.62	40.80	41.38
Railway services	40.40	37.21	42.24	38.51	39.21	41.51	39.91
Road and air transport	41.89	40.35	38.44	38.84	41.36	41.45	40.69
Shipping and stevedoring(d)	39.82	40.03	39.72	39.65	39.77	39.24	39.78
Communication	47.75	47.49	47.10	47.09	47.38	46.30	47.46
Wholesale and retail trade	40.57	40.65	41.24	39.14	40.09	41.00	40.53
Public authority (n.e.i.) and community and business services	41.13	39.84	40.35	38.50	39.01	42.94	40.27
Amusement, hotels, personal service, etc.	39.68	37.58	38.27	37.10	38.61	38.58	38.55
All industry groups(a)	41.04	40.34	41.66	39.48	40.49	40.71	40.74

For footnotes see next page.

WEEKLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS
31 DECEMBER 1965—continued

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
INDEX NUMBERS							
(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)							
Mining and quarrying(c)	182.7	141.9	180.7	137.7	152.4	145.5	171.9
Manufacturing—							
Engineering, metals, vehicles, etc.	139.5	139.4	148.1	139.0	142.5	147.8	140.5
Textiles, clothing and footwear	137.5	136.5	137.9	132.9	138.2	133.6	136.7
Food, drink and tobacco	141.3	146.6	145.8	135.3	143.4	139.6	143.4
Sawmilling, furniture, etc.	141.9	136.1	144.2	137.2	137.9	137.7	140.0
Paper, printing, etc.	150.2	154.3	161.0	150.4	160.8	141.5	152.5
Other manufacturing	141.8	139.4	142.6	138.8	139.2	140.1	140.6
All manufacturing groups	140.8	140.7	146.5	138.7	141.8	142.3	141.3
Building and construction	146.6	151.7	143.0	142.5	143.8	144.5	146.5
Railway services	143.0	131.8	149.6	136.4	138.8	147.0	141.3
Road and air transport	148.3	142.9	136.1	137.5	146.4	146.8	144.1
Shipping and stevedoring(d)	141.0	141.7	140.6	140.4	140.8	138.9	140.9
Communication	169.1	168.2	166.8	166.7	167.8	163.9	168.0
Wholesale and retail trade	143.6	143.9	146.0	138.6	142.0	145.2	143.5
Public authority (n.e.i.) and community and business services	145.6	141.1	142.9	136.3	138.1	152.0	142.6
Amusement, hotels, personal service, etc.	140.5	133.1	135.5	131.4	136.7	136.6	136.5
All industry groups(a)	145.3	142.8	147.5	139.8	143.4	144.2	144.3

(a) Excludes rural industry. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the merchant marine service, and include value of keep, where supplied.

WEEKLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS
31 DECEMBER 1966(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(£)							
Mining and quarrying(c)	52.54	42.46	54.34	41.01	45.08	43.92	50.28
Manufacturing—							
Engineering, metals, vehicles, etc.	41.59	41.58	43.38	41.24	43.68	43.75	41.83
Textiles, clothing and footwear	40.92	40.55	41.07	39.59	41.22	39.73	40.66
Food, drink and tobacco	42.09	43.48	42.70	40.32	42.89	41.58	42.53
Sawmilling, furniture, etc.	42.26	40.49	42.03	40.82	41.91	41.04	41.60
Paper, printing, etc.	44.68	45.85	48.28	45.89	49.90	43.06	45.61
Other manufacturing	42.21	41.67	41.65	41.28	41.36	41.74	41.84
All manufacturing groups	41.94	41.90	42.96	41.25	42.97	42.40	42.04
Building and construction	43.85	46.87	42.74	43.10	44.85	44.03	44.43
Railway services	42.44	39.58	43.55	40.71	41.18	43.51	41.84
Road and air transport	44.36	42.64	40.07	41.26	43.73	43.47	42.97
Shipping and stevedoring(d)	41.90	42.11	41.68	41.88	41.86	41.42	41.87
Communication	49.79	49.53	49.14	49.13	49.42	49.10	49.52
Wholesale and retail trade	42.77	42.97	43.31	41.58	42.92	43.41	42.83
Public authority (n.e.i.) and community and business services	43.15	42.24	42.60	40.78	41.63	44.95	42.51
Amusement, hotels, personal service, etc.	41.68	39.69	39.88	39.09	40.29	40.23	40.51
All industry groups(a)	43.18	42.76	43.53	41.74	43.36	43.18	42.99

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Mining and quarrying(c)	186.0	150.3	192.3	145.2	159.6	155.5	178.0
Manufacturing—							
Engineering, metals, vehicles, etc.	147.2	147.2	153.6	146.0	154.6	154.9	148.1
Textiles, clothing and footwear	144.8	143.5	145.4	140.1	145.9	140.6	143.9
Food, drink and tobacco	149.0	153.9	151.1	142.7	151.8	147.2	150.5
Sawmilling, furniture, etc.	149.6	143.3	148.8	144.5	148.4	145.3	147.3
Paper, printing, etc.	158.1	162.3	170.9	162.4	176.6	152.4	161.4
Other manufacturing	149.4	147.5	147.4	146.1	146.4	147.8	148.1
All manufacturing groups	148.5	148.3	152.1	146.0	152.1	150.1	148.8
Building and construction	155.2	165.9	151.3	152.6	158.8	155.9	157.3
Railway services	150.2	140.1	154.2	144.1	145.7	154.0	148.1
Road and air transport	157.0	150.9	141.8	146.0	154.8	153.9	152.1
Shipping and stevedoring(d)	148.3	149.1	147.5	148.2	148.2	146.6	148.2
Communication	176.2	175.3	173.9	173.9	174.9	173.8	175.3
Wholesale and retail trade	151.4	152.1	153.3	147.2	151.9	153.7	151.6
Public authority (n.e.i.) and community and business services	152.7	149.5	150.8	144.3	147.4	159.1	150.5
Amusement, hotels, personal service, etc.	147.5	140.5	141.1	138.4	142.6	142.4	143.4
All industry groups(a)	152.9	151.3	154.1	147.7	153.5	152.9	152.2

(a) Excludes rural industry. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the merchant marine service, and include value of keep, where supplied.

(ii) *Summary, States.* The following tables show, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work at the date specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown.

WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(\$)							
December 1939	10.01	9.71	9.94	9.41	10.05	9.22	9.83
.. 1945	12.25	12.11	11.81	11.60	12.03	11.56	12.06
.. 1950	20.62	20.18	19.52	19.79	20.06	19.80	20.20
.. 1955	30.52	29.56	28.35	28.50	30.01	29.36	29.70
.. 1956	32.28	30.96	30.28	29.63	31.28	31.39	31.30
.. 1957	32.45	31.60	30.43	30.69	32.16	31.85	31.74
.. 1958	32.92	31.97	31.78	31.24	32.40	32.36	32.29
.. 1959	35.02	34.42	33.43	33.99	34.08	34.71	34.47
.. 1960	36.28	34.99	35.07	34.22	35.81	35.15	35.50
.. 1961	37.34	36.22	35.98	35.46	36.38	36.27	36.58
.. 1962	37.37	36.37	35.97	35.65	36.57	36.48	36.66
.. 1963	38.28	37.20	37.00	36.40	37.50	37.29	37.55
.. 1964	40.27	39.47	39.22	38.69	38.82	39.69	39.65
.. 1965	41.04	40.34	41.66	39.48	40.49	40.71	40.74
March 1965	40.31	39.58	40.62	38.76	38.90	39.76	39.89
June 1965	40.45	39.66	40.88	38.83	39.29	39.86	40.04
September 1965	40.97	40.29	41.47	39.41	40.21	40.56	40.64
December 1965	41.04	40.34	41.66	39.48	40.49	40.71	40.74
March 1966	41.09	40.37	41.66	39.56	41.01	40.85	40.81
June 1966	41.08	40.48	42.82	39.57	42.04	41.02	41.08
September 1966	43.14	42.66	43.41	41.69	43.06	43.15	42.91
December 1966	43.18	42.76	43.53	41.74	43.36	43.18	42.99

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

December 1939	35.4	34.4	35.2	33.3	35.6	32.6	34.8
.. 1945	43.4	42.9	41.8	41.1	42.6	40.9	42.7
.. 1950	73.0	71.4	69.1	70.1	71.0	70.1	71.5
.. 1955	108.1	104.7	100.4	100.9	106.3	104.0	105.2
.. 1956	114.3	109.6	107.2	104.9	110.8	111.2	110.8
.. 1957	114.9	111.9	107.8	108.7	113.9	112.8	112.4
.. 1958	116.6	113.2	112.5	110.6	114.7	114.6	114.3
.. 1959	124.0	121.9	118.4	120.4	120.7	122.9	122.0
.. 1960	128.5	123.9	124.2	121.2	126.8	124.5	125.7
.. 1961	132.2	128.2	127.4	125.6	128.8	128.4	129.5
.. 1962	132.3	128.8	127.4	126.2	129.5	129.2	129.8
.. 1963	135.5	131.7	131.0	128.9	132.8	132.0	133.0
.. 1964	142.6	139.8	138.9	137.0	137.5	140.5	140.4
.. 1965	145.3	142.8	147.5	139.8	143.4	144.2	144.3
March 1965	142.7	140.1	143.8	137.3	137.7	140.8	141.3
June 1965	143.2	140.4	144.7	137.5	139.1	141.1	141.8
September 1965	145.1	142.7	146.8	139.5	142.4	143.6	143.9
December 1965	145.3	142.8	147.5	139.8	143.4	144.2	144.3
March 1966	145.5	142.9	147.5	140.1	145.2	144.6	144.5
June 1966	145.5	143.3	151.6	140.1	148.8	145.2	145.4
September 1966	152.7	151.0	153.7	147.6	152.4	152.8	151.9
December 1966	152.9	151.3	154.1	147.7	153.5	152.9	152.2

(a) Excludes rural industry. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(iii) *Industry groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS,^(a) AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements and index numbers of wage rates

Industry group	End of December—						
	1939	1950	1955	1960	1964	1965	1966
RATES OF WAGE^(b)							
(\$)							
Mining and quarrying ^(c)	10.99	25.96	36.68	41.47	47.48	48.55	50.28
Manufacturing—							
Engineering, metals, vehicles, etc.	9.98	20.17	29.48	35.02	38.90	39.67	41.83
Textiles, clothing and footwear	9.31	19.74	28.50	34.04	37.91	38.62	40.66
Food, drink and tobacco	9.91	20.14	29.58	35.22	39.25	40.51	42.53
Sawmilling, furniture, etc.	9.75	19.60	28.88	34.62	38.23	39.55	41.60
Paper, printing, etc.	10.46	21.42	31.25	37.92	42.24	43.06	45.61
Other manufacturing	9.64	19.76	29.13	34.72	38.79	39.71	41.84
All manufacturing groups	9.87	20.08	29.41	35.05	38.99	39.90	42.04
Building and construction	9.92	19.86	29.55	35.75	40.21	41.38	44.43
Railway services	9.45	19.58	29.09	34.65	38.46	39.91	41.84
Road and air transport	9.91	19.79	29.42	35.25	39.05	40.69	42.97
Shipping and stevedoring ^(d)	9.10	19.66	27.69	34.46	38.86	39.78	41.87
Communication	9.78	21.33	31.65	38.49	44.69	47.46	49.52
Wholesale and retail trade	9.85	20.08	29.78	35.71	39.57	40.53	42.83
Public authority (n.e.i.) and community and business services	9.19	19.21	28.98	34.81	38.85	40.27	42.51
Amusement, hotels, personal service, etc.	9.41	19.23	28.36	33.73	37.52	38.55	40.51
All industry groups ^(a)	9.83	20.20	29.70	35.50	39.65	40.74	42.99

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Mining and quarrying ^(c)	38.9	91.9	129.9	146.8	168.1	171.9	178.0
Manufacturing—							
Engineering, metals, vehicles, etc.	35.3	71.4	104.4	124.0	137.7	140.5	148.1
Textiles, clothing and footwear	33.0	69.9	100.9	120.5	134.2	136.7	143.9
Food, drink and tobacco	35.1	71.3	104.7	124.7	139.0	143.4	150.5
Sawmilling, furniture, etc.	34.5	69.4	102.3	122.6	135.4	140.0	147.3
Paper, printing, etc.	37.0	75.9	110.7	134.3	149.6	152.5	161.4
Other manufacturing	34.1	70.0	103.2	122.9	137.3	140.6	148.1
All manufacturing groups	34.9	71.1	104.1	124.1	138.1	141.3	148.8
Building and construction	35.1	70.3	104.6	126.6	142.4	146.5	157.3
Railway services	33.5	69.3	103.0	122.7	136.2	141.3	148.1
Road and air transport	35.1	70.1	104.2	124.8	138.3	144.1	152.1
Shipping and stevedoring ^(d)	32.2	69.6	98.1	122.0	137.6	140.9	148.2
Communication	34.6	75.5	112.1	136.3	158.2	168.0	175.3
Wholesale and retail trade	34.9	71.1	105.4	126.4	140.1	143.5	151.6
Public authority (n.e.i.) and community and business services	32.5	68.0	102.6	123.2	137.6	142.6	150.5
Amusement, hotels, personal service, etc.	33.3	68.1	100.4	119.4	132.9	136.5	143.4
All industry groups ^(a)	34.8	71.5	105.2	125.7	140.4	144.3	152.2

(a) Excludes rural industry. (b) See note (b) to previous table. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(iv) *Components of wage rate.* A dissection of weighted average minimum weekly wage rates for adult males into the three components of the minimum wage, i.e. basic wage, margin and loading, is given in the following tables, separate particulars being shown for employees in the main industry groups, and for employees covered by awards, etc. within Commonwealth and State jurisdictions. For the purposes of the index the Commonwealth jurisdiction embraces awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator. State jurisdictions embrace awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

The basic wage rates shown in this section are weighted averages of the rates prescribed in awards, etc. for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates have generally been used. However, there are a number of occupations for which basic wage rates other than the metropolitan rate are prescribed. Also, in some States at various times, State Government employees under Commonwealth awards have been paid State basic wage rates, and the basic wage rates of some employees have been subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables below. For these and other reasons, the weighted average basic wage rates differ, in the majority of cases, from the metropolitan basic wage rates shown in other sections of this chapter.

Margins are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness and other like factors.

Loadings are minimum amounts in addition to the basic wage and margin (if any), awarded for various kinds of disabilities associated with the performance of work, or to meet particular circumstances. They include payments such as industry loadings and other general loadings prescribed in awards, etc. for the occupations included in the index. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service, working in wet, dirty or confined places, excess fares incurred due to location of building site) are not included in the minimum wage rate index.

For a more detailed description of this dissection into components of weekly wage rates and for tables for each State and Australia, according to jurisdiction, extending back to 1939, see the statistical bulletin, *Minimum Wage Rates, March 1939 to June 1965*. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

(a) *Industry groups, Australia.* The tables following show the components of the total minimum weekly wage rate for the principal industry groups as at the end of March, June, September, and December 1965 and 1966. A table showing components of the wage rate in industry groups for Australia at the end of December each year, 1945 to 1966, is included in section IV of the Appendix.

**WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE,^(a)
INDUSTRY GROUPS,^(b) AUSTRALIA**

*Weighted average minimum weekly rates payable for a full week's work (excluding overtime),
as prescribed in awards, determinations and agreements*

(\$)

Industry group	31 March 1965				30 June 1965			
	Basic wage	Margin	Load- ing	Total	Basic wage	Margin	Load- ing	Total
Mining and quarrying ^(c)	31.31	8.96	7.90	48.17	31.35	9.12	8.06	48.53
Manufacturing—								
Engineering, metals, vehicles, etc.	31.01	7.80	0.27	39.08	31.02	7.84	0.27	39.13
Textiles, clothing and footwear	30.89	7.04	0.11	38.04	30.90	7.05	0.11	38.06
Food, drink and tobacco	31.03	8.35	0.33	39.71	31.05	8.39	0.33	39.77
Sawmilling, furniture, etc.	31.07	7.19	0.07	38.33	31.10	7.41	0.07	38.58
Paper, printing, etc.	31.18	10.99	0.17	42.34	31.01	11.48	0.11	42.60
Other manufacturing	31.05	7.38	0.50	38.93	31.07	7.51	0.51	39.09
All manufacturing groups	31.02	7.88	0.29	39.19	31.03	7.96	0.29	39.28
Building and construction	31.05	7.92	1.62	40.59	31.08	7.94	1.64	40.66
Railway services	31.00	7.69	0.32	39.01	31.04	7.69	0.32	39.05
Road and air transport	31.04	8.22	0.02	39.28	31.06	8.50	0.02	39.58
Shipping and stevedoring ^(d)	30.84	8.02	0.04	38.90	30.84	8.23	0.04	39.11
Communication	30.79	13.41	0.58	44.78	30.79	14.19	0.60	45.58
Wholesale and retail trade	31.02	8.35	0.39	39.76	31.06	8.41	0.39	39.86
Public authority (n.e.i.) and community and business services	30.99	7.62	0.30	38.91	31.02	8.28	0.30	39.60
Amusement, hotels, personal service, etc.	30.98	6.72	0.05	37.75	30.99	6.87	0.05	37.91
All industry groups ^(b)	31.02	8.14	0.73	39.89	31.04	8.27	0.73	40.04

Industry group	30 September 1965				31 December 1965			
	Basic wage	Margin	Load- ing	Total	Basic wage	Margin	Load- ing	Total
Mining and quarrying ^(c)	31.44	9.66	7.17	48.27	31.48	9.67	7.40	48.55
Manufacturing—								
Engineering, metals, vehicles, etc.	31.06	8.31	0.28	39.65	31.07	8.32	0.28	39.67
Textiles, clothing and footwear	30.92	7.58	0.11	38.61	30.92	7.59	0.11	38.62
Food, drink and tobacco	31.14	8.82	0.33	40.29	31.15	9.03	0.33	40.51
Sawmilling, furniture, etc.	31.23	7.92	0.07	39.22	31.26	8.22	0.07	39.55
Paper, printing, etc.	31.06	11.87	0.11	43.04	31.06	11.89	0.11	43.06
Other manufacturing	31.12	8.07	0.47	39.66	31.13	8.11	0.47	39.71
All manufacturing groups	31.08	8.46	0.28	39.82	31.09	8.53	0.28	39.90
Building and construction	31.18	8.44	1.67	41.29	31.20	8.49	1.69	41.38
Railway services	31.20	8.13	0.38	39.71	31.21	8.30	0.40	39.91
Road and air transport	31.14	9.29	0.02	40.45	31.15	9.52	0.02	40.69
Shipping and stevedoring ^(d)	30.87	8.84	0.05	39.76	30.87	8.86	0.05	39.78
Communication	30.79	16.04	0.62	47.45	30.79	16.04	0.63	47.46
Wholesale and retail trade	31.14	8.91	0.39	40.44	31.16	8.98	0.39	40.53
Public authority (n.e.i.) and community and business services	31.12	8.78	0.31	40.21	31.14	8.82	0.31	40.27
Amusement, hotels, personal service, etc.	31.05	7.36	0.05	38.46	31.06	7.44	0.05	38.55
All industry groups ^(b)	31.11	8.82	0.71	40.64	31.12	8.90	0.72	40.74

(a) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. For definitions of basic wage, margin and loading see text. (b) Excludes rural industry. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

**WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE,^(a)
INDUSTRY GROUPS,^(b) AUSTRALIA**

*Weighted average minimum weekly rates payable for a full week's work (excluding overtime),
as prescribed in awards, determinations and agreements*

(\$)

Industry group	31 March 1966				30 June 1966			
	Basic wage	Margin	Load- ing	Total	Basic wage	Margin	Load- ing	Total
Mining and quarrying ^(c)	31.53	9.67	7.41	48.61	31.69	9.68	7.32	48.69
Manufacturing—								
Engineering, metals, vehicles, etc.	31.08	8.33	0.28	39.69	31.16	8.38	0.28	39.82
Textiles, clothing and footwear	30.92	7.62	0.11	38.65	30.95	7.63	0.11	38.69
Food, drink and tobacco	31.17	9.08	0.33	40.58	31.39	9.12	0.33	40.84
Sawmilling, furniture, etc.	31.30	8.22	0.07	39.59	31.59	8.31	0.07	39.97
Paper, printing, etc.	31.07	11.92	0.11	43.10	31.18	12.05	0.11	43.34
Other manufacturing	31.16	8.16	0.47	39.79	31.26	8.19	0.48	39.93
All manufacturing groups	31.11	8.54	0.29	39.94	31.23	8.59	0.29	40.11
Building and construction	31.24	8.57	1.77	41.58	31.48	8.86	1.97	42.31
Railway services	31.25	8.33	0.40	39.98	31.60	8.34	0.40	40.34
Road and air transport	31.17	9.54	0.02	40.73	31.35	9.59	0.02	40.96
Shipping and stevedoring ^(d)	30.87	8.89	0.05	39.81	30.93	8.91	0.06	39.90
Communication	30.79	16.04	0.63	47.46	30.79	16.04	0.63	47.46
Wholesale and retail trade	31.19	9.08	0.40	40.67	31.36	9.18	0.40	40.94
Public authority (n.e.i.) and com- munity and business services	31.18	8.84	0.31	40.33	31.39	8.87	0.31	40.57
Amusement, hotels, personal ser- vice, etc.	31.08	7.46	0.05	38.59	31.19	7.48	0.05	38.72
All industry groups ^(b)	31.15	8.93	0.73	40.81	31.31	9.02	0.75	41.08

Industry group	30 September 1966				31 December 1966			
	Basic wage	Margin	Load- ing	Total	Basic wage	Margin	Load- ing	Total
Mining and quarrying ^(c)	33.31	9.80	7.15	50.26	33.34	9.81	7.13	50.28
Manufacturing—								
Engineering, metals, vehicles, etc.	33.00	8.44	0.27	41.71	33.01	8.55	0.27	41.83
Textiles, clothing and footwear	32.89	7.65	0.11	40.65	32.89	7.66	0.11	40.66
Food, drink and tobacco	33.01	9.16	0.34	42.51	33.02	9.18	0.33	42.53
Sawmilling, furniture, etc.	33.05	8.46	0.07	41.58	33.07	8.46	0.07	41.60
Paper, printing, etc.	33.01	12.48	0.11	45.60	33.02	12.48	0.11	45.61
Other manufacturing	33.04	8.21	0.48	41.73	33.06	8.30	0.48	41.84
All manufacturing groups	33.01	8.67	0.28	41.96	33.02	8.74	0.28	42.04
Building and construction	33.03	8.96	2.40	44.39	33.05	8.97	2.41	44.43
Railway services	32.97	8.46	0.39	41.82	32.99	8.46	0.39	41.84
Road and air transport	33.02	9.60	0.02	42.64	33.04	9.91	0.02	42.97
Shipping and stevedoring ^(d)	32.83	8.97	0.07	41.87	32.84	8.96	0.07	41.87
Communication	32.80	16.07	0.65	49.52	32.80	16.07	0.65	49.52
Wholesale and retail trade	33.02	9.29	0.40	42.71	33.04	9.37	0.42	42.83
Public authority (n.e.i.) and com- munity and business services	32.98	8.88	0.39	42.25	33.01	9.11	0.39	42.51
Amusement, hotels, personal ser- vice, etc.	32.97	7.46	0.05	40.48	32.98	7.48	0.05	40.51
All industry groups ^(b)	33.00	9.10	0.81	42.91	33.02	9.16	0.81	42.99

(a) The amounts shown should not be regarded as actual, current averages, but as indexes expressed in money terms, indicative of trends. For definitions of basic wage, margins and loading see text. (b) Excludes rural industry. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(b) States. The following tables show the components of the total minimum weekly wage rate according to jurisdiction for each State and Australia as at 31 December 1965 and 31 December 1966. Long term tables for each State and Australia extending back to December 1939 appear in section IV of the Appendix.

WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE(a)

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

31 DECEMBER 1965

(\$)

Jurisdiction and components of wage rate(b)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<i>Commonwealth awards, etc.—</i>							
Basic wage	31.36	30.73	29.94	30.35	30.83	31.21	30.92
Margin	9.04	8.58	10.30	9.21	11.92	8.20	8.96
Loading	0.58	0.57	0.59	0.31	0.34	0.78	0.55
<i>Total</i>	<i>40.98</i>	<i>39.88</i>	<i>40.83</i>	<i>39.87</i>	<i>43.09</i>	<i>40.19</i>	<i>40.43</i>
<i>State awards, etc.—</i>							
Basic wage	31.50	30.70	31.49	30.31	31.96	31.39	31.34
Margin	8.49	9.83	9.72	7.04	7.62	8.86	8.82
Loading	1.11	0.85	0.66	1.23	0.57	1.27	0.91
<i>Total</i>	<i>41.10</i>	<i>41.38</i>	<i>41.87</i>	<i>38.58</i>	<i>40.15</i>	<i>41.52</i>	<i>41.07</i>
<i>All awards, etc.—</i>							
Basic wage	31.42	30.72	31.18	30.34	31.83	31.28	31.12
Margin	8.78	8.96	9.84	8.55	8.12	8.46	8.90
Loading	0.84	0.66	0.64	0.59	0.54	0.97	0.72
<i>Total</i>	<i>41.04</i>	<i>40.34</i>	<i>41.66</i>	<i>39.48</i>	<i>40.49</i>	<i>40.71</i>	<i>40.74</i>

31 DECEMBER 1966

(\$)

Jurisdiction and components of wage rate(b)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<i>Commonwealth awards, etc.—</i>							
Basic wage	33.36	32.73	31.95	32.35	32.84	33.22	32.92
Margin	9.20	8.80	10.41	9.38	12.30	8.43	9.16
Loading	0.60	0.77	0.63	0.38	0.37	1.01	0.64
<i>Total</i>	<i>43.16</i>	<i>42.30</i>	<i>42.99</i>	<i>42.11</i>	<i>45.51</i>	<i>42.66</i>	<i>42.72</i>
<i>State awards, etc.—</i>							
Basic wage	33.50	32.70	32.79	32.31	33.50	33.39	33.13
Margin	8.72	9.96	9.99	7.20	8.87	9.00	9.17
Loading	1.00	1.11	0.89	1.38	0.70	1.61	0.99
<i>Total</i>	<i>43.22</i>	<i>43.77</i>	<i>43.67</i>	<i>40.89</i>	<i>43.07</i>	<i>44.00</i>	<i>43.29</i>
<i>All awards, etc.—</i>							
Basic wage	33.42	32.72	32.62	32.34	33.43	33.29	33.02
Margin	8.98	9.16	10.08	8.71	9.27	8.65	9.16
Loading	0.78	0.88	0.83	0.69	0.66	1.24	0.81
<i>Total</i>	<i>43.18</i>	<i>42.76</i>	<i>43.53</i>	<i>41.74</i>	<i>43.36</i>	<i>43.18</i>	<i>42.99</i>

(a) Excludes rural industry. The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (b) For definitions of basic wage, margin and loading, see page 65.

(c) *Australia, 1939 to 1966.* The components of the minimum weekly wage rate for Australia, according to jurisdiction, for the years 1939 to 1966, are shown in the following table.

WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF WAGE RATE,^(a) AUSTRALIA

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements

($\$$)

Jurisdiction and components of wage rate ^(b)	End of December—					
	1939	1950	1960	1964	1965	1966
<i>Commonwealth Awards, etc.—</i>						
Basic Wage	7.94	16.22	27.82	30.92	30.92	32.92
Margin	1.72	3.57	7.01	8.09	8.96	9.16
Loading	0.04	0.39	0.31	0.53	0.55	0.64
<i>Total</i>	<i>9.70</i>	<i>20.18</i>	<i>35.14</i>	<i>39.54</i>	<i>40.43</i>	<i>42.72</i>
<i>State Awards, etc.—</i>						
Basic Wage	8.19	16.17	28.52	31.07	31.34	33.13
Margin	1.73	3.52	6.84	7.81	8.82	9.17
Loading	0.06	0.54	0.52	0.88	0.91	0.99
<i>Total</i>	<i>9.98</i>	<i>20.23</i>	<i>35.88</i>	<i>39.76</i>	<i>41.07</i>	<i>43.29</i>
<i>All Awards, etc.—</i>						
Basic Wage	8.07	16.19	28.16	30.99	31.12	33.02
Margin	1.72	3.55	6.92	7.96	8.90	9.16
Loading	0.04	0.46	0.42	0.70	0.72	0.81
<i>Total</i>	<i>9.83</i>	<i>20.20</i>	<i>35.50</i>	<i>39.65</i>	<i>40.74</i>	<i>42.99</i>

For footnotes see table on previous page.

4. Weekly wage rates, adult females—

(i) *Industry groups, States.* The following tables show the weighted average minimum weekly rates of wage payable to adult female workers, for a full week's work, at 31 December 1965 and 31 December 1966 in each of the principal industry groups.

WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,^(a) 31 DECEMBER 1965

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
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RATES OF WAGE^(b)

($\$$)

<i>Manufacturing—</i>							
Engineering, metals, vehicles, etc..	29.38	27.96	28.49	26.83	27.99	28.38	28.55
Textiles, clothing and footwear . . .	27.47	27.04	27.46	27.37	27.66	26.44	27.25
Food, drink and tobacco	29.48	27.72	28.35	26.77	27.11	26.70	28.28
Other manufacturing	29.02	27.81	29.34	27.13	27.72	26.75	28.44
<i>All manufacturing groups</i>	<i>28.48</i>	<i>27.39</i>	<i>28.18</i>	<i>27.03</i>	<i>27.58</i>	<i>26.76</i>	<i>27.88</i>
<i>Transport and communication</i>	<i>31.92</i>	<i>30.82</i>	<i>31.67</i>	<i>30.69</i>	<i>31.47</i>	<i>31.58</i>	<i>31.42</i>
<i>Wholesale and retail trade</i>	<i>31.78</i>	<i>30.59</i>	<i>30.13</i>	<i>28.39</i>	<i>28.61</i>	<i>28.30</i>	<i>30.58</i>
<i>Public authority (n.e.i.) and community and business services</i> . . .	<i>32.18</i>	<i>29.87</i>	<i>29.12</i>	<i>28.54</i>	<i>28.52</i>	<i>31.37</i>	<i>30.56</i>
<i>Amusement, hotels, personal service, etc.</i>	<i>28.92</i>	<i>27.41</i>	<i>27.62</i>	<i>26.13</i>	<i>29.83</i>	<i>27.44</i>	<i>28.23</i>
<i>All industry groups^(a)</i>	<i>29.92</i>	<i>28.46</i>	<i>29.15</i>	<i>27.75</i>	<i>28.69</i>	<i>27.95</i>	<i>29.09</i>

**WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,^(a)
31 DECEMBER 1965—continued**

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
INDEX NUMBERS							
<i>(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)</i>							
Manufacturing—							
Engineering, metals, vehicles, etc..	147.6	140.4	143.1	134.7	140.6	142.5	143.4
Textiles, clothing and footwear . . .	138.0	135.8	137.9	137.5	138.9	132.8	136.9
Food, drink and tobacco	148.1	139.2	142.4	134.5	136.2	134.1	142.0
Other manufacturing	145.8	139.7	147.4	136.3	139.3	134.4	142.9
All manufacturing groups	143.1	137.6	141.5	135.8	138.6	134.4	140.0
Transport and communication	160.3	154.8	159.1	154.2	158.1	158.6	157.8
Wholesale and retail trade	159.6	153.7	151.3	142.6	143.7	142.2	153.6
Public authority (n.e.i.) and community and business services	161.6	150.1	146.3	143.4	143.3	157.6	153.5
Amusement, hotels, personal service, etc.	145.3	137.7	138.7	131.3	149.8	137.8	141.8
All industry groups^(a)	150.3	143.0	146.4	139.4	144.1	140.4	146.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

**WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,^(a)
31 DECEMBER 1966**

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE^(b)(\$)							
Manufacturing—							
Engineering, metals, vehicles, etc..	30.89	29.46	29.63	28.53	30.36	29.88	30.07
Textiles, clothing and footwear . . .	28.98	28.54	28.83	28.90	29.26	27.94	28.75
Food, drink and tobacco	31.08	29.33	29.49	28.61	28.78	28.29	29.85
Other manufacturing	30.60	29.33	30.56	28.76	29.66	28.66	30.00
All manufacturing groups	30.01	28.91	29.44	28.70	29.37	28.35	29.40
Transport and communication	33.56	32.45	33.11	32.34	33.30	33.11	33.04
Wholesale and retail trade	33.36	32.30	31.29	30.08	31.18	30.50	32.24
Public authority (n.e.i.) and community and business services	33.84	31.54	30.90	30.18	30.08	32.86	32.23
Amusement, hotels, personal service, etc.	30.48	29.03	28.81	27.73	31.25	29.09	29.75
All industry groups^(a)	31.48	30.05	30.46	29.41	30.70	29.74	30.67

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Manufacturing—							
Engineering, metals, vehicles, etc..	155.1	147.9	148.8	143.3	152.5	150.0	151.0
Textiles, clothing and footwear . . .	145.5	143.3	144.8	145.1	146.9	140.3	144.4
Food, drink and tobacco	156.1	147.3	148.1	143.7	144.5	142.0	149.9
Other manufacturing	153.7	147.3	153.5	144.4	148.9	143.9	150.7
All manufacturing groups	150.7	145.2	147.8	144.1	147.5	142.3	147.7
Transport and communication	168.5	163.0	166.3	162.4	167.2	166.3	165.9
Wholesale and retail trade	167.5	162.2	157.1	151.0	156.6	153.2	161.9
Public authority (n.e.i.) and community and business services	169.9	158.4	155.2	151.5	151.1	165.1	161.8
Amusement, hotels, personal service, etc.	153.0	145.8	144.6	139.2	156.9	146.1	149.4
All industry groups^(a)	158.1	150.9	153.0	147.7	154.1	149.3	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Summary, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work in each State and Australia at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown. This series has not been compiled for the years prior to 1951.

WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements, and index numbers of wage rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(\$)							
December 1951	17.23	17.22	16.12	17.02	16.25	16.56	17.03
.. 1955	20.97	21.04	19.42	20.18	19.78	20.00	20.69
.. 1960	26.12	24.66	23.93	24.29	25.12	23.88	25.17
.. 1961	26.92	25.66	25.55	25.20	25.66	24.82	26.12
.. 1962	26.91	25.67	25.58	25.23	26.22	24.83	26.15
.. 1963	27.61	26.08	26.17	25.52	26.65	25.21	26.69
.. 1964	29.24	27.67	28.15	27.29	27.70	27.04	28.34
.. 1965	29.92	28.46	29.15	27.75	28.69	27.95	29.09
March 1965	29.29	27.68	28.39	27.32	27.70	27.19	28.39
June 1965	29.38	27.85	28.51	27.41	27.99	27.32	28.52
September 1965	29.86	28.36	29.12	27.75	28.56	27.68	29.02
December 1965	29.92	28.46	29.15	27.75	28.69	27.95	29.09
March 1966	29.92	28.47	29.15	27.75	29.23	27.95	29.12
June 1966	29.92	28.47	29.87	27.76	29.42	27.96	29.21
September 1966	31.45	30.02	30.32	29.38	30.45	29.50	30.61
December 1966	31.48	30.05	30.46	29.41	30.70	29.74	20.67

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

December 1951	86.6	86.5	81.0	85.5	81.6	83.2	85.6
.. 1955	105.3	105.7	97.6	101.3	99.3	100.5	103.9
.. 1960	131.2	123.9	120.2	122.0	126.2	120.0	126.4
.. 1961	135.2	128.9	128.3	126.6	128.9	124.7	131.2
.. 1962	135.2	128.9	128.5	126.7	131.7	124.7	131.4
.. 1963	138.7	131.0	131.4	128.2	133.9	126.6	134.1
.. 1964	146.9	139.0	141.4	137.1	139.1	135.8	142.3
.. 1965	150.3	143.0	146.4	139.4	144.1	140.4	146.1
March 1965	147.1	139.1	142.6	137.2	139.1	136.6	142.6
June 1965	147.6	139.9	143.2	137.7	140.6	137.2	143.2
September 1965	150.0	142.4	146.3	139.4	143.5	139.0	145.7
December 1965	150.3	143.0	146.4	139.4	144.1	140.4	146.1
March 1966	150.3	143.0	146.4	139.4	146.8	140.4	146.3
June 1966	150.3	143.0	150.0	139.5	147.8	140.5	146.7
September 1966	157.9	150.7	152.3	147.5	153.0	148.2	153.8
December 1966	158.1	150.9	153.0	147.7	154.1	149.3	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms indicative of trends.

(iii) *Industry Groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS,^(a) AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime) as prescribed in awards, determinations and agreements, and index numbers of wage rates

Industry group	End of December—					
	1951	1955	1960	1964	1965	1966
RATES OF WAGE^(b)						
(\$)						
Manufacturing—						
Engineering, metals, vehicles, etc. . .	17.09	20.65	24.98	28.09	28.55	30.07
Textiles, clothing and footwear . . .	17.12	20.09	24.07	26.83	27.25	28.75
Food, drink and tobacco	16.58	20.68	24.63	27.62	28.28	29.85
Other manufacturing	16.88	20.36	24.80	27.91	28.44	30.00
All manufacturing groups	16.99	20.33	24.46	27.39	27.88	29.40
Transport and communication	17.75	21.38	26.02	29.56	31.42	33.04
Wholesale and retail trade	17.11	21.30	26.36	29.60	30.58	32.24
Public authority (n.e.i.) and community and business services	17.01	20.97	25.78	29.76	30.56	32.23
Amusement, hotels, personal service, etc.	16.68	20.17	24.50	27.48	28.23	29.75
All industry groups ^(a)	17.03	20.69	25.17	28.34	29.09	30.67

INDEX NUMBERS

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

Manufacturing—						
Engineering, metals, vehicles, etc. . .	85.9	103.7	125.5	141.1	143.4	151.0
Textiles, clothing and footwear . . .	86.0	100.9	120.9	134.8	136.9	144.4
Food, drink and tobacco	83.3	103.9	123.7	138.7	142.0	149.9
Other manufacturing	84.8	102.3	124.6	140.2	142.9	150.7
All manufacturing groups	85.4	102.1	122.9	137.6	140.0	147.7
Transport and communication	89.2	107.4	130.7	148.5	157.8	165.9
Wholesale and retail trade	85.9	107.0	132.4	148.7	153.6	161.9
Public authority (n.e.i.) and com- munity and business services	85.4	105.3	129.5	149.5	153.5	161.8
Amusement, hotels, personal service, etc.	83.8	101.3	123.1	138.0	141.8	149.4
All industry groups ^(a)	85.6	103.9	126.4	142.3	146.1	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

5. Hourly wage rates

(i) *Adult males. (a) Industry groups, States.* The following tables show the weighted average minimum hourly rates of wage payable to adult male workers at 31 December 1965 and 31 December 1966.

HOURLY RATES OF WAGE; ADULT MALES, INDUSTRY GROUPS
31 DECEMBER 1965(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(cents)							
Mining and quarrying(c)	130.87	100.20	127.62	97.26	110.99	102.75	122.85
Manufacturing—							
Engineering, metals, vehicles, etc.	98.49	98.45	104.54	98.17	100.62	104.35	99.17
Textiles, clothing and footwear	97.10	96.37	97.38	93.82	97.56	94.36	96.55
Food, drink and tobacco	99.88	103.49	102.94	95.50	101.22	98.55	101.31
Sawmilling, furniture, etc.	100.18	96.07	101.82	96.85	97.35	97.24	98.87
Paper, printing, etc.	106.02	109.11	113.69	106.19	115.79	99.89	107.78
Other manufacturing	100.14	98.51	100.68	98.21	98.04	99.00	99.32
All manufacturing groups	99.42	99.35	103.45	98.00	100.19	100.45	99.76
Building and construction	103.53	107.13	100.96	100.62	101.55	101.99	103.46
Railway services	100.99	93.12	105.61	96.27	98.02	103.77	99.80
Road and air transport	104.73	100.87	96.11	97.11	103.39	103.62	101.73
Communication	119.37	118.73	117.75	118.93	118.46	116.94	118.78
Wholesale and retail trade	101.42	101.61	103.09	97.84	100.23	102.50	101.32
Public authority (n.e.i.) and community and business services	104.84	102.33	102.10	98.12	98.55	109.02	102.60
Amusement, hotels, personal service, etc.	99.20	93.94	95.68	92.74	96.53	96.46	96.38
All industry groups(a)	102.80	100.95	104.35	98.78	101.57	102.07	102.02

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and quarrying(c)	185.0	141.6	180.4	137.5	156.9	145.2	173.6
Manufacturing—							
Engineering, metals, vehicles, etc.	139.2	139.2	147.8	138.8	142.2	147.5	140.2
Textiles, clothing and footwear	137.2	136.2	137.6	132.6	137.9	133.4	136.3
Food, drink and tobacco	141.2	146.3	145.5	135.0	143.1	139.3	143.2
Sawmilling, furniture, etc.	141.6	135.8	143.9	136.9	137.6	137.4	139.7
Paper, printing, etc.	149.9	154.2	160.7	150.1	163.7	141.2	152.3
Other manufacturing	141.5	139.2	142.3	138.8	138.6	139.9	140.4
All manufacturing groups	140.5	140.4	146.2	138.5	141.6	142.0	141.0
Building and construction	146.3	151.4	142.7	142.2	143.5	144.2	146.2
Railway services	142.7	131.6	149.3	136.1	138.5	146.7	141.1
Road and air transport	148.0	142.6	135.8	137.3	146.1	146.5	143.8
Communication	168.7	167.8	166.4	168.1	167.4	165.3	167.9
Wholesale and retail trade	143.3	143.6	145.7	138.3	141.7	144.9	143.2
Public authority (n.e.i.) and community and business services	148.2	144.6	144.3	138.7	139.3	154.1	145.0
Amusement, hotels, personal service, etc.	140.2	132.8	135.2	131.1	136.4	136.3	136.2
All industry groups(a)	145.3	142.7	147.5	139.6	143.6	144.3	144.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

HOURLY RATES OF WAGE; ADULT MALES, INDUSTRY GROUPS
31 DECEMBER 1966(a).

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(cents)							
Mining and quarrying(c)	133.28	106.14	135.84	102.52	116.25	109.81	127.24
Manufacturing—							
Engineering, metals, vehicles, etc.	103.98	103.94	108.45	103.10	109.20	109.38	104.57
Textiles, clothing and footwear	102.30	101.38	102.66	98.97	103.05	99.34	101.65
Food, drink and tobacco	105.38	108.69	106.75	100.81	107.23	103.95	106.38
Sawmilling, furniture, etc.	105.65	101.23	105.07	102.04	104.78	102.59	104.00
Paper, printing, etc.	111.69	114.79	120.71	114.72	127.26	107.64	114.17
Other manufacturing	105.52	104.27	104.13	103.45	103.16	104.44	104.65
All manufacturing groups	104.88	104.79	107.40	103.18	107.47	106.01	105.11
Building and construction	109.63	117.18	106.85	107.75	112.12	110.09	111.08
Railway services	106.09	99.05	108.87	101.77	102.94	108.78	104.63
Road and air transport	110.90	106.60	100.17	103.14	109.32	108.66	107.43
Communication	124.47	123.83	122.85	124.08	123.55	124.01	123.95
Wholesale and retail trade	106.92	107.43	108.28	103.96	107.30	108.54	107.07
Public authority (n.e.i.) and community and business services	109.99	108.48	107.78	103.92	105.19	114.12	108.31
Amusement, hotels, personal service, etc.	104.20	99.22	99.69	97.73	100.73	100.57	101.28
All industry groups(a)	108.17	107.01	109.02	104.43	108.80	108.30	107.67

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and quarrying(c)	188.3	150.0	191.9	144.9	164.3	155.2	179.8
Manufacturing—							
Engineering, metals, vehicles, etc.	146.9	146.9	153.2	145.7	154.3	154.5	147.7
Textiles, clothing and footwear	144.5	143.2	145.1	139.8	145.6	140.4	143.6
Food, drink and tobacco	148.9	153.6	150.8	142.4	151.5	146.9	150.3
Sawmilling, furniture, etc.	149.3	143.0	148.5	144.2	148.0	145.0	147.0
Paper, printing, etc.	157.8	162.2	170.6	162.1	179.8	152.1	161.3
Other manufacturing	149.1	147.3	147.1	146.2	145.8	147.6	147.9
All manufacturing groups	148.2	148.1	151.7	145.8	151.8	149.8	148.5
Building and construction	154.9	165.6	151.0	152.2	158.4	155.5	157.0
Railway services	149.9	139.9	153.9	143.8	145.4	153.7	147.9
Road and air transport	156.7	150.6	141.5	145.7	154.5	153.5	151.8
Communication	175.9	175.0	173.6	175.3	174.6	175.2	175.1
Wholesale and retail trade	151.1	151.8	153.0	146.9	151.6	153.4	151.3
Public authority (n.e.i.) and community and business services	155.4	153.3	152.3	146.8	148.6	161.3	153.0
Amusement, hotels, personal service, etc.	147.3	140.2	140.9	138.1	142.3	142.1	143.2
All industry groups(a)	152.9	151.3	154.1	147.6	153.8	153.1	152.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(b) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult males in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT MALES, ALL GROUPS^(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of December--	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
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RATES OF WAGE^(b) (cents)

1939 . . .	22.90	22.03	22.91	21.21	22.62	20.95	22.42
1945 . . .	28.03	27.54	27.19	26.43	27.36	26.42	27.54
1950 . . .	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1955 . . .	76.57	74.06	71.02	71.40	75.42	73.71	74.47
1960 . . .	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1964 . . .	100.89	98.78	98.15	96.81	97.37	99.46	99.28
1965 . . .	102.80	100.95	104.35	98.78	101.57	102.07	102.02
1966 . . .	108.17	107.01	109.02	104.43	108.80	108.30	107.67

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

1939 . . .	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945 . . .	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950 . . .	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955 . . .	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1960 . . .	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1964 . . .	142.6	139.6	138.7	136.8	137.6	140.6	140.3
1965 . . .	145.3	142.7	147.5	139.6	143.6	144.3	144.2
1966 . . .	152.9	151.3	154.1	147.6	153.8	153.1	152.2

(a) All industry groups except rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definition particulars of the computation of hourly wage rates are not available. (b) See note (b) to table on previous page.

(c) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural industry, and shipping and stevedoring. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

HOURLY WAGE RATES, ADULT MALES, INDUSTRY GROUPS, AUSTRALIA(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	End of December—						
	1939	1950	1955	1960	1964	1965	1966
RATES OF WAGE(b)							
(cents)							
Mining and quarrying(c)	26.54	65.58	92.84	104.92	120.16	122.85	127.24
Manufacturing—							
Engineering, metals, vehicles, etc.	22.70	50.42	73.69	87.54	97.25	99.17	104.57
Textiles, clothing and footwear	21.14	49.35	71.25	85.11	94.77	96.55	101.65
Food, drink and tobacco	22.55	50.33	73.97	88.11	98.18	101.31	106.38
Sawmilling, furniture, etc.	22.16	49.00	72.21	86.54	95.58	98.87	104.00
Paper, printing, etc.	23.87	53.63	78.22	94.92	105.75	107.78	114.17
Other manufacturing	21.92	49.41	72.87	86.83	97.01	99.32	104.63
All manufacturing groups	22.44	50.21	73.54	87.65	97.50	99.76	105.11
Building and construction	22.56	49.64	73.87	89.37	100.53	103.46	111.08
Railway services	21.48	48.97	72.75	86.65	96.18	99.80	104.63
Road and air transport	22.42	49.48	73.57	88.12	97.62	101.73	107.43
Communication	22.27	53.37	79.18	96.35	118.87	118.78	123.95
Wholesale and retail trade	22.12	50.21	74.44	89.27	98.93	101.32	107.07
Public authority (n.e.i.) and community and business services	21.57	48.93	73.84	88.68	98.98	102.60	108.31
Amusement, hotels, personal service, etc.	21.05	47.92	70.89	84.33	93.80	96.38	101.28
All industry groups(a)	22.42	50.58	74.47	88.92	99.28	102.02	107.67

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and quarrying(c)	37.5	92.7	131.2	148.3	169.8	173.6	179.8
Manufacturing—							
Engineering, metals, vehicles, etc.	32.1	71.3	104.2	123.7	137.5	140.2	147.7
Textiles, clothing and footwear	29.9	69.8	100.7	120.3	133.9	136.5	143.6
Food, drink and tobacco	31.9	71.1	104.6	124.5	138.8	143.2	150.3
Sawmilling, furniture, etc.	31.1	69.3	102.1	122.3	135.1	139.7	147.0
Paper, printing, etc.	33.7	75.8	110.6	134.2	149.5	152.3	161.3
Other manufacturing	31.0	69.8	103.0	122.7	137.1	140.4	147.9
All manufacturing groups	31.7	71.0	103.9	123.9	137.8	141.0	148.5
Building and construction	31.9	70.2	104.4	126.3	142.1	146.2	157.0
Railway services	30.4	69.2	102.8	122.5	135.9	141.1	147.9
Road and air transport	31.7	69.9	104.0	124.6	138.0	143.8	151.8
Communication	31.5	75.4	111.9	136.2	158.1	167.9	175.1
Wholesale and retail trade	31.3	71.0	105.2	126.2	139.8	143.2	151.3
Public authority (n.e.i.) and community and business services	30.5	69.2	104.4	125.3	139.9	145.0	153.0
Amusement, hotels, personal service, etc.	29.8	67.7	100.2	119.2	132.6	136.2	143.2
All industry groups(a)	31.7	71.5	105.3	125.7	140.3	144.2	152.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly rates of wage are not available. (b) See note (b) to table on page 74. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(ii) *Adult Females. (a) Industry groups, States.* The following tables show the weighted average minimum hourly rates of wage payable to adult female workers at 31 December 1965 and 31 December 1966, in the principal industry groups, and corresponding index numbers.

**HOURLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS
31 DECEMBER 1965(a)**

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b) (cents)							
Manufacturing—							
Engineering, metals, vehicles, etc.	73.52	70.12	71.22	67.07	69.97	70.94	71.48
Textiles, clothing and footwear . . .	68.77	67.60	68.66	68.42	69.14	66.01	68.17
Food, drink and tobacco	73.71	69.29	70.87	66.92	67.77	66.74	70.69
Other manufacturing	72.92	69.62	73.36	68.05	69.31	66.88	71.34
All manufacturing groups	71.33	68.53	70.45	67.64	68.96	66.90	69.77
Transport and communication	83.91	81.22	83.77	81.11	83.10	86.99	82.88
Wholesale and retail trade	80.36	76.48	75.32	70.97	71.52	70.76	76.80
Public authority (n.e.i.) and community and business services	83.59	76.11	74.20	73.88	72.30	83.21	78.51
Amusement, hotels, personal service, etc.	73.40	68.63	69.21	65.57	74.72	68.82	71.14
All industry groups(a)	75.69	71.50	73.43	69.78	72.12	70.52	73.33

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Manufacturing—							
Engineering, metals, vehicles, etc.	146.5	139.8	141.9	133.7	139.4	141.4	142.5
Textiles, clothing and footwear . . .	137.1	134.7	136.8	136.4	137.8	131.7	135.9
Food, drink and tobacco	146.9	138.1	141.2	133.4	135.1	133.0	140.9
Other manufacturing	145.3	138.7	146.2	135.6	138.1	133.3	142.2
All manufacturing groups	142.2	136.6	140.4	134.8	137.4	133.3	139.1
Transport and communication	167.2	161.9	166.9	161.6	165.6	173.4	165.2
Wholesale and retail trade	160.2	152.4	150.1	141.5	142.5	141.0	153.1
Public authority (n.e.i.) and community and business services	166.6	151.7	147.9	145.2	144.1	165.9	156.5
Amusement, hotels, personal service, etc.	146.3	136.8	137.9	130.7	148.9	137.2	141.8
All industry groups(a)	150.9	142.5	146.3	139.1	143.8	140.5	146.2

(a) Excludes rural industry, mining and quarrying, and building and construction. page 74.

(b) See note (b) to table on

**HOURLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS
31 DECEMBER 1966(a)**

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b)							
(cents)							
Manufacturing—							
Engineering metals, vehicles, etc. . .	77.27	73.90	74.08	71.32	75.91	74.69	75.29
Textiles, clothing and footwear . . .	72.52	71.36	72.08	72.24	73.15	69.86	71.91
Food, drink and tobacco . . .	77.70	73.33	73.72	71.54	71.94	70.72	74.63
Other manufacturing . . .	76.91	73.43	76.41	72.16	74.16	71.64	75.23
All manufacturing groups . . .	75.17	72.33	73.61	71.80	73.42	70.86	73.58
Transport and communication . . .	88.23	85.53	87.56	85.45	87.92	91.22	87.14
Wholesale and retail trade . . .	84.34	80.74	78.22	75.20	77.94	76.26	80.98
Public authority (n.e.i.) and community and business services . . .	87.90	80.37	78.75	77.01	76.26	87.17	82.79
Amusement, hotels, personal service, etc. . .	77.35	72.69	72.18	69.57	78.28	72.95	74.97
All industry groups(a) . . .	79.64	75.48	76.72	73.96	77.16	75.04	77.31

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100).

Manufacturing—							
Engineering, metals, vehicles, etc. . .	154.0	147.2	147.6	142.1	151.2	148.8	150.0
Textiles, clothing and footwear . . .	144.5	142.2	143.6	143.9	145.8	139.2	143.3
Food, drink and tobacco . . .	154.8	146.1	146.9	142.5	143.3	140.9	148.7
Other manufacturing . . .	153.2	146.3	152.2	143.8	147.8	142.7	150.0
All manufacturing groups . . .	149.8	144.1	146.7	143.1	146.3	141.2	146.7
Transport and communication . . .	175.8	170.4	174.5	170.3	175.2	181.8	173.6
Wholesale and retail trade . . .	168.0	160.9	155.9	149.8	155.3	151.9	161.4
Public authority (n.e.i.) and community and business services . . .	175.2	160.1	156.9	153.5	152.0	173.7	165.0
Amusement, hotels, personal service, etc. . .	154.1	144.8	143.8	138.6	156.0	145.4	149.4
All industry groups(a) . . .	158.7	150.4	152.9	147.4	153.7	149.5	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 74.

(b) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult female workers in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia, for the year 1954 as base (= 100).

HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b) (cents)							
1951 . . .	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1955 . . .	53.04	52.86	48.93	50.73	49.71	50.56	52.16
1960 . . .	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1961 . . .	68.09	64.45	64.36	63.37	64.50	62.75	65.83
1964 . . .	73.99	69.51	70.91	68.62	69.63	68.22	71.43
1965 . . .	75.69	71.50	73.43	69.78	72.12	70.52	73.33
1966 . . .	79.64	75.48	76.72	73.96	77.16	75.04	77.31

INDEX NUMBERS

(Base: Weighted Average Hourly Rate, Australia, 1954 = 100)

1951 . . .	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1955 . . .	105.7	105.3	97.5	101.1	99.1	100.8	104.0
1960 . . .	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961 . . .	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1964 . . .	147.5	138.6	141.3	136.8	138.8	136.0	142.4
1965 . . .	150.9	142.5	146.3	139.1	143.8	140.5	146.2
1966 . . .	158.7	150.4	152.9	147.4	153.7	149.5	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 74.

(c) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

HOURLY WAGE RATES, ADULT FEMALES: INDUSTRY GROUPS, AUSTRALIA(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

Industry group	End of December—					
	1951	1955	1960	1964	1965	1966
RATES OF WAGE(b) (cents)						
Manufacturing—						
Engineering, metals, vehicles, etc.	42.79	51.70	62.53	70.34	71.48	75.29
Textiles, clothing and footwear.	42.82	50.26	60.20	67.12	68.17	71.91
Food drink, and tobacco.	41.44	51.71	61.58	69.04	70.69	74.63
Other manufacturing	42.32	51.06	62.20	69.99	71.34	75.23
All manufacturing groups	42.53	50.90	61.22	68.56	69.77	73.58
Transport and communication	46.82	56.41	68.62	77.97	82.88	87.14
Wholesale and retail trade	42.97	53.49	66.19	74.32	76.80	80.98
Public authority (n.e.t.) and community and business services	43.69	53.86	66.21	76.46	78.51	82.79
Amusement, hotels, personal service etc.	42.04	50.85	61.77	69.25	71.14	74.97
All industry groups(a)	42.92	52.16	63.44	71.43	73.33	77.31

For footnotes see next page.

HOURLY WAGE RATES, ADULT FEMALES: INDUSTRY GROUPS, AUSTRALIA—*continued*

Industry group	End of December—					
	1951	1955	1960	1964	1965	1966

INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate, Australia, 1954=100)

Manufacturing—						
Engineering, metals, vehicles, etc.	85.3	103.0	124.6	140.2	142.5	150.0
Textiles, clothing and footwear	85.3	100.2	120.0	133.8	135.9	143.3
Food, drink and tobacco	82.6	103.1	122.7	137.6	140.9	148.7
Other manufacturing	84.4	101.8	124.0	139.5	142.2	150.0
All manufacturing groups	84.8	101.4	122.0	136.7	139.1	146.7
Transport and communication	93.3	112.4	136.8	155.4	165.2	173.6
Wholesale and retail trade	85.6	106.6	131.9	148.1	153.1	161.4
Public authority (n.e.s.) and community and business services	87.1	107.3	132.0	152.4	156.5	165.0
Amusement, hotels, personal service, etc.	83.8	101.3	123.1	138.0	141.8	149.4
All industry groups(a)	85.6	104.0	126.4	142.4	146.2	154.1

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 74.

6. Standard hours of work

(i) *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. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on pages 82 to 85.

The main features of the reduction of hours to 44 and later to 40 per week are summarised below. In considering such changes it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

(ii) *The 44-Hour Week.* No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins J.), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and re-introduced the 48-hour week in the case of the above-mentioned two unions then working 44 hours. During 1924 the Queensland Parliament passed legislation to operate from 1 July 1925, granting the 44-hour week standard to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4 January 1926.

In 1927, after an exhaustive inquiry, 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. Applications for the shorter hours by other unions were, however, treated individually, the nature of the industry, the problem of production, the financial status and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland, no legislation was passed to reduce the standard hours of work so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to 44 hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

(iii) *The 40-hour Week. (a) Standard Hours Inquiry, 1947.* Soon after the end of the 1939-45 War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1 July 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1 January 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment on 8 September 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January 1948. The Queensland Act was passed, and was proclaimed on 10 October 1947. On 27 October 1947, the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards of that State. The Court of Arbitration of Western Australia on 6 November 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1 January 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of work were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

(b) *Basic Wage and Standard Hours Inquiry, 1952-53.* In the 1952-53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that one of the chief causes of the high costs and inflation had been the loss of production due to the introduction of the 40-hour week. This claim was rejected by the Court as it considered 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. (See also page 124.)

(c) *Basic Wage and Standard Hours Inquiry, 1961.* In this Inquiry the Commonwealth Conciliation and Arbitration Commission was asked by the employers to increase the number of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equal to two hours pay at ordinary rates, and to effect certain other consequential variations. This was to have been a temporary measure, effective for four years, after which time weekly hours would have reverted to 40, but the increased wage would have remained. The application was rejected by the Commission. (See also page 128.)

(iv) *Weighted average standard weekly hours of work. (a) Industry groups, States.* The 40-hour week has operated in Australia generally from 1 January 1948, and in New South Wales from 1 July 1947 (see para. 6 (iii), page 81). However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or between States. The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) prescribed in awards, determinations and agreements for a full working week in respect of adult males and adult females at 31 December 1966. Figures for 31 December 1965 are the same as those shown for 31 December 1966.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): INDUSTRY GROUPS,
31 DECEMBER 1966(a)**

Weighted average standard hours of work (excluding overtime) for a full working week

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES							
Mining and quarrying(b)	39 42	40 00	40 00	40 00	38 78	40 00	39 52
Manufacturing—							
Food, drink and tobacco	39 94	40 00	40 00	40 00	40 00	40 00	39 98
Paper, printing, etc.	40 00	39 94	40 00	40 00	39 21	40 00	39 95
Other manufacturing	40 00	39 96	40 00	39 91	40 09	39 97	39 98
All manufacturing groups	39 99	39 99	40 00	39 98	39 98	40 00	39 99
Railway services	40 00	39 96	40 00	40 00	40 00	40 00	39 99
Communication	40 00	40 00	40 00	39 59	40 00	39 59	39 95
Public authority (n.e.i.) and community and business services	39 23	38 93	39 52	39 23	39 58	39 39	39 25
Amusement, hotels, personal service, etc.	40 00	40 00	40 00	40 00	40 00	40 00	40 00
All other groups(c)	40 00	40 00	40 00	40 00	40 00	40 00	40 00
All industry groups(d)	39 95	39 97	39 98	39 96	39 89	39 97	39 96
ADULT FEMALES							
Manufacturing—							
Engineering, metals, vehicles, etc.	39 97	39 87	40 00	40 00	40 00	40 00	39 94
Textiles, clothing and footwear	39 95	40 00	40 00	40 00	40 00	40 00	39 98
Food, drink and tobacco	40 00	40 00	40 00	40 00	40 00	40 00	40 00
Other manufacturing	39 79	39 94	40 00	39 86	40 00	40 00	39 87
All manufacturing groups	39 92	39 97	40 00	39 97	40 00	40 00	39 95
Transport and communication	38 04	37 94	37 81	37 84	37 88	36 30	37 91
Wholesale and retail trade	39 55	40 00	40 00	40 00	40 00	40 00	39 82
Public authority (n.e.i.) and community and business services	38 49	39 25	39 24	39 19	39 44	37 70	38 93
Amusement, hotels, personal service, etc.	39 40	39 94	39 91	39 85	39 92	39 88	39 68
All industry groups(e)	39 53	39 81	39 70	39 77	39 78	39 63	39 67

(a) The hours of work shown should not be regarded as actual current averages, but as indexes, indicative of trends. (b) For mining, the average hours are those prevailing at the principal mining centres in each State. (c) Engineering, metals, vehicles, etc.; Textiles, clothing and footwear; Sawmilling, furniture, etc.; Building and construction; Road and air transport; and Wholesale and retail trade. (d) Excludes Rural, and Shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars of the computation of average hours of work are not available. (e) Excludes rural industry, mining and quarrying, and building and construction.

(b) *Summary, States.* The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) in a full working week for adult males during the period March 1939 to December 1966 and for adult females during the period March 1951 to December 1966. Index numbers are given for each State with the weighted average hours of work for Australia for the year 1954 as base (= 100).

Dates have been selected so as to indicate when the more important changes occurred. Figures for December 1965 are the same as those shown for December 1966.

WEEKLY HOURS OF WORK (EXCLUDING OVERTIME)^(a)

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

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES—HOURS OF WORK^(b)							
March 1939	43.81	44.46	43.55	44.62	44.57	44.32	44.10
September 1941	43.76	44.02	43.51	43.92	44.12	43.95	43.85
September 1947	41.83	43.82	43.48	43.83	43.95	43.73	43.00
March 1948	40.02	40.03	40.01	40.11	40.06	40.22	40.04
September 1953	39.95	39.97	39.98	39.96	39.89	39.99	39.96
December 1966	39.95	39.97	39.98	39.96	39.89	39.97	39.96

ADULT MALES—INDEX NUMBERS

(Base: Weighted Average Hours of Work, Australia, 1954 = 100)

March 1939	109.6	111.3	109.0	111.7	111.5	110.9	110.4
September 1941	109.5	110.3	108.9	109.9	110.4	110.0	109.7
September 1947	104.7	109.7	108.8	109.7	110.0	109.4	107.6
March 1948	100.2	100.2	100.1	100.4	100.3	100.7	100.2
September 1953	100.0	100.0	100.0	100.0	99.8	100.1	100.0
December 1966	100.0	100.0	100.0	100.0	99.8	100.0	100.0

ADULT FEMALES—HOURS OF WORK^(b)

March 1951	39.54	39.81	39.70	39.77	39.87	39.56	39.68
June 1953	39.53	39.81	39.70	39.77	39.78	39.56	39.76
December 1966	39.53	39.81	39.70	39.77	39.78	39.56	39.67

ADULT FEMALES—INDEX NUMBERS

(Base: Weighted Average Hours of Work, Australia, 1954 = 100)

March 1951	99.7	100.4	100.1	100.3	100.5	97.7	100.0
June 1953	99.6	100.4	100.1	100.3	100.3	99.7	100.0
December 1966	99.6	100.4	100.1	100.3	100.3	99.7	100.0

(a) Weighted average standard weekly hours of work for all industry groups except rural, and shipping and stevedoring. The former is not included in the index and for the latter definite particulars are not available. For females, mining and quarrying, and building and construction are also excluded.
(b) The figures shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends.

(c) *Industry groups, Australia.* The following tables show for Australia, for adult males and adult females, the weighted average standard weekly hours of work in the principal industry groups at the dates specified. Figures for 31 December 1965 are the same as those shown for 31 December 1966. Corresponding index numbers are also shown with the weighted average for all groups for the year 1954 as base (= 100).

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT MALES
INDUSTRY GROUPS,^(a) AUSTRALIA**

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

Industry group	31 March 1939	30 Sept. 1941	30 Sept. 1947	31 March 1948	30 Sept. 1953	31 Dec. 1966
HOURS OF WORK^(b)						
Mining and quarrying ^(c)	41.49	41.11	40.80	39.62	39.52	39.52
Manufacturing—						
Engineering, metals, vehicles, etc.	44.03	43.96	43.43	40.01	40.00	40.00
Textiles, clothing and footwear	44.25	43.99	43.69	40.02	40.00	40.00
Food, drink and tobacco	44.21	43.84	42.70	40.04	39.98	39.98
Sawmilling, furniture, etc.	44.10	44.00	43.53	40.00	40.00	40.00
Paper, printing, etc.	43.90	43.79	42.94	40.06	39.95	39.95
Other manufacturing	44.05	43.91	42.80	40.08	39.98	39.98
All manufacturing groups	44.08	43.93	43.21	40.03	39.99	39.99
Building and construction	44.07	43.97	42.71	40.00	40.00	40.00
Railway services	43.99	43.99	43.96	40.06	39.99	39.99
Road and air transport	45.09	43.95	43.11	40.62	40.00	40.00
Communication	43.92	43.92	43.92	39.97	39.97	39.95
Wholesale and retail trade	44.76	44.12	42.64	40.13	40.00	40.00
Public authority (n.e.i.) and community and business services	42.62	42.61	41.17	39.39	39.25	39.25
Amusement, hotels, personal service, etc.	45.13	44.37	43.55	40.29	40.00	40.00
All industry groups ^(a)	44.10	43.85	43.00	40.04	39.96	39.96

INDEX NUMBERS

(Base: Weighted Average Hours of Work, Australia, 1954 = 100)

Mining and quarrying ^(c)	103.8	102.9	102.1	99.1	98.9	98.9
Manufacturing—						
Engineering, metals, vehicles, etc.	110.2	110.0	108.7	100.1	100.1	100.1
Textiles, clothing and footwear	110.7	110.1	109.3	100.2	100.1	100.1
Food, drink and tobacco	110.6	109.7	106.9	100.2	100.0	100.0
Sawmilling, furniture, etc.	110.4	110.1	108.9	100.1	100.1	100.1
Paper, printing, etc.	109.9	109.6	107.5	100.3	100.0	100.0
Other manufacturing	110.2	109.9	107.1	100.3	100.0	100.0
All manufacturing groups	110.3	109.9	108.1	100.2	100.1	100.1
Building and construction	110.3	110.0	106.9	100.1	100.1	100.1
Railway services	110.1	110.1	110.0	100.3	100.1	100.1
Road and air transport	112.8	110.1	107.9	101.7	100.1	100.1
Communication	109.9	109.9	109.9	100.0	100.0	100.0
Wholesale and retail trade	112.0	110.4	106.7	100.4	100.1	100.1
Public authority (n.e.i.) and community and business services	106.7	106.6	103.0	98.6	98.1	98.2
Amusement, hotels, personal service, etc.	112.9	111.0	109.0	100.8	100.1	100.1
All industry groups ^(a)	110.4	109.7	107.6	100.2	100.0	100.0

(a) Excludes rural industry, and shipping and stevedoring. (b) See note (b) to table on page 83. (c) For mining, the average hours of work are those prevailing at the principal mining centres in each State.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT FEMALES
INDUSTRY GROUPS,(a) AUSTRALIA**

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

Industry group	Hours of work(b)			Index numbers(c)		
	31 March 1951	30 June 1953	31 Dec. 1966	31 March 1951	30 June 1953	31 Dec. 1966
Manufacturing—						
Engineering, metals, vehicles, etc	39.94	39.94	39.94	100.7	100.7	100.7
Textiles, clothing and footwear	39.98	39.98	39.98	100.8	100.8	100.8
Food, drink and tobacco	40.00	40.00	40.00	100.8	100.8	100.8
Other manufacturing	39.87	39.87	39.87	100.5	100.5	100.5
All manufacturing groups	39.95	39.95	39.95	100.7	100.7	100.7
Transport and communication	37.91	37.91	37.91	95.6	95.6	95.6
Wholesale and retail trade	39.82	39.82	39.82	100.4	100.4	100.4
Public authority (n.e.i.) and community and business services	38.97	38.93	38.93	98.2	98.1	98.1
Amusement, hotels, personal service, etc.	39.73	39.66	39.66	100.2	100.0	100.0
All industry groups(c)	39.68	39.67	39.67	100.0	100.0	100.0

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 83. (c) Base: Weighted Average Hours of Work, Australia, 1954 = 100.

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 on the basis of the figures shown in the following table. Quarterly figures corresponding to those shown in the table are published in the monthly bulletin *Wage Rates and Earnings* and in the *Monthly Review of Business Statistics*.

Particulars of average weekly earnings per employed male unit are shown in the following table for each of the years 1957-58 to 1966-67.

**AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a): STATES
1957-58 TO 1966-67**

(\$)

Year	N.S.W. (b)	Vic.	Qld	S.A. (c)	W.A.	Tas.	Aust.
1957-58	41.00	40.70	35.70	37.70	36.20	38.30	39.50
1958-59	42.30	42.00	37.20	38.60	36.60	39.20	40.70
1959-60	45.70	45.50	39.40	41.80	39.20	41.90	43.90
1960-61	48.10	47.20	41.60	43.40	41.60	43.30	46.00
1961-62	49.10	48.50	43.20	44.70	43.00	45.30	47.20
1962-63	50.20	50.10	44.40	45.80	44.20	45.90	48.40
1963-64	52.60	52.50	46.90	48.20	47.20	48.40	50.90
1964-65	56.50	56.40	50.40	51.00	49.50	51.00	54.60
1965-66	58.60	59.20	52.50	53.80	54.10	53.80	57.00
1966-67	62.40	63.00	55.60	56.90	58.30	57.40	60.70

(a) 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. (b) Includes Australian Capital Territory. (c) Includes Northern Territory.

The following table shows, for 'All industries' and for 'Manufacturing', the movement in average weekly earnings from 1957-58 to the June quarter 1967. The 'All industries' index is based on pay-roll tax returns and other data. It relates to average weekly earnings per employed male unit. The index for manufacturing industries for the years to 1965-66 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual factory censuses; figures for quarters subsequent to June quarter 1966 are preliminary estimates based on pay-roll tax returns.

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. The base of each series is the year 1953-54=100, and both series have been seasonally adjusted.

INDEXES OF AVERAGE WEEKLY EARNINGS(a): AUSTRALIA, YEARS 1957-58 TO 1966-67 AND QUARTERS SEPTEMBER 1964 TO JUNE 1967

SEASONALLY ADJUSTED

(Base of each Index: Year 1953-54 = 100)

Year	All industries (b)	Manufacturing	Quarter	All industries (b)	Manufacturing
1953-54	100 0	100 0	1964-65—September	163 6	165 3
1957-58	120 8	122 0	December	165 5	164 2
1958-59	124 5	125 6	March	169 7	168 4
1959-60	134 3	135 4	June	170 3	170 4
1960-61	140 6	141 1	1965-66—September	172 4	171 8
1961-62	144 7	143 4	December	173 6	172 3
1962-63	148 3	147 7	March	175 9	173 0
1963-64	155 9	154 8	June	176 4	175 4
1964-65	167 3	167 1	1966-67—September	182 0	180 8
1965-66	174 6	173 1	December	183 8	182 2
1966-67	186 0	184 0	March	187 0	185 0
			June	190 4	187 8

(a) See footnote (a) to second table on page 85.

(b) Average earnings per employed male unit.

Surveys of wages rates, earnings and hours

1. General

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken by this Bureau. The object of these surveys has been to obtain information on wage rates, actual weekly earnings and hours of work on a more comprehensive scale than previously available in Australia. A summary of the scope and coverage of each of these surveys is shown below.

2. Survey of wage rates and earnings, September 1960

This survey, relating to the last pay-period in September, 1960, obtained information as to marginal rates of wage and actual weekly earnings of adult male employees (excluding part-time and casual employees). In addition to the exclusion of government and semi-government employees, and private employees in rural industry and in private domestic service, the survey did not cover the following—shipping and stevedoring industries; the motion picture industry; certain businesses such as those of accountants, consultant engineers, etc.; and trade associations, etc. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

The survey was designed to provide accurate particulars only for Australia as a whole; hence no State details are available. For details of the results of the survey see Labour Report No. 50, pages 80-83.

3. Survey of weekly earnings, October 1961

This survey related to the last pay-period in October 1961 and provided information about the distribution of actual weekly earnings of adult male employees (excluding part-time and casual employees). The survey did not cover government or semi-government employees or private employees in rural industry or in private domestic service. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

State details were restricted to the two major groups, manufacturing and non-manufacturing; those for Australia were obtained for eight separate industry groups. For details of the results of the survey see Labour Report No. 50, 1962 and 1963, pages 83-6.

4. Survey of weekly earnings, October 1965*

(i) *General.* A survey of weekly earnings of male employees was conducted for the last pay-period in October 1965. The survey was conducted by means of: (a) a sample of private employers subject to pay-roll tax (that is those paying more than \$400 a week in wages and salaries); (b) a complete coverage of Commonwealth and State government departments and semi-government authorities; and (c) a sample of Local government authorities. It related to certain specified industry groups only (see below).

In designing the survey, great care was taken to ensure that all terms and concepts used were defined as explicitly as possible to ensure uniform treatment by the respondents completing the returns. Further assistance was given to many respondents who sought additional clarification in relation to their own particular circumstances. After receiving the completed returns from the respondents, checking and comparison with other data made it necessary to refer a very high proportion of the returns back to the respondents so that their understanding of the instructions and definitions could be checked.

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees in various weekly earnings groups, and a dissection of total weekly earnings paid to full-time adult males into: (a) overtime earnings; (b) ordinary time earnings at 'award, etc. rates'; and (c) ordinary time earnings in excess of those at 'award, etc. rates' (divided into (i) payment by measured result, and (ii) other)—as defined below. The survey also provided figures of average weekly earnings for full-time adult male and junior male employees. Separate details were obtained for: (a) managerial, executive, professional and higher supervisory staff, and (b) other full-time male employees.

Information of a similar type was obtained in respect of September 1960 from a sample survey of private employers only (see page 86). However, the present survey as well as adopting the standard industry classification used for the 1961 Population Census, also differs from the 1960 survey in the range of industries included. In addition, the present survey is on a more comprehensive basis than the 1960 one. For these reasons, and also because of the possible effects of sampling variability, no comparison has been attempted.

(ii) *Coverage.* The current survey related to private and government employees in the industry groups shown below. The industry classification is that used in the 1961 Population Census.

Manufacturing:

Extracting, refining and founding of metals
Engineering and metalworking
Ships, vehicles, parts and accessories
Textiles, clothing and footwear
Food, drink and tobacco
Paper, printing, bookbinding and photography
Chemicals, dyes, explosives, paints, non-mineral oils
Other

Non-manufacturing:

Mining and quarrying
Electricity, gas, water and
sanitary services
Building and construction
Transport, storage and communication
Wholesale trade, primary produce dealing, etc.
Retail trade

* Results of this survey were first published in the mimeographed S.B.391 of 15 April 1966. Some minor revisions have now been made to the text and figures contained in that publication.

The industry groups excluded from this survey were: Primary production; Finance and property; Public authority activities, n.e.i. (e.g. Commonwealth, State and Local government administration); Community and business services; Amusement, hotels, cafés, personal services, etc. The survey also excluded waterside workers employed on a casual basis, and all employees in the Northern Territory and the Australian Capital Territory.

Private employers were surveyed by means of a stratified random sample of those employers subject to pay-roll tax. Approximately 3,000 private employers were included in the survey and completed returns were received from over 99.9 per cent of them.

The results of the survey of private employers were representative of the experience of an estimated 1,181,000 full-time adult male employees. In the government (i.e. Commonwealth, State and Local) sector the survey covered 409,000 full-time male employees.

The sample of private employers had to be restricted to those subject to pay-roll tax. The industry classification of these employers was generally according to major activity. Mainly for these reasons, the survey estimates of total numbers of private and government employees do not correspond to totals of employment of all adult males in the specified industries.

(iii) *Results of the survey.* As the private employer part of the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. The published figures are presented as useful indicators of the distribution and composition of average earnings for a significant proportion of employees.

The estimates are shown for adult males classified by industry groups, by States and by government or private employment. Therefore, reflected in these estimates will be the effects of differences in amounts paid for the various occupations; of differences in amounts paid for the same occupations; of differences in occupational structure within industries; and of differences in industry structure, both as between States and as between government and private employment.

Employers (private and government) were asked to comment on any full-time adult male employees shown as earning *Less than \$30*, or *\$30 and less than \$32* in the survey week. From these comments it was possible to omit from these two weekly earnings groups those adult males who were not paid for a full week. Those who were confirmed as full-time adult males being paid for a full week and earning less than \$32 represented a total of approximately 300. They were reported by respondents as being 'persons on the basic wage', 'adult messengers', 'elderly persons', 'persons on training rate', 'salesmen earning retainer only in the specified week', etc. Similarly it is probable that in completed returns there were a number of employees who earned \$32 and over in the specified pay-period even though they were not paid for a full week. It has not been possible to ensure that all such employees have been omitted from these estimates for 'full-time' adult males.

On the return forms the categories *Managerial, executive, professional and higher supervisory staff* and *All other full-time employees* were defined. However, the allocation of employees between these categories depended on the judgement of the individual employers (both private and government) completing the returns.

Tables on pages 98 to 103 show estimates of the average amounts and of the relative importance of the components of total weekly earnings (i.e. overtime earnings, ordinary time earnings at 'award, etc. rates', and ordinary time earnings in excess of those at 'award, etc. rates'). These details were obtained from each employer in the form of totals for each component part in respect of all his full-time adult male employees. Details were not sought of the number of employees receiving various amounts of these components and thus no information is available about the distribution of employees about the averages. The averages shown for these components relate to the total of all employees in the survey, not just to the number of employees who received payments in these categories.

In the tables showing estimates of average earnings (or dissections of average earnings) the estimates have been rounded to the nearest 10 cents.

When using the estimates of *Ordinary time earnings at award, etc. rates* it should be borne in mind that, in addition to minimum award rates specified for particular occupations, this category was defined to include all loadings, allowances, etc. prescribed in the awards, etc. In addition, for employees not covered by an award, etc., the normal (or agreed) rates of pay for normal hours of work were defined as coming within the scope of *Ordinary time earnings at award, etc. rates*.

(iv) *Definitions*. The following definitions refer to terms used in the survey and in the following tables.

(a) *Adult males* include all male employees over 21 years of age and those males who, although under 21 years of age, were paid at the adult rate for their occupation. *Junior males* include all other males under 21 years of age.

(b) *Full-time male employees* were defined as those who ordinarily work 30 hours or more a week. Employees on 'short-time' or those who began or ceased work during the specified week and part-time employees were excluded from this survey. Instructions were also given that employees who were not paid for a full week's work because of absenteeism, sickness, accident, etc. were to be excluded.

(c) *Other than managerial, etc. staff* includes minor supervisory staff, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *Managerial, executive, professional and higher supervisory staff* which were not further defined.

(d) *Private employees* represents employees of private employers. *Government employees* represents employees of Commonwealth and State government departments and semi-government authorities and of Local government bodies.

(e) *Total weekly earnings* refers to gross earnings of male employees for the last pay-period in October 1965 before taxation and other deductions. It includes payments directly attributable to work performed during the week for which payment was made (or to sick leave taken), for example, ordinary time, overtime, shift allowances, penalty rates, commission (if paid weekly) and similar payments. For payments made other than on a weekly basis only one week's proportion is included, for example, salaries paid fortnightly or monthly; payment for those on annual leave; periodical payments under incentive, piecework, commission, profit sharing schemes, etc.; annual or other periodical bonuses; etc. Retrospective payments are excluded.

(f) *Overtime earnings* represents that part of total weekly earnings of full-time adult male employees for the last pay-period in October 1965 for time worked in excess of award hours, or, in the case of those employees not affected by awards, etc. in excess of standard, or agreed, hours of work.

(g) *Awards or registered agreements* refers to awards or determinations of, or agreements registered with, Commonwealth or State industrial tribunals.

(h) *Ordinary time earnings at award, etc. rates* comprises

(i) where there was an appropriate award or registered agreement operating, the rates specified in the award for the hours of work paid for (up to the award hours) plus any other payments (excepting overtime), e.g. dirt money; height money; penalty rates; shift work, confined spaces, tool, leading hand, camping, etc. allowances; and lead bonus and other loadings provided for in the award or registered agreement and at the rates specified in the award or registered agreement;

(ii) where there was no appropriate award or registered agreement operating (including the case of managerial, executive, professional and higher supervisory staff not covered by awards), the rates of pay for hours of work covered by an unregistered agreement (if one existed), plus other payments (excepting overtime) similar to those specified in (i) above, if provided for in the agreement. Otherwise the terms of employment as agreed for each person for wages, salaries, retainers, hours of work, etc., (excluding commission and annual or half-yearly etc. bonuses) relating to a normal working week were used.

(iii) for employees under incentive, piecework, etc. schemes, only that part of their ordinary time earnings such as the retainers, base rates or award minima.

(i) *Ordinary time earnings in excess of those at award, etc. rates*

(i) *Based on payment by measured result* includes that part of earnings in excess of award or agreed base rate earnings, which was variable from one period to another depending on measured performance of the employees, for example, incentive payment schemes, piecework, task bonus, commission, etc

(ii) *Other* includes all ordinary time earnings in excess of those at 'award, etc. rates' not described in (i) above. Included are special attendance or good time-keeping bonuses, proportion of annual or other periodical bonuses, profit sharing scheme earnings and any other forms of over-award payments.

(v) *Average weekly earnings, full-time adult and junior males.* The following two tables show details of average weekly earnings for full-time adult and junior male employees in industry groups in Australia and each State for the last pay-period in October 1965.

**AVERAGE WEEKLY EARNINGS—FULL-TIME ADULT AND JUNIOR MALE EMPLOYEES
(OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS—AUSTRALIA(b)—
OCTOBER 1965(c)**

(\$)

Industry group	Adult males			Junior males		
	Private employees	Government employees	Total	Private employees	Government employees	Total
Manufacturing—						
Extracting, refining and founding of metals	61.80	54.90	61.80	28.80	*	28.80
Engineering and metalworking	60.20	57.60	60.10	27.10	31.10	27.20
Ships, vehicles, parts and accessories	57.60	54.10	56.50	26.30	24.20	25.60
Founding, engineering, vehicles, etc.	59.90	54.80	59.30	27.10	25.50	26.90
Textiles, clothing and footwear	53.90	50.50	53.80	26.10	*	26.10
Food, drink and tobacco	55.70	54.60	55.60	28.00	29.10	28.10
Paper, printing, bookbinding and photography	64.00	58.70	63.80	27.60	24.10	27.50
Chemicals, dyes, explosives, paints, non-mineral oils	58.20	54.30	58.10	30.10	27.30	30.00
Other	56.40	54.90	56.40	26.10	25.20	26.10
<i>Manufacturing groups</i>	58.50	54.90	58.20	27.10	25.90	27.00
Non-manufacturing—						
Mining and quarrying	71.90	73.20	72.00	31.90	31.70	31.90
Electricity, gas, water and sanitary services	55.20	57.10	56.90	30.20	29.50	29.60
Building and construction	66.00	51.20	57.60	27.00	27.60	27.20
Transport, storage and communication	64.20	59.10	60.30	26.90	25.90	26.00
Wholesale trade, primary produce dealing, etc.	54.20	53.60	54.20	25.70	*	25.80
Retail trade	50.50	53.00	50.60	24.50	29.90	24.50
<i>Non-manufacturing groups</i>	58.90	56.00	57.60	25.60	26.90	26.00
Total(d)	58.70	55.80	57.90	26.40	26.70	26.50

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc. see pages 87 to 90. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1965. (d) Excludes Primary production; Finance and property; Public authority activities (n.e.a.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

* Less than 50 employees.

AVERAGE WEEKLY EARNINGS—FULL-TIME ADULT AND JUNIOR MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF) (a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(c)
(\$)

Industry group	Adult males					Junior males								
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
PRIVATE EMPLOYEES														
Manufacturing—														
Founding, engineering,	61.40	60.40	53.50	57.10	56.20	60.40	59.90	27.60	27.70	25.20	27.10	24.10	26.30	27.10
vehicles, etc.	58.50	58.20	55.10	54.20	52.10	53.40	57.20	27.80	28.00	25.90	24.70	24.10	26.90	27.00
Other	60.10	59.20	54.60	56.00	53.80	55.50	58.50	27.80	27.90	25.60	26.10	24.10	26.70	27.10
Manufacturing groups	62.00	57.60	56.60	55.00	58.20	57.30	58.90	26.60	25.70	24.80	23.20	23.70	23.70	25.60
Non-manufacturing	60.70	58.70	55.60	55.70	56.30	56.30	58.70	27.30	27.00	25.30	23.70	23.90	23.30	26.40
Total(d)														
GOVERNMENT EMPLOYEES														
Manufacturing—														
Founding, engineering,	53.00	58.90	54.40	55.00	49.10	42.60	54.80	23.50	26.10	24.60	31.60	23.20	22.80	25.50
vehicles, etc.	52.20	57.50	48.70	62.80	54.00	54.20	55.20	25.90	27.90	26.90	37.60	21.20	23.30	27.50
Other	52.80	58.50	53.20	56.70	50.30	46.20	54.90	24.00	26.30	25.20	32.70	22.80	23.00	25.90
Manufacturing groups	57.50	58.00	51.40	53.70	55.30	52.90	56.00	27.10	27.90	26.10	25.60	24.90	27.50	26.90
Non-manufacturing	56.90	58.10	51.70	54.50	54.60	52.50	55.80	26.40	27.60	25.90	27.80	24.40	27.00	26.70
Total(d)														
TOTAL														
Manufacturing—														
Founding, engineering,	60.70	60.20	53.80	56.80	54.50	58.90	59.30	27.30	27.50	25.10	27.90	23.90	26.00	26.90
vehicles, etc.	58.30	58.20	54.90	54.90	52.30	53.40	57.10	27.70	28.00	25.90	25.60	24.00	26.80	27.00
Other	59.60	59.20	54.40	56.10	53.30	55.10	58.20	27.50	27.70	25.60	27.00	23.90	26.50	27.00
Manufacturing groups	59.90	57.80	54.10	54.40	57.00	55.10	57.60	26.80	26.50	25.30	25.30	24.10	24.90	26.00
Non-manufacturing	59.70	58.50	54.20	55.30	55.80	55.10	57.90	27.10	27.10	25.40	26.10	24.00	25.60	26.50
Total(d)														

For footnotes see footnotes to table on page 90.

(vi) *Total weekly earnings groups—full-time adult male employees*—The following six tables give the number of adult males in the various total weekly earnings groups for the last pay-period in October 1965.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS AUSTRALIA (b)—OCTOBER 1965(c)
(‘000)

Industry group	Less than \$36(d)	\$36 and less than \$40	\$40 and less than \$44	\$44 and less than \$48	\$48 and less than \$52	\$52 and less than \$56	\$56 and less than \$60	\$60 and less than \$70	\$70 and less than \$80	\$80 and over	Total
PRIVATE EMPLOYEES—NUMBER IN EACH EARNINGS GROUP											
Manufacturing—											
Extracting, refining and founding of metals . . .	0.7	2.2	3.1	4.5	5.6	6.2	6.1	12.3	7.4	7.0	54.9
Engineering and metalworking . . .	4.4	10.7	15.8	18.6	20.4	18.7	19.7	36.5	22.9	20.3	188.1
Ships, vehicles, parts and accessories . . .	0.8	2.0	6.9	12.0	11.9	9.7	5.9	11.5	5.9	6.1	72.7
Founding, engineering, vehicles, etc.	5.9	14.9	25.8	35.0	37.9	34.6	31.7	60.3	36.2	33.4	315.7
Textiles, clothing and footwear . . .	1.0	2.9	5.4	6.4	5.4	4.6	3.6	5.5	2.6	1.8	39.2
Food, drink and tobacco . . .	1.9	6.8	11.7	11.0	12.0	10.1	9.0	12.7	6.7	5.8	87.6
Paper, printing, bookbinding and photography	0.7	1.5	2.6	3.7	4.7	5.3	5.0	9.7	6.0	7.1	46.3
Chemicals, dyes, explosives, paints, non-mineral oils . . .	0.5	2.0	2.8	3.3	3.7	3.9	3.2	5.5	2.9	2.2	30.1
Other . . .	4.1	10.3	13.4	14.1	14.3	13.6	10.9	17.9	10.1	9.0	117.7
<i>Manufacturing groups</i> . . .	14.1	38.4	61.7	73.5	78.0	72.0	63.5	111.7	64.5	59.2	636.5
Non-manufacturing—											
Mining and quarrying . . .	0.6	1.1	1.4	1.6	1.8	2.2	2.6	7.4	6.5	10.7	35.9
Electricity, gas, water and sanitary services . . .	0.1	0.6	0.7	0.9	1.2	0.8	0.8	1.0	0.5	0.4	7.0
Building and construction . . .	0.7	2.0	5.6	6.1	10.3	10.6	10.7	16.6	10.9	17.4	90.9
Transport, storage and communication . . .	0.4	1.3	4.1	5.1	4.8	5.1	4.5	7.1	5.3	7.6	45.5
Wholesale trade, primary produce dealing, etc.	2.4	11.7	21.4	19.4	20.0	16.2	11.9	17.3	8.9	7.6	137.0
Retail trade . . .	1.6	8.8	15.7	14.6	13.3	9.1	5.7	7.4	2.3	2.5	81.0
<i>Non-manufacturing groups</i> . . .	5.9	25.4	49.0	47.8	51.5	44.0	36.2	56.8	34.4	46.2	397.3
Total(e) . . .	19.9	63.8	110.8	121.3	129.5	116.0	99.7	168.5	99.0	105.4	1,033.8

WAGES AND HOURS

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc. see pages 87 to 90. Territory and Australian Capital Territory. (c) Last pay-period in October 1965. (d) Includes some employees who received less than \$32; see page 88.

(b) Excludes Northern Territory. (e) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

**TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS,
AUSTRALIA(b)—OCTOBER 1965(c)—continued**
(⁰⁰⁰)

Industry group	Less than \$36(d)	\$36 and less than \$40	\$40 and less than \$44	\$44 and less than \$48	\$48 and less than \$52	\$52 and less than \$56	\$56 and less than \$60	\$60 and less than \$70	\$70 and less than \$80	\$80 and over	Total
GOVERNMENT EMPLOYEES—NUMBER IN EACH EARNINGS GROUP											
Manufacturing—											
Extracting, refining and founding of metals	*	*	0.1	*	*	*	0.1	*	*	*	0.3
Engineering and metalworking	0.3	0.6	1.1	1.1	1.0	1.0	0.8	1.3	0.9	0.8	9.0
Ships, vehicles, parts and accessories	1.0	3.2	4.1	6.5	4.0	4.3	3.6	5.0	2.0	1.5	35.2
Founding, engineering, vehicles, etc..	1.3	3.8	5.2	7.7	5.1	5.4	4.4	6.3	3.0	2.4	44.6
Textiles, clothing and footwear	*	*	*	0.1	0.1	*	*	*	*	*	0.2
Food, drink and tobacco	0.1	0.8	1.4	0.6	0.7	0.6	0.4	0.9	0.5	0.5	6.3
Paper, printing, bookbinding and photography	*	0.1	0.2	0.2	0.4	0.2	0.2	0.3	0.3	0.2	2.0
Chemicals, dyes, explosives, paints, non-mineral oils	*	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	1.1
Other	0.1	0.3	0.4	0.6	0.5	0.5	0.4	0.4	0.3	0.2	3.7
<i>Manufacturing groups</i>	1.6	5.0	7.4	9.2	6.7	6.8	5.5	8.1	4.1	3.4	57.9
Non-manufacturing—											
Mining and quarrying	*	0.1	0.2	0.2	0.2	0.2	0.2	0.5	0.6	1.2	3.5
Electricity, gas, water and sanitary services	0.8	3.3	9.1	7.5	10.5	7.6	5.8	9.1	5.5	5.4	64.7
Building and construction	5.8	13.5	23.2	18.7	15.7	13.2	8.0	11.0	5.5	5.0	119.7
Transport, storage and communication	2.0	8.1	13.2	16.6	17.2	16.0	14.7	27.4	15.6	14.4	145.1
Wholesale trade, primary produce dealing etc.	*	0.1	0.1	0.1	0.2	0.1	0.1	0.1	*	*	1.1
Retail trade	*	*	*	0.1	0.1	0.1	*	0.1	*	*	0.4
<i>Non-manufacturing groups</i>	8.7	25.1	46.0	43.2	43.9	37.1	28.9	48.2	27.2	26.1	334.4
Total(e)	10.3	30.1	53.3	52.3	50.7	44.0	34.5	56.3	31.3	29.5	392.2

For footnotes see page 92.

* Less than 50 employees.

**TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS, AUSTRALIA(b)—OCTOBER 1965(c)—continued**
(000)

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WAGES AND HOURS

Industry group	Less than \$36(d)	\$36 and less than \$40	\$40 and less than \$44	\$44 and less than \$48	\$48 and less than \$52	\$52 and less than \$56	\$56 and less than \$60	\$60 and less than \$70	\$70 and less than \$80	\$80 and over	Total
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES—NUMBER IN EACH EARNINGS GROUP											
Manufacturing—											
Extracting, refining and founding of metals	0.7	2.2	3.2	4.5	5.6	6.2	6.1	12.3	7.4	7.0	55.3
Engineering and metalworking	4.6	11.3	16.9	19.7	21.4	19.8	20.5	37.8	23.9	21.2	197.1
Ships, vehicles, parts and accessories	1.9	5.1	11.0	18.5	15.9	14.0	9.5	16.5	8.0	7.6	107.9
<i>Founding, engineering, vehicles, etc.</i>	<i>7.2</i>	<i>18.6</i>	<i>31.1</i>	<i>42.7</i>	<i>43.0</i>	<i>40.0</i>	<i>36.2</i>	<i>66.6</i>	<i>39.2</i>	<i>35.7</i>	<i>360.3</i>
Textiles, clothing and footwear	1.0	2.9	5.5	6.4	5.5	4.6	3.7	5.5	2.6	1.8	39.4
Food, drink and tobacco	2.0	7.6	13.1	11.5	12.6	10.6	9.4	13.6	7.2	6.3	93.9
Paper, printing, bookbinding and photography	0.7	1.6	2.8	3.9	5.1	5.5	5.2	10.0	6.2	7.3	48.2
Chemicals, dyes explosives, paints, non- mineral oils	0.5	2.1	3.0	3.5	3.8	4.0	3.3	5.7	3.0	2.3	31.2
Other	4.2	10.6	13.8	14.7	14.7	14.1	11.3	18.3	10.4	9.2	121.3
<i>Manufacturing groups</i>	<i>15.6</i>	<i>43.4</i>	<i>69.1</i>	<i>82.7</i>	<i>84.7</i>	<i>78.8</i>	<i>69.0</i>	<i>119.8</i>	<i>68.7</i>	<i>62.6</i>	<i>694.3</i>
Non-manufacturing—											
Mining and quarrying	0.7	1.1	1.6	1.8	2.0	2.4	2.8	7.9	7.1	11.9	39.3
Electricity, gas, water and sanitary services	0.9	3.8	9.9	8.4	11.7	8.4	6.6	10.1	5.9	5.9	71.7
Building and construction	6.5	15.5	28.8	24.8	26.0	23.7	18.8	27.6	16.4	22.4	210.6
Transport, storage and communication	2.4	9.4	17.4	21.7	22.0	21.0	19.2	34.5	20.8	22.0	190.5
Wholesale trade, primary produce dealing, etc.	2.4	11.8	21.6	19.6	20.3	16.4	12.0	17.4	9.0	7.6	138.1
Retail trade	1.6	8.8	15.8	14.7	13.4	9.2	5.7	7.5	2.3	2.5	81.4
<i>Non-manufacturing groups</i>	<i>14.6</i>	<i>50.5</i>	<i>95.0</i>	<i>91.0</i>	<i>95.4</i>	<i>81.2</i>	<i>65.2</i>	<i>105.0</i>	<i>61.6</i>	<i>72.3</i>	<i>731.6</i>
Total(e)	30.2	93.9	164.1	173.7	180.1	160.0	134.2	224.7	130.3	134.9	1,426.0

For footnotes see page 92.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(b)

('000)

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—NEW SOUTH WALES

Less than \$36(d)	4.6	1.8	6.4	0.8	2.5	3.3	5.4	4.3	9.7
\$36 and less than \$40	14.0	7.3	21.3	2.1	8.1	10.2	16.1	15.4	31.5
\$40 " " " \$44	23.8	15.3	39.1	2.5	17.8	20.3	26.3	33.1	59.4
\$44 " " " \$48	28.8	16.1	45.0	3.3	16.5	19.8	32.1	32.7	64.8
\$48 " " " \$52	30.6	17.0	47.7	2.0	15.8	17.8	32.6	32.8	65.5
\$52 " " " \$56	30.3	16.2	46.5	2.3	14.7	17.0	32.6	30.9	63.5
\$56 " " " \$60	27.2	14.0	41.2	1.3	10.8	12.1	28.5	24.8	53.3
\$60 " " " \$70	51.9	23.0	74.9	1.9	20.3	22.2	53.8	43.4	97.1
\$70 " " " \$80	29.8	15.7	45.5	1.0	11.6	12.6	30.8	27.2	58.1
\$80 and over	29.1	22.7	51.8	0.9	11.4	12.3	29.9	34.1	64.1
Total	270.1	149.2	419.3	18.1	129.5	147.7	288.2	278.7	566.9

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—VICTORIA

Less than \$36(d)	3.4	1.2	4.6	0.1	0.5	0.6	3.6	1.6	5.2
\$36 and less than \$40	10.7	5.5	16.2	0.8	4.9	5.7	11.4	10.4	21.9
\$40 " " " \$44	18.1	13.9	32.0	1.7	10.3	12.0	19.8	24.3	44.0
\$44 " " " \$48	22.3	14.0	36.3	1.9	10.7	12.6	24.2	24.7	48.9
\$48 " " " \$52	25.8	16.3	42.1	1.8	12.0	13.8	27.6	28.3	55.9
\$52 " " " \$56	22.5	13.9	36.4	2.1	9.2	11.3	24.6	23.1	47.7
\$56 " " " \$60	21.2	11.2	32.4	1.7	8.2	9.8	22.8	19.4	42.2
\$60 " " " \$70	35.2	15.8	51.1	2.9	13.6	16.5	38.1	29.4	67.5
\$70 " " " \$80	21.7	9.2	30.9	1.8	7.9	9.7	23.5	17.1	40.6
\$80 and over	19.8	10.3	30.1	1.3	8.2	9.5	21.1	18.5	39.6
Total	200.6	111.4	312.0	16.1	85.4	101.5	216.7	196.8	413.5

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc., see pages 87 to 90. (b) Last pay-period in October 1965. (c) Excludes Primary production; Finance and property; Public authority activities (n.e.t.); Community and business services; and Amusements, hotels, cafés, personal service, etc. (d) Includes some employees who received less than \$32; see page 88.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(b)—continued
(‘000)

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WAGES AND HOURS

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—QUEENSLAND

Less than \$36(d)	2.1	1.1	3.1	0.1	3.6	3.7	2.2	4.6	6.8
\$36 and less than \$40	5.0	5.1	10.1	0.7	4.9	5.6	5.7	10.0	15.7
\$40 " " " \$44	7.4	8.4	15.8	1.3	7.7	9.0	8.7	16.1	24.8
\$44 " " " \$48	8.0	7.0	15.0	1.3	6.1	7.4	9.3	13.1	22.4
\$48 " " " \$52	8.2	6.5	14.7	1.1	7.6	8.7	9.3	14.1	23.4
\$52 " " " \$56	6.6	5.6	12.2	0.6	5.9	6.5	7.2	11.5	18.7
\$56 " " " \$60	5.1	4.2	9.3	1.3	4.6	5.9	6.4	8.7	15.1
\$60 " " " \$70	7.2	7.0	14.2	1.6	5.6	7.2	8.8	12.6	21.4
\$70 " " " \$80	4.1	3.9	8.0	0.2	2.8	3.0	4.3	6.7	11.0
\$80 and over	3.8	5.4	9.2	0.1	2.1	2.2	3.9	7.5	11.4
Total	57.4	54.2	111.6	8.3	50.7	59.1	65.7	105.0	170.7

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—SOUTH AUSTRALIA

Less than \$36(d)	2.1	0.6	2.7	0.3	0.8	1.1	2.4	1.4	3.8
\$36 and less than \$40	4.2	3.1	7.4	0.7	2.8	3.5	4.9	5.9	10.8
\$40 " " " \$44	7.1	4.7	11.7	1.2	4.6	5.7	8.2	9.3	17.5
\$44 " " " \$48	8.9	4.2	13.1	1.5	4.5	6.0	10.4	8.7	19.2
\$48 " " " \$52	8.3	5.6	13.9	1.1	4.0	5.1	9.5	9.6	19.1
\$52 " " " \$56	8.5	3.6	12.1	1.4	3.5	4.9	9.9	7.1	17.0
\$56 " " " \$60	6.1	3.1	9.2	0.9	2.4	3.3	7.1	5.5	12.6
\$60 " " " \$70	10.8	4.8	15.7	1.3	3.8	5.1	12.1	8.6	20.8
\$70 " " " \$80	9.4	4.7	8.1	0.9	2.0	3.0	11.2	8.2	11.0
\$80 and over			6.0	0.9	1.5	2.4			8.4
Total	65.4	34.5	99.9	10.2	29.9	40.1	75.7	64.4	140.0

For footnotes see page 95.

TOTAL WEEKLY EARNINGS GROUPS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(b)—continued
('000)

Total weekly earnings groups	Private employees			Government employees			Total		
	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)	Manufacturing	Non-manufacturing	Total(c)

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—WESTERN AUSTRALIA

Less than \$36(d)	1.5	1.0	2.5	0.1	0.9	1.1	1.6	1.9	3.6
\$36 and less than \$40	2.8	3.5	6.4	0.6	2.8	3.4	3.4	6.4	9.8
\$40 " " " \$44	3.3	4.4	7.7	0.6	3.5	4.0	3.9	7.9	11.8
\$44 " " " \$48	3.5	4.6	8.0	1.0	3.4	4.4	4.4	8.0	12.4
\$48 " " " \$52	3.3	4.5	7.8	0.6	3.1	3.7	3.9	7.6	11.5
\$52 " " " \$56	2.4	3.4	5.8	0.4	2.7	3.1	2.8	6.1	8.9
\$56 " " " \$60	2.2	2.5	4.6	0.3	2.2	2.5	2.5	4.6	7.1
\$60 " " " \$70	3.6	4.7	8.4	0.4	3.5	3.9	4.1	8.2	12.3
\$70 " " " \$80	1.9	2.4	4.3	0.2	2.0	2.2	2.1	4.4	6.5
\$80 and over	1.5	4.2	5.7	0.2	2.0	2.2	1.6	6.2	7.9
Total	25.9	35.3	61.2	4.4	26.1	30.5	30.3	61.3	91.7

NUMBER OF EMPLOYEES IN EACH EARNINGS GROUP—TASMANIA

Less than \$36(d)	0.4	0.2	0.6	0.1	0.5	0.5	0.5	0.7	1.2
\$36 and less than \$40	1.7	0.7	2.5	0.1	1.6	1.7	1.8	2.3	4.2
\$40 " " " \$44	2.0	2.4	4.4	0.1	2.1	2.2	2.1	4.5	6.6
\$44 " " " \$48	2.1	1.8	3.9	0.2	1.9	2.2	2.3	3.7	6.0
\$48 " " " \$52	1.8	1.5	3.3	0.1	1.5	1.6	1.9	3.0	4.9
\$52 " " " \$56	1.7	1.2	3.0	*	1.2	1.2	1.7	2.4	4.1
\$56 " " " \$60	1.7	1.2	3.0	*	0.8	0.9	1.8	2.1	3.8
\$60 " " " \$70	2.8		4.2	*	1.4	1.4	2.9		5.7
\$70 " " " \$80	1.5	3.6	2.3	*	0.8	0.9	1.5	6.7	3.1
\$80 and over	1.2		2.7	*	0.9	0.9	1.2		3.5
Total	17.0	12.7	29.7	0.7	12.7	13.4	17.7	25.4	43.2

For footnotes see page 95.

* Less than 50 employees.

(vii) *Dissection of total weekly earnings—full-time adult male employees.* The following tables give a dissection of total weekly earnings of full-time adult male employees into overtime earnings and ordinary time earnings. Ordinary time earnings are dissected into 'at award, etc. rates' and 'in excess of award, etc. rates'.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS, AUSTRALIA(b)—OCTOBER 1965(c)
(\$)

Industry group	Average earnings per employee(d)				
	Overtime earnings	Ordinary time earnings			Total
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
PRIVATE EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	10 30	45 50	4 10	1 90	61 80
Engineering and metal working	11 10	42 50	6 60		60 20
Ships, vehicles, parts and accessories	6 30	45 40	1 00	4 90	57 60
<i>Founding, engineering, vehicles, etc.</i>	9 80	43 70	2 00	4 30	59 90
Textiles, clothing and footwear	6 70	40 90	3 20	3 10	53 90
Food, drink and tobacco	9 00	43 40	3 30		55 70
Paper, printing, bookbinding and photography	7 40	49 10	2 40	5 10	64 00
Chemicals, dyes, explosives, paints, non-mineral oils	6 40	45 80	2 30	3 70	58 20
Other	8 80	42 50	5 00		56 40
<i>Manufacturing groups</i>	9 00	43 80	2 00	3 70	58 50
Non-manufacturing—					
Mining and quarrying	9 60	52 10	8 50	1 70	71 90
Electricity, gas, water and sanitary services	5 40	47 90	0 40	1 60	55 20
Building and construction	12 80	49 40	3 90		66 00
Transport, storage and communication	14 70	46 60	2 90		64 20
Wholesale trade, primary produce dealing, etc.	4 40	44 50	1 60	3 80	54 20
Retail trade	3 30	41 80	5 50		50 50
<i>Non-manufacturing groups</i>	7 80	46 00	2 00	3 10	58 90
Total(e)	8 50	44 60	2 00	3 50	58 70

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey, etc., see pages 87 to 90. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1965. (d) See page 82. (e) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS, AUSTRALIA(b)—OCTOBER 1965(c)—continued

(\$)

Industry group	Average earnings per employee(d)				
	Overtime earnings	Ordinary time earnings			Total
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
GOVERNMENT EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	9.00	45.70	*	0.10	54.90
Engineering and metal working	7.90	48.40	0.60	0.70	57.60
Ships, vehicles, parts and accessories	6.80	46.10	*	1.20	54.10
Founding, engineering, vehicles, etc.	7.00	46.50	0.10	1.10	54.80
Textiles, clothing and footwear	5.50	42.10	2.90	*	50.50
Food, drink and tobacco	7.60	44.80	1.40	0.80	54.60
Paper, printing, bookbinding and photography	9.50	48.90	0.30	*	58.70
Chemicals, dyes, explosives, paints, non-mineral oils	5.70	47.00	1.50	0.10	54.30
Other	5.40	47.00	0.50	2.00	54.90
<i>Manufacturing groups</i>	7.00	46.50	0.30	1.00	54.90
Non-manufacturing—					
Mining and quarrying	7.90	55.10	9.60	0.60	73.20
Electricity, gas, water and sanitary services	4.60	51.90	*	0.50	57.10
Building and construction	5.00	45.60	*	0.60	51.20
Transport, storage and communication	6.70	51.90	*	0.50	59.10
Wholesale trade, primary produce dealing, etc.	3.60	49.70	*	0.30	53.60
Retail trade	3.20	47.20	1.30	1.20	53.00
<i>Non-manufacturing groups</i>	5.70	49.60	0.10	0.60	56.00
Total(e)	5.90	49.20	0.20	0.60	55.80

For footnotes see page 98.

* Less than five cents.

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a) INDUSTRY GROUPS, AUSTRALIA(b)—OCTOBER 1965(c)—continued

(\$)

Industry group	Average earnings per employee(d)				Total
	Overtime earnings	Ordinary time earnings			
		At 'Award, etc. rates'	In excess of 'Award, etc. rates'		
			Payment by measured result	Other	
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES					
Manufacturing—					
Extracting, refining and founding of metals	10.30	45.50	4.10	1.90	61.80
Engineering and metal working	10.90	42.80	6.40		60.10
Ships, vehicles, parts and accessories	6.50	45.60	0.70	3.70	56.50
Founding, engineering, vehicles, etc.	9.50	44.10	1.80	3.90	59.30
Textiles, clothing and footwear	6.70	40.90	3.20	3.10	53.80
Food, drink and tobacco	8.90	43.50	3.20		55.60
Paper, printing, bookbinding and photography	7.50	49.10	2.30	4.90	63.80
Chemicals, dyes, explosives, paints, non-mineral oils	6.40	45.80	2.30	3.50	58.10
Other	8.70	42.70	5.00		56.40
<i>Manufacturing groups</i>	8.80	44.00	1.90	3.50	58.20
Non-manufacturing—					
Mining and quarrying	9.50	52.30	8.60	1.60	72.00
Electricity, gas, water and sanitary services	4.70	51.50	*	0.60	56.90
Building and construction	8.30	47.20	2.10		57.60
Transport, storage and communication	8.60	50.60	1.10		60.30
Wholesale trade, primary produce dealing, etc.	4.40	44.50	1.60	3.70	54.20
Retail trade	3.30	41.90	5.40		50.60
<i>Non-manufacturing groups</i>	6.80	47.70	1.10	2.00	57.60
Total(e)	7.80	45.90	1.50	2.70	57.90

For footnotes see page 98.

* Less than five cents.

**DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(b)**

(\$)

Dissection of total weekly earnings	New South Wales			Victoria			Queensland		
	Average earnings per employee(c)			Average earnings per employee(c)			Average earnings per employee(c)		
	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)
PRIVATE EMPLOYEES									
Overtime earnings	9.70	8.80	9.30	9.10	7.20	8.40	8.80	6.10	7.50
Ordinary time earnings—									
At 'Award, etc. rates'	43.90	47.80	45.30	43.80	44.70	44.10	43.10	46.50	44.80
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	2.70	2.30	2.60	1.80	} 5.70 {	} 1.60 {	} 2.70	} 4.00	} 3.30
(ii) Other	3.80	3.10	3.60	4.50						4.50
Total	60.10	62.00	60.70	59.20	57.60	58.70	54.60	56.60	55.60
GOVERNMENT EMPLOYEES									
Overtime earnings	6.50	5.90	6.00	7.90	6.00	6.30	5.90	4.60	4.80
Ordinary time earnings—									
At 'Award, etc. rates'	45.10	51.00	50.30	49.00	50.90	50.60	47.30	46.60	46.70
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	0.50	0.30	0.30	0.20	} 1.00 {	} 0.10 {	} 0.10	} 0.20	} 0.20
(ii) Other	0.80	0.20	0.30	1.40						1.10
Total	52.80	57.50	56.90	58.50	58.00	58.10	53.20	51.40	51.70
TOTAL									
Overtime earnings	9.50	7.40	8.50	9.00	6.70	7.90	8.40	5.30	6.50
Ordinary time earnings—									
At 'Award, etc. rates'	44.00	49.30	46.60	44.20	47.40	45.70	43.70	46.60	45.50
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	2.60	1.40	2.00	1.70	} 3.70 {	} 1.20 {	} 2.30	} 2.20	} 2.30
(ii) Other	3.60	1.80	2.70	4.30						3.60
Total	59.60	59.90	59.70	59.20	57.80	58.50	54.40	54.10	54.20

(a) Excludes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the survey see pages 87 to 90.

1965. (c) See page 88.

(d) Excludes Primary production; Finance and property; Public authority activities (n.e.i.); Community and business services; and Amusement, hotels, cafés, personal service, etc.

SURVEYS OF WAGE RATES, EARNINGS AND HOURS

DISSECTION OF TOTAL WEEKLY EARNINGS—FULL-TIME ADULT MALE EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a)
INDUSTRY GROUPS—STATES—OCTOBER 1965(b)—continued
 (\$)

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WAGES AND HOURS

Dissection of total weekly earnings	South Australia			Western Australia			Tasmania		
	Average earnings per employee(c)			Average earnings per employee(c)			Average earnings per employee(c)		
	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)	Manufacturing	Non-manufacturing	Total(d)
PRIVATE EMPLOYEES									
Overtime earnings	7.30	6.60	7.00	8.20	9.10	8.70	5.90	7.30	6.50
Ordinary time earnings—									
At 'Award, etc. rates'	43.80	44.20	44.00	42.40	44.20	43.50	45.40	44.40	45.00
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	4.90	4.20	2.00	3.20	4.90	4.20	4.30	5.60	1.90
(ii) Other			2.70						2.90
Total	56.00	55.00	55.70	53.80	58.20	56.30	55.50	57.30	56.30
GOVERNMENT EMPLOYEES									
Overtime earnings	8.80	5.20	6.10	5.10	7.00	6.80	2.80	4.30	4.20
Ordinary time earnings—									
At 'Award, etc. rates'	46.10	47.40	47.10	42.70	47.30	46.60	43.30	48.60	48.30
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	0.10	1.20	0.10	1.10	1.00	0.20	*	•	•
(ii) Other	1.60		1.30	1.50		1.00			
Total	56.70	53.70	54.50	50.30	55.30	54.60	46.20	52.90	52.50
TOTAL									
Overtime earnings	7.50	5.90	6.80	7.70	8.20	8.10	5.70	5.80	5.80
Ordinary time earnings—									
At 'Award, etc. rates'	44.10	45.70	44.90	42.40	45.60	44.50	45.30	46.50	46.00
In excess of 'Award, etc., rates'—									
(i) Payment by measured result	4.50	2.80	1.40	3.10	3.20	3.20	4.10	2.80	1.30
(ii) Other			2.30						2.00
Total	56.10	54.40	55.30	53.30	57.00	55.80	55.10	55.10	55.10

For footnotes see page 101.

* Less than five cents.

(viii) *Full-time adult male managerial, etc. staff*—The following table gives details of average weekly earnings, total weekly earnings groups and a dissection of total weekly earnings for full-time adult male managerial, executive, professional and higher supervisory staff for the last pay-period in October 1965.

FULL-TIME ADULT MALE MANAGERIAL, EXECUTIVE, PROFESSIONAL AND HIGHER SUPERVISORY STAFF
(i) AVERAGE WEEKLY EARNINGS—TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES—STATES—OCTOBER 1965(a)
(8)

Industry group	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Australia(b)		
							Private	Government	Total
Manufacturing groups	95.40	95.30	82.50	93.00	81.70	89.50	93.30	105.10	93.60
Non-manufacturing groups	95.50	95.10	89.50	83.80	84.00	83.80	89.50	107.10	92.50
Total(c)	95.50	95.20	86.70	88.00	83.30	86.30	91.50	106.80	93.00

(ii) TOTAL WEEKLY EARNINGS GROUPS—AUSTRALIA(b)—OCTOBER 1965(a)

Total weekly earnings groups	Number of employees in each earnings group			Percentage in each earnings group		
	Private	Government	Total	Private	Government	Total
	'000	'000	'000	per cent	per cent	per cent
Less than \$52	4.9	0.2	5.0	3.3	1.0	3.1
\$52 and less than \$56	6.0	0.2	6.2	4.1	1.3	3.8
\$56 " " " \$60	8.6	0.4	9.0	5.8	2.2	5.5
\$60 " " " \$70	26.7	1.5	28.2	18.1	9.2	17.2
\$70 " " " \$80	25.4	1.9	27.3	17.2	11.5	16.6
\$80 and over	75.8	12.4	88.3	51.5	74.8	53.8
Total	147.4	16.6	164.1	100.0	100.0	100.0

(iii) DISSECTION OF TOTAL WEEKLY EARNINGS(d)—AUSTRALIA(b)—OCTOBER 1965(a)

Dissection of total weekly earnings	Private employees		Government employees		Total	
	Average earnings per employee	Percentage of total	Average earnings per employee	Percentage of total	Average earnings per employee	Percentage of total
	\$	per cent	\$	per cent	\$	per cent
Overtime	0.90	1.0	3.00	2.8	1.10	1.2
Ordinary time earnings—At 'Award, etc., rates'	87.80	96.0	103.60	97.0	89.40	96.2
In excess of 'Award, etc., rates'—						
(i) Payment by measured result	1.10	1.2	0.30	0.2	1.00	1.0
(ii) Other	1.70	1.8			1.50	1.6
Total	91.50	100.0	106.80	100.0	93.00	100.0

(a) Last pay-period in October, 1965. For definitions and particulars of coverage of the survey etc. see pages 87 to 90. (b) Excludes Northern Territory and Australian Capital Territory. Excludes Primary production; Finance and property; Public authority activities (n.e.c.); Community and business services; and Amusement, hotels, cafés, personal service, etc. (d) See page 88.

5. Surveys of weekly earnings and hours, October 1962, 1963, 1964 and 1966:

(i) *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. Results of the 1966 survey with comparisons with some of the earlier surveys are contained herein.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, the October 1966 survey obtained information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc., staff). The figures of average overtime earnings and average overtime hours are the averages for *all* employees (in the specified category) represented in the survey whether or not they worked overtime. The survey figures do not show the average overtime earnings or hours of only those employees who worked overtime.

Figures for average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are presented for males and females (adult and junior) separately by industry groups and by States. They reflect the effects of differences (and of changes between points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc.); and in the incidence of incentive schemes, piece-work and profit-sharing scheme payments, etc.

In general, where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the nearest normal pay-period.

(ii) *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; employees of religious, benevolent and other similar organisations exempt from pay-roll tax; and all employees in the Northern Territory and the Australian Capital Territory. 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.

Approximately 3,950 employers were included in the October 1966 survey and the sample represented 1,519,000 male and 663,000 female wage and salary earners.

As the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

(iii) *Comparability of results.* In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The figures of average weekly earnings and hours shown in the following tables for the surveys of 1962, 1963 and 1964 may differ slightly from those previously published because, in this Report, they have been rounded to the first decimal place. Figures for these surveys were published in detail in the *Wage rates and earnings* bulletin for April 1965.

The industry classification adopted for the 1966 and previous earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 population census. Because the October 1962 survey was based on a different industry classification only broad comparison with more recent surveys is possible (*see* tables on pages 117 and 119). Detailed comparison of the results of the surveys of 1963, 1964 and 1966 are shown in tables on pages 111 to 116 and 118.

The October 1965 Survey of Weekly Earnings was a special purpose survey on a different basis to the surveys compared in this section and, therefore, its results are not shown herein, but appear on pages 87 to 103. Results of the 1965 survey were also published in a statistical bulletin, S.B. 391, *Survey of Weekly Earnings*, October 1965, of 15 April 1966.

In the surveys of October 1962, 1963 and 1964 employees 'whose hours of work were not known' were reported with managerial, etc. staff. In the October 1966 survey employers were asked to report these employees in their correct classification, and if necessary estimate their hours of work. It is considered that any reporting differences will have had only a slight effect on comparability of the surveys.

The allocation of employees between 'Managerial, executive, professional and higher supervisory staff' and 'All other full-time employees' (as defined) depends upon the employers' interpretation of the definitions (*see* below).

(iv) *Definitions.* The following definitions refer to terms used in the surveys and in the tables in this section:

Employees refer to male and female employees on the pay-roll and who received pay for the last pay-period in October.

Adults include all employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.

Juniors are those employees under 21 years of age who are not paid at the adult rate for their occupation.

Full-time employees are those employees who ordinarily work 30 hours or more a week and who received pay for the last pay-period in October. Included are 'full-time' employees on short-time; 'full-time' employees who began or ceased work during the pay-period; and 'full-time' employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period.

Part-time employees are employees who ordinarily work less than 30 hours a week. Employees on short-time who normally work 30 hours or more a week are classified as full-time employees.

Other than managerial, etc. staff includes minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *Managerial, executive, professional and higher supervisory staff* who were not further defined.

Weekly earnings refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes ordinary time earnings, overtime earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

Overtime earnings refers to that part of gross earnings for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff.

Ordinary time earnings refers to that part of gross earnings for award, standard or agreed hours of work.

Weekly man-hours paid for refers to the sum of man-hours for which payment was made. It includes ordinary time hours, overtime hours, paid stand-by or reporting time; and paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. For employees paid other than weekly, hours are converted to a weekly basis. Hours of work were not reported for managerial, etc. staff.

Overtime hours refers to hours in excess of award, standard or agreed hours of work.

Ordinary time hours refers to award, standard or agreed hours of work.

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1966(c)

Industry group	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Adult males	Junior males	Adult fe- males	Junior fe- males	Adult males	Junior males	Adult fe- males	Junior fe- males	Adult males	Junior males	Adult fe- males	Junior fe- males
Manufacturing—												
Extracting, refining and founding of metals	62.80	35.80	36.40	27.70	44.3	41.5	39.8	39.8	1.42	0.86	0.92	0.70
Engineering and metal- working	61.60	29.60	34.00	23.80	44.2	41.5	39.7	39.7	1.39	0.71	0.86	0.60
Ships, vehicles, parts and accessories	60.50	28.40	35.90	25.20	42.6	41.1	39.2	38.7	1.42	0.69	0.92	0.63
Founding, engineering, vehicles, etc.	61.50	30.20	34.40	24.40	43.8	41.4	39.6	39.6	1.41	0.73	0.87	0.62
Textiles, clothing and foot- wear	57.50	29.30	33.70	21.10	42.9	41.5	39.3	39.3	1.34	0.71	0.86	0.54
Food, drink and tobacco	58.00	30.10	33.90	22.70	43.5	41.4	39.5	39.2	1.34	0.73	0.86	0.58
Paper, printing, book- binding and photography	66.60	29.30	36.50	24.10	42.3	41.0	39.7	39.7	1.57	0.71	0.92	0.61
Chemicals, dyes, explosives, paints, non-mineral oils	63.00	33.30	36.30	25.70	42.3	39.9	39.0	39.0	1.49	0.84	0.93	0.66
Other	58.50	27.80	34.10	23.60	43.5	40.8	39.4	38.9	1.34	0.68	0.87	0.61
<i>Manufacturing groups.</i>	<i>60.70</i>	<i>29.70</i>	<i>34.30</i>	<i>22.80</i>	<i>43.5</i>	<i>41.2</i>	<i>39.4</i>	<i>39.3</i>	<i>1.40</i>	<i>0.72</i>	<i>0.87</i>	<i>0.58</i>
Non-manufacturing—												
Mining and quarrying	76.10	35.50	42.60	28.30	42.9	41.0	38.1	39.5	1.77	0.87	1.12	0.71
Building and construction	67.90	29.90	39.70	25.30	44.5	41.5	38.6	38.4	1.52	0.72	1.03	0.66
Transport and storage	67.60	31.40	38.30	26.40	46.4	42.0	39.2	39.0	1.46	0.75	0.98	0.68
Finance and property	64.30	31.90	38.90	26.30	38.7	38.2	37.8	38.1	1.66	0.83	1.03	0.69
Wholesale trade, primary produce dealing, etc.	57.30	28.30	37.30	24.10	41.3	40.2	38.7	38.9	1.39	0.70	0.96	0.62
Retail trade	54.30	26.50	35.20	22.00	41.3	40.7	39.4	39.9	1.31	0.65	0.89	0.55
Other industries(d)	58.50	30.50	36.70	24.40	41.6	39.2	39.1	38.2	1.40	0.78	0.94	0.64
<i>Non-manufacturing groups</i>	<i>61.90</i>	<i>29.10</i>	<i>36.80</i>	<i>23.90</i>	<i>42.4</i>	<i>40.1</i>	<i>39.0</i>	<i>39.0</i>	<i>1.46</i>	<i>0.72</i>	<i>0.94</i>	<i>0.61</i>
All industry groups(e)	61.20	29.40	35.40	23.60	43.0	40.7	39.2	39.1	1.42	0.72	0.90	0.60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a), INDUSTRY GROUPS, STATES, OCTOBER 1966(b)

State	Average weekly earnings (\$)					Average weekly hours paid for					Average hourly earnings (\$)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
New South Wales	61.80	60.30	61.10	63.00	61.90	43.4	42.8	43.1	42.2	42.7	1.43	1.41	1.42	1.49	1.45
Victoria	63.20	61.60	62.30	61.80	62.10	44.7	43.5	44.1	42.1	43.3	1.41	1.42	1.41	1.47	1.43
Queensland	55.00	58.20	57.10	61.80	59.50	43.2	43.5	43.4	42.4	42.8	1.27	1.34	1.32	1.46	1.39
South Australia	60.30	57.20	59.20	56.30	58.00	43.3	43.3	43.3	42.3	42.9	1.39	1.32	1.37	1.33	1.35
Western Australia	58.00	54.20	55.60	63.30	60.40	44.4	42.5	43.2	43.8	43.5	1.31	1.27	1.29	1.45	1.39
Tasmania	64.00	57.40	59.40	61.00	60.10	43.2	42.5	42.7	42.5	42.6	1.48	1.35	1.39	1.44	1.41
Australiad	61.50	59.90	60.70	61.90	61.20	43.8	43.1	43.5	42.4	43.0	1.41	1.39	1.40	1.46	1.42

ADULT MALES

State	Average weekly earnings (\$)					Average weekly hours paid for					Average hourly earnings (\$)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
New South Wales	31.20	29.50	30.50	30.10	30.30	40.9	40.9	40.9	39.8	40.4	0.76	0.72	0.74	0.76	0.75
Victoria	29.50	30.10	29.90	29.50	29.70	41.5	41.0	41.2	40.2	40.7	0.71	0.74	0.72	0.73	0.73
Queensland	30.40	27.90	29.00	28.40	28.70	42.4	41.2	41.7	40.5	41.1	0.72	0.68	0.70	0.70	0.70
South Australia	28.90	27.80	28.50	27.10	27.70	41.7	41.1	41.4	40.2	40.8	0.69	0.68	0.69	0.67	0.68
Western Australia	25.60	27.00	26.40	27.60	27.10	42.0	41.7	41.9	40.3	41.0	0.61	0.65	0.63	0.68	0.66
Tasmania	29.50	29.30	29.40	26.80	27.80	41.6	40.8	41.1	40.4	40.7	0.71	0.72	0.71	0.66	0.68
Australiad	30.20	29.10	29.70	29.10	29.40	41.4	41.0	41.2	40.1	40.7	0.73	0.71	0.72	0.72	0.72

JUNIOR MALES

State	Average weekly earnings (\$)					Average weekly hours paid for					Average hourly earnings (\$)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
New South Wales	*	*	35.00	37.80	36.20	*	*	39.2	38.7	39.0	*	*	0.89	0.98	0.93
Victoria	*	*	34.20	36.90	35.10	*	*	39.6	38.8	39.3	*	*	0.86	0.95	0.89
Queensland	*	*	31.90	35.00	33.90	*	*	39.9	39.4	39.6	*	*	0.80	0.89	0.86
South Australia	*	*	33.10	34.10	33.70	*	*	39.9	39.5	39.7	*	*	0.83	0.87	0.85
Western Australia	*	*	31.30	36.30	35.10	*	*	39.0	39.3	39.3	*	*	0.80	0.92	0.89
Tasmania	*	*	33.00	34.50	33.70	*	*	39.1	39.1	39.1	*	*	0.85	0.88	0.86
Australiad	34.40	34.20	34.30	36.80	35.40	39.6	39.4	39.4	39.0	39.2	0.87	0.87	0.87	0.94	0.90

ADULT FEMALES

State	Average weekly earnings (\$)					Average weekly hours paid for					Average hourly earnings (\$)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
New South Wales	*	*	23.20	24.70	24.20	*	*	39.0	39.0	39.0	*	*	0.59	0.63	0.62
Victoria	*	*	24.30	25.20	24.90	*	*	39.6	38.6	38.9	*	*	0.61	0.65	0.64
Queensland	*	*	20.20	22.50	21.70	*	*	39.2	39.4	39.3	*	*	0.52	0.57	0.55
South Australia	*	*	21.80	22.60	22.30	*	*	39.9	39.3	39.5	*	*	0.55	0.57	0.57
Western Australia	*	*	19.40	21.60	21.10	*	*	39.5	39.2	39.3	*	*	0.49	0.55	0.54
Tasmania	*	*	23.20	21.50	22.00	*	*	39.2	39.6	39.5	*	*	0.59	0.54	0.56
Australiad	24.40	22.40	22.80	23.90	23.60	39.6	39.3	39.3	39.0	39.1	0.62	0.57	0.58	0.61	0.60

JUNIOR FEMALES

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (c) Excludes Rural Industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.
* Information not available because the figures are subject to sampling variability too high for most practical uses.

AVERAGE WEEKLY EARNINGS AND HOURS (OVERTIME AND ORDINARY TIME)(a) FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS, AUSTRALIA(c), OCTOBER 1966(d)

Industry groups	Average weekly earnings (\$)			Average weekly hours(g)			Average weekly earnings(\$)			Average weekly hours(g)		
	Overtime earnings	Ordinary time earnings	Total	Overtime hours	Ordinary time hours	Total	Overtime earnings	Ordinary time earnings	Total	Overtime hours	Ordinary time hours	Total
ADULT MALES												
JUNIOR MALES												
Manufacturing—												
Extracting, refining and founding of metals	9.50	53.30	62.80	5.2	39.1	44.3	3.00	32.80	35.80	2.4	39.1	41.5
Engineering and metal-working	10.60	51.00	61.60	5.6	38.5	44.2	2.90	26.70	29.60	2.7	38.7	41.5
Ships, vehicles, parts and accessories	7.60	53.00	60.50	3.8	38.8	42.6	2.20	26.30	28.40	2.1	39.1	41.1
Founding, engineering, vehicles, etc.	9.70	51.90	61.50	5.1	38.7	43.8	2.80	27.40	30.20	2.5	38.9	41.4
Textiles, clothing and footwear	7.40	50.10	57.50	4.0	38.9	42.9	2.90	26.40	29.30	2.8	38.7	41.5
Food, drink and tobacco	9.40	48.70	58.00	4.8	38.7	43.5	3.30	26.70	30.10	2.9	38.5	41.4
Paper, printing, book-binding and photography	7.70	58.90	66.60	3.4	38.9	42.3	2.20	27.10	29.30	1.9	39.1	41.0
Chemicals, dyes, explosives, paints, non-mineral oils	7.90	55.10	63.00	3.5	38.8	42.3	1.80	31.50	33.30	1.5	38.4	39.9
Other	8.80	49.70	58.50	4.6	38.9	43.5	2.20	25.70	27.80	2.1	38.7	40.8
Manufacturing groups	9.10	51.60	60.70	4.7	38.8	43.5	2.60	27.00	29.70	2.4	38.8	41.2
Non-manufacturing—												
Mining and quarrying	10.20	66.00	76.10	5.1	37.8	42.9	3.40	32.00	35.50	2.8	38.1	41.0
Building and construction	12.70	55.20	67.90	5.8	38.7	44.5	2.10	27.90	29.90	1.9	39.6	41.5
Transport and storage	14.30	53.40	67.60	7.2	39.1	46.4	3.20	28.20	31.40	2.8	39.3	42.0
Finance and property	1.50	62.80	64.30	0.7	38.0	38.7	0.60	31.30	31.90	0.5	37.8	38.2
Wholesale trade, primary produce dealing, etc.	4.30	53.00	57.30	2.3	39.0	41.3	1.20	27.10	28.30	1.1	39.1	40.2
Retail trade	3.00	51.30	54.30	1.7	39.6	41.3	1.20	25.40	26.50	1.1	39.5	40.7
Other industries(e)	5.00	53.50	58.50	2.7	38.9	41.6	1.50	29.00	30.50	1.2	38.0	39.2
Non-manufacturing groups	7.00	55.00	61.90	3.5	38.9	42.4	1.30	27.80	29.10	1.2	38.9	40.1
All industry groups(f)	8.20	53.00	61.20	4.2	38.8	43.0	2.00	27.40	29.40	1.8	38.9	40.7
ADULT FEMALES												
JUNIOR FEMALES												
Manufacturing groups	1.80	32.50	34.30	1.5	38.0	39.4	0.80	22.00	22.80	0.9	38.4	39.3
Non-manufacturing groups	0.90	35.90	36.80	0.7	38.3	39.0	0.40	23.60	23.90	0.4	38.6	39.0
All Industry Groups(f)	1.40	34.00	35.40	1.1	38.1	39.2	0.50	23.10	23.60	0.6	38.5	39.1

(a) Average weekly overtime and ordinary time earnings and hours are averages for all employees represented in the survey. (see page 104). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Excludes Northern Territory and Australian Capital Territory. (d) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (e) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water supply and sanitary services; and Forestry, fishing and trapping. (f) Excludes Rural industry, and Private Domestic service. (g) Average weekly hours paid for.

AVERAGE WEEKLY EARNINGS (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS, STATES, OCTOBER 1966(c)
(\\$)

State	Adult males				Junior males	Adult females	Junior females
	Manufacturing			Non-manufacturing groups	All industry groups (d)	All industry groups (d)	All industry groups (d)
	Founding engineering vehicles, etc.	Other	Total				

AVERAGE WEEKLY OVERTIME EARNINGS

New South Wales	9.60	8.40	9.00	7.10	8.20	1.90	1.40	0.50
Victoria	10.90	9.30	10.10	6.40	8.70	2.10	1.50	0.50
Queensland	7.90	9.40	8.90	6.60	7.70	2.20	1.00	0.40
South Australia	8.00	7.50	7.80	5.50	6.90	1.70	1.40	0.60
Western Australia	10.00	6.00	7.50	9.40	8.70	1.90	0.80	0.40
Tasmania	7.80	5.60	6.30	7.30	6.80	1.40	0.80	0.30
Australia(e)	9.70	8.50	9.10	7.00	8.20	2.00	1.40	0.50

AVERAGE WEEKLY ORDINARY TIME EARNINGS

New South Wales	52.20	51.90	52.10	55.90	53.60	28.40	34.80	23.60
Victoria	52.30	52.30	52.30	55.40	53.50	27.50	33.60	24.40
Queensland	47.10	48.70	48.20	55.20	51.80	26.60	32.80	21.30
South Australia	52.30	49.70	51.40	50.70	51.10	26.00	32.30	21.70
Western Australia	48.00	48.10	48.10	53.80	51.70	25.30	34.20	20.60
Tasmania	56.20	51.80	53.10	53.70	53.40	26.30	33.00	21.80
Australia(e)	51.90	51.30	51.60	55.00	53.00	27.40	34.00	23.10

AVERAGE WEEKLY TOTAL EARNINGS

New South Wales	61.80	60.30	61.10	63.00	61.90	30.30	36.20	24.20
Victoria	63.20	61.60	62.30	61.80	62.10	29.70	35.10	24.90
Queensland	55.00	58.20	57.10	61.80	59.50	28.70	33.90	21.70
South Australia	60.30	57.20	59.20	56.30	58.00	27.70	33.70	22.30
Western Australia	58.00	54.20	55.60	63.30	60.40	27.10	35.10	21.10
Tasmania	64.00	57.40	59.40	61.00	60.10	27.80	33.70	22.00
Australia(e)	61.50	59.90	60.70	61.90	61.20	29.40	35.40	23.60

(a) Average weekly overtime and ordinary time earnings are averages for all employees represented in the survey. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (d) Excludes Rural industry, and Private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY HOURS PAID FOR (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(b): INDUSTRY GROUPS, STATES, OCTOBER 1966(c)

State	Adult males					Junior males	Adult females	Junior females
	Manufacturing			Non-manufacturing groups	All industry groups (d)	All industry groups (d)	All industry groups (d)	All industry groups (d)
	Founding engineering vehicles, etc.	Other	Total					
AVERAGE WEEKLY OVERTIME HOURS								
New South Wales	5.0	4.1	4.6	3.5	4.1	1.7	1.1	0.6
Victoria	5.8	4.7	5.2	3.2	4.5	2.0	1.2	0.6
Queensland	4.3	4.6	4.5	3.4	3.9	1.9	0.9	0.5
South Australia	4.3	4.0	4.2	3.0	3.7	1.7	1.2	0.8
Western Australia	5.5	3.2	4.1	4.6	4.4	1.9	0.7	0.5
Tasmania	3.9	2.9	3.2	3.4	3.3	1.4	0.7	0.3
Australia(e)	5.1	4.3	4.7	3.5	4.2	1.8	1.1	0.6
AVERAGE WEEKLY ORDINARY TIME HOURS								
New South Wales	38.4	38.7	38.5	38.7	38.6	38.7	37.9	38.4
Victoria	38.9	38.8	38.8	38.9	38.9	38.7	38.1	38.4
Queensland	38.8	38.9	38.9	39.0	38.9	39.2	38.7	38.8
South Australia	39.1	39.3	39.2	39.3	39.2	39.1	38.5	38.7
Western Australia	38.9	39.3	39.1	39.1	39.1	39.0	38.6	38.8
Tasmania	39.3	39.6	39.5	39.0	39.3	39.3	38.3	39.1
Australia(e)	38.7	38.8	38.8	38.9	38.8	38.9	38.1	38.5
AVERAGE WEEKLY TOTAL HOURS								
New South Wales	43.4	42.8	43.1	42.2	42.7	40.4	39.0	39.0
Victoria	44.7	43.5	44.1	42.1	43.3	40.7	39.3	38.9
Queensland	43.2	43.5	43.4	42.4	42.8	41.1	39.6	39.3
South Australia	43.3	43.3	43.3	42.3	42.9	40.8	39.7	39.5
Western Australia	44.4	42.5	43.2	43.8	43.5	41.0	39.3	39.3
Tasmania	43.2	42.5	42.7	42.5	42.6	40.7	39.1	39.5
Australia(e)	43.8	43.1	43.5	42.4	43.0	40.7	39.2	39.1

(a) Average weekly overtime and ordinary time hours are averages for all employees represented in the survey. (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (d) Excludes Rural industry, and Private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1963, 1964 AND 1966(c)
(\$)

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
Manufacturing—												
Extracting, refining and founding of metals	53 20	58 70	62 80	27 40	31 10	35 80	30 00	32 20	36 40	23 00	25 00	27 70
Engineering and metal-working	51 40	55 50	61 60	22 70	26 50	29 60	29 70	31 50	34 00	19 70	21 40	23 80
Ships, vehicles, parts and accessories	52 40	55 70	60 50	23 20	25 50	28 40	30 10	31 80	35 90	21 60	23 60	25 20
Founding, engineering, vehicles, etc.	52 00	56 10	61 50	23 60	27 00	30 20	29 80	31 60	34 40	20 30	22 10	24 40
Textiles, clothing and footwear	47 60	51 60	57 50	23 00	25 70	29 30	29 00	31 30	33 70	17 40	19 30	21 10
Food, drink and tobacco	48 40	52 00	58 00	25 20	26 10	30 10	29 90	32 30	33 90	19 50	20 50	22 70
Paper, printing, book-binding and photography	57 00	60 70	66 60	25 40	26 90	29 30	31 50	33 50	36 50	18 70	20 00	24 10
Chemicals, dyes, explosives, paints, non-mineral oils	51 80	55 60	63 00	25 90	28 70	33 30	31 50	33 40	36 30	21 20	23 00	25 70
Other	49 30	53 20	58 50	22 10	24 60	27 80	29 40	30 80	34 10	18 40	19 60	23 60
<i>Manufacturing groups</i>	<i>51 00</i>	<i>55 00</i>	<i>60 70</i>	<i>23 60</i>	<i>26 40</i>	<i>29 70</i>	<i>29 60</i>	<i>31 70</i>	<i>34 30</i>	<i>18 60</i>	<i>20 30</i>	<i>22 80</i>
Non-manufacturing—												
Mining and quarrying	60 60	65 50	76 10	28 10	31 90	35 50	35 30	35 90	42 60	23 20	25 50	28 30
Building and construction	55 70	59 90	67 90	25 50	26 80	29 90	33 60	34 50	39 70	20 20	22 10	25 30
Transport and storage	55 30	59 60	67 60	23 70	26 70	31 40	33 60	35 20	38 30	21 90	23 10	26 40
Finance and property	52 60	57 40	64 30	24 50	27 40	31 90	33 40	35 70	38 90	22 00	23 60	26 30
Wholesale trade, primary produce dealing, etc.	48 70	52 50	57 30	22 60	24 40	28 30	32 20	34 00	37 30	20 30	21 70	24 10
Retail trade	46 60	49 70	54 30	22 10	24 00	26 50	30 60	33 00	35 20	18 20	19 50	22 00
Other industries(d)	50 00	53 30	58 50	24 80	27 20	30 50	31 60	33 40	36 70	20 70	22 10	24 40
<i>Non-manufacturing groups</i>	<i>51 50</i>	<i>55 40</i>	<i>61 90</i>	<i>23 30</i>	<i>25 40</i>	<i>29 10</i>	<i>31 70</i>	<i>33 70</i>	<i>36 80</i>	<i>19 80</i>	<i>21 30</i>	<i>23 90</i>
All industry groups(e)	51 20	55 20	61 20	23 50	25 90	29 40	30 50	32 60	35 40	19 40	20 90	23 60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service. (f) Affected by industrial disputes.

**AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN
MANAGERIAL, ETC. STAFF)(a); INDUSTRY GROUPS, AUSTRALIA(b),
OCTOBER 1963, 1964 AND 1966(c)**

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
Manufacturing—												
Extracting, refining and founding of metals	43.4	44.2	44.3	41.8	41.2	41.5	40.5	40.0	39.8	40.7	39.7	39.8
Engineering and metal-working	42.8	44.3	44.2	41.1	42.3	41.5	39.7	39.7	39.7	39.5	39.6	39.7
Ships, vehicles, parts and accessories	43.5	42.9	42.6	41.5	40.8	41.1	39.7	39.4	39.2	39.6	39.3	38.7
Founding, engineering, vehicles, etc.	43.1	43.9	43.8	41.3	41.8	41.4	39.8	39.7	39.6	39.6	39.6	39.6
Textiles, clothing and footwear	41.9	42.7	42.9	40.7	41.1	41.5	39.4	39.7	39.3	39.1	39.6	39.3
Food, drink and tobacco	42.7	43.1	43.5	41.3	41.1	41.4	39.5	39.4	39.5	38.9	39.5	39.2
Paper, printing, book-binding and photography	41.8	42.2	42.3	41.0	41.1	41.0	39.6	39.9	39.7	39.7	39.9	39.7
Chemicals, dyes, explosives, paints, non-mineral oils	41.8	42.9	42.3	40.4	41.2	39.9	39.6	39.5	39.0	38.8	38.8	39.0
Other	43.1	43.2	43.5	40.5	41.4	40.8	39.6	39.9	39.4	39.3	39.3	38.9
<i>Manufacturing groups</i>	42.8	43.4	43.5	41.1	41.5	41.2	39.5	39.7	39.4	39.2	39.5	39.3
Non-manufacturing—												
Mining and quarrying	41.6	42.7	42.9	41.0	41.2	41.0	39.3	38.9	38.1	39.3	39.2	39.5
Building and construction	43.0	43.7	44.5	40.4	40.8	41.5	39.4	38.5	38.6	38.6	38.0	38.4
Transport and storage	44.6	45.2	46.4	40.5	40.7	42.0	39.1	39.4	39.2	39.2	39.3	39.0
Finance and property	38.9	38.9	38.7	38.4	38.6	38.2	37.6	37.5	37.8	37.8	38.0	38.1
Wholesale trade, primary produce dealing, etc.	40.9	41.2	41.3	39.8	40.1	40.2	38.8	38.8	38.7	38.7	39.2	38.9
Retail trade	41.2	41.2	41.3	41.0	40.7	40.7	39.5	39.8	39.4	39.7	40.0	39.9
Other industries(d)	41.2	41.2	41.6	38.9	39.3	39.2	39.0	39.0	39.1	38.3	38.5	38.2
<i>Non-manufacturing groups</i>	41.6	42.0	42.4	40.0	40.1	40.1	39.0	39.0	39.0	38.9	39.2	39.0
All industry groups(e)	42.3	42.8	43.0	40.5	40.8	40.7	39.3	39.4	39.2	39.0	39.3	39.1

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the survey, etc., see pages 104 and 105. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

AVERAGE HOURLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC., STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1963, 1964 AND 1966(c)

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Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
Manufacturing—												
Extracting, refining and founding of metals	1.22	1.33	1.42	0.66	0.76	0.86	0.74	0.80	0.92	0.56	0.63	0.70
Engineering and metal-working	1.20	1.25	1.39	0.53	0.63	0.71	0.73	0.79	0.86	0.50	0.54	0.60
Ships, vehicles, parts and accessories	1.20	1.30	1.42	0.56	0.63	0.69	0.76	0.81	0.92	0.55	0.60	0.65
Founding, engineering, vehicles, etc.	1.21	1.28	1.41	0.57	0.65	0.73	0.75	0.80	0.87	0.51	0.56	0.62
Textiles, clothing and footwear	1.14	1.21	1.34	0.57	0.62	0.71	0.74	0.79	0.86	0.44	0.49	0.54
Food, drink and tobacco	1.13	1.21	1.34	0.61	0.64	0.73	0.76	0.82	0.86	0.50	0.52	0.58
Paper, printing, book-binding and photography	1.36	1.44	1.57	0.62	0.65	0.71	0.80	0.84	0.92	0.47	0.50	0.61
Chemicals, dyes, explosives, paints, non-mineral oils	1.24	1.30	1.49	0.64	0.70	0.84	0.80	0.84	0.93	0.55	0.59	0.66
Other	1.14	1.23	1.34	0.54	0.59	0.68	0.74	0.77	0.87	0.47	0.50	0.61
<i>Manufacturing groups.</i>	<i>1.19</i>	<i>1.27</i>	<i>1.40</i>	<i>0.58</i>	<i>0.64</i>	<i>0.72</i>	<i>0.75</i>	<i>0.80</i>	<i>0.87</i>	<i>0.47</i>	<i>0.51</i>	<i>0.58</i>
Non-manufacturing—												
Mining and quarrying	1.46	1.53	1.77	0.69	0.77	0.87	0.90	0.92	1.12	0.59	0.65	0.71
Building and construction	1.29	1.37	1.52	0.63	0.66	0.72	0.85	0.90	1.03	0.52	0.58	0.66
Transport and storage	1.24	1.32	1.46	0.59	0.65	0.75	0.86	0.89	0.98	0.56	0.59	0.68
Finance and property	1.35	1.48	1.66	0.64	0.71	0.83	0.89	0.95	1.03	0.58	0.62	0.69
Wholesale trade, primary produce dealing, etc.	1.19	1.27	1.39	0.57	0.61	0.70	0.83	0.88	0.96	0.53	0.55	0.62
Retail trade	1.13	1.21	1.31	0.54	0.59	0.65	0.78	0.83	0.89	0.46	0.49	0.55
Other industries(d)	1.21	1.29	1.40	0.64	0.69	0.78	0.81	0.86	0.94	0.54	0.57	0.64
<i>Non-manufacturing groups</i>	<i>1.24</i>	<i>1.32</i>	<i>1.46</i>	<i>0.58</i>	<i>0.63</i>	<i>0.72</i>	<i>0.81</i>	<i>0.86</i>	<i>0.94</i>	<i>0.51</i>	<i>0.54</i>	<i>0.61</i>
All industry groups(e)	1.21	1.29	1.42	0.58	0.64	0.72	0.78	0.83	0.90	0.50	0.53	0.60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a); INDUSTRY GROUPS, STATES, OCTOBER 1963, 1964 AND 1966(b)

(\$)

State	Manufacturing									Non-manufacturing groups			All industry groups(c)		
	Founding, engineering, vehicles, etc.			Other			Total			Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966						

ADULT MALES

New South Wales	52.50	57.00	61.80	51.80	55.40	60.30	52.20	56.30	61.10	53.50	57.40	63.00	52.70	56.70	61.90
Victoria	52.70	56.60	63.20	51.10	55.00	61.60	51.80	55.70	62.30	51.60	55.90	61.80	51.70	55.80	62.10
Queensland	47.90	50.70	55.00	47.00	51.40	58.20	47.20	51.20	57.10	49.70	53.40	61.80	48.50	52.30	59.50
South Australia	51.20	55.50	60.30	47.10	51.10	57.20	49.70	54.00	59.20	48.60	52.80	56.30	49.30	53.60	58.00
Western Australia	45.30	48.20	58.00	44.10	48.10	54.20	44.50	48.20	55.60	49.00	51.10	63.30	47.20	49.90	60.40
Tasmania	54.70	59.20	64.00	46.60	50.30	57.40	49.50	53.40	59.40	48.20	51.10	61.00	48.90	52.40	61.10
Australia(d)	52.00	56.10	61.50	50.10	54.00	59.90	51.00	55.00	60.70	51.50	55.40	61.90	51.20	55.20	61.20

JUNIOR MALES

New South Wales	24.90	28.80	31.20	24.80	27.20	29.50	24.80	28.10	30.50	24.20	26.10	30.10	24.60	27.20	30.30
Victoria	23.50	27.40	29.50	24.30	26.50	30.10	23.90	26.90	29.90	23.40	26.60	29.50	23.70	26.80	29.70
Queensland	20.90	24.10	30.40	23.10	23.50	27.90	22.20	23.70	29.00	22.90	25.00	28.40	22.50	24.40	28.70
South Australia	22.40	25.60	28.90	21.20	24.30	27.80	21.80	25.10	28.50	23.10	24.50	27.10	22.50	24.80	27.70
Western Australia	20.10	20.50	25.60	20.20	22.10	27.00	20.10	21.40	26.40	21.10	21.40	27.60	20.70	21.40	27.10
Tasmania	23.40	23.70	29.50	23.20	26.20	29.30	23.30	25.30	29.40	22.20	23.70	26.80	22.70	24.40	27.80
Australia(d)	23.60	27.00	30.20	23.70	25.80	29.10	23.60	26.40	29.70	23.30	25.40	29.10	23.50	25.90	29.40

ADULT FEMALES

New South Wales	*	*	*	*	*	*	30.40	32.10	35.00	33.00	35.10	37.80	31.50	33.40	36.20
Victoria	*	*	*	*	*	*	29.40	31.70	34.20	31.90	34.20	36.90	30.20	32.60	35.10
Queensland	*	*	*	*	*	*	28.00	29.50	31.90	29.90	31.60	35.00	29.30	30.90	33.90
South Australia	*	*	*	*	*	*	27.80	30.50	33.10	29.00	31.40	34.10	28.50	31.10	33.70
Western Australia	*	*	*	*	*	*	27.50	28.90	31.30	30.30	31.10	36.30	29.50	30.50	35.10
Tasmania	*	*	*	*	*	*	29.10	29.90	33.00	29.10	31.30	34.50	29.10	30.60	33.70
Australia(d)	29.80	31.60	34.40	29.60	31.70	34.20	29.60	31.70	34.30	31.70	33.70	36.80	30.50	32.60	35.40

JUNIOR FEMALES

New South Wales	*	*	*	*	*	*	19.60	21.10	23.20	21.20	22.60	24.70	20.60	22.00	24.20
Victoria	*	*	*	*	*	*	18.90	21.20	24.30	20.00	22.00	25.20	19.50	21.70	24.90
Queensland	*	*	*	*	*	*	16.50	17.30	20.20	18.50	19.90	22.50	17.90	19.10	21.70
South Australia	*	*	*	*	*	*	16.80	19.00	21.80	18.80	20.60	22.60	18.20	20.10	22.30
Western Australia	*	*	*	*	*	*	16.40	16.80	19.40	17.40	17.60	21.60	17.20	17.40	21.10
Tasmania	*	*	*	*	*	*	19.60	21.00	23.20	17.80	18.80	21.50	18.40	19.40	22.60
Australia(d)	20.30	22.10	24.40	18.30	19.90	22.40	18.60	20.30	22.80	19.80	21.30	23.90	19.40	20.90	23.60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

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

AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a) INDUSTRY GROUPS, STATES, OCTOBER 1963, 1964 AND 1966(b)

State	Manufacturing									Non-manufacturing groups			All industry groups(c)		
	Founding, engineering, vehicles, etc.			Other			Total			Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966						

ADULT MALES

New South Wales	42.4	43.9	43.4	42.3	42.8	42.8	42.4	43.4	43.1	41.7	42.0	42.2	42.1	42.8	42.7
Victoria	44.1	44.0	44.7	43.1	43.1	43.5	43.5	44.1	41.5	41.8	42.1	42.8	42.9	43.3	43.3
Queensland	43.4	43.4	43.2	42.9	44.0	43.5	43.1	43.8	43.4	41.3	42.4	42.4	42.2	43.1	42.8
South Australia	43.5	44.3	43.3	42.3	42.3	43.3	43.1	43.6	43.3	42.1	42.5	42.3	42.7	43.2	42.9
Western Australia	41.4	42.6	44.4	41.1	42.6	42.5	41.2	42.6	43.2	41.6	41.9	43.8	41.4	42.2	43.5
Tasmania	42.0	43.0	43.2	41.3	41.9	42.5	41.5	42.3	42.7	41.2	40.8	42.5	41.4	41.7	42.6
Australia(d)	43.1	43.9	43.8	42.5	43.0	43.1	42.8	43.4	43.5	41.6	42.0	42.4	42.3	42.8	43.0

JUNIOR MALES

New South Wales	41.0	41.7	40.9	40.6	41.5	40.9	40.8	41.7	40.9	39.9	39.9	39.8	40.4	40.8	40.4
Victoria	41.8	42.0	41.5	41.1	41.1	41.0	41.4	41.5	41.2	39.7	40.1	40.2	40.6	40.8	40.7
Queensland	42.2	42.4	42.4	41.1	40.5	41.2	41.6	41.3	41.7	39.8	40.5	40.5	40.7	40.9	41.1
South Australia	41.9	42.3	41.7	41.6	41.6	41.1	41.8	42.0	41.4	40.7	39.9	40.2	41.2	40.9	40.8
Western Australia	39.8	40.5	42.0	39.7	41.2	41.7	39.7	40.9	41.9	40.9	40.6	40.3	40.4	40.8	41.0
Tasmania	40.9	39.4	41.6	40.1	40.7	40.8	40.3	40.2	41.1	40.1	40.0	40.4	40.2	40.1	40.7
Australia(d)	41.3	41.8	41.4	40.8	41.2	41.0	41.1	41.5	41.2	40.0	40.1	40.1	40.5	40.8	40.7

ADULT FEMALES

New South Wales	*	*	*	*	*	*	39.3	39.5	39.2	38.6	38.7	38.7	39.0	39.2	39.0
Victoria	*	*	*	*	*	*	39.7	39.8	39.6	38.9	38.8	38.8	39.4	39.4	39.3
Queensland	*	*	*	*	*	*	39.7	39.6	39.9	39.5	39.7	39.4	39.5	39.7	39.6
South Australia	*	*	*	*	*	*	40.1	40.3	39.9	39.9	39.7	39.5	40.0	40.0	39.7
Western Australia	*	*	*	*	*	*	39.0	39.3	39.0	39.7	39.8	39.3	39.6	39.7	39.3
Tasmania	*	*	*	*	*	*	39.1	38.8	39.1	39.2	39.3	39.1	39.2	39.0	39.1
Australia(d)	39.8	39.7	39.6	39.4	39.7	39.4	39.5	39.7	39.4	39.0	39.0	39.0	39.3	39.4	39.2

JUNIOR FEMALES

New South Wales	*	*	*	*	*	*	39.2	39.4	39.0	38.7	39.0	39.0	38.9	39.2	39.0
Victoria	*	*	*	*	*	*	39.1	39.6	39.6	38.5	38.8	38.6	38.8	39.1	38.9
Queensland	*	*	*	*	*	*	39.5	40.0	39.2	39.1	39.7	39.4	39.2	39.8	39.3
South Australia	*	*	*	*	*	*	39.5	39.7	39.9	39.2	39.3	39.3	39.3	39.4	39.5
Western Australia	*	*	*	*	*	*	40.0	39.5	39.5	39.8	39.6	39.2	39.9	39.5	39.3
Tasmania	*	*	*	*	*	*	38.6	39.1	39.2	39.3	39.9	39.6	39.1	39.7	39.5
Australia(d)	39.6	39.6	39.6	39.2	39.5	39.3	39.2	39.5	39.3	38.9	39.2	39.0	39.0	39.3	39.1

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (c) Excludes Rural industry and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

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

AVERAGE HOURLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a); INDUSTRY GROUPS, STATES, OCTOBER 1963, 1964 AND 1966(b)
($\$$)

State	Manufacturing									Non-manufacturing groups			All industry groups(c)		
	Founding, engineering, vehicles, etc.			Other			Total			Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1963	Oct. 1964	Oct. 1966						

ADULT MALES

New South Wales	1.24	1.30	1.43	1.23	1.29	1.41	1.23	1.30	1.42	1.28	1.37	1.49	1.25	1.32	1.45
Victoria	1.19	1.29	1.41	1.19	1.28	1.42	1.19	1.28	1.41	1.24	1.34	1.47	1.21	1.30	1.43
Queensland	1.10	1.17	1.27	1.09	1.17	1.34	1.10	1.17	1.32	1.20	1.26	1.46	1.13	1.21	1.39
South Australia	1.18	1.25	1.39	1.11	1.21	1.32	1.15	1.24	1.37	1.15	1.24	1.33	1.15	1.24	1.35
Western Australia	1.09	1.13	1.31	1.07	1.13	1.27	1.08	1.13	1.29	1.18	1.22	1.45	1.14	1.18	1.39
Tasmania	1.30	1.38	1.48	1.13	1.20	1.35	1.19	1.26	1.39	1.17	1.25	1.44	1.18	1.26	1.41
Australia(d)	1.21	1.28	1.41	1.18	1.26	1.39	1.19	1.27	1.40	1.24	1.32	1.46	1.21	1.29	1.42

JUNIOR MALES

New South Wales	0.61	0.69	0.76	0.61	0.65	0.72	0.61	0.67	0.74	0.61	0.66	0.76	0.61	0.67	0.75
Victoria	0.56	0.65	0.71	0.59	0.64	0.74	0.58	0.65	0.72	0.59	0.67	0.73	0.58	0.66	0.73
Queensland	0.49	0.57	0.72	0.56	0.58	0.68	0.53	0.57	0.70	0.57	0.62	0.70	0.55	0.60	0.70
South Australia	0.53	0.61	0.69	0.51	0.59	0.68	0.52	0.60	0.69	0.57	0.61	0.67	0.55	0.61	0.68
Western Australia	0.50	0.51	0.61	0.51	0.54	0.65	0.51	0.52	0.63	0.52	0.53	0.68	0.51	0.53	0.66
Tasmania	0.57	0.60	0.71	0.58	0.64	0.72	0.58	0.63	0.71	0.55	0.59	0.66	0.56	0.61	0.68
Australia(d)	0.57	0.65	0.73	0.58	0.63	0.71	0.58	0.64	0.72	0.58	0.63	0.72	0.58	0.64	0.72

ADULT FEMALES

New South Wales	*	*	*	*	*	*	0.77	0.81	0.89	0.86	0.91	0.98	0.81	0.85	0.93
Victoria	*	*	*	*	*	*	0.74	0.80	0.86	0.82	0.88	0.95	0.77	0.83	0.89
Queensland	*	*	*	*	*	*	0.71	0.74	0.80	0.76	0.80	0.89	0.74	0.78	0.86
South Australia	*	*	*	*	*	*	0.69	0.76	0.83	0.73	0.79	0.87	0.71	0.78	0.85
Western Australia	*	*	*	*	*	*	0.71	0.73	0.80	0.76	0.78	0.92	0.75	0.77	0.89
Tasmania	*	*	*	*	*	*	0.74	0.77	0.85	0.74	0.80	0.88	0.74	0.78	0.86
Australia(d)	0.75	0.80	0.87	0.75	0.80	0.87	0.75	0.80	0.87	0.81	0.86	0.94	0.78	0.83	0.90

JUNIOR FEMALES

New South Wales	*	*	*	*	*	*	0.50	0.53	0.59	0.55	0.58	0.63	0.53	0.56	0.62
Victoria	*	*	*	*	*	*	0.48	0.54	0.61	0.52	0.57	0.65	0.50	0.55	0.64
Queensland	*	*	*	*	*	*	0.42	0.43	0.52	0.47	0.50	0.57	0.46	0.48	0.53
South Australia	*	*	*	*	*	*	0.43	0.48	0.55	0.48	0.52	0.57	0.46	0.51	0.57
Western Australia	*	*	*	*	*	*	0.41	0.43	0.49	0.44	0.45	0.55	0.43	0.44	0.54
Tasmania	*	*	*	*	*	*	0.51	0.54	0.59	0.45	0.47	0.54	0.47	0.49	0.56
Australia(d)	0.51	0.56	0.62	0.47	0.50	0.57	0.47	0.51	0.58	0.51	0.54	0.61	0.50	0.53	0.60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

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

AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a); ALL INDUSTRY GROUPS, STATES, OCTOBER 1962 TO 1966(b)

State	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1962	Oct. 1963	Oct. 1964	Oct. 1966
ADULT MALES												
New South Wales	51.00	52.70	56.70	61.90	42.1	42.1	42.8	42.7	1.21	1.25	1.32	1.45
Victoria	49.70	51.70	55.80	62.10	42.4	42.8	42.9	43.3	1.17	1.21	1.30	1.43
Queensland	46.20	48.50	52.30	59.50	42.1	42.2	43.1	42.8	1.10	1.15	1.21	1.39
South Australia	47.00	49.30	53.60	58.00	42.3	42.7	43.2	42.9	1.11	1.15	1.24	1.35
Western Australia	47.70	47.20	49.90	60.40	41.7	41.4	42.2	43.5	1.14	1.14	1.18	1.39
Tasmania	47.50	48.90	52.40	60.10	40.6	41.4	41.7	42.6	1.17	1.18	1.26	1.41
Australia(c)	49.40	51.20	55.20	61.20	42.1	42.3	42.8	43.0	1.17	1.21	1.29	1.42

JUNIOR MALES												
New South Wales	24.20	24.60	27.20	30.30	40.2	40.4	40.8	40.4	0.60	0.61	0.67	0.75
Victoria	23.00	23.70	26.80	29.70	40.3	40.6	40.8	40.7	0.57	0.58	0.66	0.73
Queensland	21.80	22.50	24.40	28.70	40.2	40.7	40.9	41.1	0.54	0.55	0.60	0.70
South Australia	21.20	22.50	24.80	27.70	40.5	41.2	40.9	40.8	0.52	0.55	0.61	0.68
Western Australia	19.80	20.70	21.40	27.10	40.3	40.4	40.8	41.0	0.49	0.51	0.53	0.66
Tasmania	22.60	22.70	24.40	27.80	39.8	40.2	40.1	40.7	0.57	0.56	0.61	0.68
Australia(c)	22.90	23.50	25.90	29.40	40.2	40.5	40.8	40.7	0.57	0.58	0.64	0.72

ADULT FEMALES												
New South Wales	30.80	31.50	33.40	36.20	38.9	39.0	39.2	39.0	0.79	0.81	0.85	0.93
Victoria	29.70	30.20	32.60	35.10	39.1	39.4	39.4	39.3	0.76	0.77	0.83	0.89
Queensland	28.60	29.30	30.90	33.90	39.6	39.5	39.7	39.6	0.72	0.74	0.78	0.86
South Australia	28.60	28.50	31.10	33.70	39.4	40.0	40.0	39.7	0.73	0.71	0.78	0.85
Western Australia	28.60	29.50	30.50	35.10	39.4	39.6	39.7	39.3	0.72	0.75	0.77	0.89
Tasmania	28.70	29.10	30.60	33.70	39.5	39.2	39.0	39.1	0.73	0.74	0.78	0.86
Australia(c)	30.00	30.50	32.60	35.40	39.1	39.3	39.4	39.2	0.77	0.78	0.83	0.90

JUNIOR FEMALES												
New South Wales	20.00	20.60	22.00	24.20	39.2	38.9	39.2	39.0	0.51	0.53	0.56	0.62
Victoria	19.80	19.50	21.70	24.90	39.2	38.8	39.1	38.9	0.50	0.50	0.55	0.64
Queensland	17.80	17.90	19.10	21.70	39.6	39.2	39.8	39.3	0.45	0.46	0.48	0.55
South Australia	18.00	18.20	20.10	22.30	39.2	39.3	39.4	39.5	0.46	0.46	0.51	0.57
Western Australia	16.90	17.20	17.40	21.10	39.4	39.9	39.5	39.3	0.43	0.43	0.44	0.54
Tasmania	17.80	18.40	19.40	22.00	39.4	39.1	39.7	39.5	0.45	0.47	0.49	0.56
Australia(c)	19.20	19.40	20.90	23.60	39.3	39.0	39.3	39.1	0.49	0.50	0.53	0.60

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of the coverage of the surveys, etc., see pages 104 and 105. (c) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY EARNINGS, FULL-TIME MANAGERIAL, EXECUTIVE, ETC. STAFF(a)
OCTOBER 1963 TO OCTOBER 1966(b)
 (\$)

MALE MANAGERIAL, ETC. STAFF(a); AVERAGE WEEKLY EARNINGS

Males, Australia(c), October 1966(b)		Males, States, October 1963 to October 1966(a)							
Industry group	Average weekly earnings	Survey	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(c)
Manufacturing groups									
Manufacturing—									
Extracting, refining and founding of metals	114.60								
Engineering and metal-working	99.00								
Ships, vehicles, parts and accessories	100.30	October(b) 1963	83.00	82.90	74.50	77.90	68.00	76.00	81.20
Founding, engineering, vehicles, etc.	100.60	" 1964	88.80	87.30	79.50	82.90	74.40	84.80	86.50
		" 1966	101.00	101.40	86.50	98.40	88.90	99.40	99.40
Non-manufacturing groups									
Textiles, clothing and footwear	95.00								
Food, drink and tobacco	97.40								
Paper, printing, bookbinding and photography	99.50								
Chemicals, dyes, explosives, paints, non-mineral oils	109.10	October(b) 1963	82.50	83.00	76.50	70.80	69.70	67.90	79.30
Other	96.50	" 1964	88.60	85.30	79.90	77.20	74.30	71.10	83.70
Manufacturing groups	99.40	" 1966	98.90	99.10	88.30	84.50	93.40	87.90	96.00
All industry groups(e)									
Non-manufacturing—									
Mining and quarrying	123.50								
Building and construction	103.30								
Transport and storage	97.70								
Finance and property	106.50								
Wholesale trade, primary produce dealing, etc.	97.10	October(b) 1963	82.90	82.94	75.90	73.60	69.20	71.30	80.20
Retail trade	80.70	" 1964	88.40	86.00	79.70	79.10	74.30	76.80	85.00
Other industries(d)	95.40	" 1966	99.80	100.20	87.70	89.90	92.10	92.90	97.40
Non-manufacturing groups	96.00								
All industry groups(e)	97.40								

FEMALE MANAGERIAL, ETC., STAFF(a); AVERAGE WEEKLY EARNINGS, AUSTRALIA(c)

Survey	Manufacturing groups	Non-manufacturing groups	All industry groups(e)
October(b) 1963	35.80	40.20	37.80
" 1964	38.70	44.20	41.40
" 1966	54.10	55.20	54.80

(a) Private employees only. Includes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (b) Last pay-periods in October. (c) Excludes Northern Territory and Australian Capital Territory. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES^(a), INDUSTRY GROUPS
AUSTRALIA^(b): OCTOBER 1962 TO OCTOBER 1966^(c)**

Survey	Adult males	Junior males	Adult females			Junior females
	All industry groups ^(d)	All industry groups ^(d)	Manufacturing groups	Non-manufacturing groups	All industry groups ^(d)	All industry groups ^(d)

AVERAGE WEEKLY EARNINGS

	\$	\$	\$	\$	\$	\$
October ^(c) 1962 . . .	15.50	3.40	(e)	(e)	14.00	3.30
.. 1963 . . .	16.20	4.90	15.10	14.90	14.90	6.10
.. 1964 . . .	16.60	4.70	16.90	15.20	15.50	4.40
.. 1966 . . .	19.70	4.50	18.70	17.40	17.70	4.50

AVERAGE WEEKLY HOURS PAID FOR

	No.	No.	No.	No.	No.	No.
October ^(c) 1962 . . .	13.7	5.2	(e)	(e)	16.6	5.9
.. 1963 . . .	13.6	7.7	16.9	17.2	17.2	9.7
.. 1964 . . .	13.4	6.7	19.8	16.8	17.3	6.4
.. 1966 . . .	14.1	6.1	19.4	16.6	17.1	7.0

AVERAGE HOURLY EARNINGS

	\$	\$	\$	\$	\$	\$
October ^(c) 1962 . . .	1.13	0.65	(e)	(e)	0.84	0.56
.. 1963 . . .	1.18	0.64	0.89	0.86	0.87	0.62
.. 1964 . . .	1.24	0.70	0.85	0.91	0.90	0.69
.. 1966 . . .	1.40	0.73	0.97	1.05	1.03	0.65

(a) Private employees only. Part-time employees are those who normally work less than 30 hours a week. For definitions and particulars of coverage of the surveys, etc., see pages 104 and 105. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-periods in October. (d) Excludes Rural Industry, and Private domestic service. (e) Comparable figures not available—see page 104.

Basic wages in Australia

Special note—The text in this section of the Labour Report and the latest basic wage rates shown in Sections IX and X of the Appendix applied before the decision of the Commonwealth Conciliation and Arbitration Commission in June 1967 to eliminate basic wages and margins from its awards and to introduce total wages to operate from the beginning of the first pay period commencing on or after 1 July 1967. Total wages for adult males and adult females were increased by \$1 a week from the same date (*see* page 135).

1. The basic wage

The concept of a 'basic' or 'living' wage is 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 is now generally accepted 'that the wage should be fixed as 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'.*

Under the Commonwealth Conciliation and Arbitration Act, the Commonwealth Conciliation and Arbitration Commission (prior to June 1956 the Commonwealth Court of Conciliation and Arbitration) may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage (that is to say, that wage, or that part of a wage, which is just and reasonable, without regard to any circumstance pertaining to the work upon which, or the industry in which, the person is employed) or the principles upon which it is computed. In practice the Commonwealth Conciliation and Arbitration Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction.

In New South Wales and South Australia, the State industrial authorities adopt the relevant Commonwealth basic wage. In Victoria and Tasmania, where Wages Boards operate, no provision is included in the industrial Acts for the declaration of a basic wage, although Wages Boards generally adopt Commonwealth basic wages. In Queensland the determination of a basic wage is a function of the State Industrial Conciliation and Arbitration Commission. In Western Australia, from December 1966, legislation provided that the State basic wage rates would be the same as the Commonwealth Six Capitals rates as soon as these exceed the State rates operative from 24 October 1966. Details of basic wage determinations in each State are set out in para. 5 (page 139). (*See also* Sections IX and X of the Appendix for tables containing basic wage rates for adult males and adult females in Commonwealth and State jurisdictions.)

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

On pages 45 to 49 of this chapter particulars are given of the current Commonwealth and State industrial Acts and the industrial authorities established by these Acts. The powers of these authorities include the determination and variation of the basic wage rates.

2. The Commonwealth basic wage

(i) *Early judgments.* The principle of a living or basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, but it was not until the year 1907 that a wage, as such, was declared by a Court in Australia. The declaration was made by way of an order in terms of section 2 (d) of the *Excise Tariff* 1906 in the matter of an application by H. V. McKay that the remuneration of labour employed by him at the Sunshine Harvester Works, Victoria, was 'fair and reasonable'. Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, discussed at length the meaning of 'fair and reasonable', and defined the standard of a 'fair and reasonable' minimum wage for unskilled labourers as that appropriate to 'the normal needs of the average employee, regarded as a human being living in a civilized community'.† The rate declared by the President in his judgment (known as the 'Harvester Judgment') was 7s. (70c) a day or £2 2s. (\$4.20) a week for Melbourne, the amount considered reasonable for 'a family of about five'. (For information then available on the average number of dependent children per family, *see* Labour Report No. 41, footnote page 73.)

* *Commonwealth Arbitration Reports*, Vol. 77, p. 494. † 2 C.A.R., p. 3.

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 the year 1913, when the Court took cognisance of the retail price index numbers, covering food and groceries and rent of all houses ('A' Series) for the 30 more important towns of Australia, which had been published by the Commonwealth Statistician for the first time in the preceding year. The basic wage rates for towns were thereafter varied in accordance with the respective retail price index numbers. Court practice was to equate the retail price index number 875 for Melbourne for the year 1907 to the 'Harvester' rate of 42s. (\$4.20) a week (or the base of the index (1,000) to 48s. (\$4.80) a week). At intervals thereafter, as awards came before it for review, the Court usually revised the basic wage rate of the award in proportion to variations in the retail price index. In some country towns certain 'loadings' were added by the Court to wage rates so derived to offset the effect of lower housing standards, and consequently lower rents, on the index numbers for these towns.

During the period of its operation, the adequacy of the 'Harvester' standard was the subject of much discussion, the author of the judgment himself urging on several occasions the need for its review. During the period of rapidly rising prices towards the end of the 1914-18 War, strong criticism developed that this system did not adequately maintain the 'Harvester' equivalents. A Royal Commission was appointed in 1919 to inquire what it would actually cost a man, wife and three children under fourteen years of age to live in a reasonable standard of comfort, and how the basic wage might be automatically adjusted to maintain purchasing power. The Commission's Reports were presented in November 1920 and April 1921. An application by the unions to have the amounts arrived at by the inquiry declared as basic wage rates was not accepted by the Court because they were considerably in advance of existing rates and grave doubts were expressed by members of the Court as to the ability of industry to pay such rates. Further details of the recommendations of the Commission were published in Labour Report No. 41, page 102.

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 in 1921. The practice then adopted was to calculate the adjustments to the basic wage quarterly on the index number for the preceding quarter. Previously adjustments had been made sporadically in relation to retail price indexes for the previous calendar year or the year ended with the preceding quarter. The new method would have resulted in a basic wage lower than that to which employees would have been entitled had the previous practice been continued, and in 1922* the Court added to the basic wage a general loading of 3s. (30c) (known as the 'Powers 3s.') 'a sum . . . which did, to the extent of 3s. (30c) per week, relieve the employees from the detrimental effect so far as they were concerned of the change which the Court was then making in its method of fixing the basic wage.'† This loading continued until 1934. The practice adopted by the Commonwealth Court in 1921 of making automatic quarterly adjustments continued until the Court's judgment of 12 September 1953. (See page 124.)

For a description of the several series of retail price indexes referred to in these paragraphs see pages 4 and 5.

(ii) *Basic Wage Inquiries, 1930-31, 1932, 1933.* No change was made in the method of fixation and adjustment of the basic wage until the onset of the depression, which began to be felt severely during 1930. Applications were then made to the Court for some greater measure of reduction of wages than that which resulted from the automatic adjustments due to falling retail prices. The Court held a general inquiry, and, while declining to make any change in the existing method of calculating the basic wage, reduced all wage rates under its jurisdiction by 10 per cent. from 1 February 1931.‡ In June 1932 the Court refused applications by employee organisations for the cancellation of the 10 per cent reduction in wage rates.§ In May 1933 the Court again refused to cancel the 10 per cent reduction in wage rates, but decided that the existing method of adjustment of the basic wage in accordance with the 'A' Series retail price index number had resulted in some instances in a reduction of more than 10 per cent. In order to rectify this the Court adopted the 'D' Series of retail price index numbers for future quarterly adjustments of the basic wage.|| For further particulars see Labour Report No. 22, pages 45-48 and Labour Report No. 23, pages 45-46.

* Commonwealth Arbitration Reports, Vol. 16, p. 32. † Ibid., p. 84. ‡ 30 C.A.R., p. 2. § 31 C.A.R. p. 305. || 32 C.A.R., p. 90.

(iii) *Basic Wage Inquiry 1934.* The 'Harvester' standard, adjusted to retail price variations, continued to be the theoretical basis of the basic wage of the Commonwealth Court until the Court's judgment, delivered on 17 April 1934,* declared new basic wage rates to operate from 1 May 1934. The new rates were declared on the basis of the respective 'C' Series retail price index numbers for the various cities for the December quarter, 1933, and ranged from 61s. (\$6.10) for Brisbane to 67s. (\$6.70) for Sydney and Hobart, the average wage for the six capital cities being 65s. (\$6.50).

The 10 per cent. special reduction in wages referred to above ceased to operate 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 from the 'A' and the 'D' Series to the 'C' Series Retail Price Index. (For a description of the 'A', 'C' and 'D' Series, see pages 4 and 5.) The base of the index (1,000) was taken by the Court as equal to 81s. (\$8.10) a week. The new basic wage for the six capital cities was the same as that previously paid under the 'A' Series, without the 'Powers 3s.' and without the 10 per cent. reduction. For further particulars of the judgment in this inquiry see Labour Report No. 26, page 76.

(iv) *Basic Wage Inquiry 1937.* In May and June 1937 the Commonwealth Court heard an application by the combined unions for an increase in the basic wage. The unions asked that the equivalent of the base (1,000) of the 'C' Series index be increased from 81s. (\$8.10) to 93s. (\$9.30), which on index numbers then current would have represented an average increase of about 10s. (\$1) a week. The chief features of the judgment, delivered on 23 June,† were: (a) Amounts were added to the basic wage not as an integral, and therefore adjustable, part of that wage, but as 'loadings' additional to the rates payable under the 1934 judgment. The wage assessed on the 1934 basis was designated in the new judgment as the 'needs' portion of the total resultant basic wage. These loadings, referred to as 'Prosperity' loadings, were 6s. (60c) for Sydney, Melbourne and Brisbane; 4s. (40c) for Adelaide, Perth and Hobart; and 5s. (50c) for the six capitals basic wage. 'Prosperity' loadings for the basic wage for provincial towns in each State, for combinations of towns and combinations of capital cities, and for railway, maritime and pastoral workers were also provided for in the judgment. (b) The minimum adjustment of the basic wage was fixed at 1s. (10c) a week instead of 2s. (20c). (c) The basis of the adjustment of the 'needs' portion of the wage in accordance with the variations shown by retail price index numbers was transferred from the 'C' Series to a special 'Court' Series based upon the 'C' Series. (See page 5.) (d) Rates for females and junior males were left for adjustment by individual judges when dealing with specific awards.

The main parts of the judgment were reprinted in Labour Report No. 28, pages 77-87.

(v) *Judgment, December 1939.* The Commonwealth Court on 19 December 1939, heard an application by trade unions for an alteration in the date of adjustment of the basic wage in accordance with the variations in the 'Court' Series of index numbers. On the same day, the Court directed that such adjustments be made operative from the beginning of the first pay-period to commence in February, May, August or November, one month earlier than the then current practice.‡

(vi) *Basic Wage Inquiry 1940.* On 5 August 1940 the Full Court commenced the hearing of an application by the combined unions for an increase in the existing basic wage by raising the value of 1,000 (the base of the 'C' Series index upon which the 'Court' Series was based) from 81s. (\$8.10) to 100s. (\$10.00) a week, and the incorporation of the existing 'Prosperity' loadings in the new rate. In its judgment of 7 February 1941, the Court unanimously refused to grant any increase, and decided that the application should not be dismissed but stood over for further consideration after 30 June 1941. The application was refused mainly because of the uncertainty of the economic outlook.§

Concerning the concept of a basic wage providing for the needs of a specific family unit, Chief Judge Beeby in his judgment stated: 'The Court has always conceded that the "needs" of an average family should be kept in mind in fixing a basic wage. But it has never, as the result of its own inquiry, specifically declared what is an average family, or what is the cost of a regimen of food, clothing, shelter and miscellaneous items necessary to maintain it in frugal

* Commonwealth Arbitration Reports, Vol. 33, p. 144. † 37 C.A.R., p. 583. ‡ 41 C.A.R., p. 520. § 44 C.A.R., p. 41.

comfort, or that a basic wage should give effect to any such finding. In the end economic possibilities have always been the determining factor. . . what should be sought is the independent ascertainment and prescription of the highest basic wage that can be sustained by the total of industry in all its primary, secondary and ancillary forms. . . More than ever before wage fixation is controlled by the economic outlook.'

The Chief Judge suggested that the basic wage should be graded according to family responsibilities and that notwithstanding the increase in aggregate wages a reapportionment of national income to those with more than one dependent child would be of advantage to the Commonwealth. The relief afforded to those who needed it would more than offset the inflationary tendency of provision for a comprehensive scheme of child endowment. If a scheme of this nature were established, future fixations of the basic wage would be greatly simplified. (The Commonwealth Child Endowment Act came into operation on 1 July 1941. See page 166 of this chapter.)

(vii) *'Interim' Basic Wage Inquiry 1946.* The Court, on 25 November 1946, commenced the hearing of this case as the result of (a) an application made on 30 October 1946 (during the course of the Standard Hours Case) by the Attorney-General of the Commonwealth for the restoration to the Full Court List of certain adjourned 1940 basic wage applications (see (vi) above); (b) a number of fresh cases which had come to the Court since 1941; and (c) an application by the Australian Council of Trade Unions on behalf of trade unions for an 'interim' basic wage declaration.

In its judgment of 13 December 1946,* the Court granted an increase of 7s. (70c) in the adjustable portion of the six capital cities basic wage, to operate from the beginning of the first pay-period commencing in the month of December 1946 except in the case of casual and maritime workers, for whom the increases operated from 1 December.

For the purpose of automatic quarterly adjustments a new 'Court' Series of index numbers designated 'Court Index (Second Series)' was created by increasing the base index number (1923-27) from 81.0 to 87.0. The 'Court' Series index number calculated on this base for the September quarter 1946 effected an increase in the basic wage for the weighted average of the six capital cities from 93s. (\$9.30) to 100s. (\$10.00). A similar increase in the basic wage resulted for each capital city except Hobart, where the amount was 6s. (60c). All 'loadings' on the basic wage were retained at their existing amounts unless otherwise ordered by the Court.

The wage rates for adult females and juveniles were to be increased proportionately to the increase granted to adult males, the amount of the increase being determined by the provisions of each award. For further particulars of the judgment see Labour Report No. 38, page 79.

(viii) *Basic Wage Inquiry 1949-50.* This finalised the case begun in 1940 and continued in 1946 (see above). In 1946, during the hearing of the Standard Hours Inquiry and following the restoration to the Full Court List of applications for an increased basic wage, the Chief Judge ruled that the claim for an increase in the basic wage should be heard concurrently with the '40-hour week' claims then before the Court. The unions, however, objected to this course being followed, and, on appeal to the High Court, that Court in March 1947 gave a decision which resulted in the Arbitration Court proceeding with the 'Hours' Case to its conclusion.

The Basic Wage Inquiry 1949-50 finally opened in February 1949, and the general hearing of the union's claims was commenced on 17 May 1949. Separate judgments were delivered on 12 October 1950;† in the judgments, which were in the nature of general declarations, a majority of the Court (Foster and Dunphy JJ.) was of the opinion that the basic wage for adult males should be increased by £1 (\$2) a week, and that for adult females should be 75 per cent. of the adult male rate. Kelly C.J., dissenting, considered that no increase in either the male or the female wage was justified.

* Commonwealth Arbitration Reports, Vol. 57, p. 603. † 68 C.A.R., p. 698.

The Court, on 24 October and 17 and 23 November 1950, made further declarations concerning the 'Prosperity' and other loadings. The 'Prosperity' loading of 1937 (*see* page 122), which was being paid at rates of between 3s. (30c) and 6s. (60c) a week according to locality, was standardised at a uniform rate of 5s. (50c) a week for all localities and was declared to be an adjustable part of the basic wage, the 'War' loadings were declared to be not part of the basic wage, and any other loading declared to be part of the basic wage ceased to be paid as a separate entity.

The new rates operated from the beginning of the first pay-period in December 1950, in all cases being the rate based on the 'Court' Index (Second Series) for the September quarter 1950 plus a flat-rate addition of £1 (\$2), together with the standardised 'Prosperity' loading of 5s. (50c). The declaration provided that the whole of the basic wage would be subject to automatic quarterly adjustments as from the beginning of the first pay-period commencing in February 1951, on the basis of the index numbers for the December quarter 1950. For this purpose the new rate of £8 2s. (\$16.20) was equated to the 'C' Series retail price index number 1572 for the six capital cities (weighted average) for the September quarter 1950. From this equation was derived a new 'Court' Index (Third Series) with 103.0 equated to 1,000 in the 'C' Series Index.

Further particulars of the judgment may be found in Labour Report No. 39, page 81.

(ix) *Basic Wage and Standard Hours Inquiry 1952-53*. On 5 August 1952 the Commonwealth Court of Conciliation and Arbitration began hearing claims by the Metal Trades Employers' Association and other employers' organisations that (a) the basic wage for adult males be reduced; (b) the basic wage for adult females be reduced; (c) the standard hours of work be increased; (d) the system of adjusting the basic wages in accordance with variations occurring in retail price index numbers be abandoned; and by the Metal Trades Federation, an association of employees' organisations, that the basic wage for adult males be increased. This would also have resulted in increasing the amount of the basic wage for adult females, though not the proportion it bore to the basic wage for adult males.

A number of governments, organisations and other bodies obtained leave to intervene and in this role the Australian Council of Trade Unions supported the claims of the Metal Trades Federation.

The decision of the Court, announced on 12 September 1953,* was as follows: the employers' applications for reduction of the basic wages for adult males and females and for an increase of the standard hours of work were refused; the employers' applications for omission or deletion of clauses or sub-clauses providing for the adjustment of basic wages were granted; the unions' applications for increases of basic wages were refused.

The Court in the course of its judgment said that nothing has been put before it during the inquiry in support of a departure from its well-established principle that the basic wage should be the highest that the capacity of the community as a whole could sustain. If the Court was at any time asked to fix a basic wage on a true needs basis, the question of whether such a method was correct in principle and all questions as to the size of the family unit remained open.

In order to remove certain misconceptions about its function, the Court stated that it was neither a social nor an economic legislature, and that its function under section 25 of the Act was to prevent or settle specific industrial disputes. However, these must be settled upon terms which seem just to the Court, having regard to conditions which exist at the time of its decision.

The Court intimated that time would be saved in future inquiries if the parties to the disputes, in discussing the principal of the 'capacity to pay', directed their attention to the broader aspects of the economy, as indicated by a study of employment, investment, production and productivity, overseas trade, overseas balances, the competitive position of secondary industry, and retail trade.

For further particulars of the judgment *see* Labour Report No. 46, page 64.

* *Commonwealth Arbitration Reports*, Vol. 77 p. 477.

(x) *Basic Wage Inquiry 1956*. On 14 February 1956 the Commonwealth Court of Conciliation and Arbitration commenced hearing an application for alteration of the basic wage in the following respects: an increase in the basic wage to the amount it would have reached if automatic quarterly adjustments deleted by the Court in September 1953 had remained in force: an increase of a further £1 (\$2) in the basic wage; the re-introduction of automatic quarterly adjustments; and the abolition of what was known as the 3s. (30c) country differential. This application was regarded as a general application for variation of the basic wage in all awards of the Commonwealth Court of Conciliation and Arbitration.

All the claims made by the unions were opposed by the respondent employers. The Commonwealth Government appeared not as a party to the dispute, but in the public interest and supplied much factual and statistical material in a review of the economy from 1953. However, the Commonwealth opposed the re-introduction of automatic adjustments. The States of New South Wales, Queensland, Western Australia and Tasmania supported the unions' claims for the re-establishment of the system of automatic adjustments and the raising of the basic wage to the levels indicated by current 'C' Series index numbers, but the State of South Australia opposed these claims. The State of Victoria neither supported nor opposed the unions' claims.

The judgment was delivered on 26 May 1956.* The Court rejected each claim made by the unions but decided to increase the adult male basic wage by 10s. (\$1) a week, payable from the beginning of the first pay-period in June. As a result of this decision, the basic wage for adult females was increased by 7s. 6d. (75c) a week with proportionate increases for juniors of both sexes and for apprentices.

For further details see Labour Report No. 46, page 67.

(xi) *Basic Wage Inquiry 1956-57*. On 13 November 1956 the Commonwealth Conciliation and Arbitration Commission in Presidential Session commenced to hear claims for alterations of the basic wage prescribed in the Metal Trades Award, as follows: for the increase of the basic wage to the amount it would have reached if there had remained in the award provisions for automatic quarterly adjustments, and for the re-insertion in the award of the provisions for automatic quarterly adjustments.† In accordance with past practice this application was treated by the Commission as a general application for alteration of the basic wage in all Federal awards.

The unions' claims were opposed by the respondent employers. The Australian Council of Salaried and Professional Associations intervened in support of the applicant unions. Victoria and South Australia were the only States to appear before the Commission and the Commonwealth Government intervened in the public interest. Victoria neither supported nor opposed the application by the unions. South Australia opposed the unions' claims and suggested that, if an increase in the basic wage were granted, the Commission should decide on the increase to be added to the six capitals basic wage and then apportion that increase amongst the six capital cities on a basis accurately reflecting the differences in their cost of living. The Commonwealth opposed the restoration of the automatic adjustment system, whatever index was used for this purpose.

Judgment was delivered on 29 April 1957.‡ The Commission, having considered all aspects of the state of the economy, decided that the basic wages in Federal awards should be increased and that the increase to the six capital cities basic wage should be 10s. (\$1) a week for adult males, to come into effect from the first pay-period to commence on or after 15 May 1957. The Commission also decided that this increase would be uniform for all basic wage rates. The basic wage for adult females was increased by 7s. 6d. (75c) with proportionate increases for juniors of both sexes and for apprentices. The claim for restoration of automatic quarterly adjustments was refused. The Commission advised that it approved an annual review of the basic wage and would be available for this purpose in February 1958. However, although favouring an annual review of the basic wage, the Commission considered that 'it would not be proper for it nor would it wish to curtail the existing right of disputants to make an application at whatever time they think it necessary to do so'.§

* *Commonwealth Arbitration Reports*, Vol. 84, p. 158. † 87 C.A.R., p. 439. ‡ *Ibid.*, p. 439. § *Ibid.*, p. 459.

A more detailed summary of the judgment may be found in Labour Report No. 46, page 68.

(xii) *Basic Wage Inquiry 1958*. On 18 February 1958 the Conciliation and Arbitration Commission in Presidential Session commenced hearing an application by respondent unions for variation of the Metal Trades Award, by increasing the amounts of basic wage prescribed therein to the figure each would have reached had the quarterly adjustment system based on the 'C' Series retail price index numbers been retained, plus an addition of 10s. (\$1), and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers.*

The claims for the restoration of quarterly adjustments and for basic wage increases were opposed by private employers and by the State of South Australia, which also contended that, as the cost of living was much lower in Adelaide than in Melbourne and Sydney, greater disparities in basic wage rates than then existed should be determined if, against its submission any general increase in the basic wage were decided upon. Tasmania, the only other State represented, made no submissions. The Commonwealth Government intervened in the public interest and leave to intervene was granted to the Professional Officers' Association of the Commonwealth Public Service, three other organisations of medical and scientific workers employed in the Commonwealth Public Service and the Australian Council of Salaried and Professional Associations.

The decisions of the Commission, delivered with its judgment on 12 May 1958, † were as follows: the claim for restoration of automatic quarterly adjustments and the claim of the South Australian Government for special treatment were refused; and the basic wages of adult male employees covered by Federal Awards were increased by a uniform amount of 5s. (50c) a week, to operate from the beginning of the first pay-period commencing on or after 21 May 1958. The Commission indicated that the issues involved in inter-city differential wage rates were complex and could not be decided after a brief hearing.

The basic wage for adult females was increased to 75 per cent. of the new basic wage for adult males with proportionate increases for juniors and apprentices of both sexes.

For a more detailed summary of the judgment see Labour Report No. 49, pages 91-93.

(xiii) *Basic Wage Inquiry 1959*. On 24 February 1959 the Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby C.J., Foster and Gallagher J.J. commenced hearing an application by respondent unions for variation of the Metal Trades Award by increasing the amounts of basic wage prescribed therein for respective cities towns and localities to the figure each would have reached had the quarterly adjustment system based on the 'C' Series retail price index numbers been retained, plus an addition of 10s. (\$1) to each basic wage and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers.

A large number of applications for similar variation of other awards were ordered to be treated as involved in the inquiry and as such to be decided upon the evidence, material and submissions made from the beginning of the hearing.

The application of the unions was opposed by private employers generally, and by the State of South Australia and two of its instrumentalities. Tasmania was the only other State represented and it appeared in support of the application of the unions in regard to the increase of the basic wage to the amount it would have reached had the adjustment system been retained and the restoration of that system. The Commonwealth Government intervened and submitted that the application for restoration of the automatic adjustment system should be refused. The Commonwealth again supplied, for the benefit of the Commission and the parties, economic and statistical information and material and, in addition, without making a particular submission as to whether there should be an increase or its amount, made a general submission on the state of the national economy. The Australian Council of Salaried and Professional Associations was granted leave to intervene, and submissions were also presented on behalf of fixed income earners and pensioners generally.

* *Commonwealth Arbitration Reports*, Vol. 89, p. 287. † *Ibid.*, p. 285.

The Graziers' Association of New South Wales and other organisations of employers in the pastoral industry asked the Commission to reduce the basic wage in the Pastoral Award, 1956, by £1 5s. (\$2 50), being the aggregate amount of the increases granted by the Court in 1956 and the Commission in 1957 and 1958. The Commission decided to join these applications in the main hearing as a matter of procedure only and without deciding affirmatively that the Commission as constituted for that hearing has power to grant them in whole or in part. On 5 May 1959, at the conclusion of submissions in support of these applications and without calling upon the Australian Workers Union in reply, the Commission stated that it would reject the applications for reduction of the basic wage in the Pastoral Award and again indicated that the question of jurisdiction as to whether the Commission had the power to decide a different basic wage remained 'undecided and open'.

On 5 June 1959 the three Judges delivered separate judgments.* On the question of whether the system of automatic quarterly adjustments should be restored the members of the Commission were divided in opinion and therefore the question was decided in accordance with the decision of the majority, (Kirby C.J., and Gallagher J.) that the system not be restored. Foster J. dissented.

The members of the Commission were unanimous in the opinion that there should be an increase in the basic wage, but as to the amount of the increase they were divided in opinion. The President, Kirby C.J., was of opinion that the increase should be 15s. (\$1. 50) a week, payable as from the beginning of the first pay-period commencing on or after 11 June 1959. Foster J. was of opinion that the increase should be 20s. (\$2) a week, payable as to 10s (\$1) as from the first pay-period in July 1959 and as to the balance by increases of 2s. 6d. (25c) for four quarters commencing 1 January 1960. Gallagher J. was of opinion that the increase should be 10s. (\$1) a week, payable as from the date chosen by the President. Foster J., while holding his opinion, decided to concur in the decision proposed by the President in order that the Commission might reach an effective decision.

A summary of the separate reasons for judgment will be found in Labour Report No. 49, pages 94-96.

(xiv) *Basic Wage Inquiry* 1960. On 16 February 1960 the Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents), commenced hearing an application by respondent unions for the restoration to the Metal Trades Award of quarterly adjustments to the basic wage and for an increase in the amount of the basic wage. On the six capital cities rate the amount of the increase sought was 22s. (\$2.20) a week. This amount was composed of two parts: firstly, an addition of 5s. (50c) a week to restore to the basic wage the same real value as it had in 1953 and, secondly, a further amount of 17s. (\$1. 70) representing the unions' minimum estimate of the increase in productivity which had occurred in the period since the automatic adjustment system was abolished.

The Commonwealth Government intervened in the public interest and all States except New South Wales were represented. The Commonwealth Government again presented a detailed analysis of the economic situation of Australia, together with comments on fiscal and budgetary policy. It also announced its opposition to the unions' application both for restoration of automatic quarterly adjustments and for an increase in the basic wage.

The State of South Australia presented material to the Commission to show the effect which wage increases would have on its finances and opposed the unions' application. Victoria, Queensland and Western Australia presented information to show how the finances of those States would be affected by wage increases, but neither supported nor opposed the claims of the applicants. Tasmania indicated that it supported the application for restoration of quarterly adjustments but made no submissions in support of its attitude.

In its judgment, delivered on 12 April 1960,† the Commission refused the unions' application. A summary of the judgment was given in Labour Report No. 49, pages 97-101.

* *Commonwealth Arbitration Reports*, Vol. 91, p. 683. † 94 C.A.R., p. 314.

(xv) *Differential Basic Wage Inquiries* 1960. On 9 August 1960 the Commonwealth Conciliation and Arbitration Commission, constituted by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents) commenced hearing the first of three applications to vary awards in respect of differential basic wages.

This was made by the Federated Engine Drivers and Firemen's Association, to eliminate from the Engine Drivers and Firemen's (General) Award, 1955, those differentials making the basic wage for country areas less than the metropolitan basic wage in New South Wales, Victoria and South Australia, and to alter a number of basic wages in Tasmania.

The other two, by the Metal Industries Association of South Australia and members of the South Australian Chamber of Manufactures Incorporated and the South Australian Employers' Federation, sought to vary the Metal Trades Award, by providing, firstly, that upon any variation increasing the basic wage prescribed in the award for Sydney, the increase in the basic wage for Adelaide should be 25 per cent. less than the increase in that for Sydney until the ratio of the Adelaide to the Sydney rate was reduced to 90 per cent.; and secondly, that any increase in the basic wage for areas of South Australia other than Adelaide, Whyalla and Iron Knob should in the future be 25 per cent. less than the increase for Adelaide, until the 'country differential' was increased to 12s. (\$1.20).

The three cases were treated as matters of general application.

It became apparent to the Commission during the first case that it could not in fairness to all parties give a decision until all three cases had been heard. It therefore refrained from giving a decision in the first case until the conclusion of the other two, which were heard together.

In the judgment delivered on 14 December 1960* the Commission granted the unions' application for elimination of the 3s. (30c) country differential, and dismissed the two applications by the employers.

Joint reasons for these decisions were given on 1 March 1961. A summary was given in Labour Report No. 49, pages 101-104.

(xvi) *Basic Wage and Standard Hours Inquiry* 1961. On 14 February 1961 the Commonwealth Conciliation and Arbitration Commission, constituted by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents), commenced hearing applications by employers and unions for variation of the Metal Trades Award. In the first application the employers sought to increase the number of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equivalent to two hours pay at ordinary rates, and to effect certain other consequential variations. In the second the unions applied for an increase in the basic wage on a six capital cities basis by the amount of 49s. (\$4.90) (which was amended during the hearing to 52s. [\$5.20]) and for the re-introduction of automatic quarterly adjustments based on the 'C' Series Retail Price Index. The amount claimed represented 27s. (\$2.70) (amended to 30s. [\$3]) for cost of living increases since 1953 and 22s. (\$2.20) to reflect increases in productivity since that time. The applications were heard together.

All States except New South Wales were represented at the hearing. South Australia made no submissions and called no evidence. Tasmania indicated its support for the unions' application for the restoration of automatic adjustments, plus an adjustment of the basic wage to the level indicated by the movement in the 'C' Series Index, but presented no material. Victoria, Queensland and Western Australia neither supported nor opposed the application of the unions, but all presented some statistical information. Although the Commonwealth Government followed its usual practice of supplying, for the benefit of the Commission and the parties, certain economic and statistical material, it expressed no attitude other than its opposition to the re-introduction of quarterly adjustments.

In its judgment delivered on 4 July 1961† the Commission made the following decisions.

- '1. The employers' claim for an increase in the standard hours of work from forty to forty-two with a concomitant increase in the weekly wage equivalent to two hours' pay at ordinary rates is refused.

* Commonwealth Arbitration Reports, Vol. 96, p. 573. † 97 C.A.R., p. 377.

2. The unions' claim for restoration of automatic quarterly adjustments is refused.
3. The basic wages of adult male employees covered by federal awards will be increased by a uniform amount of 12s. [\$1.20] per week.
4. The new rates will come into effect from the beginning of the first pay-period commencing on or after 7th July instant subject to special cases.
5. For the specific reasons set out in the judgment we consider that in February next the only issue in regard to the basic wage should be why the money wages fixed as a result of our decision should not be adjusted in accordance with any change in the Consumer Price Index and for the purpose of deciding that issue the Order giving effect to the decisions hereby announced will also provide for the adjournment on the application of the unions for increase of the basic wages under the Metal Trades Award to Tuesday, 20th February, 1962 in Melbourne, when such submissions thereon as are desired to be made will be heard.
6. The decision regarding increases in basic wages is applicable to all the applications which have been ordered by the Commission to be joined for hearing and decision with the original application and those joined applications are stood over to a date after 20th February, 1962 to be fixed by the Commission.*

A summary of the judgment was given in Labour Report No. 51, pages 110-115.

(xvii) *Basic Wage Inquiry* 1962. In accordance with decision No. 5 in the 1961 Inquiry (see above), the adjourned hearing was held on 20 February 1962 before Kirby C.J., Ashburner and Moore JJ.

The unions submitted that although the 1961 judgment represented a recognition of union claims as to the need to maintain the real value of the basic wage it had not met in full the demands of the trade union movement. The unions intended to return to the Commission at the appropriate time to argue at length for the implementation of their policy as to the basic wage standard and the question of quarterly adjustment.

In the employers' submission reference was made to the Commission's 1961 judgment as indicating a firm intention to confine argument in the current hearing to the quantum of any basic wage change and to exclude any re-examination of the Commission's departure from previously accepted principles. As the Consumer Price Index had shown practically no change between the March and December quarters of 1961 there could be no change in the basic wage. However, the employers' view was that in any hearing involving movement in the basic wage the parties must be free to discuss economic capacity to sustain the basic wage at any given level and the principles upon which it is computed.

The Commonwealth Government stated that at the proper time the Commonwealth would appear before the Commission to present argument as to the use of price indexes in basic wage fixation and other important issues raised by the 1961 judgment. However, the matter might come before the Commission as a matter of procedure, when if circumstances called for the debate of any substantive issue, the Commonwealth would then be in a position to make further submissions.

The decision of the Commission was as follows†:

1. There will be no alteration in the amounts of the existing basic wages until further order of the Commission;
2. The application before the Commission is further adjourned until 19th February, 1963;
3. At such adjourned hearing the issues will be:
 - (a) The issue set out in paragraph 5 of the decisions of 4th July, 1961;
 - (b) Any issue which a party desires to raise and of which it has given notice to the Industrial Registrar, the other parties and to the Attorney-General by the 31st January, 1963;
4. The applications referred to in paragraph 6 of the decision of 4th July, 1961 are stood over to a date after the 19th February, 1963 to be fixed by the Commission with liberty to any of the parties to those applications to apply in the meantime.†

* Commonwealth Arbitration Reports, Vol. 97, p. 378.

† 105 C.A.R. 557.

(xviii) *Basic Wage Inquiry* 1963. This was an adjourned inquiry which arose out of an order made by the Commission on 20 February 1962 (see page 129). The hearing was held on 5 February 1963 before Kirby C.J., Ashburner and Moore J.

During the proceedings, the unions discussed the various methods by which changes in the rates of basic wage could be calculated by using changes in the index numbers of the Consumer Price Index and asked for a direction by the Commission as to which method should be used.

In conformity with the decision in the 1962 Basic Wage Inquiry (see page 129) the employers gave notice to the Commission that issues and procedures referred to in the 1961 Basic Wage Judgment that related to the fixation of wages or conditions of employment by reference to the capacity of the national economy would, of necessity, be argued at the present hearings.

The employers submitted that the following matters were essential considerations in the hearing and determining of any application seeking to alter wages and conditions of employment on a national basis.

- (a) The role of the Commission in relation to government economic or fiscal policies, inflation, etc.
- (b) The justification for adjustment of wages by reference to a price index either automatically or prima facie, including the relationship between movements in a price index and variations in capacity of the national economy.
- (c) The relationship between the capacity of the economy to absorb increases in wages or labour costs and the movements or likely movements in national productivity.

The unions submitted that the matters raised by the employers could be discussed only before a Presidential Bench of the Commission and that the employers could not seek the right to argue the 1961 basic wage decisions before a bench of the Commission constituted otherwise.

In the judgment given on 5 February 1963 the Commission said*:

1. There will be no alteration in the amounts of the existing basic wage until further order of the Commission.
2. The application before the Commission is further adjourned until 18th February, 1964.
3. At such adjourned hearing the issues will be:—
 - (a) The issue set out in paragraph (5) of the decision of 4th July, 1961; and
 - (b) Any issue which a party desires to raise and of which it has given notice to the Industrial Registrar, the other parties, and the Attorney-General, by the 31st January, 1964.

With regard to the various methods by which changes in the rates of basic wage could be calculated, the Commission felt that it was not the appropriate time to deal with the matter, but it would be further considered when it was appropriate.

The Commission referred to the matter raised by the employers concerning the considerations to be taken into account by the Commission when hearing applications to alter wages and conditions of employment, and ruled that it was not the appropriate time to deal with the submissions made.

If submissions were made before benches of the Commission differently constituted from the present one, then those benches were the ones to deal with their relevance, admissibility or otherwise.

The applications referred to in para. 6 of the decision of 4 July 1961 were further stood over to a date, after 18 February 1964, to be fixed by the Commission with liberty to any of the parties to these applications to apply in the meantime.

(xix) *Basic Wage Inquiry* 1964 and *Employers' Total Wage Case* 1964. On 25 February 1964 the Commonwealth Conciliation and Arbitration Commission began hearing an application by respondent unions for a variation in the Metal Trades Award and the Pastoral Industry Award, and an application by the employers for a variation in the Metal Trades Award.

* Commonwealth Arbitration Reports, Vol. 106, p. 634.

The unions sought an increase of 5s. (\$5.20) a week in the basic wage portion of the Metal Trades Award and the Pastoral Industry Award, the abolition of the disparity in respect of station hands under the Pastoral Industry Award, and the re-introduction of automatic quarterly adjustments based on the Consumer Price Index.

The employers sought an alteration to the present wage structure, involving the abolition of the 'basic wage' and 'margins' components of the award and the substitution of a total wage, with increases ranging from 5s. (50c) to 8s. (80c) a week.

It was decided to hear the claims by the unions first but to reserve the decision until the employers' Total Wage Case was heard immediately afterwards. Since the arguments used in the first case were likely to be similar to those used in the employers' hearing it was deemed expedient for Commissioner Winter who was a member of the bench for the Total Wage Case, to attend the first hearing as an observer.

The Basic Wage Inquiry 1964. For the hearing of this case the Conciliation and Arbitration Commission was constituted in Presidential Session by Kirby C.J., Gallagher, Moore and Nimmo J.J. Commissioner Winter was present as an observer only.

The application by the unions (*see above*) was opposed by private employers generally. The Commonwealth Government intervened in the public interest, but neither supported nor opposed the claim. Leave to intervene was granted to the Australian Council of Salaried and Professional Associations and thirty affiliated organisations of that Council, nineteen organisations affiliated with the High Council of Commonwealth Public Service Organisations, and to the State of Tasmania; these parties supported the unions' claims.

At the conclusion of the Basic Wage Inquiry and the Total Wage Case the bench on 9 June 1964 handed down the following decisions*:

1. Unanimous decision that the unions' claim for the restoration of automatic quarterly adjustments be refused.
2. Unanimous decision that the application of the Australian Workers Union for the deletion from the Pastoral Industry Award of the basic wage for station hands be granted. This means abolition of the disparity of 1s. [10c] per week in respect of station hands.
3. Unanimous decision that the basic wages of adult male employees covered by Federal Awards be increased. The Commission is equally divided in opinion on the amount of increase, the President and Mr Justice Moore being of the opinion that it should be 20s. [\$2] and Mr Justice Gallagher and Mr Justice Nimmo that it should be 10s. [\$1]. The Act (Section 68) provides that if the Commission is equally divided in opinion the question shall be decided according to the opinion of the President. The decision of the Commission is therefore that the basic wages of adult male employees covered by Federal Awards shall be increased by a uniform weekly amount of 20s. [\$2].
4. The new rates will come into operation from the beginning of the first pay period to commence on or after 19th June, 1964, subject to special cases.
5. The basic wages which shall be increased by 20s. [\$2] per week shall be those prescribed for adult males in the Pastoral Industry Award, as varied by Decision No. 2 above, and those basic wages as at present prescribed for adult males in the Metal Trades Award and all the Awards respectively the subject of the applications and disputes which have been ordered by the Commission to be joined for hearing and decision with the applications concerning the Pastoral Industry Award and the Metal Trades Award. The awards concerned are set out in the schedule to the Judgment of the President and Mr Justice Moore.

Three separate judgments, one by Kirby C.J. and Moore J. and one each by Gallagher J. and Nimmo J., were presented. A summary of these judgments was given in Labour Report No. 51, pages 118-125.

Employers Total Wage Case 1964. The case was heard in Presidential Session by Kirby C.J., Gallagher, Moore, Nimmo J.J. and Commissioner Winter.

* Commonwealth Arbitration Reports, Vol. 106, p. 634.

A claim was made by the Metal Trades Employers Association, the Victorian Chamber of Manufactures and the Metal Industries Association of South Australia for the deletion from the Metal Trades Award of the basic wage provisions and for the insertion in the award of a wage expressed as a total wage. The employers offered an immediate increase in the total wage but made it clear that they did not desire the Commission to grant their application for a total wage unless the Commission also agreed to implement their submission that movements in wages should be kept within movements in productivity. They also asked that, since the application was a vehicle by which the Commission would establish a new approach to the principle of wage fixation, the decision should not be confined to the Metal Trades Industry but applied generally to the Commission's awards.

The unions opposed the application, stressing the importance of the basic wage to the lower paid worker, its historical significance and the attitude of Parliament.

The Commonwealth Government when intervening, emphasised the need for flexibility, the desirability of adherence to the capacity to pay principle, the danger of fixing wage rates solely in relation to price movements or productivity, the undesirability of assessing rates on purely economic grounds, the advantage of work value fixations and that it was wrong to proceed on the basis that whenever a change takes place in one margin all margins should change.

On 9 June 1964* the Commission announced the following decision:

'The members of the bench are unanimous in the opinion that the application of the employers for the deletion from the Commission's Awards generally of the basic wage provision and for the insertion in those Awards of a wage expressed as a total wage should be rejected.'

Three separate judgments, one by Kirby *C.J.*, Moore *J.* and Commissioner Winter and one each by Gallagher and Nimmo *JJ.* were handed down and a summary of these judgments was given in Labour Report No. 51, pages 126-129.

(xx) *National Wage Cases of 1965*. Hearing in these cases commenced on 2 March 1965 before Kirby *C.J.*, Gallagher, Moore, Sweeney and Nimmo *JJ.* of the Commonwealth Conciliation and Arbitration Commission. Claims by the employers and the trade unions were heard concurrently.

The employers' claim (Part A) was for the abolition of the concepts of the basic wage and margins, and the introduction into the Metal Trades Award of an obligation to pay a total wage made up of the sum of the amounts expressed in terms of the basic wage and a margin, plus an amount equivalent to one per cent of such sum. The employers also asked (Part B) that, in respect of the ensuing twelve months, the level of the basic wage and the level of margins, in so far as the latter is determined upon general economic grounds, should be decided simultaneously. It was open to the Commission under Part B of these claims to decide whether there should be an increase in: (a) the basic wage element alone; (b) the marginal element alone; or (c) both the basic wage and marginal elements, to whatever extent, in respect of each element, the Commission deemed proper.

The trade unions sought new basic wage rates incorporating increases proportionate with the rises in the Consumer Price Index. For the Six Capital Cities basic wage the increase claimed was 12s. (\$1.20) a week for adult males.

The Commission announced its decision on 29 June 1965† when three separate judgments were handed down: a joint judgment by Gallagher, Sweeney and Nimmo *JJ.* and separate judgments by Kirby *C.J.* and by Moore *J.* In accordance with the opinion of the majority (namely that of Gallagher, Sweeney and Nimmo *JJ.*), the order of the Commission was to the effect:

(a) Part A of the employers' application was refused;

* *Commonwealth Arbitration Reports*, Vol. 106, p. 689.

† 110 C.A.R. 195.

- (b) With regard to Part B of the employers' application:
- (i) there would be no alteration in the basic wage,
 - (ii) with effect from the first pay period commencing on or after 1 July 1965 each margin in Clause 4 of 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;
- (c) the application of the unions for an increase in the basic wage was refused.

The majority judgment anticipated that, subject to the question of capacity of a particular industry and the question of those margins which had already been increased on general economic grounds (since 1963), the increases awarded would be speedily reflected throughout the awards of the Commission.

xxi. Basic Wage, Margins and Total Wage Cases of 1966

On 2 March 1966 two benches of the Commonwealth Conciliation and Arbitration Commission in joint session commenced hearing claims of trade unions and employers.

The trade unions' claims were: (a) for an increase in the respective basic wage rates of \$4.30 a week in both the Metal Trades and Pastoral Industry Awards; (b) the restoration of the system of automatic quarterly adjustments based upon movements in the Consumer Price Index numbers; and (c) an increase of \$5.90 a week in the marginal rate for tradesmen with proportionate increases to all other classifications of employees. The employers' alternative claims were: (Part A) that the existing basic wage rates and marginal rates be aggregated into total wage rates, to which should be added $1\frac{1}{2}$ per cent. of such total rates; or (Part B) that the existing basic wage rates should be increased by 30 cents a week, marginal rates by 1 per cent, and the resultant figure by $\frac{1}{2}$ per cent.

The President of the Commission nominated two benches of the Commission to hear these claims. A Presidential Bench, consisting of Wright J. (presiding), Gallagher and Moore JJ., 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, consisting of Wright J. (presiding), Gallagher and Moore JJ. and Commissioner Winter, 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 High Court of Australia, upon application, upheld the validity of the nomination of Commissioner Winter as a member of the Reference Bench. The two benches sat in joint session until the conclusion of the hearing on 16 June 1966, when the Commission reserved its decisions.

On 8 July 1966* the Presiding Judge of the Commission (Wright J.) announced the following decisions.

For the Presidential Bench

(1) The Commission was of opinion that the Commission in Presidential Session was not empowered to deal with Part A of the employers' log of claims (*see above*) and its consideration had therefore been undertaken by the Reference Bench which participated in the joint session of the Commission.

(2) The Commission had decided that each of the basic wage rates prescribed for adult males in the Metal Trades Award should be increased by the sum of \$2 a week.

(3) The Commission's order would operate as from the beginning of the first pay period to commence on or after 11 July 1966 and would remain in force until 31 December 1966.

(4) By operation of the Award, and without further order, proportional increases would accrue to adult female employees, junior employees and apprentices.

(5) The union claim for restoration of automatic quarterly adjustments was refused.

(6) The basic wage in the Pastoral Industry should be increased by the same amount and as from the same date as in the case of the Metal Trades Award, and the order will have the same period of operation.

(7) The decisions were unanimous and disposed of the unions' basic wage claims.

For the Reference Bench

(1) The Bench was concerned about the state of the Metal Trades Award and had reached the conclusion that it would be unwise to award any general increases until an investigation had been made on a work value basis of the relativities of the 330 classifications listed in the award and the necessity for as many as 53 separate wage rates with refinements as low as a cent a day between classifications.

(2) The Bench therefore decided to avail itself of the procedure available under Section 34 (6) of the Act to obtain from Commissioner Winter after such investigation as he considered necessary, a report with respect to the following specified matters:

- (a) What, if any, rearrangements or re-designations of classifications or additional classifications under Part I of the Metal Trades Award are necessary or desirable to bring them into accord with present-day requirements;
- (b) What, if any, alterations of marginal rates prescribed under Part I of the Metal Trades Award or additional marginal rates are justified upon the grounds of work value, the economic considerations which have been presented to this bench, or for any other reason.

(3) The Bench was aware that the report by Commissioner Winter could take some time to formulate. It therefore indicated that if at some appropriate stage in the proceedings before him and with due regard to industrial justice and practicability Commissioner Winter thought fit to furnish an interim report pending completion of his whole investigation that would be in accordance with the Commission's intentions in seeking a report.

(4) Detailed consideration had been given to the 31 classifications having the lower range of marginal rates being 90 cents a week at the bottom and \$3.60 at the top. The Commission decided pending Commissioner Winter's report to grant some immediate relief to low wage earners. Therefore, as an interim order in the unions' margins application, the Bench intended to insert a new provision in the award by which it will be prescribed that no adult male employee should be paid as a weekly wage for working the standard hours of work an amount less than his appropriate basic wage rate plus \$3.75 a week. The Bench emphasised that this was an interim provision only, and was not intended as an indication that when the classification structure falls for final consideration that there would be no rate lower than those specified as minima.

It was intended that the minimum rates specified should apply only to adult male employees and should be applied for all purposes of the award—for example, in the calculation of overtime and other penalty rates, piecework, casual employment, sick leave and annual leave. But they would not affect extra rates for leading hands, for tradesmen in large power houses, or for employees engaged on ship repairs. The minimum rates prescribed would not affect the calculation of junior rates of pay.

The provision for a new minimum wage for adult male employees was designed to meet the circumstances of employees in the lowest classifications 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.

The increase was awarded on the unions' application so that its implementation in awards other than the Metal Trades Award, where appropriate, might be achieved expeditiously upon union application.

(5) The Commission's Order would operate as from the beginning of the first pay-period to commence on or after 11 July 1966, and would remain in force until 31 December 1966.

(6) These decisions were unanimous.

(7) The Bench indicated in their reasons the extent to which they favoured the employers' proposal for conversion of the wage structure to the basis of a single wage but had decided to defer the question of implementation pending further consideration of the present structure of marginal rates and further argument.

xxii. *Margins and Total Wage Cases of 1966 (Interim margins)*

For details of this decision concerning margins see page 154.

xxiii. *National Wage Cases of 1967*

Two benches of the Commonwealth Conciliation and Arbitration Commission commenced hearing on 4 April 1967 applications by trade unions and employers. Three matters were before the Commission, namely, an application by unions for an increased basic wage, an application by employers for a total wage and an application by unions for an increase in margins. The last two matters were part heard (see Basic Wage, Margins and Total Wage Cases of 1966 above) when the unions' basic wage application was made and were listed before the Commission on the application of the employers so that all three might be considered together.

The Presidential bench dealing with the basic wage application comprised Kirby *C.J.*, Gallagher and Moore *JJ.* and the reference bench dealing with the remaining matters comprised Gallagher and Moore *JJ.* and Commissioner Winter.

The unanimous decisions of the two benches were made in the form of a pronouncement by the President of the Commission (Kirby *C.J.*) on 5 June 1967. The pronouncement concluded with the following orders:

'Each bench will make formal orders in these proceedings. The Commission in Presidential Session will formally dismiss the unions' application for an increase in the basic wage. On behalf of the reference bench I announce the elimination of basic wages and margins and the introduction of total wages. The total wages will be arrived at by adding an amount of \$1 per week to the weekly award wages of all adult males and females, but no employee is to receive the increase twice. By virtue of existing award provisions male and female juniors including apprentices will receive proportionate increases. The increase will also be added to the minimum standard for adult males introduced in July, 1966. The necessary variation will come into operation from the beginning of the first pay period to commence on or after Saturday, 1st July, 1967 . . .'

(xxiv) *Rates Operative.* Basic wage rates of the Commonwealth Conciliation and Arbitration Commission, for adult males from 1923 and for adult females from December 1950 will be found in Section IX of the Appendix. The rates are shown separately for each capital city, the six capitals, the Australian Capital Territory and the Northern Territory. See **Special note** on page 120.

3. Commonwealth Basic Wage Rates for Females (See Special note on page 120)

In its judgment of 17 April 1934 wherein the Commonwealth Court of Conciliation and Arbitration laid down the basis of its 'needs' basic wage for adult males, the Court made the following statement in regard to the female rate:

'The Court does not think it is necessary or desirable, at any rate at the present time, to declare any wage as a basic wage for female employees. Generally speaking they carry no family responsibilities. The minimum wage should, of course, never be too low for the reasonable needs of the employee, but those needs may vary in different industries. In the variations now to be made the proportion in each award of the minimum wage for females to that for males will be preserved.*'

Generally speaking, this proportion varied between 54 and 56 per cent of the male rate, and this practice continued until superseded by the war-time and post-war developments. During the 1939-45 War these percentages had in a number of industries, been raised and for some female occupations total wage rates were expressed as not less than 75 per cent of the corresponding male rate. For further information on war-time developments reference should be made to Labour Report No. 46, pages 77-80. Postwar developments are described briefly below.

The *Commonwealth Conciliation and Arbitration Act 1947* (see Labour Report No. 37, page 50) provided amongst other things that 'a Conciliation Commissioner shall not be empowered to make an order or award altering . . . (d) the minimum rate of remuneration for adult females in an industry'. Following an inquiry in 1948 it was held by the Full

* *Commonwealth Arbitration Reports*, Vol. 33, p. 156.

Court of the Commonwealth Court of Conciliation and Arbitration that Conciliation Commissioners had jurisdiction to 'fix' the female rates in question under the provisions of the Act, but that the provision referred only to the basic wage element in any prescribed female rates. In December 1948 the Government amended the Act to authorise the Court, and the Court alone, to fix the basic rate by providing that 'a Conciliation Commissioner shall not be empowered to make an order or award . . . (d) determining or altering the minimum rate of remuneration for adult females in an industry'.

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 in respect of the female basic wage was made by the Commonwealth Court of Conciliation and Arbitration in the course of its judgment in the 1949-50 Basic Wage Inquiry (*see* page 123). The Court fixed a new basic weekly wage for adult females at 75 per cent. of the corresponding male rate, operative from the beginning of the first pay-period commencing in December 1950 and that ratio has remained in operation.

A table showing Commonwealth female basic wage rates since December 1950 will be found in Section IX of the Appendix.

Further particulars regarding female basic wage rates may be found in Labour Report No. 46, pages 75-81, and earlier issues.

4. Australian Territories (*See Special note on page 120*)

(i) *Australian Capital Territory.* Prior to 1922 the lowest rate payable to an unskilled labourer was not defined as a basic wage, as all wages were paid under the authority of the Federal Capital Commission as a lump sum for the particular occupation in which the worker was employed, but in 1922 an Industrial Board commenced to operate under a local Ordinance. A summary of the decisions made by the Industrial Board during its period of operation was given in earlier issues of the Labour Report (*see* No. 40, page 89).

By an amending Ordinance, No. 4 of 1949, the Industrial Board was abolished and its functions were transferred to the Commonwealth Court of Conciliation and Arbitration, which assigned a Conciliation Commissioner to the Australian Capital Territory. It was provided, however, that all orders and agreements in existence should continue to operate subject to later orders, awards and determinations made by the Court.

An amendment to the Commonwealth Conciliation and Arbitration Act, operative from 30 June 1956, transferred the respective functions of the Commonwealth Conciliation and Arbitration Court to the Commonwealth Conciliation and Arbitration Commission and the Commonwealth Industrial Court. The Conciliation Commissioner mentioned above, under the amended legislation, became the Commissioner for the Australian Capital Territory.

In reviewing the Australian Capital Territory awards, following its decision of 12 October 1950 in the 1949-50 Basic Wage Inquiry (*see* page 123), the Commonwealth Court of Conciliation and Arbitration fixed the Canberra basic wage at £8 5s. (\$16.50) a week for adult males, operative from the beginning of the first pay-period commencing in December 1950.*

Until August 1953 the basic wage for the Australian Capital Territory was varied each quarter in accordance with movements in the 'C' Series retail price index numbers. However, following a decision of the Commonwealth Court of Conciliation and Arbitration to delete automatic adjustment clauses from its awards (*see* page 124), the basic wage for the Australian Capital Territory remained unchanged from August 1953, until June 1956. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages for the Australian Capital Territory, under awards of the Commonwealth Conciliation and Arbitration Commission since December 1950, are set out in Section IX of the Appendix.

* *Commonwealth Arbitration Reports*, Vol. 69, p. 486.

(ii) *Northern Territory*. The determination of the basic wage for this Territory comes within the jurisdiction of the Commonwealth Conciliation and Arbitration Commission.

There are, in fact, two basic wages operating, (a) in respect of areas north of the 20th parallel of south latitude, and generally referred to as the 'Darwin' rate, and (b) in respect of areas south of that parallel. These are calculated on different bases as set out briefly in the following paragraphs. More detailed information was published in Labour Report No. 47 and earlier issues.

(a) *The Darwin Basic Wage*. This wage was first determined by the Commonwealth Court of Conciliation and Arbitration in 1915* when a rate of £3 17s. (\$7.70) a week, or 1s. 9d. (18c) an hour, for an unskilled labourer, including a weekly allowance of 4s. (40c) for lost time, was awarded. In 1916-17 the Court refused to alter this basic amount of 1s. 9d. (18c) an hour, and referred to an agreement dated 2 June 1916 between the Amalgamated Carpenters and Joiners and the Northern Agency, which provided for rates based on the estimated living requirements of a family consisting of a man, wife and two dependent children, amounting to £3 11s. 1d. (\$7.11) a week. The list of items used to assess this figure was used in subsequent basic wage determinations.

In 1924 Powers *J.*, when considering the rate for employees of the Commonwealth Railways, which stood at £5 4s. 6d. (\$10.45), stated that he had in mind the amount of £4 12s. (\$9.20) as a basic wage. He considered that the wage of £5 4s. 6d. (\$10.45) then payable contained a special isolation allowance, and that the question of such special allowances was a matter for employers and employees to settle between themselves.†

In 1927‡ Beeby *J.* also referred to the regimen of 1916, and fixed the basic wage of £5 10s. (\$11) a week, or 2s. 6d. (25c) an hour, including £1 (\$2) a week district allowance which had been suggested by Powers *J.* in his 1924 award as being a reasonable amount. As there was no adjustment clause in operation in Territory awards, the basic wage of £5 10s. (\$11) a week remained in operation until 1934, except for the reduction by the *Financial Emergency Act* 1931 to £4 16s. 3d. (\$9.62).

The Full Court of the Commonwealth Court of Conciliation and Arbitration considered the Darwin basic wage for the first time in 1934.§ The Court awarded a basic wage of £4 10s. 9d. (\$9.08) a week, which was arrived at by bringing up to date the prices of the list of items of the 1916 agreement (*see* above) and altering the rent figure from 45s. to 65s. (\$4.50 to \$6.50) a month. Automatic adjustment provisions were first introduced into awards by this judgment by inserting an appropriate adjustment scale based on the movement in the Food and Groceries Retail Price Index (Special) for Darwin.

In 1938|| the Court granted a 'loading' of 3s. (30c) a week on the wage because the Commonwealth Government had extended to the Territory its general civil service increase of £8 (\$16) a year.

In 1939 an additional amount was added to the basic wage as a special loading to offset the increase in the cost of living not reflected by the index numbers. The loading was 16s. 3d. (\$1.62) for employees on works and 10s. (\$1) for railway employees.¶ In February 1940, before an automatic adjustment increase of 2s. (20c) became payable, the Court suspended the adjustment clause pending further inquiry.**

In 1941†† the Full Court again reviewed the basic wage and, after a full investigation of its past history, awarded £5 12s. 9d. (\$11.28), made up of (a) £4 10s. 9d. (\$9.08) awarded in 1934; (b) 4s. (40c) in respect of accrued adjustments since 1939; (c) 5s. (50c) additional allowance for rent; and (d) two constant (unadjustable) 'loadings' of 3s. (30c) and 10s. (\$1) a week. The Court also restored the adjustment clause based solely on the movement in the Food and Groceries Retail Price Index. This, however, never became effective, because it was superseded early in 1942 by the Blakeley Orders referred to below.

* *Commonwealth Arbitration Reports*, Vol. 9, p. 1. † 20 C.A.R., p. 737. ‡ 25 C.A.R., p. 898. § 33 C.A.R., p. 944. || 39 C.A.R., p. 501. ¶ 40 C.A.R., p. 323 and 41 C.A.R., p. 269. ** 42 C.A.R., p. 164. †† 44 C.A.R., p. 253.

The basis of adjustment was altered by Conciliation Commissioner Blakeley by Orders dated 29 January 1942* owing to the urgent necessity to provide, over the period of the war, for adjustments in respect of rent, clothing and other miscellaneous items of domestic expenditure. Adjustment by means of the Food and Groceries Index only was no longer doing justice to the workers of the Territory, since the workers elsewhere in Australia were enjoying the benefit derived from the adjustment of their wages by means of the more comprehensive 'C' Series Retail Price Index. As there was no 'C' Series Retail Price Index for the Territory, and it was not possible to compile one on the basis of prices in Darwin, a composite index, 'The Darwin Special "All Items" Index' was created. This index was computed on the basis of food and groceries prices in Darwin, combined with Townsville prices for rent, clothing and miscellaneous items.

The December quarter 1940 was taken as a suitable period upon which to base the adjustments, and for this quarter the Special 'All Items' Index number was 1,036 and the 'needs' equivalent £4 4s. (\$8.40). The basic wage for adult males, payable from 1 February 1942 (when the new system first became operative) on the basis of the index number for the December quarter 1941 was £5 17s. 9d. (\$11.78), made up of the £4 4s. (\$8.40) 'needs' equivalent mentioned above, 5s. (50c) from adjustments since the December quarter 1940, an unadjustable amount of 15s. 9d. (\$1.58) and the two unadjustable loadings of 3s. (30c) and 10s. (\$1), granted in 1941.

After the bombing of Darwin in 1942, food and grocery prices in the Special Index for Darwin were varied in accordance with fluctuations in food and grocery prices in Alice Springs and Tennant Creek.†

Following its 'Interim' Basic Wage Judgment of 13 December 1946 (see page 123) the Court decided in March 1947 to postpone any adjustment pending a general review of the basic wage in the Territory. This review was made in 1948, and the Court increased the basic wage for adult males by 8s. (80c) a week. It also adopted as from the March quarter 1948, the new Darwin Special 'All Items' Index (containing the restored prices of food and groceries for Darwin proper, plus Townsville prices for rent, clothing and miscellaneous items) and transferred the basis of adjustment to the 'Court' Index (Second Series). The new basic wage, which came into operation from the beginning of the first pay-period commencing after 20 May 1948 was £7 0s. 9d. (\$14.08), including the unadjustable amount of 15s. 9d. (\$1.58) (see above), and the loadings of 3s. (30c) and 10s. (\$1).

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (see page 123), an interim increase of £1 2s. (\$2.20) a week, payable from the first pay-period in December 1950 was authorised, pending a special inquiry into the fixation of a new basic wage for the Northern Territory.‡ After the inquiry, and as a result of agreement between the employers and employees, the Court fixed the basic wage at £10 10s. (\$21) a week, operative from the beginning of the first pay-period commencing in November 1951.§ The Darwin Special 'All Items' Index (see above) was retained as the basis for quarterly adjustments. Subsequently, a special loading of 10s. (\$1) a week was added to the wage rates in a number of awards.

Quarterly adjustments continued to operate until August 1953. They were suspended by the Court's decision of 12 September 1953, as a result of the 1953 Basic Wage Inquiry. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages payable to adult males since December 1950, are shown in Section IX of the Appendix. To these rates must be added the 10s. (\$1) special loading mentioned above. The basic wage for adult females is 75 per cent. of the adult male rate.

(b) *Northern Territory (South of the 20th parallel of South Latitude)*. In earlier years there were two main groups of employees in this area of the Northern Territory, namely, employees of the Commonwealth Railways and employees of the Department of Works (formerly the Works and Services Branch of the Department of the Interior).

* *Commonwealth Arbitration Reports*, Vol. 46 p. 411. † 48 C.A.R., p. 20. ‡ 69 C.A.R., p. 836. § 72 C.A.R., p. 113.

Prior to 1937, all employees of Commonwealth Railways, except clerks, were covered by awards of the Commonwealth Court of Conciliation and Arbitration, but since that year rates of pay for certain occupations have been prescribed by determinations of the Commonwealth Public Service Arbitrator. It has been the practice to fix a common base rate for Commonwealth Railways employees (the main centre being Port Augusta) and to provide, by means of 'district allowances', additional rates to employees in isolated areas.

Other Commonwealth employees in the Northern Territory south of the 20th parallel of south latitude were paid the Darwin basic wage (*see* page 137) prior to February 1935. The Full Court, in a judgment issued on 13 November 1934* fixed a rate of £4 (\$8) a week for Works and Services employees, which included an amount of 7s. (70c) a week to cover the cost of freight on goods purchased from the Railway Stores at Port Augusta. This rate compared with £4 10s. 9d. (\$9.08) being paid in areas north of the 20th parallel, and with £3 5s. (\$6.50) in Adelaide. Provision was also made for the adjustment of this wage to be made in the manner provided by the Court for railway employees at Alice Springs, namely on the basis of variations in the 'Special' retail price index numbers for Port Augusta (inclusive of Railway Stores prices for groceries and dairy produce), but only £3 6s. (\$6.60) of the total amount was adjustable.

The 3s. (30c) a week 'loading' granted by the Court in 1938 (*see* page 137) applied to employees located south of the 20th parallel of south latitude as well as to those engaged north thereof.

At a hearing on 12 and 13 March 1947 the Full Court granted to workers in this area the amount of 7s. (70c) a week consequent upon its 'Interim' Basic Wage Judgment of 13 December 1946 as an addition to the 'adjustable' part of the basic wage applicable. The questions raised as to a general review of the basic wage in the Territory as a whole were postponed pending the hearing and finalisation of the 1949-50 Basic Wage Inquiry (*see* page 123).

In a judgment on 11 October 1949† the Full Court amended the adjustment clause of the Commonwealth Works and Services (Northern Territory) Award to provide for the adjustment to date and thereafter of the 7s. (70c) a week excess over the 'needs' rate granted in November 1934 (*see* above). The basic wage payable from the first Sunday in December 1949 then became £7 4s. (\$14.40), made up of a 'needs' rate of £6 14s. (\$13.40) and the loadings of 7s. (70c) for 'Freight Costs' and 3s. (30c) for 'Prosperity' loading. This represented an increase of 6s. (60c) over the basic wage calculated on the former basis.

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (*see* page 123) an interim increase of £1 2s. (\$2.20) a week, payable from the first pay-period in December 1950, was authorised, pending a special inquiry into the fixation of a new basic wage for the Northern Territory.‡ After the inquiry, and as a result of agreement between employers and employees, the Court fixed the basic wage at £10 10s. (\$21) a week, operative from the beginning of the first pay-period commencing in November 1951.§ The Port Augusta Special 'All Items' Index (*see* above) was retained as the basis for quarterly adjustments. Subsequently, a special loading of 7s. (70c) a week was added to the wage rates in a number of awards.

Quarterly adjustments continued to operate until August 1953. They were suspended by the Court's decision of 12 September 1953 as a result of the 1953 Basic Wage Inquiry. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages payable to adult males since December 1950 are shown in Section IX of the Appendix. The adult female basic wage rates are 75 per cent of those for adult males. To these rates must be added the 7s. (70c) special loading mentioned above.

5. State Basic Wages (*See* Special note on page 120)

(i) *General.* Basic wage declarations for adult males and adult females made by State industrial tribunals are shown in Section X of the Appendix.

* Commonwealth Arbitration Reports, Vol. 33, p. 947. † 65 C.A.R., p. 573. ‡ 69 C.A.R., p. 836. § 72 C.A.R., p. 113.

(ii) *New South Wales*. The first determination under the New South Wales Industrial Arbitration Act of a standard 'living' wage for adult male employees was made on 16 February 1914, when the Court of Industrial Arbitration fixed the 'living' wage at £2 8s. (\$4.80) a week for adult male employees in the metropolitan area. A Board of Trade established in 1918 with power to determine the living wage for adult male and female employees in the State, made numerous declarations during the period 1918 to 1925, but ceased to function after the Industrial Arbitration (Amendment) Act, 1926, transferred its powers, as from 15 April 1926, to the Industrial Commission of New South Wales. The Industrial Arbitration (Amendment) Act, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. Act No. 14 of 1936, however, provided for the appointment of four members and Act No. 36 of 1938 for the appointment of not less than five and not more than six members. The Commission was directed, *inter alia*, 'not more frequently than once in every six months to determine a standard of living and to declare . . . the living wage based upon such standard for adult male and female employees in the State'. The Industrial Arbitration (Amendment) Act, 1932, directed the Commission within twenty-eight days from the end of the months of March and September to adjust the living wages so declared to accord with the increased or decreased cost of maintaining the determined standard. The first declaration of the Commission was made on 15 December 1926 when the rate for adult males was fixed at £4 4s. (\$8.40) a week, the same rate as that previously declared by the Board of Trade. The adult male rate was determined on the family unit of a man, wife and two children from 1914 to 1925; a man and wife only in 1927, with family allowances for dependent children; and a man, wife, and one child in 1929, with family allowances for other dependent children. However, with the adoption in 1937 of the Commonwealth basic wage (*see below*), the identification of a specified family unit with the basic wage disappeared.

A living wage for adult male rural workers of £3 6s. (\$6.60) a week was in force for twelve months from October 1921 and a rate of £4 4s. (\$8.40) operated from June 1927 to December 1929, when the power of industrial tribunals to fix a living wage for rural workers was withdrawn. This power was restored by an amendment to the Industrial Arbitration Act made in June 1951.

Following the judgment of the Commonwealth Court of Conciliation and Arbitration of 23 June 1937 (*see page 122*), the State basic wage was brought into line with the Commonwealth rates ruling in the State by an amendment of the Industrial Arbitration Act (No. 9 of 1937) which came into operation from the commencement of the first pay-period in October 1937. Provision was made for the automatic adjustment of wages in conformity with variations of retail prices as shown by the Commonwealth Court's 'All Items' Retail Price Index numbers, and the Commonwealth Court's principle of treating the 'Prosperity' loadings as a separate and non-adjustable part of the total basic wage was adopted. The rates for country towns were, with certain exceptions, fixed at 3s. (30c) a week below the metropolitan rate; and Crown employees, as defined, received a 'Prosperity' loading of 5s. (50c) a week, as against the 6s. (60c) laid down for employees in outside industry. The basic rate for adult females was fixed at 54 per cent of the adult male rate, to the nearest sixpence. The provisions of the main Acts for the periodic declaration of the living wage by the Industrial Commission were repealed, but the amending Act placed on the Commission the responsibility of altering all awards and agreements in conformity with the intentions of the new Act; of defining boundaries within which the various rates were to operate; and of specifying the appropriate 'Court' Series retail price index numbers to which they were to be related.*

An amendment to the Industrial Arbitration Act (No. 38 of 1950), empowered the Industrial Commission to vary the terms of awards and industrial agreements affecting male rates of pay, to the extent to which the Commission thought fit, to give effect to the alteration in the basic wage for adult males made by the judgment of the Commonwealth Court of Conciliation and Arbitration of 12 October 1950. In the case of female rates of pay the Commission was empowered to review the terms of awards and industrial agreements and to vary such terms as in the circumstances the Commission decided proper, but no variation

* *New South Wales Industrial Gazette*, Vol. 52, pp. 783-4.

was to fix rates of pay for female employees lower than the Commonwealth basic wage for adult females. The rates for adult males were increased by the same amounts as for the corresponding Commonwealth rates, with special provision to cover the cases of apprentices, casual workers and employees on piecework. In deciding the variation for female employees the Commission prescribed an increase in the total wage rate (i.e. basic wage plus marginal rate) of £1 4s. 6d. (\$2.45) a week, subject to the statutory provision that the minimum total rate was to be not less than the basic wage for adult females prescribed in Commonwealth awards, that is, at least 75 per cent of the corresponding male basic wage rate. For Sydney the rate was £6 3s. 6d. (\$12.35) a week.

In the judgment delivered on 9 March 1951* giving reasons for its decision on female rates, the Commission decided that the basic wage for adult females prescribed by the Commonwealth Court in reality included a portion 'due to secondary considerations', and could not be considered a 'reasonable and proper basic wage for the assessment of rates of female employees under the Industrial Arbitration Act'.

In discussing the composition of the amount of £6 3s. 6d. (\$12.35) the Commission stated that it was 'reasonable to allocate £1 [\$2] of the said sum . . . to secondary considerations and to regard the amount of £1 4s. 6d. [\$2.45] as an addition proper to be made to the pre-existing basic wage in New South Wales of £3 19s. [\$7.90]', and that the total, £5 3s. 6d. (\$10.35), therefore became the true female basic wage for Sydney under the State Act. (This decision of the Commission was superseded by an amendment of the Act in 1958—see below.)

As a consequence of the over-riding statutory requirement that no rate for adult females in State awards shall fall below the Commonwealth basic wage for adult females, the amount of the quarterly adjustments to the female basic wage for changes in the 'Court' Series index numbers was the same in Commonwealth and State awards.

By the Industrial Arbitration (Basic Wage) Act, 1951, the differentiation in the basic wage rates in different districts and for employees under Crown awards was eliminated as a general rule, making the basic wage throughout most of the State equal to that paid in Sydney. The main exception was the Broken Hill district, where a different basic wage rate prevailed until the Act was amended in 1961 (see page 142).

After considering the decision of the Commonwealth Court of Conciliation and Arbitration in September 1953 to discontinue the system of automatic adjustment of the basic wage, the New South Wales Industrial Commission on 23 October 1953 stated that there had been an alteration in the principles upon which the Commonwealth basic wage was computed and ordered the deletion of the automatic adjustment clauses from awards and agreements within its jurisdiction.† In October 1955 however, the Industrial Commission was required by the Industrial Arbitration (Basic Wage) Amendment Act to restore, to all awards and agreements within its jurisdiction, quarterly adjustments of the basic wage consequent on variations in the 'C' Series retail price index numbers. Subsequently, the basic wage was adjusted as from the beginning of the first pay-period commencing in November 1955, when the rates for the State, excluding Broken Hill, became £12 13s. (\$25.30) for adult males and £9 9s. 6d. (\$18.95) for adult females. The new rate for adult males was an increase of 10s. (\$1) on the rate previously payable from August 1953, and represented the full increase in the basic wage adjusted in accordance with movements in the 'C' Series Retail Price Index numbers between the June quarter 1953, and the September quarter 1955.

The Industrial Arbitration Act was amended by the Industrial Arbitration (Female Rates) Amendment Act, 1958, which became operative on 1 January 1959. The Act defined the existing basic wage for adult females as being 75 per cent of the male basic wage, notwithstanding anything contained in the 1950 judgment of the Industrial Commission of New South Wales (see above), and the Commission should upon application or might, of its own motion, vary existing awards or industrial agreements to give effect to this definition. Such a variation is not to prescribe a wage rate less than the sum of the newly defined basic wage, plus the marginal or secondary amounts applicable immediately prior to this variation; or more than the wage payable to adult males performing similar work.

* *New South Wales Arbitration Reports*, 1951, p. 16. † *New South Wales Industrial Gazette*, Vol. 111, p. 128.

Upon application the Commission or a Conciliation Committee shall include in awards and industrial agreements provision for equal pay between the sexes. Where the Commission or Committee is satisfied that male and female employees are performing work of the same or a like nature and of equal value, they shall prescribe the same marginal or secondary rates of wage. The basic wage for these adult females was prescribed as 80 per cent of the appropriate basic wage for adult males as from 1 January 1959. Thereafter, the basic wage was to be increased annually by 5 per cent, so that on 1 January 1963 it become the same as that for adult males. The provisions for equal pay do not apply to persons engaged on work essentially or usually performed by females, but upon which males may also be employed.

The Industrial Arbitration (Amendment) Act, 1961, (assented to on 13 October 1961) adopted the Consumer Price Index numbers in place of the 'C' Series Retail Price Index numbers for purposes of the automatic quarterly adjustment of the basic wage. The November 1961 variation was the first based on the Consumer Price Index. Consumer Price Index numbers relate only to capital cities and the weighted average for the six capitals and as a result the Sydney basic wage became the rate for the whole of New South Wales, separate rates no longer being prescribed for Broken Hill and the 'Five Towns' after November 1961.

In October 1964 the Industrial Arbitration (Amendment) Act, 1964, fixed the State basic wages for adult males and adult females at the levels of the then current Commonwealth basic wage for Sydney i.e. \$15 15s. (\$31.50) and \$11 16s. (\$23.60) a week respectively, to operate from the beginning of the first pay-period which commenced on or after 19 June 1964. Any provisions in State awards and industrial agreements for adjustments in the basic wages, in accordance with fluctuations in the Consumer Price Index, were to be deleted. The Act provided that the Commonwealth basic wage for Sydney, as declared by the Commonwealth Conciliation and Arbitration Commission under the provisions of the Metal Trades Award, would in future apply to State awards and industrial agreements.

A table showing the New South Wales State basic wage rates for Sydney from 1914 to date will be found in Section X. of the Appendix.

(iii) *Victoria*. There is no provision in Victorian industrial legislation for the declaration of a State basic wage. Wages 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 that industry or calling. In general, these Boards have adopted a basic wage in determining the rate of wage to be paid.

By an amendment to the Factories and Shops Act in 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 and followed that Court's system of adjusting the basic wage in accordance with variations in retail price index numbers.

After the Commonwealth Court of Conciliation and Arbitration discontinued the system of automatic adjustment to the Commonwealth basic wage (see page 124), 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 the automatic adjustment of wage rates in accordance with variations in retail price index numbers.

From 1 July 1954 the *Factories and Shops Act* 1928 as amended (to 1953) was replaced by the *Labour and Industry Act* 1953, which was, in general, a consolidation of the previous Acts and retained the requirement providing for the automatic adjustment of wages in accordance with variations in retail price index numbers.

An amendment to the Labour and Industry 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. Following the judgment of the Commonwealth Conciliation and Arbitration Commission in the 1961 Basic Wage Inquiry (see page 128), Wages Boards met in July and August 1961 and varied their determinations by incorporating the new Commonwealth rates.

A table showing basic wage rates for Melbourne used generally by Wages Boards will be found in Section X of the Appendix.

(iv) *Queensland.* 'The Industrial Conciliation and Arbitration Act of 1929' established an Industrial Court, and provided that the Court could make declarations as to the basic wage and standard hours. This Act, as subsequently amended, was repealed by 'The Industrial Conciliation and Arbitration Act of 1961', which established, in addition to the Industrial Court, an Industrial Conciliation and Arbitration Commission. The Full Bench of the Commission, consisting of not less than three Commissioners, may make declarations as to, *inter alia*, the basic wage for males and/or females and the standard hours of work.

The main provisions to be observed by the Commission when making general declarations as to the basic wage are: (a) all persons interested must be given an opportunity to be heard before any such general declaration can be made; (b) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (c) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed; (d) the Commission shall, in the matter of making declarations in regard to the basic wage or standard hours, take into consideration the probable economic effect of such declaration in relation to the community in general, and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration of a basic wage by an industrial tribunal in Queensland was gazetted on 24 February 1921, when the basic wage was declared at £4 5s. (\$8.50) a week for adult males and £2 3s. (\$4.30) for adult females. Prior to this declaration the rate of £3 17s. (\$7.70) a week for adult males had been generally recognized as the 'basic' or 'living' wage.

On 15 April 1942 the Court declared the rates operative from 31 March 1941 as adequately meeting the requirements of section 9 of 'The Industrial Conciliation and Arbitration Act of 1932', having regard to the level of the 'C' Series Retail Price Index for Brisbane for the December quarter 1941, and decided to make a quarterly declaration of the basic wage on the basis of the variations in the 'cost of living' as disclosed by the 'C' Series index for Brisbane, commencing with the figures for the March quarter 1942. This declaration was duly made by the Court on 21 April 1942 at the rates of £4 11s. (\$9.10) for adult males and £2 9s. 6d. (\$4.95) for adult females. Following this judgment regular quarterly adjustments were made to the basic wage until January 1953 (see below).

The Court granted increases of 7s. (70c) and 5s. (50c) to the basic wages for adult males and adult females respectively, payable from 23 December 1946, following the 'Interim' Basic Wage Judgment of the Commonwealth Court of Conciliation and Arbitration announced earlier in December 1946 (see page 123).

Following the decision of the Commonwealth Court of Conciliation and Arbitration to increase the male and female basic wages from December 1950 (see page 123), the Queensland Industrial Court conducted an inquiry as to what change should be made to the State basic

wage for Queensland and granted an increase of 15s. (\$1.50) a week to both adult males and adult females, thus increasing the metropolitan rates to £7 14s. (\$15.40) a week and £5 2s. 6d. (\$10.25) a week respectively, operative from 7 December 1950. The basic wage payable to adult females became approximately 66 per cent of the male rate.*

In January 1953 the Queensland Industrial Court departed from the practice (established in 1942) of varying the basic wage in accordance with quarterly variations in the 'C' Series Retail Price Index numbers for Brisbane. If the practice had been continued, a reduction of 1s. (10c) would have been made in the basic wage for adult males from January 1953. The Court was not satisfied, however, that the movement in the 'C' Series index for Brisbane for the December quarter 1952 was a true representation or reflex of the economic position for Queensland as a whole and so declined to make any alteration to the basic wage.†

Quarterly adjustments were made for the next four quarters and the basic wage became £11 5s. (\$22.50) for adult males from 1 February 1954.

Commencing in March 1954 a Basic Wage Inquiry was conducted by the Court and in its judgment of 11 June 1954‡ the Court stated that there would be no change in the basic wage rates declared for February 1954. For the following four quarters also the Court decided not to vary the existing basic wage rates. However, after considering the 'C' Series index number for the quarter ended 30 June 1955 and its relation to the index number for the March quarter 1955 the Court announced that as these figures showed a continued upward trend the basic wage for adult males should be increased to £11 7s. (\$22.70) from 1 August 1955. In this judgment the Court emphasised that it held itself free whether or not to adjust the basic wage upwards or downwards in accordance with movements in the 'C' Series Retail Price Index numbers. During the next year increases were granted in three of the four quarters.

In announcing an increase of 4s. (40c) in the adult male basic wage for Brisbane, payable from 29 October 1956, the Court stated that the considerable increases in the 'C' Series index numbers for the September quarter 1956 were due substantially to the abnormal increases in the prices of potatoes and onions, and therefore, under the circumstances, it decided not to increase the basic wage on the basis of the 'C' Series Retail Price Index numbers including potatoes and onions.

Consequent on the issue of the index numbers for the December quarter 1956 the Court announced that there would be no change in the basic wage and stated: 'The existing Basic Wage of £12 1s. [\$24.10] for adult males truly reflects the increase in the "C" Series index as shown between the June quarter and the end of the December quarter'§

In the following four years increases were made each quarter, except in October 1957 and August 1959.

On 22 and 23 April 1958 the Court heard an application by combined unions for an immediate increase of £1 (\$2) in the basic wage, on the ground that a state of emergency existed with regard to the cost of living. In its judgment of 30 May 1958 the Court dismissed the application.

In December 1960 the Court determined that as from 1 May 1961 the basic wage for adult females should be 75 per cent of that for adult males.||

In its basic wage declaration of 25 January 1961 the Court referred to the fact that for current statistical purposes variations in retail prices were measured by the Consumer Price Index. Taking into consideration all relevant factors, including the approximate increase in price levels as disclosed by the Consumer Price Index, the Court decided to increase the basic wage for adult males by 4s. (40c).

Following an inquiry, the Commission, in a decision issued on 24 May 1961 increased the adult male basic wage by 4s. (40c) a week, which was approximately the amount of the increase indicated by the Consumer Price Index for March quarter 1961.

* *Queensland Industrial Gazette*, Vol. 35, p. 1253. † 38 *Q.I.G.*, p. 137. ‡ 39 *Q.I.G.*, p. 355. § 42 *Q.I.G.*, p. 167. || 46 *Q.I.G.*, p. 475.

In September 1961, the Commission heard an application by employer organisations for a declaration of a general ruling that the basic wage for males and/or females should not be reviewed merely by reason of any change in the Consumer Price Index at intervals of less than 12 months. The application was opposed by the trade unions generally. In a judgment delivered on 14 November 1961* the Commission refused the employers' application. An appeal to the Industrial Court against this decision was dismissed on 10 July 1962.

An inquiry held in November and December 1962, dealt with an application by unions for increases of £1 4s. (\$2.40) in the adult male basic wage and 18s. (\$1.80) in the adult female basic wage. The application was opposed by employer organisations generally, by the State of Queensland and by the Queensland Commissioner for Railways. Judgment was given on 20 December 1962†, the application being refused.

A further application was made by trade unions for a declaration of a basic wage, and an inquiry was held in April 1963. Employers generally opposed the application, and the State of Queensland, while adopting a neutral attitude, submitted information for the assistance of the Commission. In a judgment delivered on 26 April 1963‡ the Commission increased the basic wage, in accordance with the movement in the Consumer Price Index, by 2s. (20c) for adult males and by 1s. 6d. (15c) for adult females from 6 May 1963.

On 23 June 1964, the Commission began hearing four applications by unions to alter the basic wage. The Queensland Government and the employers agreed that there should be an upward movement in the adult male basic wage but limited to 4s. (40c), which would take into consideration movement in prices as shown by the Consumer Price Index for March quarter 1964. This increase would bring the State basic wage of Brisbane to the same amount as the Commonwealth basic wage for Brisbane, namely £14 10s. (\$29). The Commission on 7 July 1964§, unanimously increased the basic wage by 14s. (\$1.40) to £15 (\$30) a week for adult males. The increase took effect on and from 13 July 1964.

In a declaration on 23 September 1964|| the Commission, after an inquiry, refused to increase the basic wage, despite movement in the Consumer Price Index for the June quarter, 1964, which would have justified an increase of 2s. (20c.) on the grounds that such an increase would constitute a very ineffective addition to the wages of employees.

On 30 November 1964 the Commission began hearing applications filed by unions and employer associations. The unions claimed increases of 6s. (60c) and 4s. 6d. (45c) a week for adult males and adult females respectively on the basis of movements in the Consumer Price Index for the June and September quarters 1964. The employer associations claimed that the Commission should re-affirm its decision of 7 July 1964 (see above) and declare as a matter of policy that it would not review the basic wage until the Commonwealth Conciliation and Arbitration Commission decided to alter the existing Commonwealth basic wage. The Commission, in its decision of 3 December 1964¶ granted the increases claimed by the unions. Commenting on the employer associations' claim, the Commission stated that, although the Commonwealth basic wage determined the State basic wage in all States except Queensland and Western Australia, the Commission had never fixed the State basic wage only in relation to the basic wage in other States or the Commonwealth basic wage and could therefore see no reason why a decision should be made at this time to withhold a hearing for review pending the review of the Commonwealth basic wage.

Trade unions applied in January 1965 for a further increase in the basic wage consequent upon the upward movement in the Consumer Price Index since the last declaration. Following the hearing of unions' claims the Commission increased the adult male wage by 3s. (30c) a week and the adult female wage by 2s. 6d. (25c) a week, effective as from 29 March 1965.** In its judgment the Commission stated that it has been decided as a matter of policy that, in the future, it did not propose to deal with an application to vary the basic wage solely because of a change in the Consumer Price Index unless such a change warranted an alteration of 4s. (40c) or more in the basic wage for adult males.

* *Queensland Industrial Gazette*, Vol. 49, p. 23. † 52 *Q.I.G.*, p. 27. ‡ 53 *Q.I.G.*, p. 51. § 56 *Q.I.G.*, pp. 311-312. || 57 *Q.I.G.*, p. 170. ¶ 57 *Q.I.G.*, p. 376. ** 58 *Q.I.G.*, p. 570.

In July 1965 trade unions applied to the Commission to vary the basic wage on the grounds that recent rises in the Consumer Price Index warranted an increase of more than 4s. (40c) a week in the basic wage. In its judgment of 2 September 1965 a majority of the Commission rejected the unions' claim for 6s. (60c) a week, but granted an increase of 5s. (50c) a week, effective from 20 September 1965. As a matter of policy the Commission further decided not to review the basic wage again before 1 July 1966.

After hearing applications by trade unions, the Commission decided in April 1966 to review the basic wage. Consequent upon this review the Commission increased the basic wage for adult males by \$1.30 and for adult females by \$1.00 with effect on and from 23 May 1966.

After a further inquiry in March 1967 the Commission increased the basic wage for adult males by 50c a week and for adult females by 35c a week operative from 10 April 1967.

The basic wage rates payable in the Southern Division (Eastern District) from 1921 will be found in Section X of the Appendix.

In addition to the basic wage for the Southern Division (Eastern District—including Brisbane), adult males in other areas receive district allowances. As from 2 February 1959, the allowances have been: Southern Division (Western District), 10s. 6d. (\$1.05), Mackay Division, 9s. (90c), Northern Division (Eastern District), 10s. 6d. (\$1.05); and Northern Division (Western District), £1 12s. 6d. (\$3.25). From May 1961 the allowances for adult females were increased from 50 per cent to 75 per cent of those for adult males.

(v) *South Australia*

The Industrial Code, 1920–1966 provides that the Industrial Commission of South Australia, constituted by the President and the two Commissioners, shall after public inquiry declare the 'living wages' to be paid to adult male and adult female employees. Prior to 1 July 1966 this power was vested in the Board of Industry. The family unit was not specifically defined in the Code, but the South Australian Industrial Court in 1920 decided that the average employee in respect of whom the 'living wage' for males was to be declared was a man with a wife and three children. However, the concept of a family unit disappeared with the adoption of basic wage rates declared by the Commonwealth Court of Conciliation and Arbitration (*see below*). The first declaration by the Board of Industry became operative from 4 August 1921, when the 'living wage' for adult male employees in the metropolitan area was determined at £3 19s. 6d. (\$7.95) per week.

Following the 'interim' increase in the 'needs' basic wage of the Commonwealth Court of Conciliation and Arbitration, announced on 13 December 1946, the South Australian Government made a provision in the Economic Stability Act, 1946 for the declaration by the Governor of a 'living wage' based on the Commonwealth basic wage for Adelaide.

The Industrial Code Amendment Act, 1949 made provision for the quarterly adjustment of the living wage in accordance with the variations in the Commonwealth basic wage for Adelaide. In effect this made the State 'living wage' and the Commonwealth basic wage for adult males equal from the beginning of the first pay-period commencing in February 1950.

Following the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949–50 Basic Wage Inquiry the South Australian Industrial Code was amended to provide for declarations of the 'living wage' by proclamation to prevent unjustifiable differences between the State and Commonwealth rates of wage. By proclamation dated 30 November 1950 the South Australian 'living wage' in the metropolitan area was made identical with the December 1950 rates fixed by the Commonwealth Court of Conciliation and Arbitration for the metropolitan area of South Australia. The female basic wage, which had been approximately 55 per cent of the male basic wage, was increased to 75 per cent of the corresponding male rate.

When the Commonwealth Court of Conciliation and Arbitration discontinued quarterly adjustments to Commonwealth basic wages in September 1953 the South Australian living wage also ceased to be varied quarterly, and since that time it has remained the same as the Commonwealth basic wage for Adelaide. Following the Commonwealth basic wage

inquiries in 1956 and subsequent years, increases were made to the South Australian 'living wages' by proclamation. The rates operative from 11 July 1966 were \$32.30 for adult males and \$24.20 for adult females.

A table showing adult male and adult female basic wage rates for the whole State (with the exception of Whyalla and nearby area) from 1921 will be found in Section X of the Appendix.

(vi) *Western Australia*. In December 1966 legislation provided that the Western Australian basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceed the State rates operative from 24 October 1966. Prior to 1963 the Court of Arbitration appointed under the provisions of the *Industrial Arbitration Act, 1912-1961* determined and declared the 'basic wage' in this State. The Court consisted of three members appointed by the Governor, one on the recommendation of the industrial unions of employers, and one of the recommendation of the industrial unions of employees, while the third member, a Judge of the Supreme Court, was to be the President.

The *Industrial Arbitration Act, 1912-1961* provided that the Court of Arbitration could determine and declare a basic wage at any time on its own motion, and must do so when requested by a majority of industrial unions or by the Western Australian Employers' Federation, with the limitation that no new determination should be made within twelve months of the preceding inquiry. The Court had jurisdiction to declare differential basic wages to be paid in respect of special or defined areas of the State. In fact the Court, from August 1931 to December 1963 declared separate basic wage rates for three areas of the State, namely (a) the Metropolitan area, (b) South-West Land Division, and (c) the Goldfields Areas and other parts of the State.

The term 'basic wage' was defined in the Act as 'a wage which the Court considers to be just and reasonable for the average worker to whom it applies'. In determining what was just and reasonable the Court was obliged to take into account not only the needs of an average worker but also the economic capacity of industry and any other matters the Court deemed relevant. The family unit in relation to the adult male basic wage was not specifically defined in the Act, but it became the practice of the Court to take as a basis for its calculations a man, his wife and two dependent children.

The Act provided that the Court of Arbitration may make adjustments to the basic wage each quarter if the official statement supplied to the Court by the State Government Statistician relating to the 'cost of living' showed that a variation of 1s. (10c) or more a week had occurred, compared with the preceding quarter. These adjustments applied from the dates of declaration by the Court. The Act did not define the term 'cost of living', but it was defined by Mr Justice Dwyer, in the Court of Arbitration, Western Australia, in the matter of the Quarterly Adjustment of the Basic Wage, 18 August 1931*, to mean 'the basic wage as declared from time to time by the Court and as existing at the time that we [the Court] have taken into consideration the Statistician's figures'.

Prior to 1950 the legislation differed from that outlined above. Particulars of the previous legislation will be found in issues of the Labour Report prior to No. 39, 1950.

The first declaration of the 'basic wage' by the Court of Arbitration since the authority to fix one was vested in the Court by the *Industrial Arbitration Act, 1925*, operated from 1 July 1926. The rate for adult male employees was £4 5s. (\$8.50) a week, and for adult female employees £2 5s. 11d. (\$4.59) a week. Since that date the principal inquiries have been those of 1938, 1947, 1950, 1951 and 1964.

The declaration of 13 June 1938 (operative from 1 July) was based on the findings of the Royal Commission on the Basic Wage, 1920. For this purpose the Court reduced the amount recommended by the Commission for a five-unit family to the equivalent for a four-unit family and brought the resulting amounts up to their equivalents at the March quarter 1938, by means of movements in the separate 'group' retail price index numbers in respect of the sections for food, clothing and miscellaneous expenditure, and for rent added an amount which was considered fair under ruling conditions.†

* *Western Australian Industrial Gazette*, Vol. 9, p. 166.

† 18 *W.A.I.G.* p. 151.

The increased basic wage of 26 February 1947 was granted after an inquiry* by the Western Australian Court of Arbitration consequent upon the 'Interim' Basic Wage Judgment of the Commonwealth Court of Conciliation and Arbitration in December, 1946 (see page 123).

Following the judgment of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (see page 123), the Western Australian Court of Arbitration resumed an inquiry which had been adjourned, to ascertain what change should be made in State basic wage rates. In its judgment of 7 December 1950† the Court decided that the basic wage should be increased by £1 (\$2) a week for adult males and by 15s. (\$1.50) a week for adult females. The rates in the metropolitan area then became £8 6s. 6d. (\$16.65) for adult males and £4 14s. 1d. (\$9.41) for adult females, operative from 18 December 1950. The unions' claim for a female basic wage equal to 75 per cent of the male rate instead of the existing 54 per cent was not granted, but it was intimated that the increase of 15s. (\$1.50) should not necessarily be regarded as the Court's final word on the subject.

As the result of a subsequent inquiry‡ the basic wage for adult females was increased from 1 December 1951 to 65 per cent of the corresponding male rate. This was subject to the condition that the increase in the basic wage should be offset by the reduction in or deletion of existing margins between the basic wage and the total wage specified by the appropriate award or determination.

Following the decision of the Commonwealth Court of Conciliation and Arbitration to discontinue quarterly adjustments (see page 124) the Western Australian Court of Arbitration exercised its discretionary power and, after reviewing the quarterly statements prepared by the Government Statistician for each quarter from the September quarter 1953 to the March quarter 1955, declined to make, where applicable, any adjustment to the basic wage. However, after reviewing the statement submitted by the Government Statistician for the quarter ended 30 June 1955 the Court decided to increase the basic wage for Perth by 5s. 11d. (59c) a week for adult males and to make corresponding increases for the other areas in the State. Subsequently, adjustments were made to the basic wage each quarter, except in February 1959 and February 1960 when no change was made.

In a decision issued on 30 January 1960 the Court, acting in recognition of agreement between representatives of unions and employers, increased the basic wage for adult females from 65 per cent to 75 per cent of the adult male rate.§ The increased rates were payable from the beginning of the first pay-period commencing on or after the above date. Simultaneously, various awards of, and agreements registered with, the Court were varied to provide that where margins for adult females were equal to or greater than the increase in the female basic wage they would be correspondingly reduced, and where they were less than the increase they would be deleted.

Amendments to the Industrial Arbitration Act, passed in 1963, became effective on 1 February 1964. The Act provided that the fixation and adjustment of the basic wage would be dealt with by the Commission in Court Session (three Commissioners) instead of the former Court of Arbitration.

In April 1964¶ the Commission, in exercising the same discretionary powers held by the former Court of Arbitration, unanimously increased the basic wage for adult males by 2s. 8d. (27c) a week for the metropolitan area and the rest of the South-West land division and 2s. 7d. (26c) a week for the Goldfields area and all other parts of the State.

The Commission on 22 July 1964 began a General Inquiry following union submissions for an increase of £2 12s. (\$5.20) in the basic wage for adult males. On 22 September 1964¶¶ the Commission announced its decision that the basic wage for the whole of the State would be £15 8s. (\$30.80) for adult males with appropriate rates for females, juniors and apprentices. This decision abolished the differential rates applying to different areas of the State which had operated since 1931. Subsequently, the Commission reduced the industry allowance in the goldmining industry awards from 30s. (\$3) to 22s. 6d. (\$2.25) a week.

* *Western Australian Industrial Gazette*, Vol. 27, p. 39. † 30 *W.A.I.G.*, p. 336. ‡ 36 *W.A.I.G.*, p. 497.
§ 40 *W.A.I.G.*, p. 61. ¶ 44 *W.A.I.G.*, p. 89. ¶¶ 44 *W.A.I.G.*, pp. 545-605.

The basic wage for the whole of the State was further increased eight times in the period October 1964 to October 1966, following the Commission's examination of movements in the Consumer Price Index.

A table showing the West Australian State basic wages for the Perth Metropolitan area from 1926 will be found in Section X of the Appendix.

(vii) *Tasmania*. A State basic wage is not declared in Tasmania. Under the *Wages Boards Act* 1920 as amended (to 1966), Wages Boards are constituted, for a number of industries, from representatives of employers and employees and an independent chairman (who is common to all Wages Boards), with power to determine the minimum rates of wage payable in each industry. Until February 1956 these Boards generally adopted the basic wages of the Commonwealth Court of Conciliation and Arbitration in determining the rates of wage to be paid.

Wages Boards have power to adjust wage rates in accordance with variations in the cost of living as indicated by retail price index numbers published by the Commonwealth Statistician and until November 1953 Wages Boards' determinations provided for automatic adjustments of the basic wage. Following the decision of the Commonwealth Court in September 1953 to discontinue the system of automatic quarterly adjustments of the basic wage, the Chairman of Wages Boards stated: 'I consider that the basic wage should remain stationary for a reasonable trial period but if a serious attempt is not made to stabilise prices and in some cases to reduce them, applications can be made for meetings of Wages Boards to reconsider the position.' Before Wages Boards met to consider this matter, the wage rates for all determinations were automatically adjusted upwards from the beginning of the first pay-period in November 1953. However, after meeting, all Wages Boards decided to delete the automatic adjustment clause from determinations as from 9 December 1953, and to cancel the adjustments made in November.

During 1955 representations were made for the restoration of automatic quarterly adjustments and, on 1 November 1955, at the conclusion of a compulsory conference of employer and employee representatives, the Chairman of Wages Boards announced that, in his opinion, automatic quarterly adjustments should be restored to Wages Boards' determinations. He suggested, however, that the adjustments should be delayed until February 1956 so that a serious attempt to reduce prices could be made during November, December and January. In accordance with this decision, Wages Boards met and reinserted in determinations the provision for automatic quarterly adjustments. The wage rate payable under Wages Boards' determinations from the first pay-period in February 1956 became that which would have been payable if quarterly adjustments had continued in the period under review.

Following the decision of the Commonwealth Court of Conciliation and Arbitration in the 1956 Basic Wage Inquiry (see page 125), the Employers' Federation requested that Wages Boards accept the Commonwealth basic wage and delete automatic adjustment provisions from their determinations. On 3 July 1956 the Chairman of Wages Boards issued a statement that he favoured the suspension of automatic adjustments in order to achieve some measure of stability. He added, however, that if prices continued to rise it would be necessary to review the position.

The majority of Wages Boards suspended quarterly basic wage adjustments after the August 1956 adjustment and to July 1959 wage rates remained unchanged. Following the decision of the Commonwealth Conciliation and Arbitration Commission in July 1961 to increase the basic wage (see page 128), Wages Boards met in July and August 1961 and incorporated the new rates in their determinations. During January 1961 Wages Boards adopted the Hobart basic wage as the uniform rate applicable throughout the State.

During 1962 a number of Wages Boards met and varied determinations by making provision for the automatic adjustment of the basic wage to conform to any change in the basic wage determined from time to time in awards of the Commonwealth Conciliation and Arbitration Commission.

A table in Section X of the Appendix sets out Hobart basic wage rates, which were generally adopted by Wages Boards in Tasmania.

(viii) *Rates Prescribed*. State basic wage rates for adult males and adult females are shown for a long period of years in Section X of the Appendix. See *Special note* on page 120.

6. Wage margins

Special note. The text in this section of the Labour Report refers to the position prior to the decision of the Commonwealth Conciliation and Arbitration Commission in June 1967 to eliminate basic wages and margins from its awards and to introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967. Total wages for adult males and adult females were increased by \$1 a week from the same date (see page 135).

1. General

Wage margins have been 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'.*

Marginal rates are determined by Commonwealth and State Industrial tribunals. In the Commonwealth jurisdiction, prior to 1954, the Commonwealth Court of Conciliation and Arbitration had not made any general determination in respect of wage margins, but general principles of marginal rate fixation had 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. Major determinations affecting margins were made in the Commonwealth jurisdiction in 1954, 1959, 1963, 1965 and 1966. The decisions of the Commonwealth Court and later the Commonwealth Conciliation and Arbitration Commission have generally been followed by State industrial tribunals in the determination of margins in State awards.

A summary of the Judgments of the Commission in 1954, 1959, 1963, 1965, 1966 and 1967 affecting margins is given in the following paragraphs.

2. Metal Trades Case 1954

The Amalgamated Engineering Union, the Electrical Trades Union and other employee organisations which were parties to the Metal Trades Award 1952 filed applications during 1953 for increased margins for all workers covered by this award.

The applications came on for hearing before J. M. Galvin, C.C., who decided that they raised matters of such importance that, in the public interest, they should be dealt with by the Commonwealth Court of Conciliation and Arbitration. On 16 September and 6 October 1953 the Conciliation Commissioner, pursuant to section 14A of the Conciliation and Arbitration Act, referred these applications to the Court.

The actual claims of the trade unions were that the marginal rate of 52s. (\$5.20) a week payable to a fitter in the metal trades should be increased to 80s. (\$8) a week (86s. [\$8.60] for certain electrical trades) with proportionate increases for other award occupations. The margins then current, with a few exceptions, had been in existence since 1947. The employees' claims were in the nature of a test case to determine the attitude of the Court to applications for increased margins.

The Metal Trades Employers' Association and other respondents to the Metal Trades Award had counter-claimed that existing margins for skilled tradesmen should remain unaltered, while those paid to partly skilled or unskilled workers should be reduced.

The Court decided to take the Commissioner's two references together and the matter came on for hearing before the Full Arbitration Court (Kelly C.J., Kirby, Dunphy and Morgan J.J.) in Melbourne on 13 October 1953.

In a judgment delivered on 25 February 1954 the Court held that a prima facie case had been made for a re-assessment of margins but that the economic situation at that time, particularly in regard to the level of costs, did not permit of such a comprehensive review. The Court decided that to avoid the creation of new disputes, to save expense and to obviate procedural difficulties, it would not reject the claims but adjourned them until 9 November 1954.

* *Commonwealth Arbitration Reports*, Vol. 80, p. 24.

On 25 and 26 August 1954 summonses were filed by the employees' organisations for orders that proceedings in this case be brought forward and the hearing was resumed on 5 October 1954.

In a judgment delivered on 5 November 1954* 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 two and a half times the amount of the margin that had been current in 1937. However, in cases in which the result of that calculation produced an amount less than the existing margin the existing margin was to remain unaltered. In effect, this decision increased the margin of a fitter from 52s. (\$5.20) to 75s. (\$7.50) a week, increased similarly margins of other skilled occupations, and made no increase in margins of what may generally be described as the unskilled or only slightly skilled occupations under the Metal Trades Award. The new rates operated from the beginning of the first pay-period commencing on or after 13 December 1954.

At the end of its judgment the Court stated that while its decision in this case related immediately to one particular industry, it was expected to afford general guidance to all authorities operating under the Conciliation and Arbitration Act, or under other legislation which provided for tribunals having power to make references, or being subject to appeal, to the Court, where the wage or salary may properly be regarded as containing a margin. The Court added observations for the guidance of these and of other tribunals 'which may regard decisions of this Court as of persuasive authority'. Further details were published in Labour Report No. 46, 1958, pages 101-108.

3. Margins Cases 1959

On 25 August 1959 the Commonwealth Conciliation and Arbitration Commission began considering a number of applications for increases in marginal rates. The Amalgamated Engineering Union and other employee organisations applied for increases in margins in Part I. of the Metal Trades Award. There were also applications by the Association of Architects, Engineers, Surveyors and Draughtsmen of Australia and the Federation of Scientific and Technical Workers for variation of the Metal Trades Award, Part II. and of the Aircraft Industry Award, Part II., by the Australian Bank Officials Association regarding the Bank Officials' Award and by the Australian Workers Union regarding the Gold and Metalliferous Mining Award. Finally there was an application by the Metal Trades Employers' Association and others to reduce rates in the Metal Trades Award. All these matters were references under section 34 of the Conciliation and Arbitration Act from the appropriate Commissioner.

During a debate as to whether these matters should be heard together it became apparent that the applicants in respect of Part II. of the Metal Trades and Aircraft Industry Awards and the Bank Officials' Award desired to ask only for an interim increase in margins at that stage. The employers submitted that the applicants should be required to submit their whole case. The Commission decided to hear all the matters together, permitting the applicants in these three cases to ask first for an interim decision, it being understood that those applicants would have to satisfy the Commission that a case had been made out for an interim increase.

On 27 November 1959† judgments were delivered in connection with two of the five cases before the Commission, namely, those concerning margins in the Metal Trades Award, Part I. and the Gold and Metalliferous Mining Award. This was done to avoid delay and to give parties to the other three cases the opportunity of making further submissions in the light of the decisions (and reasons for the decisions) in these two cases.

A summary of the Metal Trades Case, Part I., follows. Extensive extracts from the judgment were printed in Labour Report No. 49, pages 133-137.

Metal Trades Award, Part I. The unions sought to have restored the relativities within the marginal structure of the Metal Trades Award which existed prior to the Metal Trades Case 1954 (see para. 2, above). Their claim was for an increase in the margin of the fitter

* Commonwealth Arbitration Reports, Vol. 80, p. 3. † 92 C.A.R., p. 796.

from 52s. (\$5.20) to 134s. (\$13.40) a week and an increase of 157 per cent in the margins of other classifications. The employers counter-claimed for a reduction in margins of 15s. (\$1.50) a week.

The unions put broadly a case that in the proper fixation of margins the basic criteria were the market value at the time of the fixation of the wage and the economic capacity of the economy to pay the wages claimed and alleged that the 1954 Metal Trades decision had departed from these principles. They produced material to demonstrate the economic situation which would justify the increases asked for, and submitted that the true relativities in the Metal Trades Award should be those created by a combination of the 1947 Full Court decision and the second variation order made in 1947 by G. A. Mooney, C.C.*

The employers adopted the view that no case had been made out for any increase and that there should be wage reductions. They also supplied the Commission with economic material in support of their case that there was no capacity in the community to sustain increased margins and alternatively that any increased economic capacity which may have occurred since 1954 had been exhausted by basic wage fixations. As to relativities the employers submitted that the 1954 decision should be adhered to and should be carried to its logical conclusion so far as the lower paid classifications were concerned.

The Commonwealth Government intervened and not only submitted statistical material and an analysis of the economic situation but also assisted the Commission with an exposition of various factors proper to be taken into account in the fixation of margins. In particular the Commonwealth emphasised the desirability of flexibility in the workings of the arbitration system.

In the judgment delivered on 27 November 1959 the Commission rejected the employers' application to reduce wages under the Metal Trades Award and made an order re-assessing the marginal structure in the award by increasing the existing margins by 28 per cent., the amount of the increase being taken to the nearest 6d. (5c). The new margins applied from the beginning of the first full pay-period commencing in December 1959. The effect of this decision was to increase the margin of the fitter from 75s. (\$7.50) to 96s. (\$9.60) a week.

The Commission stated that, not having before it the question of work values, and having decided not to alter the 1954 relativities, the increases had been expressed as a percentage of current margins, but this was not to be taken as an endorsement of that method of fixing margins. The Commission also stated that the decision was based on the material placed before them and their general industrial knowledge which, in view of their functions under the Act, they thought proper to use. Both that material and that knowledge related to the Metal Trades industry and to the economy generally. The decision, however, related only to the Metal Trades Award. The Commission realised that on occasions in the past, margins fixed in the Metal Trades Award, and in particular the margin of the fitter, 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 as far as conciliation was concerned and, if arbitration was necessary, for the Commission however constituted.

Gold and Metalliferous Mining Award. Judgment was also delivered on 27 November 1959† in connection with the application for variation of margins in this award. The margin for the miner was increased from 30s. (\$3) to 42s. 6d. (\$4.25) a week from the beginning of the first full pay-period commencing in December 1959. Marginal claims for other classifications were referred back to the appropriate Commissioner for consideration. Subsequently, the parties to the award agreed that margins for all other classifications should be increased in the same proportion as the margin for the miner (i.e. by 41.7 per cent.). The Commissioner varied the award accordingly.

Metal Trades Award, Part II. and Aircraft Industry Award, Part II. On 11 December 1959‡ the Commission delivered a judgment granting a 20 per cent. interim increase in margins to graduates and diplomates in engineering or science, payable as from the beginning of the first full pay-period commencing in December 1959.

* *Commonwealth Arbitration Reports*, Vol. 59, p. 1272. † 92 C.A.R., p. 814. ‡ 93 C.A.R., p. 63.

Bank Officials' Award. On 11 December 1959* a 20 per cent. interim increase in margins was granted to officers in the 10th to 18th year of service inclusive and to accountants and managers, payable retrospectively as from 11 June 1959. Interim increases were not awarded to more junior officers, nor to females. Subsequently, the parties to the Bank Officials' Award met before a Senior Commissioner and a consent award was made giving final marginal increases to adult males and adult females and making adjustments to junior rates of pay.

4. Margins Case, 1963.

Following the conclusion of the 1963 Basic Wage Case, two benches of the Commonwealth Conciliation and Arbitration Commission commenced, on 5 February 1963, to hear applications by metal trades unions for increased margins and for three weeks annual leave (*see* p. 156). The two benches sat jointly for the convenience of the parties involved and were constituted as follows: margins case—Kirby *C.J.* (President), Moore and Ashburner *JJ.* and Commissioner Apsey; three weeks annual leave case—Kirby *C.J.* (President), Moore *J.* (Deputy President) and Commissioner Apsey. In their application, the claimant unions were supported by the Australian Workers Union, the High Council of Commonwealth Public Service Organisations, the Australian Council of Salaried and Professional Associations and certain affiliated organisations. The claim was opposed by the respondent employers who were supported in their opposition by the banks respondent to the Bank Officials' Award, and by members of the Australian Wool Growers and Graziers Council.

The unions' claim on margins was that the Commission restore, on an assessed basic wage, the relativities within the Metal Trades Award established in 1947 by what is known as the second Mooney formula. Taking £15 7s. (\$30.70) as the assessed basic wage (calculated as the 1947 basic wage adjusted to price changes since 1947) and applying the percentage 48.6, which the fitter's margin was of the 1947 basic wage, the unions arrived at a new marginal rate of £7 9s. (\$14.90) for a fitter, an increase of £2 13s. (\$5.30) on the current margin. This claim of £7 9s. (\$14.90) was 2.86 times the 1947 fitter's margin, and hence the unions sought to have all 1947 margins multiplied by 2.86. This claim was opposed by the employers who asked that any consideration of marginal increases be deferred for an unspecified time.

The Commonwealth Government intervened in the public interest and made submissions as to the approach to be adopted to marginal fixation generally, and to marginal fixation in the metal trades industry, as well as supplying information to the Commission about the economic situation and the government's assessment of it. The Commonwealth Government neither opposed nor supported the claim. The State of South Australia neither opposed nor supported the claim for marginal increases but did oppose any change in present relativities. The State of Queensland neither opposed nor supported the application for increases in margins but submitted certain information regarding possible effects in Queensland. The Commission declined to allow submissions aimed at showing what might happen in State awards if State industrial tribunals followed their past practices with respect to the Commission's decisions.

The order of the Commission was that the margins for adult males in the Metal Trades Award be increased by ten per cent, the increase to be calculated to the nearest shilling (10c) and to operate from the beginning of the first pay period to commence on and after 22 April 1963.

5. National Wage Cases 1965

A summary of the judgment of the Commonwealth Conciliation and Arbitration Commission in the above cases, in which marginal increases were granted, will be found in Basic Wages in Australia (*see* page 132).

6. Basic Wage, Margins and Total Wage Cases of 1966

The Commonwealth Conciliation and Arbitration Commission in its judgment of 8 July 1966 on margins deferred any general increase pending a report by Commissioner Winter on a work value investigation of classifications in the Metal Trades Award. Pending this report the Commission decided to grant some immediate relief to low wage earners by inserting a new provision in awards by which it was prescribed that no adult male employee should be paid, as a weekly wage for working the standard hours of work, an amount less

* *Commonwealth Arbitration Reports*, Vol. 93, p. 63.

than his appropriate basic wage rate plus \$3.75 a week. This decision operated as from the beginning of the first pay period to commence on or after 11 July 1966. For further particulars see pages 133 and 134.

7. Margins and Total Wage Cases of 1966 (Interim margins)

On 5 December 1966 the Commonwealth Conciliation and Arbitration Commission (Gallagher and Moore *JJ.* and Commissioner Winter) began hearing claims by trade unions for an interim increase in margins pending the final decision in these cases. (see Judgment of Reference Bench page 134). The hearing continued until 8 December 1966 when the Commission reserved its decision.

On 22 December 1966 the Commission by majority decision (Moore *J.* and Commissioner Winter, with Gallagher *J.* dissenting) awarded an interim increase in margins in the following terms:

'We would therefore add to each margin a percentage of the sum of that margin and the Six Capital Cities basic wage. The percentage will vary 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

'The increases awarded should be calculated to the nearest 10c provided that an increase of 5c should be taken to be an increase of 10c. This would result in the fitter receiving an increase of \$1.10, the process worker 40c, classification 291 [*other adult male employees with not less than 3 months' experience in the metal trades industry*] 30c, and the duster \$1.30. As to rates such as those contained in Divisions P, Q and R [*extra rates for leading hands, for tradesmen in large power houses, and for employees engaged on ship repairs*], or similar divisions or prescriptions, it is our intention that the percentage increase shall apply to the sum of the Six Capital Cities basic wage plus the margin for the appropriate classification, plus the additional sum of money payable under Divisions P, Q, R [*see above*] or similar divisions or prescriptions. It is not our intention that the percentage increase should be applied twice in the wage of any employee. The sum of all payments above the basic wage will decide the percentage area into which an employee's rate falls. It is our intention that, consistent with past practice and the expressed attitudes of the parties, the decision should, subject to special cases, be of general application in other industries in the federal jurisdiction. We observe that the formula would not affect an increase for an employee earning only the basic wage. This, however, is a margins decision and such a decision never affects such a worker.

'In view of the time of the year and the very great practical difficulties which would arise if our decision were made to operate immediately we consider that this increase should operate from the beginning of the first pay period to commence on or after 23rd January, 1967. We also consider that the form of the order should be settled by the Registrar with recourse to a member of the Commission'.

8. National Wage Cases 1967

In June 1967 the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from its awards. (see page 135).

Annual leave

1. General

The judgment delivered by the Commonwealth Court of Conciliation and Arbitration, in the Commercial Printing Case of 1936, granting one week's annual leave with full pay to employees in the industry, has usually been regarded as the first statement in the Commonwealth jurisdiction of the principles involved in deciding whether or not annual leave should be awarded. Over a period of time annual leave was introduced industry by industry when and if the Judge responsible for the industry considered it proper.

In 1945 the question of annual leave was before the Court* and the Court in its judgment set out what it considered to be the principles to be applied in all applications for an extension of the annual leave period to fourteen days. Alteration of particular awards was left to the discretion of the single judge who heard the application.

Further inquiries into annual leave have been conducted and a summary of the most recent inquiries is given below.

Annual leave for employees under the jurisdiction of State awards, etc. is subject to separate determination and a brief summary is given in paras. 3 to 8, pages 157 to 159.

At present the majority of employees in Australia receive at least three weeks annual leave.

2. Commonwealth

Since 1960, three inquiries have been held following union claims to increase paid annual leave from two to three weeks in Commonwealth awards. A report on these cases is given below.

(i) *Three Weeks Annual Leave Inquiry 1960*. Unions respondent to the Metal Trades Award applied to the Commonwealth Conciliation and Arbitration Commission on 18 July 1960 to vary the Award to provide three weeks paid annual leave instead of two weeks.

The application was opposed by employers, the State of Victoria and the Electricity Trust of South Australia. The State of Tasmania supported the application. The Commonwealth Government and the State of Queensland neither supported nor opposed the application, though the Commonwealth tendered statistical and economic information for the benefit of the Commission and the parties.

In its judgment of 14 December 1960 the Commission summarised the submissions made by the unions and the employers, and stated that the two economic factors considered most important were the export-import position and the state of employment. The Commission stated that it had decided to reject the application, but emphasised that its decision was not intended to apply to a situation where, for special reasons related to a particular industry, it may consider an amount of annual leave greater than two weeks to be justified.

Part of the conclusion of the Commission stated: 'We accordingly dismiss this application because of the present economic situation. In doing so we would again repeat what we have said earlier in this judgment that we do not consider that employees under Federal awards have yet achieved all the leisure which they should achieve. We have done no more than decide that the present is not an appropriate time in which to award an extra weeks paid leave'.†

For further particulars see Labour Report No. 49, pages 139-142.

(ii) *Three Weeks Annual Leave Inquiry 1962*. On 10 April 1962 the Commonwealth Conciliation and Arbitration Commission constituted by Kirby C.J. (President), Moore J. (Deputy President) and D. G. Apsley (Commissioner) commenced hearing an application by unions respondent to the Metal Trades Award for variation of the award to provide three weeks paid annual leave instead of two weeks.

Although the application was made in respect of the Metal Trades Award only, the unions made it clear that they wished the claim to be regarded as a test case which, if granted, would involve the inclusion in Federal awards generally of the basic standard of three weeks annual leave. The application was opposed by employers, the State of Victoria and the Electricity Trust of South Australia. New South Wales and Tasmania supported the application. The Commonwealth Government and the State of Queensland neither supported nor opposed the application, although the Commonwealth intervened in the public interest and made submissions on the state of the economy, as well as providing economic and statistical information for the benefit of the Commission and the parties.

* *Commonwealth Arbitration Reports*, Vol. 55, p. 595. † 96 C.A.R., p. 217.

The hearing was concluded on 2 May 1962 and on 30 May the Commission made the following announcement:

'We have given careful consideration to the submissions which have been made to us in this case. The applicant unions have asked that we consider the claim a general one, the result to be applied to Federal awards generally. This must result in greater caution on our part in deciding whether or not the application should succeed. Our present intention is that an increase to three weeks annual leave generally in secondary industry, subject to special cases, should be granted as soon as we are satisfied that the economy is in a position to cope with the effects of such an increase. However, there are two aspects of the economic arguments about which we are troubled and about which we consider it too early to make any firm decision. These are, firstly, whether our internal economy has sufficiently recovered from the recession of late 1961 and, if so, what is the likely rate of its recovery in the future and, secondly, the effect on Australia of success or failure of the application of the United Kingdom to enter the European Common Market. There have been developments in relation to the latter question since the hearing which both emphasise its importance and the lack of accurate information as to what is going to happen and the short and long term effect on Australia's economy.

'So that we may be able better to assess these matters we have decided to adjourn these proceedings until a date in February or March next which will be announced later when the parties and interveners will be able to make such further submissions on these two matters as they may desire.'

A brief summary of the case was given in Labour Report No. 51, 1964.

(iii) *Three Weeks Annual Leave Inquiry 1963*. On 5 February 1963 the Commonwealth Conciliation and Arbitration Commission constituted by Kirby C.J. (President), Moore J. (Deputy President) and Commissioner Apsey, commenced hearing an application, which had been adjourned from May 1962 (see (ii) above) to vary the Metal Trades Award, to provide three weeks paid annual leave, instead of two.

The hearing was continued during March and April 1963 jointly with the Metal Trades Margins case hearing (see page 153), and in its judgment on 18 April 1963 the Commission referred to the announcement it had made on 30 May 1962 as to the Commission's intention to grant a period of three weeks annual leave, when it was satisfied that the economy was in a position to cope with the effects of such an increase. 'In our view the Australian economy has recovered sufficiently from the recession of 1961 and its likely rate of recovery in the future is such as to enable us to grant three weeks annual leave. The second aspect of the economic arguments about which we were troubled has for the purposes of this decision been changed in a manner in which the problem has become no longer relevant. Therefore we see no reason why we should not implement our express intention of May last year to increase annual leave to three weeks generally in secondary industry, subject to special cases.'

The Commission then announced that the Metal Trades Award would be varied to produce the following result: 'A period of 21 consecutive days' leave shall be allowed to employees who have completed twelve months continuous service by or after 30th November 1963'.

Provision for proportionate leave for periods of employment of one month and over was made in respect of employment after 1 June 1963.

It was stated that the application of the new standard of annual leave for secondary industry in other Federal awards would be a matter for individual Commissioners upon proper application being made for variation.

In a decision given on 22 October 1963 the Commission, comprising Wright J. (Acting President), Moore J. (Deputy President) and Commissioner Winter, unanimously rejected an application by the Metal Trades Employers' Association and other employers' organisations firstly, for permission, at the employer's discretion, to require employees to take their annual leave in two periods of seven and fourteen days respectively; and secondly, that the

time after accrual, within which leave must be taken, should be extended to nine months when leave is taken in one period and twelve months when leave is taken in more than one period.

(iv) *Australian Territories.* Annual leave provisions for private employees covered by awards in the Northern Territory and the Australian Capital Territory are subject to the jurisdiction of the Commonwealth Conciliation and Arbitration Commission. (See paragraphs (i) to (iii) above.)

3. New South Wales

Employees in New South Wales in private industry, other than those covered by Federal awards, were granted three weeks annual leave by the Annual Holidays (Amendment) Act, 1958. In February 1964 the State Government granted its employees four weeks annual leave effective from 1 January 1964.

The Annual Holidays (Amendment) Act, 1964 assented to on 29 September 1964 provided that annual holiday pay for employees covered by provisions of the Annual Holidays Act, 1944-1964, would be calculated on the basis of the employee's ordinary pay and not on current award rates. The amending Act defined ordinary pay as including bonuses, commissions, etc., but as excluding shift work allowances, overtime or other penalty rates. The Act provided that a worker should receive notice of one month, instead of seven days, before proceeding on annual leave.

4. Victoria

Following the decision of the Commonwealth Conciliation and Arbitration Commission in May 1963 individual Wages Boards commenced to alter provisions of their determinations to grant employees an extra weeks leave. By September 1963 the majority of Boards had included three weeks annual leave in their determinations.

In December 1963 the Industrial Appeals Court upheld an appeal by employees against the determination of the Photographic Goods Board which stated that an employer may direct the workers or group of workers to take their annual leave in two periods of two consecutive weeks and one week, respectively. The President of the Court pointed out that the Commonwealth Conciliation and Arbitration Commission contemplated that employers might need to plan properly and far enough in advance to enable the appropriate adjustments to the new standard of leave to be made. The Court considered that it had been demonstrated during the year that the employer would be able to make these adjustments without the kind of hardship which the Commonwealth Commission contemplated would warrant exemption from the obligation to give three consecutive weeks leave.

5. Queensland.

In June 1963* the Full Bench of the Industrial Conciliation and Arbitration Commission granted an extra weeks annual leave to employees with twelve months continuous service on or after 30 November 1963. This move implemented a previous decision of the Commission in which it was decided, as a matter of policy, to grant increased leave to persons already enjoying two weeks leave.

The decision applied to day workers and non-continuous shift workers receiving two weeks leave; continuous shift workers receiving three weeks leave; and day workers and shift workers receiving additional leave in lieu of extra payment for working on statutory holidays. The order became effective as from 1 June 1963.

It was decided that the terms of the decision of the Commonwealth Conciliation and Arbitration Commission, as handed down in April 1963 (see page 156) were to apply to awards of the Industrial Conciliation and Arbitration Commission of Queensland with the exception that, in the State awards, *pro rata* payment for leave not taken at the termination of employment was to be expressed as hours per month. The Commission added that those industries or employers who felt that the condition of an industry warranted exemption or exclusion from such additional leave, should make an application showing justification for the exemption or exclusion as the onus rested upon that industry or employer to do so.

* Queensland Government Industrial Gazette Vol. 53, p. 473.

The decision did not apply to employees in primary industry, apart from the sugar industry, or those in western areas but by the end of March 1964 three weeks leave had been granted to these employees.

6. South Australia.

The Full Bench of the South Australian Industrial Court in May 1963 announced an increased standard of annual leave in the State, adopting the standard fixed by the Commonwealth Conciliation and Arbitration Commission (*see* page 156).

The Court pointed out that it had embraced three weeks as the general standard for annual leave for the time being. There would not be any automatic extension as the court would decide the application for each industry as it arose to ensure that comparable industrial justice would be applied to the various groups of employees in the State. The Court felt that the Commonwealth Commission's forecast regarding the future of the economy was not based entirely upon established facts but partly on a predicted economic trend for the near future. If that trend is not maintained the Court would, if application were made, be prepared, in a proper case to review the new standard of annual leave.

The Court, as a general indication as to its attitude, expressed the view that annual leave should be taken at a time fixed either by agreement or, if this is not possible, at a time fixed by the employer. The leave should be allowed in two parts and one part must be of at least two weeks duration. These, however, were factors which could vary from award to award and their determination would depend on the needs of the particular industry.

7. Western Australia.

Following a general inquiry concerning Annual Leave and Public Holidays, the Court of Arbitration in June 1963* adopted three weeks as the new standard for the normal period of annual leave in State awards, with four weeks for seven-day shift workers. The date of operation was the same as that decided by the Commonwealth Conciliation and Arbitration Commission (*see* page 156).

Existing awards and agreements which already provided annual leave in excess of the Court's standard were to be examined separately to ascertain whether special circumstances existed to justify leave greater than the normal standard.

The President of the Court in the reasons for his decision said that he was not convinced that the economic capacity of the State, and its economic capacity for the future, was less than that of the country as a whole.

In the inquiry the Government sought a reduction in the number of public holidays and a review of other conditions where these were more favourable than the Court's standard. Private employers opposed any increase in annual leave but, alternatively, submitted that, if there was to be an increase, then the new standard should be two weeks and four days per annum or the number of public holidays in each year should be reduced by one. Both these submissions were rejected and the standard number of public holidays was retained at ten with the provision that where an award provided for more than ten public holidays a year, that award, unless the union consented to a reduction to ten, would be excluded from the above order amending the annual leave provisions until it was established that special circumstances justified the continuance of the greater number of holidays.

In November 1963† the Court refused an application by employers for the right to split the annual leave into two parts since it decided to follow the decision of most other State tribunals and allow the additional leave in conformity with conditions similar to those prescribed by the Commonwealth Conciliation and Arbitration Commission. The right to split the leave would only be allowed by the Court in exceptional circumstances, unless all the parties concerned agreed to the inclusion of such a provision.

8. Tasmania

Following an amendment to the Wages Board Act in 1961, Wages Boards were permitted to grant employees up to three weeks paid recreational leave. In June 1962 the determination of the Ironmongers' Wages Board provided that the entitlement to annual leave, on and from

* *Western Australian Industrial Gazette*, Vol. 43, p. 392. † *Ibid.*, p. 1459.

1 January 1963, where the year of employment ended after 31 December 1962, would be fourteen consecutive days, together with a period during working hours equal to 3½ hours for each completed month of employment after 31 December 1962. Employees whose year of employment commenced after 31 December 1963 would be eligible for three weeks annual leave. Subsequently, other Wages Boards amended their determinations to provide for three weeks annual leave.

Generally, most Wages Boards adopted provisions to enable leave to be taken in one consecutive period within six months from the end of the preceding year of employment or, if the employer and employee agree, in two separate periods, the lesser of which shall be of not less than seven consecutive days.

Long service leave

1. General

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of the State industrial legislation and in Commonwealth and State awards, etc. In most cases thirteen weeks leave after fifteen years continuous service has been provided. A brief summary is given in the following paragraphs. The transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

2. Commonwealth.

(i) *General.* Until May 1964 the Commonwealth Conciliation and Arbitration Commission had not included provision for long service leave in its awards and had refrained from determining disputes relating to this subject except in the case of the Northern Territory and the Australian Capital Territory (*see* page 161). Consequently, till then, the provisions of the various State Acts relating to long service leave applied to workers covered by awards of the Commonwealth. The applicability of long service leave provisions under State law to workers under Commonwealth awards had been tested before the High Court and the Privy Council and such provisions had been held to be valid.

The Commission's position was set out in its decision, issued on 16 September 1959*, regarding disputes on the inclusion, in the Graphic Arts (Interim) Award, 1957, of provisions for long service leave. It stated that it should refrain, until further order, from determining the disputes so far as they concerned long service leave and that if, in future, the Commission decided that long service leave on a national basis was desirable, it was open to proceed to the making of an award on the matter.

Following notifications in February and March 1963 by employers in the graphic arts and metal trades industries of disputes regarding long service leave for employees in these industries, the Commission commenced to hear the matters on 4 April 1963. The trade unions submitted that nothing had happened to reverse the Commission's decision of 16 September 1959 hence no award should be made. The employers stated that the present application arose because the substantial uniformity of long service leave entitlements under the various State Acts, which existed at the time of the Commission's 1959 decision, no longer prevailed because of the amending New South Wales legislation granting thirteen weeks leave after fifteen years service. In a majority decision handed down on 6 June 1963 the Commission (Moore and Sweeney *JJ.*, Gallagher *J.* dissenting) rejected the unions' submission that it should refrain from making provisions for long service leave in its awards and decided that the matters should proceed to hearing.

The two cases were listed and called together on 29 August 1963 before the Commission as constituted by Wright *J.* (Acting President), Moore and Sweeney *JJ.* (Deputy Presidents). The unions asked for an adjournment to enable application to be made to the Acting President 'for an assembly of a Presidential Session of the Commission including, if possible, all the presidential members'. Alternatively, the unions asked for an adjournment to enable an application to be made to the High Court for a writ of mandamus to require the Acting President to hear the application. Both appeals were rejected and the Commission decided that the hearing of the two cases should proceed.

* *Commonwealth Arbitration Reports*, Vol. 92, pp. 566-571.

The applicant employers completed submissions for an award prescribing leave on the basis of a 'national code' which provided thirteen weeks leave after completion of twenty years service with the one employer, and six and a half weeks on completion of each succeeding ten years service thereafter.

The New South Wales Government intervened and submitted that the Commission should do nothing which would reverse the standard of long service leave in that State nor make itself a barrier to the operation, on a State wide basis, of State legislation. It was stated that should the Commission make an award embodying a lower standard than that in New South Wales and extend it to that State, there would, in consequence, be considerable industrial unrest. The New South Wales Government asked for exemption of workers in the State from any award of long service leave that the Commission may make or, failing this, the adoption of the New South Wales standard.

The Tasmanian Government also intervened and stated that any award made should be in terms as would direct compliance with provisions operating from time to time under State law in the several States and/or long service leave provisions operating under Tasmanian law should apply, or in the event of making an award in any other terms, Tasmania should be exempted.

The trade unions sought, by an action in the High Court, to prohibit the Commission from proceeding to a settlement of the disputes in the two industries but they were unsuccessful.

Matters relating to long service leave in respect to other Commonwealth awards were stood over pending the completion of the hearing of the graphic arts and metal trades cases.

On 11 May 1964* the Full Bench of the Commonwealth Conciliation and Arbitration Commission, announced its decision and the main points are set out below.

Long service leave entitlement would be calculated on the basis of thirteen weeks for twenty years of unbroken employment, in respect of employment before 11 May 1964 (or in New South Wales, 1 April 1963) and at the rate of thirteen weeks for fifteen years in respect of service after 11 May 1964 (or in New South Wales, 1 April 1963). After further periods of ten years employees would be entitled to an additional *pro rata* period of leave calculated on the same basis. Those employees who completed an unbroken contract of employment of ten years but less than fifteen years and whose employment was terminated by death, or by the employer for any cause other than serious and wilful misconduct, or by the employee on account of illness, incapacity or domestic or other pressing necessity, would be entitled to *pro rata* payment.

Exemptions obtained by employers under State legislation, except in South Australia, would continue, pending further order of the Commission. Any long service leave allowed, or payment in lieu thereof made, before 11 May 1964 under a State law or long service leave scheme would be taken into account for the purpose of these awards.

The rate of payment while on leave would be the current award rates applicable at the date on which the employee commenced leave. This rate, however, would be subject to basic wage changes and marginal adjustments which occurred during the leave period. The position of piece-workers and part-time and casual workers was reserved for further consideration.

The leave is to be taken after twenty-eight days notice by the employer in one continuous period, or, if the employer and the employee agree, in not more than three separate periods for the first thirteen weeks entitlement and in not more than two separate periods for any subsequent entitlement. Employees on long service leave were not to engage in any employment for hire or reward with other employers respondents to the awards, and employers under the awards were not to employ any such employees who are known to be on leave.

Contracts of employment cannot be terminated by the employer to avoid leave obligations imposed by the awards or through a slackness of trade if the employee is re-employed within six months, or for any other reason if the worker is re-employed within two months. Interruption or termination of employment arising directly or indirectly from

* Commonwealth Arbitration Reports, Vol. 106, p. 421.

an industrial dispute would be deemed as not breaking continuity of employment, provided the employee returned to work in accordance with the settlement terms of the dispute but the period of absence from duty would not count for long service leave purposes. Apprentices who entered into a contract of employment within a period of twelve months after the completion of an apprenticeship with the employer may include the period of apprenticeship in their entitlement to long service leave from that employer. Service with the Commonwealth armed forces or the Civil Construction Corps established under the *National Security Act 1939-1946* would be counted as employment with the employer by whom the employee was last employed prior to service with either of these forces.

In its judgment the Commission made the following observations: 'In approaching the problem of deciding the form of long service leave in these awards we have carefully considered the provisions of the existing State Acts, and in South Australia the terms of the agreement. However our responsibility is not to be discharged by adopting the standards of a particular State Act, but rather by seeking to formulate long service leave provisions for these two industries which will, in our judgment, do justice between employer and employee'.*

'It seems to us the decision as to the number of qualifying years must ultimately be an act of judgment, made without the benefit of any earlier arbitral precedent, and in a field where the existing standards are based on legislation or upon industrial agreements. In all the circumstances we consider that we should prescribe a period of 15 years as a sufficient period to require an employee to work for one employer in order to qualify'.†

On 23 November 1964 several unions applied to the Commonwealth Conciliation and Arbitration Commission for cancellation of the long service leave provisions of the Graphic Arts and Metal Trades awards. On 3 December 1964‡ the Full Bench of the Commission dismissed the unions' application.

In December 1964 several employer organisations in the graphic arts and metal trade industries applied for orders varying the provisions of the long service leave awards in these industries to make them applicable to all their employees whether or not they were members of those trade unions respondent to the awards. The applications were opposed by the unions on the ground that the Commission had no jurisdiction to make such an order for non-unionists. In its judgment of 23 December 1964 the Commission unanimously agreed that these awards should be varied to extend long service leave to all employees.

On 23 December 1964 the Commission also announced other variations in the long service leave provisions of the Metal Trades and Graphic Arts awards. An employer would not be required to grant an employee long service leave until the amount of leave to which he was entitled equalled thirteen weeks in respect of the first period of entitlement and eight and two-thirds weeks in respect of any subsequent period of entitlement. The term 'thirteen weeks' was substituted for the words 'three months' in accordance with the Commission's decision of May 1964. These variations came into effect on and from 1 December 1964.

On 24 November 1964 the Commission also awarded long service leave to employees in other industries. These awards operated from 1 December 1964 and were similar in scope to those mentioned above.

(ii) *Australian Territories*. Long service leave codes for employees covered by Northern Territory and Australian Capital Territory awards were originally prescribed on 4 December 1961 by the Commonwealth Conciliation and Arbitration Commission in Presidential Session. The Commission decided that employees should be granted three months long service leave after twenty years service with one employer, even if part of this service was outside the Territory. In addition, the Australian Capital Territory code prescribed that employees presently employed might 'go back for a period of 25 years in regard to the calculation of their present or future entitlement of long service leave'.§ In December 1964 the Commission amended the majority of awards covering employees in the Northern Territory and the Australian Capital Territory by granting long service leave on the basis of thirteen weeks after fifteen years service. In August 1965 a number of those awards were made a common rule in these Territories.

* *Commonwealth Arbitration Reports*, Vol. 106, p. 429. † *Ibid.*, p. 433. ‡ 108 C.A.R., p. 740. § 98 C.A.R., p. 703.

(iii) *Stevedoring Industry*. The *Stevedoring Industry Act 1962* which came into force on 19 November 1962 amended the *Stevedoring Industry Act 1956-1961* (see Labour Report No. 49, page 145) by extending the eligibility and qualifying periods of the long service leave provisions of the Act. No changes were made to the entitlement for long service leave which remained at thirteen weeks after twenty years qualifying service and six and a half weeks for each subsequent ten years qualifying service.

The *Stevedoring Industry Act 1966* which came into operation on 29 October 1966 amends the *Stevedoring Industry Act 1956-1965* respecting long service leave for registered waterside workers. The period of qualifying service for an entitlement to leave is reduced from twenty to fifteen years. As before, there is a further entitlement upon completion of each subsequent ten years qualifying service. The number of days in a waterside worker's entitlement is calculated on the basis of one day for each eighty qualifying days in his qualifying service before 1 January 1966, one day for each sixty after 31 December 1965, and, commencing January 1966, one twenty-sixth of a day for each twelve consecutive working days at the port at which he is registered if each of the twelve is a qualifying day for him. In the main, a waterside worker's qualifying days are days on which he works or makes himself available for work or is absent on a specified ground and, subject to specified exceptions, his qualifying service is the period of his continuous registration as a waterside worker. The maximum entitlement upon completion of fifteen years qualifying service is fifteen weeks and three days. Other provisions enable a registered waterside worker who before the commencement of the amending Act had completed more than fifteen but less than twenty years qualifying service, upon completion of twenty years qualifying service, to take the thirteen weeks leave to which he would be entitled if the former provisions remained in force. The amount by which thirteen weeks exceeds the amount to which, in the absence of this special provision, he would be entitled under the new provisions is to be deducted from his next entitlement.

3. New South Wales.

Long service leave was first introduced for the majority of workers by the Industrial Arbitration (Amendment) Act, 1951, which provided such leave for workers under State awards. This Act was replaced by the Long Service Leave Act, 1955, which extended the benefits to any worker within the State. Leave provided for was three months for twenty years continuous service with the same employer.

In 1963 the Long Service Leave Act, 1955 was amended by the Long Service Leave (Amendment) Act, 1963 which took effect from 1 April 1963. The provisions of the Act apply to workers in the whole State with the exception of those employed in the Public Service or in certain Government undertakings as these were already receiving long service leave benefits either on more favourable terms or under another Act.

Under the amended Act the term 'ordinary time rate of pay' (i.e. the rate of pay for which employees were to be paid for their long service leave) was defined to exclude payments for shift work, overtime and other penalty rates. Bonus, incentive, or other similar payments received in the twelve months immediately preceding the taking of long service leave are to be apportioned on a weekly basis and added to the ordinary weekly rate of pay. If remuneration is partly or wholly by other than a fixed ordinary time rate of pay, an average ordinary weekly rate is to be calculated for the period actually worked in the preceding twelve months.

The Act amended the qualifying period for long service leave from twenty to fifteen years. It also provided that those employees who have completed (a) at least ten years but less than fifteen years service and whose services are terminated for any reason; or (b) a minimum of five years service as an adult and whose services are terminated by the employer for any reason, or by the employee through illness, incapacity, or domestic or other pressing necessity, or by death of the employee, are eligible for payment for long service leave on the *pro-rata* basis of three months for fifteen years service. The term 'service as an adult' is defined as meaning service with an employer during which the employee received a rate of pay either (a) not less than the lowest rates fixed under an award or industrial agreement for an adult male or female in the same trade, classification of calling as the worker; or (b) a

rate of pay not less than the rate prescribed by the award for a journeyman in the same trade, classification or calling; or (c) if no award or calling covers the occupation, then the period of service with the employer on and from the age of twenty-one years.

For workers whose service with an employer began before this amending Act and who were entitled to long service leave, the amount of such leave was to be the sum of the amounts calculated on the old (1955 Act) and the new (1963 Act) bases according to periods of service before and as from the commencement of the 1963 Act.

Workers on completing their apprenticeship with an employer, were now allowed twelve months, instead of six, to enter into a contract of employment with the employer and the period of apprenticeship is to be included for the purposes of determining period of service with that employer.

Previously, employers had been granted exemptions by the Industrial Commission of New South Wales from the long service leave provisions of the 1955 Act on the understanding that they grant workers benefits in the nature of long service leave under a scheme which would not place workers in a less favourable position than that specified in the Act. As from 1 April 1964 no such exemptions would be granted unless long service leave is provided in the scheme. To enable the review of exemptions under the former Act the Industrial Commission, either on its own motion or that of an industrial union of employers or employees, or an employer concerned, would review the terms of any exemptions previously granted and if the benefits under the scheme, the subject of the exemption, were not as favourable as those specified in the amending legislation, or if it was no longer in the best interests of the workers concerned that the exemption should continue, then the Commission may—(i) vary either the terms of the exemption or any conditions necessary for the granting of the exemption; or (ii) revoke the exemption.

The Long Service Leave (Metalliferous Mining Industry) Act, 1963 was assented to on 13 December 1963 and came into operation on 1 January 1964. The object of the Act was to confer on certain workers in the metalliferous mining industry the right to three months long service leave after ten years service. The Act stated that a worker covered by its provisions would not be eligible to entitlements under the Long Service Leave Act, 1955–1963.

Workers' entitlement to long service leave under the Act would be on the basis of three months for twenty years for service prior to the commencement of the Act and three months for ten years for service thereafter. The remaining provisions of the Act substantially followed provisions of the Long Service Leave Act, 1955–1963.

4. 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 being subsequently incorporated in the Labour and Industry Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Labour and Industry (Long Service Leave) Act* 1964, assented to on 15 December 1964, amended the provisions of the *Labour and Industry Act* 1958 as amended (to 1963) by providing long service leave on the basis of thirteen weeks after fifteen years' continuous service. The Act became effective from 1 January 1965.

On the completion of fifteen years of continuous service (previously twenty) an employee is entitled to thirteen weeks long service leave on ordinary pay. Further periods of five years service give the employee four and a third weeks leave (previously three and a quarter weeks). Employees who have completed more than fifteen years continuous service and whose employment is terminated for any reason (other than by death), are entitled to leave equal to one-sixtieth of the period of continuous employment (previously one-eightieth). Payment in lieu of long service leave on the death of an employee is made to his personal representative. Termination of employment for the following reasons means an entitlement to leave equal to one-sixtieth of the period of continuous employment for employees who have completed at least ten years' continuous service—firstly, by the employer on grounds other than serious

and wilful misconduct, and, secondly by the employee on account of illness, incapacity, or domestic or any other pressing necessity, where the illness, incapacity or necessity is of such a nature as to justify the termination of employment.

Periods of employment before 1 January 1965 are counted at only three-quarters of their face value in calculating years for entitlement.

Prior to the amending Act leave could be taken in one period or, by agreement between the employer and the employee, in two periods. The amending legislation provided that the first period of leave may, by agreement, be taken in two or three separate periods and any subsequent leave in two separate periods.

Following amendment to the Public Service Act in May 1964, public servants became entitled to four and a half months long service leave after fifteen years service (instead of six months after twenty years).

5. Queensland

In 1952 the Industrial Conciliation and Arbitration Act was amended to include long service leave provisions for employees within the jurisdiction of the Industrial Court, and the Act was amended again in 1955 to extend these provisions to any employee in respect of whose employment there was not in force an award or industrial agreement under the Act and to seasonal workers in sugar mills and meat works. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Payment for leave was prescribed as the rate of pay received at the time of leave.

'The Industrial Conciliation and Arbitration Acts Amendment Act of 1964', amended the long service leave provisions of 'The Industrial Conciliation and Arbitration Acts, 1961 to 1963'. Under the amended provisions, which operated on and from 11 May 1964, employees are entitled to thirteen weeks leave after fifteen years continuous service. Employees who completed at least ten years service and whose services were terminated either by the employee or the employer, for any cause other than serious misconduct, are entitled to leave on a *pro-rata* basis. Subsequent periods of leave, after the first period of thirteen weeks, became due on the completion of further periods of fifteen years service. An employee who, after completing fifteen years service, continues serving a further five years and whose employment is terminated, either by himself or by an employer, for any cause other than serious misconduct, is eligible for a further amount of leave on a proportionate basis.

6. South Australia

The Long Service Leave Act, 1957 prescribes long service leave for employees of seven consecutive days in the eighth and in each subsequent year of continuous service. However, it exempts employers who are bound by awards, or registered agreements which provide for long service leave, from its provisions. An employer is also exempt if he is a party to a long service leave scheme which is not less favourable to his workers than the provisions of the Act. Since 1957 many industrial agreements have been entered into which provide long service leave.

On 19 April 1966, The Shop Assistants and Warehouse Employees' Federation of Australia, S.A. Branch, obtained an award from the State Industrial Court for long service leave to operate from 25 February 1966. The award provides thirteen weeks long service leave in respect of fifteen years completed service and eight and two thirds weeks in respect of each ten years service since the employee last became entitled to long service leave (for service after 1 January 1966). Where an employee has completed at least ten but less than fifteen years service and his employment is terminated by the employer for reasons other than for serious and wilful misconduct or the employee lawfully terminates his contract of service or it is terminated by the death of the employee, the award provides a proportionate payment on the basis of thirteen weeks for fifteen years service.

On 13 September 1966 the Full Bench of the Industrial Commission of South Australia varied one of the principal industrial agreements, covering at least seventy industries, made between the South Australian Chamber of Manufactures and other organisations: Long Service Leave Agreement No. 20. The variation order provided, *inter alia*, for thirteen weeks long service leave in respect of fifteen years service and eight and two thirds weeks long service leave for each subsequent ten years service. The period of service to entitle an employee

to *pro rata* long service leave is ten years where his services are terminated by the employer for reasons other than serious and wilful misconduct or by the employee on account of illness or other pressing necessity or by the employee's death. The date from which the new rate of long service leave was calculated was 1 January 1966.

On 7 November 1966, the South Australian Chamber of Manufactures sought to have the State Industrial Commission prescribe long service leave conditions by award. As the State Parliament was then currently considering a private member's Bill to repeal the Long Service Leave Act, 1957, and to replace it with a new Act which contained entitlements similar to those included in the Metal Trades and other Federal awards, the Commission decided to adjourn the applications to May 1967.

7. Western Australia

The Long Service Leave Act was passed in 1958, but did not apply to employees whose conditions of work were regulated under the Western Australian Industrial Arbitration Act. The Court of Arbitration of Western Australia, in an order dated 1 April 1958,* incorporated, in most of the awards and agreements within its jurisdiction, provisions similar to those in the Long Service Leave Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

A general inquiry into long service leave, public holidays, annual leave and hours was held by the Court in 1961. In its judgment, delivered on 5 May 1961,† the Court rejected the major claims by the parties relating to long service leave. However, it deleted a sub-clause of the 1958 Order which entitled an employer to offset any payment in respect of long service leave under the Order against any payment by him to any long service leave scheme, superannuation scheme, pension scheme, retiring allowance scheme, provident fund or the like or under any combination thereof operative at 1 April 1958.

On 23 September 1964 the Western Australian Industrial Commission in Court Session, by agreement, varied the Printing (Newspapers) Award to provide thirteen weeks long service leave after fifteen years, with eight and two-thirds weeks after further periods of ten years service. The order became effective from 1 October 1964. Employees who have completed at least ten years service are entitled to *pro-rata* leave if their employment was terminated either by (i) death; (ii) the employer for any reason other than serious misconduct; or (iii) the worker on account of sickness, injury, or domestic or other pressing necessity. Workers whose service commenced before 1 October 1964 are entitled to leave calculated on the basis of thirteen weeks after twenty years for service before 1 October 1964 and, for service commencing on or after 1 October 1964 on the basis of thirteen weeks after fifteen years service. Payment for the period of leave is the ordinary rate applicable to the worker as prescribed by the award. In the case of casual and part-time workers, payment is the ordinary time rate for the number of hours usually worked up to, but not exceeding, the prescribed standard. The rate of pay does not include shift premiums, overtime, bonuses, or piece or bonus work, or any system of payment by results. The worker is to receive at least one month's notice of the date from which the leave is to be taken. Workers must not, while on leave, engage in any employment for hire or reward or they will lose their entitlement to payment for leave.

A Special Board of Reference was constituted to hear and determine any disputes or matters arising under the award. On 29 September the Commission amended the long service leave provisions of the majority of awards and agreements to incorporate the above provisions.

Long service leave on the same terms as the above provisions was incorporated in the *Long Service Leave Amendment Act (No. 2)*, 1964, assented to on 12 November 1964. Exemption from the provisions of the Act previously granted to employers may, from time to time, be added to, varied or revoked by a Board of Reference in order to ensure that the long service leave scheme remains more favourable than the benefits prescribed under the legislation. The provisions of the Act, granting employers the right to offset any payment in respect of long service leave by contributions to any scheme for long service, superannuation, pension, retiring allowance or provident fund, were repealed. Appeals against determinations of a Board of Reference would be heard by the Western Australian Industrial Commission in Court Session.

* *Western Australian Industrial Gazette*, Vol. 38, p. 261.

† 41 *W.A.I.G.*, p. 355.

8. Tasmania

The *Long Service Leave Act* 1956 provided for thirteen weeks leave for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Long Service Leave Act* 1964, assented to on 17 December 1964 provided long service leave of thirteen weeks in respect of the first fifteen years continuous employment and eight and two-thirds weeks for every additional ten years continuous employment. On termination of employment a further *pro-rata* period of leave is granted, calculated from the date of the last accrual of entitlement. Employees who have completed at least ten years service and whose services are terminated either by the employer for any reason other than serious and wilful misconduct or by the employee on account of illness, incapacity, or domestic or other pressing necessity, are eligible for leave on a proportionate basis. Periods of service before 17 December 1964 are calculated on the old basis (i.e. thirteen weeks after twenty years service).

Employees on leave are paid the rate received at the commencement of the long service leave, adjusted for any variations in the rate of pay which occur while the employee is on leave.

The amending legislation provided that exemptions from the Act would not be granted unless the scheme provided for the granting of long service leave. Exemptions already granted could be cancelled or amended by the Chief Inspector.

Child endowment in Australia

In June 1927 the Commonwealth Government called a conference of State Premiers to consider a national scheme of child endowment. After discussion, the matter was referred to a Royal Commission appointed by the Commonwealth Government.

The Commission submitted its report in December 1928. The findings and recommendations were given in Labour Report No. 19.

At a conference of Commonwealth and State Ministers held in May 1929 the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme financed entirely from the proceeds of taxation. It agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment.

It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with by the State Governments.

In 1941 the Commonwealth Government introduced a scheme of child endowment throughout Australia. Appropriate steps were then taken for the termination of existing schemes operating in New South Wales and the Commonwealth Public Service. The New South Wales system of child endowment operated from July 1927 to July 1941 and the Commonwealth Public Service system from November 1920 until July 1941. Details of these Schemes appeared in earlier issues of the Labour Report (*see* No. 36, page 103).

From 1 July 1941 when the Commonwealth Child Endowment scheme was introduced, the rate of endowment for children under 16 years of age was 5s. (50c) a week for each child in excess of one in a family and for each child in an approved institution. The rate was increased to 7s. 6d. (75c) a week from 26 June 1945 and to 10s. (\$1) a week from 9 November 1948. Endowment for the first child under 16 years in a family was first provided for by an amendment of the legislation in June, 1950. Endowment for full-time student children and increased rates for third and subsequent children were introduced in January 1964. At present the main features of the scheme are as follows.

Any person who is a resident of Australia and has the custody, care and control of one or more children under the age of 16 years or, of student children over 16 years but under 21 years, who are not in employment or engaged in work on their own account, or an approved

institution of which children are inmates, is qualified to receive an endowment in respect of each child. There are provisions to meet cases of families divided because of divorce, separation, unemployment or death of a parent. In such cases payment may be made to the father, mother or another person. There is no means test.

Since January 1964 the rates are:

- (a) first or only child under 16 years in a family, 5s. (50c) a week;
- (b) second child under 16 years in a family, 10s. (\$1) a week;
- (c) third or subsequent children under 16 years in a family, children in an approved institution, full-time student children between 16 and 21 years, 15s. (\$1.50) a week.

There is a twelve months residential requirement for claimants and children who were not born in Australia, but this is waived if the Department of Social Services is satisfied that the claimant and the child are likely to remain permanently in Australia.

Under certain conditions endowment may be paid to Australians who are temporarily absent overseas. Endowment is payable to Aborigines unless they are nomadic or primitive.

Endowment is paid for the children of members of the naval, military or air forces of the United Kingdom who are serving with the Australian Forces from the time of arrival of the children in Australia.

A summary of the operations of this scheme during each of the years 1961-62 to 1965-66 is given below.

CHILD ENDOWMENT: AUSTRALIA

Particulars	At 30 June—				
	1962	1963	1964	1965	1966
Children under 16 years—					
Endowed families—					
No. of claims	1,523,074	1,535,388	1,555,630	1,582,801	1,610,490
No. of children	3,395,449	3,432,166	3,484,008	3,546,040	3,593,933
Approved institutions—					
No. of institutions	479	497	502	490	488
No. of children	24,685	25,454	26,107	26,255	25,287
Student children(a)—					
Endowed families—					
No. of claims . . . . .	..	..	113,062	128,641	132,900
No. of children . . . . .	..	..	120,697	138,006	143,077
Approved institutions—					
No. of institutions . . . . .	..	..	53	104	88
No. of children . . . . .	..	..	235	315	349
Total endowed children	3,420,134	3,457,620	3,631,047	3,710,616	3,762,646
Amount paid to endowees and institutions(b)					
Children under 16 years . . . \$'000	132,755	135,421	(c) 164,899	162,870	165,044
Student children \$'000	..	..	3,860	9,960	11,389
Annual liability—					
Children under 16 years . . . \$'000	138,247	139,876	166,333	169,276	171,101
Student children \$'000	..	..	9,433	10,789	11,187
Average annual rate of endowment per endowed family—					
Children under 16 years \$	89 93	90 24	105 61	105 65	105 017
Student children . . . . . \$	..	..	83 27	83 68	83 97
Average number of endowed children per endowed family—					
Children under 16 years	2 229	2 235	2 240	2 240	2 232
Student children . . . . .	..	..	1 068	1 073	1 077
Number of endowed children in each 10,000 of population—					
Children under 16 years	3,195	3,167	3,152	3,144	3,136
Student children . . . . .	..	..	109	122	124

(a) The Commonwealth commenced to pay endowment for student children, aged 16 to 21 years, from 14 January, 1964. (b) Year ended 30 June. (c) Expenditure for this year includes five twelve-weekly payments instead of the usual four twelve-weekly payments for endowments paid to the credit of bank accounts.