

## INCOME, EARNINGS AND HOURS

### INCOME DISTRIBUTION, 1973-74

In November 1974 a survey based on the quarterly population survey (see page 13), was conducted throughout Australia in order to obtain information about the distribution of individual and family income within Australia. Results of the survey appear in *Income Distribution 1973-74*; Part 1 (Reference No. 17.6) and Part 2 (Reference No. 17.8). Part 1 relates to individuals and Part 2 to families. Some further tables, e.g. on income units, are available on request.

Questions were asked in respect of each person aged 15 years or over in the sample on the amount of income received in the year ended 30 June 1974 from each of the following sources: (1) money wages or salary (gross income); (2) own business, trade or profession (net income); (3) share in partnership (net income); (4) government social service benefits; (5) superannuation or annuity; (6) interest, dividends, rent, etc.; (7) other sources, e.g. trust or will, maintenance or alimony.

The following points should be kept in mind in interpreting the results:

- (i) For the purposes of the survey, income was defined to include (a) all income received while living in Australia, including income received from an overseas source and (b) all income received from an Australian source while living overseas.
- (ii) A person included in the survey in November 1974 who had lived outside Australia for the whole of 1973-74 was not asked the income questions. A person who had arrived in Australia towards the end of the reference year would have been recorded as receiving little or no income in Australia.
- (iii) The income received by a family or a person does not necessarily reflect the standard of living of that family or person. For example, although alimony and maintenance payments were counted as income, gifts or donations such as might be made by relatives who were not members of the household were not included, even though such gifts or donations may have been the sole means of support. No account was taken of the possible run-down of assets accumulated in the past.
- (iv) Some individuals may have received no income in 1973-74; they may, for example, have been at school or university. In such cases individual income would have been recorded as nil.
- (v) For couples who had married in the period July to November 1974, family income would have been recorded, where applicable, as the sum of the two individual incomes.

- (vi) Family income does not include amounts received by persons who were members of the family during all or part of the year 1973-74 if these persons had died during or after the financial year or no longer resided with the family at the time of the survey.

#### Definitions

*Earned income* is income from wages or salary, income from own business, trade or profession and income from a share in a partnership, or the sum of any of these components. Recipients of earned income are referred to as "income earners" as distinct from the all-inclusive term "income recipients", which refers to persons who received income from any source.

*Family income* is the sum of the incomes received from all sources by all members of the family for whom particulars of income were obtained.

*Median income* is the amount which divides the distribution into two equal groups, one having incomes above the median and the other having incomes below it. Linear interpolation was used within the class interval in which the median fell.

*Mean (or average) income* is the amount obtained by dividing the total income of a group by the number of units in that group.

A *family* was generally defined to consist of two or more persons living in the same household, including the head of the family and spouse, if any, and any person or persons having any of the following relationships to the head or spouse:

- (i) son or daughter of any age, if unmarried and not accompanied by children of his or her own.
- (ii) brother or sister 15 years of age or over, if unmarried and not accompanied by children of his or her own
- (iii) grandchild, if unmarried and not accompanied by either of his or her parents, nor by children of his or her own.
- (iv) ancestor, if not married and not accompanied by children under 15 years of age of his or her own; or
- (v) any child under 15 years of age not accompanied by a parent, unless the child was related to some person in a second family in the household.

Where the spouse of the person interviewed was in the defence forces or in an institution his or her income for the year 1973-74 was included in family income and he or she was counted as a family member.

The following points should be noted in relation to the definition of a family in the previous paragraph: (i) the term 'relationship' includes relationships by blood, marriage or adoption; (ii) the marriage relationship includes legal and de facto relationships; and (iii) widowed and divorced persons are considered to be not married. A family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife.

*Full-year, full-time workers* are those who had worked in Australia for at least 50 weeks during the year 1973-74 and had been engaged mostly in full-time work, defined as work occupying 35 hours or more per week. A person who had worked for 26 weeks full-time and for 24 weeks part-time would have been classified as a full-time worker; however, it should be noted that most persons who work for a full year engage in either full-time or part-time work, but not in both.

*Post-school qualifications* comprise degrees and post-graduate diplomas from Universities and Colleges of Advanced Education (shown as degree level), tertiary qualifications other than degrees and post-graduate diplomas (shown as non-degree tertiary level), technician level, trade level and other qualifications. Apart from degrees and post-graduate diplomas, the levels were determined as follows:

*Non-degree tertiary* is a level relating to qualifications obtained following substantial advanced study beyond matriculation, conferred by institutions and professional associations, e.g. Associate of Australian Society of Accountants, Diploma in Business Studies, Teaching Certificate, Diploma of Engineering.

*Technician* is a level which requires theoretical knowledge, as well as practical skills, e.g.

wool-classing or nursing. Certificates issued by technical colleges following periods of 4 or 5 years part-time study after passing intermediate or final secondary school examinations are classified as 'technician'.

*Trade* is formal recognition of competence in a skilled manual occupation which is usually obtained through an apprenticeship and satisfactory progress in part-time studies concurrently with practical training (e.g. plumber, fitter, compositor, carpenter, hairdresser).

*Other* refers to those qualifications which could not be classified to any of the above levels. Most of these relate to short specialised courses in such fields as typewriting and shorthand, farm book-keeping, dressmaking and automotive maintenance.

The rise in incomes since the year 1973-74 has been considerable. However, the findings of the survey with regard to dispersion and relativity between different sources, different age groups and groups with different qualifications are still valuable. As a measure of the rise, average weekly earnings per employed male unit (a series which refers only to employees and which is published quarterly in a mimeographed statement, (Reference No. 6.18) may be used as a rough guide. Average weekly earnings were \$118.30 in 1973-74 and \$191.90 (seasonally adjusted) in March quarter 1977 – an increase of 62.2 per cent.

The following table of standard errors applies to the estimates from this survey. Estimates less than 4,000 are not shown in the tables. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable. Standard errors of the estimates for families are not available, but they will generally be slightly lower than those for individuals for estimates of the same size.

APPROXIMATE STANDARD ERRORS OF ESTIMATES

Size of estimate (Persons)	Approximate standard error of estimates		Size of estimate (Persons)	Approximate standard error of estimates	
	Persons	Per cent of estimate		Persons	Per cent of estimate
4,000	1,100	27.3	100,000	6,100	6.1
8,000	1,600	20.0	200,000	8,800	4.4
10,000	1,800	17.8	500,000	14,500	2.9
20,000	2,600	13.0	1,000,000	21,000	2.1
50,000	4,250	8.5	2,000,000	28,000	1.4

## ALL FAMILIES : FAMILY INCOME AND FAMILY SIZE, 1973-74 (a)

Total family income (b)(\$)		Number in family					Total
		2	3	4	5	6 and over	
- '000 families -							
Under 1,000		24.9	11.7	12.9	5.6		57.5
1,000 and under 1,200		6.5	*				9.7
1,200 "	1,600	24.3	4.2				33.5
1,600 "	2,000	18.0	4.9				28.3
2,000 "	2,500	(c)143.6	12.8	6.5			167.2
2,500 "	3,000	53.6	9.9	7.2			76.9
3,000 "	3,500	43.2	13.5	7.7			73.6
3,500 "	4,000	43.1	23.4	12.7			90.3
4,000 "	4,500	44.9	26.6	14.9			103.2
4,500 "	5,000	50.0	25.0	31.7			130.9
5,000 "	5,500	66.1	37.1	43.3			176.1
5,500 "	6,000	47.1	34.9	33.9			152.2
6,000 "	6,500	63.9	41.9	53.7			204.1
6,500 "	7,000	44.6	42.3	39.9			168.1
7,000 "	7,500	50.1	35.9	45.4			170.2
7,500 "	8,000	47.8	40.0	45.0			170.2
8,000 "	8,500	47.9	30.9	46.2			161.9
8,500 "	9,000	40.8	29.0	37.4			139.5
9,000 "	9,500	44.4	31.3	31.2			141.3
9,500 "	10,000	39.1	31.3	32.5			137.6
10,000 "	11,000	64.7	55.3	58.6			248.8
11,000 "	12,000	52.2	43.3	41.5			183.3
12,000 "	13,000	42.0	40.4	39.9			160.4
13,000 "	15,000	48.1	44.7	52.1			207.1
15,000 "	17,000	24.8	33.4	32.0			129.8
17,000 "	19,000	9.7	14.3	24.4			69.1
19,000 "	21,000	7.9	7.7	16.1			51.9
21,000 "	23,000	5.6	4.9	5.4			27.7
23,000 "	25,000		*	*			14.9
25,000 "	30,000		4.2	6.4			25.4
30,000 and over		9.1	6.7	9.2			34.3
Total		1,214.2	747.4	796.4	464.2	322.9	3,545.0
Median income		6,320	8,120	8,400	8,830	9,630	7,880
Mean income		7,130	9,030	9,580	9,870	10,850	8,780

- dollars -

- dollars -

(a) For definitions see pages 59-60. (b) From all sources. (c) These estimates include married couple families whose principal source of income was the maximum age pension.

\* Less than 4,000. See page 60.

## ALL FAMILIES: FAMILY INCOME AND NUMBER OF INCOME EARNERS, 1973-74 (a)

Total family income (b)/(\$)-	Income earners in family				Total
	None	1	2	3 and over	
Under 1,000	35.0	17.2	5.3		57.5
1,000 and under 1,200	*	5.2			9.7
1,200 " " 1,400	9.3	5.1	4.4		16.5
1,400 " " 1,600	8.8	6.5			17.0
1,600 " " 1,800	5.1	4.9	*		11.4
1,800 " " 2,000	8.3	6.1	*		16.9
2,000 " " 2,500	(c)134.0	23.8	9.3	4.8	167.2
2,500 " " 3,000	33.3	31.2	12.0		76.9
3,000 " " 3,500	25.7	38.4	8.8		73.6
3,500 " " 4,000	21.7	51.1	16.0		90.3
4,000 " " 4,500	10.1	68.2	23.3		103.2
4,500 " " 5,000	6.4	91.0	32.3		130.9
5,000 " " 5,500	10.8	121.2	40.7	4.7	176.1
5,500 " " 6,000	4.6	95.9	49.4	*	152.2
6,000 " " 6,500	4.1	121.2	72.7	6.0	204.1
6,500 " " 7,000	4.8	88.8	71.8	5.3	168.1
7,000 " " 7,500		82.3	74.9	10.2	170.2
7,500 " " 8,000		68.2	90.2	10.6	170.2
8,000 " " 8,500	4.0	61.7	87.9	11.4	161.9
8,500 " " 9,000		38.6	83.9	15.3	139.5
9,000 " " 9,500		40.7	84.5	14.2	141.3
9,500 " " 10,000		31.8	89.8	15.7	137.6
10,000 " " 11,000		60.2	154.0	33.4	248.8
11,000 " " 12,000	4.7	29.0	115.2	38.7	183.3
12,000 " " 13,000		25.7	95.7	38.9	160.4
13,000 " " 15,000		29.0	102.5	74.7	207.1
15,000 " " 17,000	*	17.5	54.1	58.2	129.8
17,000 " " 19,000	*	7.5	31.4	30.2	69.1
19,000 " " 21,000	*	7.6	19.2	24.7	51.9
21,000 " " 23,000	*	4.2	12.1	11.4	27.7
23,000 " " 25,000	*		7.8	*	14.9
25,000 " " 30,000	*	5.1	10.0	13.5	25.4
30,000 " " 35,000	*		8.7	4.2	16.3
35,000 and over	*	6.6	9.5	5.0	18.0
Total	335.6	1,291.4	1,481.3	436.7	3,545.0

- dollars -

Median income  
Mean income2,560  
2,7906,330  
7,05013,190  
14,0507,880  
8,780

(a) For definitions see pages 59-60. (b) From all sources. (c) These estimates include married couple families whose principal source of income was the maximum age pension.

\* Less than 4,000. See page 60.

## ALL INCOME RECIPIENTS (a) : TOTAL INCOME, 1973-74 (b)

Total income (c)(\$)-			Number ('000)			Total income (c)(\$)-			Cumulative per cent of all income recipients		
			Males	Females	Persons				Males	Females	Persons
1 and under	200	76.4	887.6	964.0	Under	200	1.7	20.8	11.0		
200 "	400	35.9	225.6	261.5	"	400	2.5	26.1	14.0		
400 "	600	30.5	152.3	182.8	"	600	3.2	29.7	16.1		
600 "	800	31.4	103.0	134.4	"	800	3.9	32.1	17.7		
800 "	1,000	43.8	105.6	149.5	"	1,000	4.9	34.6	19.4		
1,000 "	1,200	173.1	291.7	464.9	"	1,200	8.8	41.4	24.7		
1,200 "	1,400	155.2	427.9	583.1	"	1,400	12.2	51.4	31.4		
1,400 "	1,600	74.0	155.0	229.0	"	1,600	13.9	55.1	34.0		
1,600 "	1,800	51.7	112.5	164.2	"	1,800	15.0	57.7	35.9		
1,800 "	2,000	51.0	99.7	150.7	"	2,000	16.2	60.0	37.6		
2,000 "	2,500	149.0	243.1	392.1	"	2,500	19.5	65.7	42.1		
2,500 "	3,000	136.8	208.8	345.6	"	3,000	22.6	70.6	46.1		
3,000 "	3,500	166.6	229.9	396.4	"	3,500	26.3	76.0	50.6		
3,500 "	4,000	181.8	233.6	415.4	"	4,000	30.4	81.5	55.4		
4,000 "	4,500	282.8	197.6	480.4	"	4,500	36.7	86.1	60.9		
4,500 "	5,000	298.5	139.9	438.3	"	5,000	43.4	89.4	65.9		
5,000 "	5,500	392.8	147.7	540.5	"	5,500	52.2	92.9	72.1		
5,500 "	6,000	289.6	64.6	354.2	"	6,000	58.7	94.4	76.1		
6,000 "	6,500	349.0	61.8	410.8	"	6,500	66.5	95.6	80.8		
6,500 "	7,000	242.9	32.2	275.1	"	7,000	71.9	96.6	84.0		
7,000 "	7,500	222.1	29.9	252.0	"	7,500	76.9	97.3	86.9		
7,500 "	8,000	170.6	19.3	189.9	"	8,000	80.7	97.7	89.0		
8,000 "	8,500	158.9	19.6	178.5	"	8,500	84.3	98.2	91.1		
8,500 "	9,000	110.8	13.6	124.3	"	9,000	86.8	98.5	92.5		
9,000 "	9,500	90.1	10.1	100.2	"	9,500	88.8	98.7	93.6		
9,500 "	10,000	63.4	7.2	70.6	"	10,000	90.2	98.9	94.5		
10,000 "	11,000	141.3	15.4	156.6	"	11,000	93.4	99.3	96.2		
11,000 "	12,000	57.5	4.5	62.0	"	12,000	94.6	99.4	97.0		
12,000 "	13,000	59.5	5.8	65.4	"	13,000	96.0	99.5	97.7		
13,000 "	15,000	55.8	8.7	64.5	"	15,000	97.2	99.7	98.4		
15,000 "	17,000	48.0	5.1	53.1	"	17,000	98.3	99.9	99.1		
17,000 "	19,000	19.8	22.2	19.3	"	19,000	98.7	99.9	99.3		
19,000 "	21,000	18.2	19.3	8.4	"	21,000	99.1	99.9	99.5		
21,000 "	23,000	8.4	7.8	5.4	"	23,000	99.3	99.9	99.6		
23,000 "	25,000	7.7	10.8	5.4	"	25,000	99.5	99.9	99.7		
25,000 "	30,000	9.0	5.4	8.3	"	30,000	99.7	100.0	99.8		
30,000 "	35,000	5.1	8.3	5.4	"	35,000	99.8	100.0	99.9		
35,000 and over		7.9									
Total		4,466.8	4,265.6	8,732.5	Total		100.0	100.0	100.0		
- dollars -											
Median income		5,380	1,370	3,430			..	..	..		
Mean income		5,710	2,160	3,980			..	..	..		

(a) Non-institutional population aged 15 years and over. (b) For definitions see pages 59-60. (c) From all sources.

\* Less than 4,000. See page 60.

## FULL-YEAR, FULL-TIME WORKERS : TOTAL INCOME, 1973-74 (a)

Total income (b)/(\$) -	Number ('000)			Total income (b)/(\$) -	Cumulative per cent of full-year, full-time workers		
	Males	Females	Persons		Males	Females	Persons
Under 1,200 (c)	38.6	24.2	62.8	Under 1,200 (c)	1.2	2.2	1.4
1,200 and under 1,400	10.9	9.7	20.6	" 1,400	1.5	3.1	1.9
1,400 "	11.4	10.6	21.9	" 1,600	1.8	4.0	2.4
1,600 "	9.4	10.0	19.4	" 1,800	2.1	5.0	2.8
1,800 "	13.0	15.1	28.2	" 2,000	2.5	6.3	3.5
2,000 "	60.4	64.4	124.8	" 2,500	4.4	12.2	6.3
2,500 "	78.8	83.7	162.5	" 3,000	6.8	19.8	10.0
3,000 "	104.8	129.4	234.2	" 3,500	9.9	31.6	15.3
3,500 "	130.7	160.8	291.4	" 4,000	13.9	46.2	22.0
4,000 "	224.4	150.1	374.5	" 4,500	20.7	59.8	30.5
4,500 "	254.9	111.8	366.7	" 5,000	28.5	70.0	38.9
5,000 "	354.2	112.4	466.7	" 5,500	39.2	80.2	49.5
5,500 "	264.2	50.1	314.3	" 6,000	47.3	84.8	56.6
6,000 "	321.5	43.7	365.2	" 6,500	57.0	88.7	65.0
6,500 "	226.8	24.3	251.1	" 7,000	63.9	91.0	70.7
7,000 "	213.2	22.7	235.9	" 7,500	70.4	93.0	76.1
7,500 "	160.2	15.6	175.8	" 8,000	75.3	94.4	80.1
8,000 "	150.7	16.5	167.2	" 8,500	79.8	95.9	83.9
8,500 "	103.0	10.6	113.7	" 9,000	83.0	96.9	86.4
9,000 "	85.2	6.7	91.9	" 9,500	85.5	97.5	88.5
9,500 "	60.7	*	64.0	" 10,000	87.4	97.8	90.0
10,000 "	133.1	10.4	143.5	" 11,000	91.4	98.8	93.3
11,000 "	55.0	6.2	58.4	" 12,000	93.1	99.1	94.6
12,000 "	57.4		60.2	" 13,000	94.9	99.3	96.0
13,000 "	52.9	5.7	55.9	" 15,000	96.5	99.6	97.2
15,000 "	45.5		48.2	" 17,000	97.8	99.8	98.3
17,000 "	19.5	*	20.5	" 19,000	98.4	99.9	98.8
19,000 "	17.1	*	17.5	" 21,000	99.0	100.0	99.2
21,000 "	7.9	*	7.9	" 23,000	99.2	100.0	99.4
23,000 "	7.1	*	7.1	" 25,000	99.4	100.0	99.5
25,000 "	8.1	*	8.5	" 30,000	99.7	100.0	99.7
30,000 "	4.8	*	4.8	" 35,000	99.8	100.0	99.8
35,000 and over	6.6	*	6.7				
<b>Total</b>	<b>3,292.4</b>	<b>1,099.8</b>	<b>4,392.1</b>	<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

- dollars -

Median income	6,140	4,140	5,540	..	..	..
Mean income	6,780	4,400	6,190	..	..	..

(a) For definitions see pages 59-60. (b) From all sources. (c) Includes persons whose earned income for 1973-74 was nil or who made a loss.

\* Less than 4,000. See page 60.

**FULL-YEAR, FULL-TIME WORKERS : EDUCATIONAL ATTAINMENT,  
AGE AND MEAN INCOME (a), 1973-74 (b)  
(\$)**

Educational attainment	Age group (years)					Total
	15-24	25-34	35-44	45-54	55 and over	
MALES						
With post-school qualifications –						
Degree	6,780	10,890	13,240	14,640	14,040	12,120
Non-degree tertiary	5,920	8,650	10,330	9,890	9,930	9,510
Technician level	5,970	7,700	8,970	9,510	8,340	8,320
Trade level	5,770	6,810	6,920	6,830	6,140	6,620
Other (c)	5,790	7,810	7,400	9,430	7,280	7,940
Without post-school qualifications –						
Matriculation, n.e.i.	5,030	7,730	8,530	9,540	7,760	7,380
Left school at –						
17 or over	4,590	6,700	8,200	7,180	7,820	6,230
16	4,190	6,560	7,140	7,980	7,040	6,030
14 or 15	4,240	6,130	6,340	6,610	6,070	5,970
13 or under	4,860	5,610	5,770	5,950	5,820	5,790
FEMALES						
With post-school qualifications –						
Degree	6,070	8,330	8,430	9,230	*	8,090
Non-degree tertiary	5,250	6,800	6,900	6,700	5,570	6,370
Technician level	4,020	6,130	6,140	6,210	5,000	5,340
Trade level	3,600	4,670	4,830	*	*	4,290
Other (c)	3,600	4,840	4,880	5,350	4,720	4,420
Without post-school qualifications –						
Matriculation, n.e.i.	4,180	5,170	5,180	4,470	*	4,540
Left school at –						
17 or over	3,700	4,890	4,650	4,550	4,600	4,170
16	3,470	4,380	4,410	4,650	4,700	3,990
14 or 15	3,200	4,250	4,120	4,130	4,320	3,910
13 or under	*	3,930	3,860	3,970	3,720	3,890
PERSONS						
With post-school qualifications –						
Degree	6,470	10,450	12,710	13,750	13,200	11,370
Non-degree tertiary	5,470	7,970	9,620	9,140	8,970	8,540
Technician level	4,760	7,300	8,350	8,660	7,280	7,390
Trade level	5,580	6,760	6,850	6,750	6,140	6,540
Other (c)	3,990	6,430	6,350	8,020	6,640	6,190
Without post-school qualifications –						
Matriculation, n.e.i.	4,720	7,430	7,980	8,260	7,360	6,730
Left school at –						
17 or over	4,280	6,420	7,140	6,550	6,870	5,660
16	3,990	5,920	6,220	7,140	6,510	5,350
14 or 15	3,820	5,670	5,760	5,890	5,790	5,410
13 or under	4,500	5,070	5,310	5,490	5,610	5,370

(a) Total income from all sources. Includes persons whose earned income for 1973-74 was nil or who made a loss. (See explanatory notes, page . (b) For definitions see pages 59-60. (c) Some qualifications could not be classified to any of the levels shown. Most of these relate to short specialised courses in such fields as typewriting and shorthand, farm book-keeping; dressmaking and automotive maintenance.

\* Based on a figure less than 4,000. See page 60.

## WEEKLY EARNINGS OF EMPLOYEES (DISTRIBUTION)

In August 1976 a sample survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about the weekly earnings of wage and salary earners ("employees").

A similar survey was conducted in August 1975. That survey obtained details of weekly earnings from all jobs whereas the 1976 survey obtained earnings in the main and other jobs separately. In this publication the table on pages 67 and 68 contains details of earnings aggregated for all jobs, while the other tables show earnings in the main job. Only the contents of the first table are therefore directly comparable with information published from the 1975 survey. Hours of work collected in 1976 were *hours paid for* in the main job whereas in 1975 *hours actually worked* at all jobs were collected.

The estimates relate to all persons aged 15 years and over who were employed as wage or salary earners in their main job, except members of the permanent defence forces, persons on workers' compensation, certain diplomatic personnel customarily excluded from census and estimated populations, and persons who were patients in hospitals and sanatoria, or inmates of gaols, reformatories, etc., and for whom, for the purposes of the survey, the institution was regarded as their dwelling.

### Interpretation of results

Since the estimates are based on a sample, they are subject to sampling variability. The standard errors given on page 16 are applicable to this survey. In addition, the estimates are subject to errors of response and reporting. In many cases the answer to the question on earnings was based on the knowledge of one person (generally the housewife). It is considered that there may be some understatement in the estimates because of imperfect recall of minor or irregular sources of earnings. Other errors may be due to genuine misunderstanding.

Other points which should be kept in mind in interpreting the results of this survey are as follows:

- (i) In making comparisons of earnings between groups of employees it must be remembered that there will be differences arising from the different age and occupation structures of these groups. This is particularly important, for example, when interpreting results in the tables on pages 70-71.
- (ii) Because employers and self-employed persons were excluded from the survey the results should not be taken as representative of the earnings of all employed persons. In particular, earnings of employees in some occupation groups shown on page 71 may not reflect the earnings of all persons in those occupations.

### Definitions

*Weekly earnings* refers to gross weekly wages and salaries (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

*Median weekly earnings* is the amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. *Mean weekly earnings* is the amount obtained by dividing the total earnings of a group by the number of units in that group.

The *main job* is the job at which most hours were worked during the survey week. The *second job* includes all remaining jobs.

*Hours paid for* refers to the number of hours for which an employee was paid and not necessarily to the number of hours actually worked (e.g., an employee on paid leave for the week was asked to report the number of hours for which he was paid).

*Full-time employees* are those who usually worked 35 hours a week or more and others who, although usually part-time employees, worked 35 hours or more during the survey week. *Part-time employees* are those who usually worked less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour were disregarded.

For the purposes of the survey persons were classified as having a second job if, during the survey week, they:

- (a) worked in a second job or held a second job from which they were temporarily absent; and
- (b) were employed as a wage or salary earner in both of their jobs. Service in the reserve defence forces was not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job men, baby-sitters, etc., were not counted as multiple jobholders unless they also held another job of a different kind; nor were those who worked for more than one employer solely by reason of changing jobs during the survey week.

Further details were published in the mimeographed bulletin *Weekly Earnings of Employees (Distribution)*, August 1976 (Reference No. 6.51).



**ALL EMPLOYEES : WEEKLY EARNINGS FROM ALL JOBS, AGE AND  
FULL-TIME OR PART-TIME STATUS, AUGUST 1976 (a)**

	Males			Females			Persons		
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
FULL-TIME EMPLOYEES									
- '000 -									
Weekly earnings (\$) -									
Under 60	34.4	17.9	52.3	23.2	18.5	41.6	57.6	36.4	94.0
60 and under 80	70.6	22.5	93.1	68.2	19.5	87.8	138.8	42.0	180.9
80 " " 100	59.6	41.1	100.7	63.4	52.9	116.3	123.0	94.0	217.0
100 " " 110	30.4	85.1	115.5	30.1	96.8	126.9	60.6	181.9	242.5
110 " " 120	19.5	110.6	130.1	15.9	125.0	140.9	35.4	235.6	271.0
120 " " 130	20.5	209.4	229.9	7.3	140.4	147.7	27.8	349.8	377.6
130 " " 140	11.7	248.8	260.5	6.4 {	118.0	121.9	15.6	366.8	382.4
140 " " 150	6.6	248.5	255.0		100.3	102.8	9.1	348.7	357.8
150 " " 160	4.8	259.0	263.7	*	85.5	86.4	5.7	344.5	350.2
160 " " 170	6.1 {	228.7	231.9	*	54.5	55.1	7.1 {	283.3	287.0
170 " " 180		184.1	187.1	*	40.1	40.5		224.2	227.6
180 " " 190	*	156.0	157.2	*	29.8	30.3	4.3 {	185.8	187.5
190 " " 200	*	126.3	127.3	*	21.9	22.1		148.2	149.4
200 " " 220	*	204.0	204.1	*	32.3	32.7	4.3 {	236.3	236.9
220 " " 240	*	131.5	132.1	*	20.3	20.5		151.8	152.6
240 " " 260	*	110.2	110.3	*	9.1	9.2	*	119.3	119.5
260 " " 280	*	71.9	71.9	*	7.6	7.8	*	79.6	79.8
280 " " 300	*	59.7	60.1	*	4.5	4.5	*	64.2	64.6
300 " " 350	*	81.9	82.0	*	5.7	5.7	*	87.6	87.7
350 " " 400	*	41.3	41.3	*	6.6 {	*	*	43.5	43.5
400 " " 450	*	24.3	24.5	*		4.5 {	*	26.0	26.4
450 and over	*	32.6	32.6	*	6.6 {		*	35.2	35.2
Total	268.2	2,695.3	2,963.4	218.1	989.3	1,207.4	486.2	3,684.6	4,170.8
- dollars -									
Median earnings	90	165	159	86	134	126	88	155	149
Mean earnings	94	183	175	87	142	132	91	172	162
PART-TIME EMPLOYEES									
- '000 -									
Weekly earnings (\$) -									
Under 20	23.3	9.6	32.9	28.0	44.8	72.8	51.3	54.4	105.8
20 and under 40	8.3	12.6	21.0	11.4	69.0	80.3	19.7	81.6	101.3
40 " " 60	4.9 {	14.4	18.1	4.7	85.9	90.6	8.5	100.2	108.7
60 " " 80		7.5	8.7	5.1 {	103.2	106.8	4.8	110.7	115.5
80 " " 100	*	7.1	8.3		79.4	80.8	4.1 {	86.5	89.2
100 " " 110	*	4.9 {	5.8 {	*	34.9	35.3		38.2	39.1
110 " " 120	*			*	20.9	21.1	4.1 {	22.5	23.0
120 " " 130	*	*	4.0 {	*	16.3	16.7		17.9	18.5
130 " " 140	*	5.6 {		5.1 {	*	10.8	10.8	*	12.8
140 " " 150	*		*		6.0	6.3	*	7.4	7.7
150 " " 160	*		*		4.2	4.2	*	6.5	6.5
160 " " 170	*	*	*	5.4	5.4	*	6.9	6.9	
170 and over	*	20.8	21.0	*	17.9	17.9	*	38.7	39.0
Total	39.3	85.7	125.0	50.4	498.6	549.0	89.7	584.4	674.1
- dollars -									
Median earnings	17	77	49	18	70	66	17	70	64
Mean earnings	27	109	83	28	74	70	27	79	72

For footnotes see next page.

**ALL EMPLOYEES : WEEKLY EARNINGS FROM ALL JOBS, AGE AND  
FULL-TIME OR PART-TIME STATUS, AUGUST 1976 (a) -- continued**

	Males			Females			Persons		
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
TOTAL									
- '000 -									
Weekly earnings (\$) -									
Under 20	24.7	13.7	38.4	28.7	50.0	78.7	53.4	63.8	117.1
20 and under 40	11.9	17.9	29.8	13.7	74.4	88.1	25.6	92.3	117.9
40 " " 60	33.2	22.9	56.1	24.9	93.6	118.6	58.1	116.6	174.7
60 " " 80	71.8	30.0	101.8	71.8	122.7	194.6	143.7	152.7	296.4
80 " " 100	60.8	48.2	109.0	64.8	132.3	197.1	125.7	180.5	306.1
100 " " 110	31.0	88.4	119.4	30.5	131.7	162.2	61.5	220.1	281.6
110 " " 120	19.8	112.2	132.0	16.1	145.9	162.0	35.8	258.1	294.0
120 " " 130	20.7	211.0	231.7	7.6	156.7	164.4	28.4	367.7	396.1
130 " " 140	11.9	250.7	262.6	6.7 {	128.8	132.7	15.8	379.6	395.3
140 " " 150	6.6	249.8	256.4		106.3	109.1	9.4	356.1	365.5
150 " " 160	4.8 {	261.3	266.0	*	89.7	90.6	5.7	350.9	356.6
160 " " 170		230.2	233.4	*	59.9	60.5	7.1 {	290.1	293.9
170 " " 180	6.1 {	186.3	189.3	*	43.1	43.5		229.4	232.7
180 " " 190		158.8	160.1	*	33.8	34.2	4.5 {	192.6	194.3
190 " " 200	4.1 {	127.2	128.4	*	25.1	25.3		152.3	153.7
200 " " 220		208.0	208.1	*	35.4	35.8	243.4	243.9	
220 " " 240		133.9	134.6	*	22.3	22.5	156.2	157.0	
240 " " 260		112.4	112.5	*	10.2	10.4	*	122.6	122.8
260 " " 280	4.1 {	74.0	74.0	*	8.0	8.2	*	82.1	82.3
280 " " 300		60.5	60.9	*	4.9	4.9	*	65.4	65.8
300 " " 350	4.1 {	83.0	83.1	*	5.9	5.9	*	88.9	89.0
350 " " 400		41.6	41.6	*	*	*	*	43.9	43.9
400 " " 450		25.1	25.3	*	4.7 {	4.9 {		27.1	27.4
450 and over		33.8	33.8	*		*	35.6	36.6	
Total	307.4	2,781.0	3,088.4	268.5	1,488.0	1,756.4	575.9	4,269.0	4,844.9
- dollars -									
Median earnings	84	164	158	79	119	112	81	149	141
Mean earnings	85	180	171	76	120	112	81	159	150

(a) For definitions see page 66.

\* Less than 4,000. See pages 14 and 15.

## ALL EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1976 (a)

Hours paid for -											
1 - 19	20 - 29	30 - 34	35 - 39	40	41 - 44	45 - 48	49 and over	Total			
MALES											
- '000 -											
Weekly earnings (\$)											
Under 20	31.5	4.1	4.4	4.0	*	*	*	*	5.7	*	38.5
20 and under 40	21.1	5.2	4.4	4.0	*	*	*	*	5.7	*	30.1
40 " " 60	16.0	7.0	4.4	8.4	25.3	*	*	*	6.4	*	57.0
60 " " 80	5.1	9.0	5.9	13.0	64.9	4.6	4.4	*	5.4	*	102.5
80 " " 100	5.9	5.7	5.9	12.8	63.9	6.5	*	*	5.4	*	109.0
100 " " 110		5.7	*	12.8	76.6	5.5	5.0	9.9	9.9	5.0	119.9
110 " " 120		*	*	13.4	99.1	5.1	4.6	6.3	6.3	5.1	134.6
120 " " 130		6.7	4.0	21.8	169.0	14.7	8.3	10.2	10.2	8.3	234.8
130 " " 140	4.7	6.1	5.4	25.8	196.8	16.4	9.6	11.5	11.5	9.6	266.3
140 " " 150		4.4	4.4	23.2	183.4	18.1	13.4	15.0	15.0	13.4	259.9
150 " " 160		4.4	4.4	35.9	170.7	18.0	18.1	17.1	17.1	18.1	267.9
160 " " 170		4.3	4.4	30.4	140.9	20.6	18.1	17.8	17.8	18.1	235.3
170 " " 180		4.5	4.3	30.7	105.0	14.8	19.3	14.3	14.3	15.5	188.5
180 " " 190	4.2	*	4.3	32.6	80.1	10.7	15.5	16.1	16.1	15.5	161.6
190 " " 200		*	5.5	22.4	61.2	9.7	13.5	16.1	16.1	13.5	126.5
200 " " 220		4.4	4.5	46.6	80.5	13.2	21.0	34.8	34.8	21.0	203.7
220 " " 240		4.4	4.5	30.8	43.6	8.8	15.0	25.0	25.0	15.0	128.2
240 " " 260		*	4.5	26.2	35.6	7.2	13.0	25.0	25.0	7.2	111.1
260 " " 280	5.2	*	4.5	18.7	20.2	4.4	9.7	15.4	15.4	9.7	72.7
280 " " 300		4.0	4.5	17.6	15.5	*	8.5	13.1	13.1	8.5	60.5
300 and over				40.5	40.3	8.8	18.0	65.6	65.6	18.0	179.9
Total	93.8	71.7	45.4	456.1	1,676.2	192.3	220.3	332.7	332.7	220.3	3,088.4
- dollars -											
Median earnings	35	123	152	182	148	163	183	207	207	183	157
Mean earnings	61	137	166	195	156	174	199	226	226	199	170
FEMALES											
- '000 -											
Weekly earnings (\$)											
Under 20	71.3	5.8	*	*	*	*	*	*	5.8	*	79.1
20 and under 40	75.9	16.3	4.4	5.3	17.1	*	*	*	4.6	*	90.3
40 " " 60	73.1	55.5	10.2	21.2	52.8	4.3	4.6	4.6	4.6	4.3	118.7
60 " " 80	47.9	52.4	20.0	29.2	69.8	5.5	4.8	4.8	4.8	5.5	195.4
80 " " 100	16.7										197.8
100 " " 110	8.0	17.4	16.4	26.0	86.3	*	4.1	4.1	4.1	4.1	162.0
110 " " 120	4.8	8.3	11.8	32.0	96.2	4.3	5.2	5.2	5.2	4.3	161.2
120 " " 130		8.4	11.7	37.8	93.5	6.4	4.4	4.4	4.4	6.4	166.4
130 " " 140	4.5	4.3	7.9	41.0	70.2	4.2	4.4	4.4	4.4	4.2	133.4
140 " " 150		4.1	5.4	39.4	54.4	6.2	4.1	4.1	4.1	6.2	109.4
150 " " 160		5.8	5.2	34.1	38.5	4.2	4.1	4.1	4.1	4.2	88.9
160 " " 170		*	5.8	20.4	25.6	4.2	4.8	4.8	4.8	4.2	60.0
170 " " 180		4.0	5.8	17.2	14.9	4.1	4.0	4.0	4.0	4.1	42.5
180 " " 190	*		5.8	10.9	13.1	4.1	4.0	4.0	4.0	4.1	33.2
190 " " 200	*		5.8	9.1	7.9	4.1	4.0	4.0	4.0	4.1	25.2
200 " " 220		4.0	5.8	12.0	13.7	4.1	4.9	4.9	4.9	4.1	35.4
220 " " 240	*	*	5.8	8.1	6.8	4.1	*	*	*	4.1	22.3
240 " " 260	*	*	*	4.2	5.1	*	*	*	*	*	10.1
260 " " 280	*	*	*	4.3	5.1	*	*	*	*	*	8.4
280 " " 300	*	*	*	4.3	4.8	*	*	*	*	*	4.9
300 and over	*	*	*	*	4.8	*	5.0	5.0	5.0	*	12.0
Total	309.7	185.3	109.1	355.7	674.2	48.9	27.2	46.3	46.3	27.2	1,756.4
- dollars -											
Median earnings	42	85	111	136	121	129	135	147	147	135	112
Mean earnings	48	90	119	140	125	136	143	161	161	143	112

(a) For definitions see page 66.

\* Less than 4,000. See pages 14 and 15.

## FULL-TIME EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND AGE, AUGUST 1976 (a)

		Age group (years)								Total
		15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 and over	
MALES										
Weekly earnings (\$) -		- '000 -								
Under 60		34.5	6.2	4.3	4.9	5.2	4.2	5.0	4.4	52.9
60 and under	80	71.2	7.6	4.4						93.8
80 "	100	59.1	15.1	9.2	4.7	7.2	4.2	5.0	4.4	100.8
100 "	110	30.6	27.4	18.1	13.2	14.8				7.7
110 "	120	20.1	30.9	22.2	17.0	23.2	9.6	7.2	4.4	132.4
120 "	130	20.6	48.1	47.4	37.8	43.3	17.2	16.4		233.0
130 "	140	11.4	49.2	64.6	47.7	50.6	22.8	15.6	4.8	264.1
140 "	150	6.4	46.3	68.1	47.9	52.7	19.2	16.4		258.7
150 "	160	4.8	44.4	73.5	52.6	51.5	24.2	12.7	4.8	265.5
160 "	170	5.7	31.4	69.5	47.5	50.0	18.8	12.1		233.8
170 "	180		25.0	63.2	35.5	36.6	14.2	8.2	4.1	186.3
180 "	190	*	23.1	58.0	31.9	27.8	9.3	6.6		158.5
190 "	200	*	16.5	45.9	27.4	22.8	6.8	4.5	4.1	125.4
200 "	220	*	15.0	74.4	53.1	37.3	13.9	5.3		199.3
220 "	240	*	8.2	47.5	32.8	26.5	6.3	4.2	4.1	126.3
240 "	260	*	6.8	37.9	30.8	24.0	6.9	4.4		109.2
260 "	280	*	4.2	25.3	20.3	16.3	7.2		4.4	70.8
280 "	300	*	6.0	21.2	17.0	13.1		59.8		
300 "	350	*		24.3	23.7	22.4	4.5	5.3	4.1	80.6
350 "	400	*	*	8.5	10.3	13.0	4.5			39.3
400 "	450	*	*	6.9	6.7	6.7	4.2	4.2	4.1	24.7
450 and over		*	*	6.8	6.1	12.4				31.9
Total		268.2	414.5	801.2	568.9	559.9	203.0	128.2	19.5	2,963.4
- dollars -										
Median earnings		90	145	173	173	166	158	151	142	159
Mean earnings		93	152	187	193	190	177	168	166	174
FEMALES										
Weekly earnings (\$) -		- '000 -								
Under 60		23.2	4.2	*	6.1	4.8	6.8	4.6	(h)	42.4
60 and under	80	68.4	5.7	4.9						88.4
80 "	100	63.9	15.1	12.3	10.0	10.4	6.8	4.6	(h)	116.7
100 "	110	29.7	28.3	17.9	24.1	20.6				127.0
110 "	120	15.8	41.1	24.5	25.0	26.7	4.6	7.2	(h)	141.0
120 "	130	7.5	43.3	30.7	27.0	28.2	9.0			149.6
130 "	140	6.4	40.0	28.2	21.7	20.7	6.2	4.1	(h)	123.1
140 "	150		28.4	29.5	17.6	18.2	5.5			103.3
150 "	160	*	23.8	24.9	14.0	15.6	*	4.0	(h)	84.7
160 "	170	*	17.0	18.5	8.1	5.9	4.0			54.7
170 "	180	*	12.8	10.9	7.8	6.0	*	4.0	(h)	39.4
180 "	220	*	21.0	29.7	15.9	10.3	4.4			83.9
220 and over		*	4.9	20.5	13.4	9.0	*	*	(h)	53.2
Total		218.1	285.8	255.6	190.7	180.4	50.9	26.0	(h)	1,207.4
- dollars -										
Median earnings		85	131	142	131	128	133	126	(h)	128
Mean earnings		87	136	150	143	136	140	133	(h)	131

(a) For definitions see page 66. (b) Aged 60 years and over.

\* Less than 4,000. See pages 14 and 15.

**FULL-TIME EMPLOYEES : NUMBER, MEAN WEEKLY EARNINGS IN MAIN JOB,  
BIRTHPLACE AND OCCUPATION, AUGUST 1976 (a)**

Occupation	Males			Females		
	Number ( <i>'000</i> )	Per cent of total	Mean weekly earnings (\$)	Number ( <i>'000</i> )	Per cent of total	Mean weekly earnings (\$)
<b>BORN IN AUSTRALIA</b>						
Professional, technical, etc.	253.2	11.8	237	176.0	19.9	170
Administrative, executive and managerial	179.1	8.3	242	10.8	1.2	180
Clerical	253.5	11.8	169	383.7	43.3	127
Sales	133.8	6.2	159	90.5	10.2	104
Farm workers, etc.	95.8	4.5	127	4.7	0.5	99
Transport and communication	173.2	8.1	171	26.8	3.0	124
Tradesmen, production-process workers and labourers, n.e.c. (b)	955.5	44.5	152	93.4	10.5	111
Service, sport and recreation	102.6	4.8	164	100.8	11.4	115
<b>Total</b>	<b>2,146.9</b>	<b>100.0</b>	<b>173</b>	<b>886.6</b>	<b>100.0</b>	<b>131</b>
<b>BORN IN MAIN ENGLISH-SPEAKING COUNTRIES (c)</b>						
Professional, technical, etc.	53.1	15.0	240	30.8	20.9	176
Administrative, executive and managerial	33.1	9.4	246	*	*	*
Clerical	33.6	9.5	171	61.9	42.0	138
Sales	21.2	6.0	175	11.6	7.9	118
Farm workers, etc.	7.1	2.0	137	*	*	*
Transport and communication	21.7	6.2	183	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	162.3	46.0	169	20.0	13.5	118
Service, sport and recreation	20.9	5.9	167	17.1	11.6	116
<b>Total</b>	<b>353.0</b>	<b>100.0</b>	<b>188</b>	<b>147.3</b>	<b>100.0</b>	<b>140</b>
<b>BORN IN OTHER COUNTRIES</b>						
Germany, Federal Republic of –						
Clerical	*	*	*	4.2	38.4	153
Tradesmen, production-process workers and labourers, n.e.c. (b)	14.5	53.0	167	*	*	*
<b>Total</b>	<b>27.3</b>	<b>100.0</b>	<b>191</b>	<b>10.9</b>	<b>100.0</b>	<b>141</b>
Greece –						
Tradesmen, production-process workers and labourers, n.e.c. (b)	30.2	69.5	151	11.8	63.5	111
<b>Total</b>	<b>43.4</b>	<b>100.0</b>	<b>152</b>	<b>18.6</b>	<b>100.0</b>	<b>114</b>
Italy –						
Clerical	*	*	*	5.9	19.9	115
Transport and communication	4.4	5.1	142	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	67.8	77.7	151	15.9	53.3	110
Service, sport and recreation	4.1	4.7	138	5.3	17.8	114
<b>Total</b>	<b>87.2</b>	<b>100.0</b>	<b>152</b>	<b>29.8</b>	<b>100.0</b>	<b>111</b>
Yugoslavia –						
Tradesmen, production-process workers and labourers, n.e.c. (b)	43.6	80.2	152	16.5	62.0	119
Service, sport and recreation	*	*	*	5.6	21.2	123
<b>Total</b>	<b>54.4</b>	<b>100.0</b>	<b>155</b>	<b>26.6</b>	<b>100.0</b>	<b>122</b>
Other countries –						
Professional, technical, etc.	31.5	12.5	234	13.8	15.8	192
Administrative, executive and managerial	13.7	5.5	249	*	*	*
Clerical	23.8	9.5	176	27.7	31.6	134
Sales	9.7	3.9	164	*	*	*
Transport and communication	13.2	5.2	160	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	141.2	56.2	159	29.8	33.9	116
Service, sport and recreation	15.0	6.0	144	11.6	13.2	121
<b>Total</b>	<b>251.3</b>	<b>100.0</b>	<b>174</b>	<b>87.7</b>	<b>100.0</b>	<b>136</b>
<b>TOTAL</b>						
Professional, technical, etc.	348.0	11.7	237	224.2	18.6	172
Administrative, executive and managerial	230.2	7.8	242	16.9	1.4	185
Clerical	319.6	10.8	169	487.0	40.3	129
Sales	170.9	5.8	161	108.3	9.0	106
Farm workers, etc.	108.6	3.7	128	5.5	0.5	100
Transport and communication	220.5	7.4	171	29.8	2.5	125
Tradesmen, production-process workers and labourers, n.e.c. (b)	1,415.0	47.7	155	189.3	15.7	113
Service, sport and recreation	150.6	5.1	161	146.4	12.1	116
<b>Total</b>	<b>2,963.4</b>	<b>100.0</b>	<b>174</b>	<b>1,207.4</b>	<b>100.0</b>	<b>131</b>

(a) For definitions see page 66. (b) Includes miners and quarrymen. (c) Includes U.K., Ireland, Canada, South Africa, U.S.A. and New Zealand.

\* Less than 4,000. See pages 14 and 15.

NOTE. See page 66 regarding interpretation of the figures in this table.

**PART-TIME EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND MARITAL STATUS,  
AUGUST 1976 (a)**

	<i>Married (b)</i>		<i>Not married (c)</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
- '000 -				
<i>Weekly earnings (\$) -</i>				
Under 20	*	34.0	29.5	39.2
20 and under 40	5.7	58.9	15.4	23.4
40 " " 60	6.9	77.6	11.7	12.6
60 " " 80	4.8	92.1	*	15.0
80 " " 100	4.0	71.4	4.2	9.7
100 " " 110	} 4.4 {	31.0	} 4.0 {	4.0
110 " " 120		16.4		6.1
120 " " 130		14.5		*
130 " " 140		8.7		*
140 " " 150	*	4.3		
150 and over	17.6	19.3	6.9	7.6
<b>Total</b>	<b>49.4</b>	<b>428.1</b>	<b>75.6</b>	<b>121.0</b>
- dollars -				
Median earnings	99	69	31	38
Mean earnings	127	73	53	56

(a) For definitions see page 66. (b) Includes de facto relationships. (c) Never married, widowed and divorced.

\* Less than 4,000. See page 14 and 15.

## EARNINGS AND HOURS

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken to obtain information on wage rates, actual weekly earnings (averages, distribution and composition) and hours of work. Detailed survey results have been published in mimeographed bulletins and in the *Labour Report*. A brief summary of the main features of these surveys up to the year 1975 was given in *Labour Statistics 1975*.

Sample surveys of employers, designed to provide statistics of average weekly and hourly earnings and hours of work, have been conducted in October each year over a long period. In 1974 an additional annual survey was introduced. Carried out in May each year, these surveys provide statistics on the distribution and composition of earnings as well as averages. Information concerning the surveys conducted in May and October 1976 is given in the following pages.

### Surveys of Earnings and Hours of Employees — Distribution and Composition (May Surveys)

**General.** These surveys represent an approach that is different from that of other surveys of earnings and hours, in that employers selected are asked to supply details for only a sample of their employees. Individual employees are randomly selected by the employers in accordance with instructions supplied by the ABS. The 1976 survey was conducted in respect of the pay-period which included 24 May 1976. Details of earlier surveys were published in *Earnings and Hours of Employees, Distribution and Composition* (Reference Nos. 6.47 and 6.52)

Mainly because of differences in sample design, the survey results are not directly comparable with those of other series such as the October surveys *Earnings and Hours of Employees* (Reference No. 6.40), the May 1971 *Survey of Weekly Earnings (Size Distribution)* (Reference No. 6.30) and the quarterly series *Average Weekly Earnings* (Reference No. 6.18).

**Scope.** The survey included most civilian wage and salary earners. Excluded were employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and persons employed by private employers (other than hospitals) not subject to payroll tax. At the time of the surveys, payroll tax was payable by employers paying more than \$400 a week in wages and salaries (other than certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the Australian and State Payroll Tax Acts).

**Coverage.** The estimates obtained were based on details from a sample of employees in: (i) all Australian and State Government departments and authorities, and (ii) separate stratified random samples of local government authorities, non-government hospitals (exempt from payroll tax) and most private employers subject to payroll tax.

**Reliability of the estimates.** As the survey was conducted from samples of employers and employees (see above), the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples were taken. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details on the reliability of the estimates see the Technical Note contained in the bulletin *Earnings and Hours of Employees, Distribution and Composition, May 1976* (Reference No. 6.52).

### Definitions.

- (i) *Employees* refer to male and female employees who received pay for the specified pay-period. They exclude working proprietors, partners, directors and employees who did not receive any pay for the specified pay-period (e.g. employees who had left their place of employment, were on leave without pay, on workers compensation, etc.).
- (ii) *Specified pay-period* refers to the pay-period which included 24 May 1976. In general where an establishment was closed down for part or the whole of the specified pay-period, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.
- (iii) *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work (see (v) below) for that pay-period were at least 30 hours. 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 and paid holidays. Some employees (e.g. air crews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.
- (iv) For private employees, *non-managerial employees* were defined to include foremen or

supervisory employees, leading hands, apprentices, trainees or cadets, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

- (v) *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.
- (vi) *Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see below) and *overtime hours* which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.
- (vii) *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours, and that part of paid annual leave, paid sick leave and long service leave taken during the specified pay-period.
- (viii) *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined below. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified

pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

- (ix) *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in (vii) above. It comprises payment by measured result, award or agreed base rate of pay and other earnings (excluding overtime).
- (x) *Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for and includes all allowances (other than overtime) specified in the award, etc.
- (xi) *Other pay* refers to ordinary time earnings not included in award or agreed base rate of pay as defined above. It includes payments by measured result (e.g. payments for piecework, task bonuses, commissions, etc.), attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.
- (xii) *Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.
- (xiii) *Mean (or average) earnings* is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group. In calculating the means it was assumed that observations were spaced evenly across class intervals, the mid-point of each interval being used in calculating group aggregates.



## ALL EMPLOYEES: WEEKLY EARNINGS, MAY 1976

	Males			Females			Persons		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
Weekly earnings (\$) -									
Under 10	8.3	0.3	0.3	11.2	0.8	0.8	19.6	0.5	0.5
10 and under 15	7.9	0.3	0.6	12.0	0.8	1.6	19.9	0.5	1.0
15 " " 20	9.5	0.3	0.9	13.8	1.0	2.6	23.2	0.6	1.5
20 " " 25	8.9	0.3	1.3	15.9	1.1	3.7	24.8	0.6	2.1
25 " " 30	9.7	0.4	1.6	13.3	0.9	4.7	23.0	0.6	2.7
30 " " 35	8.6	0.3	1.9	14.3	1.0	5.7	22.9	0.6	3.2
35 " " 40	9.8	0.4	2.3	11.4	0.8	6.5	21.3	0.5	3.7
40 " " 45	7.8	0.3	2.6	13.1	0.9	7.4	20.9	0.5	4.2
45 " " 50	8.4	0.3	2.9	18.5	1.3	8.7	26.9	0.6	4.9
50 " " 55	14.8	0.5	3.4	19.5	1.4	10.1	34.3	0.8	5.7
55 " " 60	14.3	0.5	4.0	20.3	1.4	11.5	34.5	0.8	6.6
60 " " 65	17.5	0.6	4.6	35.5	2.5	14.0	53.0	1.3	7.8
65 " " 70	15.6	0.6	5.2	27.3	1.9	15.9	42.9	1.0	8.9
70 " " 80	35.8	1.3	6.5	58.6	4.1	20.0	94.4	2.3	11.2
80 " " 90	33.7	1.2	7.7	70.0	4.9	25.0	103.7	2.5	13.7
90 " " 100	41.4	1.5	9.3	62.9	4.4	29.4	104.3	2.5	16.2
100 " " 110	51.0	1.9	11.1	100.7	7.1	36.5	151.7	3.7	19.8
110 " " 120	85.2	3.1	14.3	117.3	8.3	44.8	202.5	4.9	24.7
120 " " 130	163.4	6.0	20.3	166.9	11.8	56.5	330.4	8.0	32.7
130 " " 140	197.4	7.3	27.5	166.8	11.7	68.3	364.3	8.8	41.5
140 " " 150	215.6	7.9	35.5	121.3	8.5	76.8	337.0	8.1	49.7
150 " " 160	220.0	8.1	43.6	80.5	5.7	82.5	300.5	7.3	56.9
160 " " 170	202.0	7.4	51.0	58.7	4.1	86.6	260.7	6.3	63.2
170 " " 180	190.0	7.0	58.0	49.7	3.5	90.1	239.6	5.8	69.0
180 " " 190	162.7	6.0	64.0	36.8	2.6	92.7	199.5	4.8	73.8
190 " " 200	135.8	5.0	69.0	22.6	1.6	94.3	158.4	3.8	77.7
200 " " 220	233.7	8.6	77.6	33.2	2.3	96.6	266.8	6.4	84.1
220 " " 240	157.8	5.8	83.4	20.6	1.5	98.1	178.4	4.3	88.4
240 " " 260	121.4	4.5	87.8	10.6	0.7	98.8	132.0	3.2	91.6
260 " " 280	89.4	3.3	91.1	16.9	1.2	100.0	95.4	2.3	93.9
280 " " 300	67.4	2.5	93.6				72.3	1.7	95.7
300 " " 350	94.3	3.5	97.1	16.9	1.2	100.0	97.9	2.4	98.0
350 " " 400	39.9	1.5	98.5				41.2	1.0	99.0
400 " " 450	20.1	0.7	99.3				20.8	0.5	99.5
450 and over	19.8	0.7	100.0				20.1	0.5	100.0
Total	2,718.8	100.0	..	1,420.2	100.0	..	4,139.1	100.0	..

- dollars -

Median earnings	168.60	..	..	124.40	..	..	150.40	..	..
Mean earnings	179.90	..	..	121.40	..	..	159.80	..	..

(a) Full-time and part-time employees, including managerial, etc. staff. See "Scope" on page 73 for particulars of employees excluded from the survey.

## FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) -						
Under 100	18.3	1.0	1.0	17.9	2.1	2.1
100 and under 110				53.8	6.4	8.5
110 " " 120	46.3	2.4	3.4	78.0	9.2	17.7
120 " " 130	128.7	6.7	10.1	142.0	16.8	34.5
130 " " 140	168.9	8.8	19.0	151.2	17.9	52.4
140 " " 150	193.4	10.1	29.1	110.3	13.0	65.4
150 " " 160	196.8	10.3	39.4	74.5	8.8	74.2
160 " " 170	186.3	9.8	49.1	52.1	6.2	80.4
170 " " 180	168.0	8.8	57.9	46.9	5.5	86.0
180 " " 190	141.8	7.4	65.3	34.1	4.0	90.0
190 " " 200	114.2	6.0	71.3	19.9	2.4	92.3
200 " " 220	180.2	9.4	80.8	29.2	3.5	95.8
220 " " 240	118.1	6.2	86.9	17.9	2.1	97.9
240 " " 260	82.3	4.3	91.2	7.8	0.9	98.8
260 " " 280	56.0	2.9	94.2			
280 " " 300	43.0	2.3	96.4			
300 " " 350	43.7	2.3	98.7	9.9	1.2	100.0
350 " " 400	13.4	0.7	99.4			
400 and over	11.1	0.6	100.0			
Total	1,910.5	100.0	..	845.3	100.0	..
- dollars -						
Median earnings	171.00	..	..	138.70	..	..
Mean earnings	183.30	..	..	146.40	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) -						
Under 60	16.1	7.7	7.7	9.7	4.5	4.5
60 and under 70	19.9	9.5	17.2	26.7	12.3	16.8
70 " " 80	21.3	10.2	27.4	23.1	10.6	27.4
80 " " 90	19.2	9.2	36.6	34.0	15.7	43.2
90 " " 100	23.4	11.2	47.8	30.9	14.2	57.4
100 " " 110	22.8	10.9	58.7	29.0	13.4	70.7
110 " " 120	22.2	10.6	69.3	25.2	11.6	82.4
120 " " 140	33.9	16.2	85.5	24.8	11.4	93.8
140 " " 160	15.7	7.5	93.0	13.5	6.2	100.0
160 " " 180	7.0	3.3	96.3			
180 and over	7.7	3.7	100.0			
Total	209.1	100.0	..	216.8	100.0	..
- dollars -						
Median earnings	102.00	..	..	94.80	..	..
Mean earnings	105.70	..	..	97.00	..	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.

## FULL-TIME NON-MANAGERIAL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ( '000)	Per cent of total	Cumulative per cent of total	Number ( '000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) –						
Under 60	9.7	0.5	0.5	7.2	0.8	0.8
60 and under 80	8.1	0.4	0.9	9.0	1.0	1.8
80 " " 90	6.3	0.3	1.2	10.7	1.2	3.0
90 " " 100	11.7	0.6	1.8	15.9	1.8	4.8
100 " " 110	23.3	1.1	2.9	61.1	6.8	11.6
110 " " 120	58.1	2.8	5.7	84.4	9.4	21.0
120 " " 130	139.7	6.8	12.6	145.8	16.2	37.2
130 " " 140	181.0	8.8	21.4	154.5	17.2	54.5
140 " " 150	203.3	9.9	31.3	113.1	12.6	67.1
150 " " 160	206.4	10.1	41.4	75.4	8.4	75.5
160 " " 170	193.1	9.4	50.8	52.6	5.9	81.3
170 " " 180	173.8	8.5	59.3	47.4	5.3	86.6
180 " " 190	146.2	7.2	66.5	34.6	3.9	90.5
190 " " 200	117.9	5.8	72.2	20.3	2.3	92.7
200 " " 220	186.4	9.1	81.3	29.4	3.3	96.0
220 " " 240	122.3	6.0	87.3	18.0	2.0	98.0
240 " " 260	85.3	4.2	91.5	8.0	0.9	98.9
260 " " 280	58.0	2.8	94.3	9.9	1.1	100.0
280 " " 300	44.4	2.2	96.5			
300 " " 350	46.0	2.2	98.7			
350 " " 400	14.2	0.7	99.4			
400 and over	11.6	0.6	100.0			
Total	2,046.8	100.0	..	897.4	100.0	..
– dollars –						
Median earnings	169.10	..	..	137.40	..	..
Mean earnings	180.60	..	..	143.70	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) –						
Under 50	5.0	2.2	2.2	5.7	2.5	2.5
50 and under 60	14.9	6.6	8.7	8.5	3.7	6.2
60 " " 70	21.6	9.5	18.2	28.1	12.3	18.5
70 " " 80	23.2	10.2	28.4	25.0	11.0	29.5
80 " " 90	20.4	9.0	37.4	35.4	15.5	45.0
90 " " 100	25.2	11.1	48.5	31.5	13.8	58.8
100 " " 110	24.9	10.9	59.4	29.4	12.9	71.6
110 " " 120	24.1	10.6	70.0	25.5	11.2	82.8
120 " " 140	35.8	15.7	85.8	25.6	11.2	94.0
140 " " 160	16.7	7.4	93.1	7.9	3.5	97.4
160 " " 180	7.1	3.1	96.2	5.8	2.6	100.0
180 and over	8.6	3.8	100.0			
Total	227.6	100.0	..	228.4	100.0	..
– dollars –						
Median earnings	101.10	..	..	93.60	..	..
Mean earnings	104.90	..	..	95.70	..	..

**FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER, INDUSTRIES**  
**AVERAGE WEEKLY HOURS PAID FOR, MAY 1976**

Industry	Males			Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total
<b>Manufacturing –</b>						
Food, beverages and tobacco	3.5	38.8	42.3	1.1	37.6	38.7
Textiles; clothing and footwear	3.2	39.1	42.4	0.6	37.7	38.3
Paper, printing, etc.	2.7	39.3	42.0	*	38.6	39.5
Chemical, petroleum and coal products	2.8	38.4	41.2	0.8	38.3	39.2
<b>Metal products, machinery and equipment –</b>						
Basic metal products	3.6	39.0	42.6	*	38.6	39.4
Fabricated metal products; other machinery, etc.	3.3	39.1	42.3	0.9	38.3	39.2
Transport equipment	2.5	38.2	40.7	1.4	37.7	39.2
<i>Total metal products, etc.</i>	<i>3.1</i>	<i>38.8</i>	<i>41.9</i>	<i>1.0</i>	<i>38.2</i>	<i>39.2</i>
Other	4.1	39.1	43.1	*	38.2	39.0
<i>Total manufacturing</i>	<i>3.3</i>	<i>38.9</i>	<i>42.2</i>	<i>0.9</i>	<i>38.0</i>	<i>38.9</i>
<b>Non-manufacturing –</b>						
Mining	6.6	37.2	43.8	*	36.7	37.5
Electricity, gas and water	1.7	39.0	40.7	*	37.3	38.0
Construction	2.8	39.1	41.8	*	36.9	37.3
Wholesale trade	1.8	38.7	40.5	0.5	37.6	38.1
Retail trade	1.7	39.7	41.4	0.4	38.9	39.3
Transport and storage; communication	3.0	38.5	41.5	0.6	37.2	37.7
Finance, business services	0.7	38.6	39.4	*	37.4	37.6
Public administration and defence; community services	0.9	38.1	39.0	0.3	37.2	37.5
Other	2.5	39.4	41.9	*	37.3	38.3
<i>Total non-manufacturing</i>	<i>2.1</i>	<i>38.6</i>	<i>40.8</i>	<i>0.4</i>	<i>37.5</i>	<i>37.9</i>
<b>Total all industries</b>	<b>2.5</b>	<b>38.7</b>	<b>41.2</b>	<b>0.5</b>	<b>37.6</b>	<b>38.2</b>

\* Subject to sampling variability too high for most practical uses.

**FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER, INDUSTRIES,  
COMPOSITION OF AVERAGE WEEKLY EARNINGS, MAY 1976**

Industry	Males				Females			
	Ordinary time				Ordinary time			
	Overtime	Award or agreed base rate of pay (a)	Other pay (a)	Total	Overtime	Award or agreed base rate of pay (a)	Other pay (a)	Total
				\$				
Manufacturing –								
Food, beverages and tobacco	20.50	133.40	15.50	169.50	5.30	119.30	*	129.80
Textiles; clothing and footwear	16.70	129.50	16.00	162.20	2.70	104.90	*	120.20
Paper, printing, etc.	17.40	152.80	14.70	184.80	*	125.80	6.10	136.80
Chemical, petroleum and coal products	18.60	158.50	10.40	187.60	4.60	130.80	*	140.70
Metal products, machinery and equipment –								
Basic metal products	21.70	142.40	21.70	185.80	*	132.00	*	147.70
Fabricated metal products; other machinery, etc.	18.80	129.80	20.00	168.50	4.20	113.40	9.30	126.90
Transport equipment	16.00	142.70	*	167.10	7.80	120.30	*	135.10
Total metal products, etc.	18.50	136.60	16.80	171.80	4.90	116.30	9.00	130.20
Other	23.60	132.60	13.90	170.00	3.80	113.80	5.50	123.20
Total manufacturing	19.50	137.60	15.50	172.60	4.20	114.80	8.50	127.60
Non-manufacturing –								
Mining	48.80	169.50	33.00	251.20	*	137.00	*	149.90
Electricity, gas and water	11.90	175.00	*	190.60	*	155.70	*	160.50
Construction	18.50	156.90	5.40	180.80	*	134.00	*	139.80
Wholesale trade	10.40	140.30	13.30	164.00	2.70	127.50	*	135.60
Retail trade	8.70	130.80	15.30	154.80	2.10	124.20	3.40	129.70
Transport and storage; communication	19.90	169.00	*	191.60	3.30	144.30	*	149.30
Finance, business services	4.80	161.60	*	176.10	*	138.90	*	143.80
Public administration and defence; community services	6.40	189.50	1.30	197.20	*	160.40	*	162.90
Other	14.10	144.10	4.60	162.70	*	126.60	*	133.30
Total non-manufacturing	13.90	163.70	7.10	184.70	2.30	145.60	2.10	149.90
Total all industries	15.80	154.80	10.00	180.60	2.80	137.10	3.90	143.70

(a) See definitions, page 73.

\* Subject to sampling variability too high for most practical uses.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES,  
MAY 1976**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AGED 21 YEARS AND OVER</b>									
<b>Males</b>					\$				
Overtime	16.20	16.10	15.00	12.40	20.20	11.20	*	9.90	15.80
Ordinary time –									
Award or agreed base rate of pay (a)	154.70	153.90	155.10	151.90	153.60	154.50	172.50	187.70	154.80
Other pay (a)	11.50	10.70	7.30	8.70	8.80	*	*	*	10.00
<b>Total</b>	<b>182.40</b>	<b>180.70</b>	<b>177.30</b>	<b>172.90</b>	<b>182.60</b>	<b>174.10</b>	<b>206.70</b>	<b>200.80</b>	<b>180.60</b>
<b>Females</b>									
Overtime	2.90	2.90	*	2.80	*	*	*	*	2.80
Ordinary time –									
Award or agreed base rate of pay (a)	135.40	134.70	140.30	137.90	139.10	145.70	159.00	155.10	137.10
Other pay (a)	4.10	*	*	*	1.30	*	*	*	3.90
<b>Total</b>	<b>142.40</b>	<b>142.90</b>	<b>144.50</b>	<b>144.60</b>	<b>142.80</b>	<b>150.10</b>	<b>165.00</b>	<b>159.40</b>	<b>143.70</b>
<b>AGED UNDER 21 YEARS</b>									
<b>Males</b>					\$				
Overtime	5.50	4.90	6.80	5.30	*	*	*	*	5.90
Ordinary time –									
Award or agreed base rate of pay (a)	95.50	95.40	96.50	91.10	92.90	97.80	102.70	109.10	95.30
Other pay (a)	4.20	4.20	2.60	(b)	*	*	*	*	3.70
<b>Total</b>	<b>105.10</b>	<b>104.50</b>	<b>105.90</b>	<b>99.30</b>	<b>106.30</b>	<b>105.20</b>	<b>112.40</b>	<b>121.60</b>	<b>104.90</b>
<b>Females</b>									
Overtime	1.60	1.80	*	*	*	*	*	*	1.60
Ordinary time –									
Award or agreed base rate of pay (a)	93.20	94.70	89.00	92.30	88.10	86.40	97.60	112.10	92.40
Other pay (a)	2.30	2.00	*	*	*	*	*	*	1.60
<b>Total</b>	<b>97.10</b>	<b>98.50</b>	<b>90.70</b>	<b>95.30</b>	<b>90.50</b>	<b>88.70</b>	<b>100.30</b>	<b>115.70</b>	<b>95.70</b>

(a) See definitions, page 73.

\* Subject to sampling variability too high for most practical uses.

### Surveys of Weekly Earnings and Hours (October Surveys)

Surveys covering most private employers subject to payroll tax were conducted in October of each year from 1962 to 1971, with the exception of 1965. From 1972 the coverage was extended, the principal change being the inclusion of government employees. The following pages contain some results for private and government employees combined obtained from a survey of weekly earnings and hours which was conducted in respect of the last pay-period in October 1976. Separate estimates for employees in the private and government sectors, in addition to the estimates for these two sectors combined, were published in *Earnings and Hours of Employees, October 1976* (Reference No. 6.40).

**Content.** The survey obtained data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings for the selected pay-period. In addition, information on overtime and ordinary time earnings and hours was obtained for full-time non-managerial employees. The estimates of average overtime earnings and average overtime hours paid for,

shown in the tables on pages 84-86, do not relate only to those employees who worked overtime, but are averages for all employees in the specified category, including those who did not work overtime.

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 previous normal pay-period.

**Coverage.** All wage and salary earners were represented except members of the defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and employees of private employers (other than hospitals) not subject to payroll tax. At the time of the selection of the sample payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries (\$400 a week in the Territories). In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

**Survey design.** Australian and State Government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used.

Although the sample for the survey was not designed to provide estimates of the numbers of employees represented, it has been calculated that the 1976 survey was representative of approximately 2,687,000 male and 1,398,000 female wage and salary earners, comprising 1,779,000 males and 1,000,000 females in private employment and 908,000 males and 398,000 females in government employment.

**Reliability of the estimates.** As parts of the survey were conducted from samples of employers (see above), the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details of the reliability of the estimates see the Technical Note contained in *Earnings and Hours of Employees, October 1976* (Reference No. 6.40).

**Industry classification.** The industry classification used was the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification* (Preliminary Edition) 1969, Vol. 1. Details of the ASIC industries used in the surveys and shown in the tables on pages 83 and 84, are contained in the bulletins (Reference No. 6.40). This classification differs from that used for earlier surveys, which was the industry classification used for the 1966 and 1961 Population Censuses. Consequently estimates by industry are not directly comparable with those obtained from earlier surveys.

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

Results for October 1974 and later surveys are on the same basis as those for the October 1972 and October 1973 except for industry details. Results for private employees published in the October 1972 and earlier bulletins with Reference No. 6.1 are not directly comparable with details published in the October 1972 and later bulletins with Reference No. 6.40. A more detailed note on the comparability of results and on the differences between the industry classifications is given in *Earnings and Hours of Employees, October 1974* (Reference No. 6.40).

**Definitions.** The following definitions refer to terms used in the survey and in the tables in this section:

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

*Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

*Government employees* are civilian employees of Australian and State Government departments, authorities and semi-government bodies, and of local government authorities.

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

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

*Full-time employees* are those employees who ordinarily worked 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 specified pay-period. Some employees (e.g. aircrew, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time if they worked the normal scheduled hours for a full week.

*Part-time employees* are those employees who ordinarily work less than 30 hours a week and who received pay for the last pay-period in October. Employees on short-time who normally work 30 hours or more a week were classified as full-time employees.

In the *private* sector, non-managerial employees were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wage employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for private employees, were not further defined. In the *government* sector, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees (i) who were ineligible to receive payment for overtime, or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

*Weekly earnings* refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes overtime earnings, ordinary time 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 specified 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 specified pay-period; periodical payments under incentive, piecework, profit sharing, etc. schemes; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

*Overtime earnings* refers to that part of gross weekly earnings (as defined above) attributable to hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff. The figures of average overtime earnings shown in the tables on pages 84-86, do not relate only to those employees who worked overtime but are averages for all employees in the specified category whether or not they worked overtime.

*Ordinary time earnings* refers to that part of gross weekly earnings (as defined above) attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the specified pay-period.

*Weekly man-hours paid for* refers to the hours for which payment was made. It includes overtime hours, ordinary

time hours, paid stand-by or reporting time; and that part of 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 were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, hours were based on agreed hours. 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. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the specified pay-period.

NOTE. The estimates of average weekly earnings contained herein are rounded to the nearest ten cents, those of average weekly hours paid for to the first decimal place, and those of average hourly earnings to the nearest cent. Any discrepancies between totals and sums of components are due to rounding.



**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES (a), INDUSTRIES,  
OCTOBER 1976 (b)**

Manufacturing											
Metal products, machinery and equipment											
	Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical, petroleum and coal products	Basic metal products	Fabricated metal products; other mach- inery, etc.	Transport equipment	Total	Other	Total manufact- uring	
AVERAGE WEEKLY EARNINGS (\$)											
Males	172.30	158.00	183.90	195.60	189.90	166.80	170.40	172.70	162.80	172.20	
Adults	177.30	163.20	191.50	196.10	196.60	174.60	175.90	179.70	170.50	178.80	
Juniors	98.10	93.90	105.70	108.20	108.90	93.80	97.10	97.50	91.30	97.00	
Females	131.60	119.70	130.40	140.20	147.70	129.90	138.30	132.80	126.90	128.70	
Adults	135.90	124.40	136.10	142.80	152.00	132.60	140.10	135.60	130.50	132.60	
Juniors	90.60	82.70	88.00	98.80	106.50	93.60	95.10	95.20	92.10	89.40	
Persons	162.00	133.00	170.50	179.30	186.70	157.80	166.70	165.70	156.40	161.40	
AVERAGE WEEKLY HOURS PAID FOR											
Males	41.8	41.6	41.0	40.5	41.0	41.2	40.6	41.0	41.3	41.2	
Adults	41.9	41.8	41.1	40.5	41.2	41.4	40.8	41.1	41.5	41.3	
Juniors	40.3	39.8	40.4	39.5	38.7	39.7	39.2	39.4	39.6	39.6	
Females	39.1	38.3	39.4	38.7	39.3	38.9	39.3	39.0	38.8	38.8	
Adults	39.1	38.3	39.4	38.7	39.3	38.9	39.4	39.0	38.7	38.8	
Juniors	39.1	38.6	39.3	38.5	39.5	39.0	38.7	39.0	38.8	38.9	
Persons	41.1	40.2	40.6	40.0	40.9	40.6	40.5	40.6	40.9	40.6	
AVERAGE HOURLY EARNINGS (\$)											
Males	4.12	3.80	4.49	4.83	4.63	4.05	4.20	4.21	3.94	4.18	
Adults	4.23	3.91	4.67	4.85	4.77	4.22	4.32	4.37	4.11	4.33	
Juniors	2.44	2.36	2.62	2.74	2.81	2.36	2.48	2.48	2.31	2.45	
Females	3.37	3.13	3.31	3.62	3.76	3.30	3.52	3.41	3.28	3.32	
Adults	3.48	3.25	3.46	3.69	3.87	3.41	3.56	3.48	3.37	3.42	
Juniors	2.32	2.14	2.24	2.57	2.70	2.40	2.46	2.44	2.37	2.30	
Persons	3.94	3.31	4.20	4.48	4.57	3.88	4.12	4.08	3.83	3.98	
Non-manufacturing											
	Mining	Electri- city, gas and water	Cons- truction	Wholesale trade	Retail trade	Transport and storage; communi- cation	Finance, business services	Public adminis- tration, etc.	Other	Total non-manu- facturing	Total all industries
AVERAGE WEEKLY EARNINGS (\$)											
Males	250.10	195.20	180.10	164.70	143.60	193.00	174.30	201.50	170.20	184.80	180.50
Adults	253.70	200.70	184.50	171.40	159.70	198.30	186.20	205.70	174.20	192.20	187.60
Juniors	139.10	113.10	111.70	96.80	90.50	104.60	106.50	109.60	103.20	102.30	100.50
Females	155.80	142.00	133.50	130.40	120.20	150.10	131.90	165.80	131.50	146.60	142.30
Adults	163.50	158.10	141.10	137.70	136.00	158.00	150.20	174.00	136.90	158.60	151.70
Juniors	110.50	106.90	98.50	93.40	88.40	102.60	101.60	107.20	88.10	98.90	97.70
Persons	243.40	190.50	177.70	155.10	132.80	186.30	151.80	182.90	152.80	171.40	168.30
AVERAGE WEEKLY HOURS PAID FOR											
Males	41.5	40.3	40.5	40.5	41.0	41.3	39.3	38.7	41.2	40.3	40.6
Adults	41.5	40.4	40.6	40.5	41.1	41.4	39.3	38.7	41.2	40.3	40.7
Juniors	39.8	39.0	39.6	40.3	40.7	39.8	39.3	37.8	40.7	39.8	39.7
Females	38.9	37.1	38.3	38.6	39.6	39.3	38.2	37.9	38.3	38.4	38.5
Adults	38.9	37.1	38.3	38.5	39.5	39.3	38.0	37.8	38.4	38.3	38.4
Juniors	38.9	37.2	38.4	39.0	39.8	39.4	38.6	38.2	38.1	38.8	38.8
Persons	41.3	40.0	40.4	40.0	40.4	41.0	38.7	38.3	39.9	39.6	39.9
AVERAGE HOURLY EARNINGS (\$)											
Males	6.03	4.84	4.44	4.07	3.50	4.67	4.43	5.21	4.13	4.59	4.45
Adults	6.11	4.97	4.54	4.23	3.89	4.79	4.73	5.31	4.23	4.77	4.61
Juniors	3.49	2.90	2.82	2.40	2.22	2.63	2.71	2.90	2.54	2.57	2.53
Females	4.01	3.83	3.48	3.38	3.03	3.82	3.45	4.38	3.43	3.82	3.70
Adults	4.21	4.26	3.68	3.57	3.44	4.02	3.95	4.60	3.57	4.14	3.95
Juniors	2.84	2.88	2.56	2.39	2.22	2.60	2.63	2.81	2.31	2.55	2.52
Persons	5.89	4.76	4.40	3.88	3.29	4.54	3.92	4.78	3.83	4.33	4.22

(a) Total (private and government) employees. (b) Last pay-period in October 1976. For definitions and explanatory notes etc. see pages 80-82.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS (a) : FULL-TIME  
NON-MANAGERIAL EMPLOYEES (b), INDUSTRIES, OCTOBER 1976 (c)**

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles; clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
<b>ADULT MALES</b>										
Overtime earnings (a) (\$)	24.70	17.50	17.40	18.10	23.70	18.90	16.60	19.20	20.10	20.00
Ordinary time earnings (a) (\$)	152.60	145.80	174.20	178.00	172.90	155.80	159.30	160.50	150.40	158.80
Total earnings (\$)	177.30	163.20	191.50	196.10	196.60	174.60	175.90	179.70	170.50	178.80
Overtime hours (a)	3.9	3.2	2.4	2.7	3.5	3.1	2.5	3.0	3.4	3.2
Ordinary time hours (a)	38.0	38.6	38.6	37.9	37.7	38.3	38.3	38.2	38.1	38.2
Total hours	41.9	41.8	41.1	40.5	41.2	41.4	40.8	41.1	41.5	41.3
<b>JUNIOR MALES</b>										
Overtime earnings (a) (\$)	9.00	*	5.60	2.60	4.80	4.90	3.30	4.50	4.40	5.10
Ordinary time earnings (a) (\$)	89.10	89.50	100.10	105.60	104.10	88.90	93.80	93.00	86.90	91.90
Total earnings (\$)	98.10	93.90	105.70	108.20	108.90	93.80	97.10	97.50	91.30	97.00
Overtime hours (a)	2.3	*	1.3	0.6	1.0	1.2	0.8	1.1	1.2	1.3
Ordinary time hours (a)	38.0	38.6	39.1	38.9	37.7	38.4	38.4	38.3	38.4	38.4
Total hours	40.3	39.8	40.4	39.5	38.7	39.7	39.2	39.4	39.6	39.6
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing industries</i>
<b>ADULT MALES</b>										
Overtime earnings (a) (\$)	47.70	12.80	16.60	12.80	9.30	20.50	5.10	7.30	13.80	14.40
Ordinary time earnings (a) (\$)	206.00	187.90	167.90	158.60	150.40	177.80	181.10	198.40	160.40	177.80
Total earnings (\$)	253.70	200.70	184.50	171.40	159.70	198.30	186.20	205.70	174.20	192.20
Overtime hours (a)	6.1	1.8	2.4	1.9	1.7	2.9	0.8	1.0	2.2	2.1
Ordinary time hours (a)	35.5	38.6	38.2	38.6	39.4	38.5	38.6	37.7	39.0	38.3
Total hours	41.5	40.4	40.6	40.5	41.1	41.4	39.3	38.7	41.2	40.3
<b>JUNIOR MALES</b>										
Overtime earnings (a) (\$)	16.20	3.30	2.90	4.30	4.40	6.20	1.50	1.50	6.90	3.90
Ordinary time earnings (a) (\$)	122.90	109.80	108.70	92.50	86.10	98.50	105.00	108.00	96.40	98.30
Total earnings (\$)	139.10	113.10	111.70	96.80	90.50	104.60	106.50	109.60	103.20	102.30
Overtime hours (a)	3.0	0.7	0.7	1.1	1.3	1.5	0.3	0.3	1.8	1.0
Ordinary time hours (a)	36.8	38.2	38.9	39.2	39.4	38.4	39.0	37.5	38.9	38.8
Total hours	39.8	39.0	39.6	40.3	40.7	39.8	39.3	37.8	40.7	39.8
<i>Manufacturing</i> <i>Non-manufacturing</i> <i>Total all industries</i>										
<b>ADULT FEMALES</b>										
Overtime earnings (a) (\$)		5.20				3.00			3.60	
Ordinary time earnings (a) (\$)		127.40				155.60			148.20	
Total earnings (\$)		132.60				158.60			151.70	
Overtime hours (a)		1.0				0.5			0.7	
Ordinary time hours (a)		37.8				37.8			37.8	
Total hours		38.8				38.3			38.4	
<b>JUNIOR FEMALES</b>										
Overtime earnings (a) (\$)		1.50				1.50			1.50	
Ordinary time earnings (a) (\$)		87.90				97.40			96.20	
Total earnings (\$)		89.40				98.90			97.70	
Overtime hours (a)		0.4				0.4			0.4	
Ordinary time hours (a)		38.4				38.4			38.4	
Total hours		38.9				38.8			38.8	

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS (a) : FULL-TIME NON-MANAGERIAL  
EMPLOYEES (b), INDUSTRIES, OCTOBER 1976 (c)**  
(\\$)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY OVERTIME EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	18.20	21.00	18.20	18.00	21.90	13.40	17.20	8.20	19.20
Other	20.10	21.90	23.90	15.30	23.20	13.20	32.90	20.40	20.70
Total manufacturing	19.10	21.50	21.70	16.90	22.60	13.30	27.60	17.00	20.00
Non-manufacturing	14.80	13.40	13.50	9.70	21.00	12.60	27.40	10.50	14.40
Total all industries	16.30	16.80	15.60	12.50	21.40	12.80	27.40	11.00	16.30
Junior males	4.10	4.60	4.30	3.80	4.90	3.50	10.50	*	4.30
Adult females	4.10	3.70	2.50	3.10	3.10	3.00	3.80	2.50	3.60
Junior females	1.60	1.40	1.00	1.80	1.40	2.10	2.40	*	1.50
<b>AVERAGE WEEKLY ORDINARY TIME EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	161.20	162.20	156.60	156.90	156.20	171.70	155.80	165.00	160.50
Other	157.60	158.40	156.50	157.60	148.20	156.40	160.30	172.90	157.10
Total manufacturing	159.50	160.20	156.50	157.10	151.70	161.10	158.80	170.70	158.80
Non-manufacturing	178.80	179.10	174.80	172.20	174.60	174.20	182.40	206.00	177.80
Total all industries	172.00	171.30	170.10	166.30	169.00	170.10	181.20	203.40	171.30
Junior males	96.10	97.60	96.50	93.80	93.50	97.70	100.00	102.50	96.20
Adult females	147.30	147.40	148.80	148.00	146.40	152.10	160.00	166.90	148.20
Junior females	98.40	99.10	91.60	94.80	93.10	91.10	101.80	98.20	96.20
<b>AVERAGE WEEKLY TOTAL EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	179.40	183.30	174.80	174.80	178.00	185.10	173.00	173.10	179.70
Other	177.60	180.30	180.40	172.90	171.40	169.60	193.30	193.20	177.90
Total manufacturing	178.60	181.70	178.20	174.00	174.30	174.30	186.40	187.70	178.80
Non-manufacturing	193.60	192.50	188.30	181.90	195.60	186.80	209.80	216.50	192.20
Total all industries	188.40	188.10	185.70	178.80	190.40	182.90	208.70	214.30	187.60
Junior males	100.20	102.20	100.80	97.60	98.40	101.20	110.40	106.60	100.50
Adult females	151.40	151.10	151.30	151.10	149.50	155.10	163.90	169.50	151.70
Junior females	100.00	100.60	92.60	96.70	94.50	93.20	104.20	99.60	97.70

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS (a) : FULL-TIME NON-MANAGERIAL  
EMPLOYEES (b) INDUSTRIES, OCTOBER 1976 (c)**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY OVERTIME HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	2.8	3.2	2.9	2.7	3.3	1.9	2.9	1.0	3.0
Other	3.2	3.6	3.6	2.5	3.8	2.1	5.2	3.3	3.3
Total manufacturing	3.0	3.4	3.3	2.7	3.6	2.0	4.4	2.7	3.2
Non-manufacturing	2.1	1.9	1.9	1.6	3.0	1.9	3.8	1.6	2.1
Total all industries	2.4	2.6	2.3	2.0	3.2	1.9	3.8	1.6	2.4
Junior males	1.0	1.1	1.0	1.0	1.3	0.8	2.4	*	1.1
Adult females	0.7	0.7	0.5	0.6	0.6	0.5	0.7	0.4	0.7
Junior females	0.4	0.4	0.3	0.5	0.4	0.6	0.7	*	0.4
<b>AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	38.0	38.3	37.9	38.4	38.1	39.5	38.0	37.6	38.2
Other	37.8	38.4	38.4	38.3	38.0	38.7	38.6	38.9	38.2
Total manufacturing	37.9	38.3	38.2	38.3	38.1	38.9	38.4	38.5	38.2
Non-manufacturing	38.1	38.5	38.0	38.6	38.3	38.3	37.3	38.1	38.3
Total all industries	38.1	38.4	38.0	38.5	38.3	38.5	37.4	38.1	38.2
Junior males	38.6	38.7	38.5	38.8	38.6	39.0	39.2	39.1	38.7
Adult females	37.5	38.0	37.9	38.0	38.2	37.9	37.1	37.0	37.8
Junior females	38.4	38.4	38.4	38.3	38.7	38.8	37.6	37.9	38.4
<b>AVERAGE WEEKLY TOTAL HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	40.9	41.5	40.8	41.1	41.4	41.4	40.8	38.6	41.1
Other	41.0	41.9	42.0	40.8	41.8	40.8	43.7	42.2	41.5
Total manufacturing	40.9	41.8	41.5	41.0	41.6	41.0	42.7	41.2	41.3
Non-manufacturing	40.2	40.4	39.9	40.2	41.4	40.2	41.2	39.6	40.3
Total all industries	40.5	41.0	40.3	40.5	41.4	40.4	41.2	39.8	40.7
Junior males	39.6	39.8	39.6	39.8	39.9	39.8	41.6	40.2	39.7
Adult females	38.2	38.7	38.4	38.6	38.8	38.4	37.8	37.5	38.4
Junior females	38.8	38.8	38.7	38.8	39.1	39.4	38.3	38.3	38.8

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a), OCTOBER 1976 (b)**  
(**\$**)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>Males</b>	<b>189.40</b>	<b>191.50</b>	<b>183.60</b>	<b>177.70</b>	<b>186.90</b>	<b>181.70</b>	<b>208.60</b>	<b>233.50</b>	<b>188.60</b>
Adults	196.80	199.00	192.90	186.50	195.50	189.70	214.90	240.90	196.60
Juniors	90.70	90.50	93.70	88.20	89.50	97.20	98.00	89.10	91.00
Full-time employees	196.70	198.30	188.50	183.40	194.60	188.30	213.70	240.20	195.30
Adults	203.40	204.60	197.10	191.10	202.50	196.30	218.90	245.90	202.40
Juniors	100.20	102.20	100.80	97.60	98.40	101.20	110.40	106.60	100.50
<b>Females</b>	<b>129.00</b>	<b>129.70</b>	<b>121.30</b>	<b>122.70</b>	<b>118.90</b>	<b>118.20</b>	<b>149.20</b>	<b>152.10</b>	<b>127.20</b>
Adults	135.80	137.00	132.20	131.10	126.40	125.20	155.10	159.00	134.90
Juniors	84.70	87.00	83.20	85.70	81.80	87.50	83.30	81.80	85.00
Full-time employees	147.00	146.10	138.10	141.60	141.40	142.30	161.10	167.10	145.20
Adults	154.50	154.30	153.30	153.80	152.60	158.00	165.50	173.80	154.70
Juniors	100.00	100.60	92.60	96.70	94.50	93.20	104.20	99.60	97.70
<b>Persons</b>	<b>168.60</b>	<b>170.30</b>	<b>163.70</b>	<b>158.60</b>	<b>163.60</b>	<b>160.60</b>	<b>189.10</b>	<b>201.80</b>	<b>167.60</b>
Adults	176.80	178.90	175.50	168.60	173.30	169.90	195.70	210.00	176.70
Juniors	87.70	88.70	88.20	86.90	85.50	92.20	91.70	85.20	87.90
Full-time employees	181.80	182.50	174.60	171.30	179.30	176.20	197.80	214.70	180.40
Adults	189.50	190.50	186.70	181.50	189.50	187.60	203.00	221.60	189.40
Juniors	100.10	101.30	96.60	97.10	96.40	97.10	108.00	102.80	99.10

(a) Total (private and government) employees, including managerial, executive, etc., staff. (b) Last pay-period in October 1976.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES (a), OCTOBER 1976 (b)**

	<i>Adult females</i>					
	<i>Adult males</i>	<i>Junior males</i>	<i>Manu- facturing</i>	<i>Non- manu- facturing</i>	<i>Total all industries</i>	<i>Junior females</i>
Average weekly earnings (\$)	63.80	23.60	71.50	72.60	72.40	23.20
Average weekly hours paid for	13.1	9.0	19.6	17.0	17.2	8.7
Average hourly earnings (\$)	4.87	2.62	3.55	4.28	4.21	2.66

(a) Total (private and government) employees. Part-time employees are those who normally work less than 30 hours a week. (b) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

# AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section contains estimates of average weekly earnings per employed male unit (see below), approximating the average earnings of civilian male employees. Earnings figures for Australia are shown for each quarter from March quarter 1971 to December quarter 1976 and for States and Territories for each quarter from March quarter 1974. Financial year averages are also shown for the period 1966-67 to 1975-76. Estimates of average weekly ordinary time earnings of full-time adult male non-managerial employees are shown for Australia for each quarter from March quarter 1974.

All estimates from September quarter 1971 have been revised, as a result of the incorporation of a revised series of employment estimates, changes to the ratio of female to male average earnings and some amendments to the allowance made for earnings from second jobs. The seasonally adjusted series have also been reanalysed.

Current estimates are published in *Average Weekly Earnings* (Reference No. 6.18).

## Definitions of earnings

The earnings figures used in the calculation of the averages shown in the tables on pages 89 and 90 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and juniors as well as adults, are included.

Earnings figures used in calculating the averages shown in the second table on page 90 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of juniors, part-time employees and managerial, executive, etc. staff.

## Method of estimation

For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and Unemployment* (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

## Male units

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from annual surveys of weekly earnings and hours and other sources. Ratios used during the period March quarter 1974 to December quarter 1976 are shown in the following table.

(Per cent)

Quarter	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia (a)
1974 - March	62	62	58	58	55	60	60	59	61
June	62	62	59	60	57	62	60	59	61
September	63	63	60	62	58	63	60	60	62
December	63	64	61	63	58	63	61	60	63
1975 - March	64	65	63	63	59	64	62	60	64
June	64	66	64	64	59	64	63	61	64
September	65	67	65	64	60	65	64	61	65
December	65	67	65	64	61	65	64	61	65
1976 - March	65	67	65	65	62	65	64	62	65
June	66	67	65	65	62	65	63	63	66
September	67	67	65	66	62	64	62	63	66
December	67	67	66	66	62	64	62	64	66

(a) Weighted average of the State and Territory ratios.

As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used. Approximate weighted averages of the State and Territory ratios are shown in the table. Changes in ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal

pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$190 would be overstated by about 70 cents.

### Seasonally adjusted estimates

Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying numbers of pay-days in different quarters (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in

calculating the seasonally adjusted estimates for all series shown in the tables.

The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (Reference No. 1.10).

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %	Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %
1971 -					1974 -				
March	82.00	86.80	+5.6	+12.6	March	113.30	119.30	+ 3.4	+17.0
June	89.80	88.90	+2.4	+12.7	June	128.70	127.30	+ 6.7	+18.9
September	90.50	90.80	+2.1	+12.8	September	138.40	140.50	+10.4	+25.0
December	96.50	92.10	+1.4	+12.0	December	154.40	147.70	+ 5.1	+28.0
1972 -					1975 -				
March	89.50	93.20	+1.2	+ 7.4	March	143.80	151.50	+ 2.6	+27.0
June	97.20	96.00	+3.0	+ 8.0	June	156.40	154.70	+ 2.1	+21.5
September	97.10	98.30	+2.4	+ 8.3	September	157.60	159.40	+ 3.0	+13.5
December	104.40	100.50	+2.2	+ 9.1	December	175.70	166.90	+ 4.7	+13.0
1973 -					1976 -				
March	97.40	102.00	+1.5	+ 9.4	March	165.30	171.10	+ 2.5	+12.9
June	108.20	107.10	+5.0	+11.6	June	179.80	178.80	+ 4.5	+15.6
September	110.60	112.40	+4.9	+14.3	September	184.80	184.90	+ 3.4	+16.0
December	120.40	115.40	+2.7	+14.8	December	195.50	187.40	+ 1.4	+12.3

(a) See "Male units" on page 88. (b) See "Seasonally adjusted estimates" above. (c) Percentage change over previous quarter in the seasonally adjusted series. (d) Percentage change over same quarter of previous year in the seasonally adjusted series.

## AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : STATES AND TERRITORIES

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T. (b)	A.C.T. (b)	Australia
1966-67	63.30	64.10	57.30	57.30	\$ 59.40	58.50	..	..	61.90
1967-68	66.70	67.80	60.30	60.60	64.10	62.00	..	..	65.50
1968-69	72.30	72.40	64.50	64.80	69.00	65.70	..	..	70.40
1969-70	78.50	78.40	69.40	70.30	75.70	70.90	..	..	76.30
1970-71	87.30	86.40	78.00	77.20	84.90	78.50	..	..	84.80
1971-72	96.30	93.90	87.40	86.00	93.60	87.50	..	..	93.40
1972-73	104.60	102.80	97.10	93.40	98.80	95.20	..	..	101.80
1973-74	121.20	118.80	113.50	110.40	115.00	110.50	..	..	118.30
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60

## Original Series

1974 -									
Mar. qtr	117.10	112.90	108.90	106.10	111.10	101.60	136.30	145.50	113.30
June qtr	132.10	128.30	124.00	120.80	125.30	120.60	137.50	156.90	128.70
Sept. qtr	141.50	139.10	133.00	129.80	135.10	127.30	159.20	174.00	138.40
Dec. qtr	158.70	155.20	150.00	141.80	147.40	146.70	160.80	182.70	154.40
1975 -									
Mar. qtr	147.30	142.80	136.50	137.40	143.90	135.30	172.20	189.40	143.80
June qtr	160.70	154.20	150.40	145.30	156.00	151.40	181.60	191.10	156.40
Sept. qtr	160.60	157.70	150.80	148.10	159.00	150.30	186.30	200.50	157.60
Dec. qtr	178.20	178.00	169.90	163.70	173.70	164.70	188.70	205.20	175.70
1976 -									
Mar. qtr	168.50	165.50	158.20	154.40	164.80	151.20	185.50	208.30	165.30
June qtr	183.60	180.70	175.00	167.60	178.80	165.10	199.60	221.90	179.80
Sept. qtr	187.30	183.00	182.00	175.00	184.00	175.60	209.30	230.00	184.80
Dec. qtr	197.90	197.40	189.80	182.80	194.50	188.70	220.00	243.90	195.50

## Seasonally Adjusted Series (c)

1974 -									
Mar. qtr	122.80	118.90	114.60	110.30	115.50	108.10	135.90	150.00	119.30
June qtr	130.90	128.10	123.60	120.20	124.10	119.00	142.30	157.80	127.30
Sept. qtr	144.10	140.40	134.50	130.30	135.40	130.70	155.50	174.40	140.50
Dec. qtr	151.60	148.20	142.90	138.20	144.40	138.00	159.10	180.40	147.70
1975 -									
Mar. qtr	154.80	149.50	144.50	141.80	149.40	144.40	170.30	193.10	151.50
June qtr	159.10	154.60	148.80	145.70	154.30	148.90	184.30	190.60	154.70
Sept. qtr	163.00	159.00	153.30	148.40	160.20	152.20	185.40	197.10	159.40
Dec. qtr	168.80	168.20	160.60	157.20	168.20	154.80	188.90	205.30	166.90
1976 -									
Mar. qtr	173.80	170.60	164.90	158.00	169.30	156.30	187.90	214.60	171.10
June qtr	183.20	182.50	174.20	168.00	177.30	165.90	199.60	216.30	178.80
Sept. qtr	187.00	182.80	183.00	173.60	182.80	177.20	208.60	233.10	184.90
Dec. qtr	190.20	187.90	179.60	177.60	189.10	178.80	213.40	238.50	187.40

(a) See "Male units" on page 88. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to 1974-75 are not available. (c) See "Seasonally adjusted estimates" on page 89.

AVERAGE WEEKLY ORDINARY TIME EARNINGS,  
FULL-TIME ADULT MALE NON-MANAGERIAL EMPLOYEES (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
1974 -			
March	98.00	103.50	16.3
June	113.00	111.50	18.6
September	121.00	123.00	25.5
December	137.50	131.50	30.8
1975 -			
March	130.50	137.00	32.4
June	142.50	141.00	26.5
September	144.50	146.50	19.1
December	160.00	152.00	15.6
1976 -			
March	150.00	155.50	13.5
June	164.50	163.50	16.0
September	169.00	169.00	15.4
December	179.00	171.50	12.8

(a) See "Definitions of earnings" on page 88. Figures have been rounded to the nearest 50 cents. (b) See "Seasonally adjusted estimates" on page 89. (c) Percentage change over same quarter of previous year in the seasonally adjusted series.



## PREScribed RATES OF WAGE AND HOURS OF WORK

### Wage rates indexes

This section contains particulars of weighted average minimum weekly and hourly wage rates, and weighted average prescribed weekly hours of work, for adult males and adult females for Australia and each State, together with index numbers with base: year 1954=100. In this issue the figures shown are those operative in the months of 1976.

The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The Wage Rates 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 collective agreements, and 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. Revised indexes based on more up to date weighting patterns are being developed.

The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. 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 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the

compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 issue of the *Wage Rates and Earnings* bulletin (Reference No. 6.16). The industry weighting pattern of the indexes was shown in *Labour Statistics* 1975 (page 80).

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. Thus awards relating to employees in the Finance and Property industry group (banking, insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in the second paragraph on this page. Relevant rates of prescribed minimum wages for adult males and adult females (see page 100) are used when applicable. For some occupations general loadings of various kinds are included. 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 wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance.

In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).

The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance. Nevertheless, as noted on page 91, a revision of the index is under way.

Weekly wage rates for adult males cannot be compared directly with the average weekly earnings per employed male unit series shown on pages 88 to 90, because the latter includes the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly averages and include, in addition to wages and salaries at award, etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified. The series on page 90, while confined to earnings of full-time adult male wage and salary earners excluding managers, etc., still includes all earnings other than overtime earnings. It therefore cannot be compared directly with weekly wage rates. They also reflect changes in the importance of different industries and occupations. Certain of these differences also apply to the average weekly earnings figures shown on page 73.

Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from

January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

*Minimum Wage Rates, March 1939 to June 1965*  
(Reference No. 6.17)

*Wage Rates Indexes, June 1965 to June 1968*  
(Reference No. 6.21)

*Wage Rates Indexes, June 1968 to June 1972*  
(Reference No. 6.33)

*Wage Rates and Earnings, June 1976* (Reference No. 6.16) for final figures July 1972 to June 1975.

This publication contains figures for 1976. More recent figures may be obtained from the monthly bulletins *Wage Rates and Earnings* and the monthly statements *Wage Rates and Earnings (Preliminary)* (Reference No. 6.37).

In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc., figures for February 1976 and subsequent months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request.

#### **Distribution of Weekly Wage Rates**

The table on page 99 shows the distribution of weekly wage rates included in the wage rates indexes, the weighted averages and medians of the indexes, and the percentage of index weights for wage rates equal to the various minimum wages. The figures relate to wage rates used in the compilation of the wage rates indexes, the scope and coverage of which are fully explained and defined in the notes above. The median divides a distribution into two equal groups, one group having rates equal to or above the median and the other having rates equal to or below it, each group having 50 per cent of the relevant weights. Medians were calculated from ungrouped data.

## WEEKLY WAGE RATES, ALL GROUPS (a), 1976

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

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES : WAGE RATES (\$)							
January	119.08	117.32	121.58	115.13	113.99	117.71	118.18
February	126.62	124.68	129.37	122.72	121.67	125.05	125.71
March	126.63	124.71	129.64	122.76	121.73	125.05	125.76
April	126.69	124.74	129.73	123.09	121.83	125.07	125.85
May	130.37	128.35	133.57	126.73	125.37	128.72	129.51
June	130.46	128.58	133.61	126.79	125.43	128.75	129.63
July	130.50	128.62	133.61	126.80	125.54	128.76	129.66
August	133.09	131.17	136.12	129.36	128.51	131.30	132.25
September	133.11	131.17	136.12	129.37	128.57	131.30	132.27
October	133.09	131.17	136.12	129.37	128.64	131.30	132.26
November	135.81	133.97	139.14	132.16	131.00	134.10	135.03
December	135.85	133.97	139.14	132.17	131.00	134.10	135.05

ADULT MALES : INDEX NUMBERS							
(Base: Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	421.6	415.4	430.5	407.6	403.6	416.8	418.4
February	448.3	441.5	458.1	434.5	430.8	442.8	445.1
March	448.4	441.6	459.0	434.7	431.0	442.8	445.3
April	448.6	441.7	459.4	435.8	431.4	442.8	445.6
May	461.6	454.5	473.0	448.7	443.9	455.8	458.6
June	461.9	455.3	473.1	448.9	444.1	455.9	459.0
July	462.1	455.4	473.1	449.0	444.5	455.9	459.1
August	471.2	464.4	482.0	458.0	455.0	464.9	468.3
September	471.3	464.4	482.0	458.1	455.2	464.9	468.3
October	471.2	464.4	482.0	458.1	455.5	464.9	468.3
November	480.9	474.4	492.7	468.0	463.8	474.8	478.1
December	481.0	474.4	492.7	468.0	463.8	474.8	478.2

ADULT FEMALES : WAGE RATES (\$)							
January	109.29	109.20	110.22	103.49	104.94	105.56	108.63
February	116.23	116.17	118.13	113.15	111.19	112.33	115.84
March	116.23	116.24	118.13	113.41	111.58	112.33	115.90
April	116.44	116.49	118.32	116.35	111.75	112.44	116.32
May	120.16	119.90	121.85	119.84	114.90	115.98	119.87
June	120.16	119.90	122.04	119.84	115.30	115.98	119.91
July	120.16	119.90	122.04	119.84	116.09	115.98	119.95
August	122.71	122.42	124.51	122.35	118.31	118.49	122.45
September	122.71	122.42	124.51	122.35	118.32	118.49	122.45
October	122.71	122.42	124.51	122.35	118.69	118.49	122.47
November	125.39	125.09	127.61	125.04	120.96	121.10	125.17
December	125.39	125.09	127.61	125.11	120.96	121.10	125.18

ADULT FEMALES : INDEX NUMBERS							
(Base: Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	549.0	548.5	553.6	519.8	527.1	530.2	545.7
February	583.8	583.6	593.4	568.4	558.5	564.2	581.9
March	583.8	583.9	593.4	569.7	560.5	564.2	582.2
April	584.9	585.2	594.4	584.4	561.3	564.8	584.3
May	603.6	602.3	612.1	602.0	577.2	582.6	602.1
June	603.6	602.3	613.0	602.0	579.2	582.6	602.3
July	603.6	602.3	613.0	602.0	583.2	582.6	602.5
August	616.4	614.9	625.4	614.6	594.3	595.2	615.1
September	616.4	614.9	625.4	614.6	594.3	595.2	615.1
October	616.4	614.9	625.4	614.6	596.2	595.2	615.2
November	629.8	628.3	641.0	628.1	607.6	608.3	628.8
December	629.8	628.3	641.0	628.4	607.6	608.3	628.8

(a) See page 92. For males excludes rural industry; for females also excludes mining and quarrying and building and construction. Figures for February 1976 and subsequent months are subject to revision.

## WEEKLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1976 (a)

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

End of -	Manufacturing										Public authority (n.e.i.)					All industry groups (d)	
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services	Road and air transport	Shipping and stevedoring (c)	Wholesale and retail trade	Amusement, hotels, personal service, etc.			
WAGE RATES (\$)																	
January	147.08	110.62	108.41	114.95	111.91	119.20	113.07	112.11	128.12	108.96	116.57	144.87	141.67	117.71	120.20	108.96	118.18
February	156.72	117.70	115.36	122.64	119.02	126.90	120.22	119.31	135.51	115.93	124.18	154.14	150.98	125.51	127.76	116.15	125.71
March	156.77	117.70	115.36	122.64	119.04	126.90	120.23	119.32	135.73	115.93	124.18	154.14	150.98	125.59	128.09	116.27	125.76
April	156.88	117.80	115.57	122.87	119.23	126.92	120.28	119.44	135.73	115.93	124.20	154.21	150.98	125.69	128.21	116.41	125.85
May	160.98	121.29	119.01	126.42	122.68	130.78	123.87	122.97	139.83	119.34	127.79	157.97	154.81	129.42	131.91	119.74	129.51
June	161.62	121.37	119.03	126.50	122.68	130.78	124.08	123.06	140.19	119.38	127.79	157.97	154.81	129.42	131.91	119.86	129.63
July	162.02	121.39	119.03	126.64	122.68	130.79	124.09	123.09	140.19	119.38	127.79	157.98	154.81	129.46	131.91	119.86	129.66
August	164.84	123.98	121.55	129.16	125.41	133.35	126.68	125.67	142.79	121.88	130.33	160.54	157.40	132.02	134.92	122.28	132.25
September	165.11	123.99	121.55	129.16	125.41	133.35	126.68	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.28	132.27
October	164.84	123.99	121.55	129.16	125.41	133.35	126.69	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.39	132.26
November	167.86	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.03
December	168.26	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.05
INDEX NUMBERS																	
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)																	
January	520.8	391.7	383.9	407.0	396.3	422.1	400.4	397.0	453.7	385.8	412.8	513.0	501.6	416.8	425.6	385.8	418.4
February	554.9	416.7	408.5	434.2	421.4	449.3	425.7	422.5	479.8	410.5	439.7	545.8	534.6	444.4	452.4	411.3	445.1
March	555.1	416.8	408.5	434.2	421.5	449.3	425.7	422.5	480.6	410.5	439.7	545.8	534.6	444.7	453.5	411.7	445.3
April	555.5	417.1	409.2	435.1	422.2	449.4	425.9	422.9	480.6	410.5	439.8	546.0	534.6	445.0	454.0	412.2	445.6
May	570.0	429.5	421.4	447.6	434.4	463.1	438.6	435.4	495.1	422.6	452.5	559.3	548.3	458.3	467.1	424.0	458.6
June	572.3	429.8	421.5	447.9	434.4	463.1	439.3	435.7	496.4	422.7	452.5	559.3	548.2	458.3	467.1	424.4	459.0
July	573.7	429.8	421.5	448.4	434.4	463.1	439.4	435.8	496.4	422.7	452.5	559.4	548.2	458.4	467.1	424.4	459.1
August	583.7	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.5	568.5	557.3	467.5	477.7	433.0	468.3
September	584.6	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.0	468.3
October	583.7	439.0	430.4	457.3	444.0	472.2	448.6	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.4	468.3
November	594.4	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.1
December	595.8	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.2

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

## WEEKLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 1976 (a)

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

End of -	Manufacturing						Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups (b)
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups	Transport and communication	Whole-sale and retail trade		
WAGE RATES (\$)									
January	106.85	101.11	107.45	107.04	104.25	112.49	115.21	113.80	108.63
February	114.07	107.64	114.79	114.09	111.12	119.74	123.37	120.99	115.84
March	114.07	107.64	114.79	114.09	111.12	119.74	123.45	121.19	115.90
April	114.68	108.27	115.23	114.36	111.65	120.24	123.84	121.28	116.32
May	118.08	111.53	118.66	117.79	114.99	123.95	127.84	124.82	119.87
June	118.08	111.62	118.66	117.79	115.03	123.95	127.84	124.82	119.91
July	118.14	111.63	118.71	117.83	115.06	123.98	127.95	124.82	119.95
August	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.32	122.45
September	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.32	122.45
October	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.32	122.47
November	123.29	116.62	123.99	123.00	120.16	129.45	133.43	130.08	125.17
December	123.29	116.62	124.07	123.00	120.17	129.45	133.43	130.08	125.18

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

January	536.7	507.9	539.8	537.7	523.6	565.1	578.7	571.6	527.9	545.7
February	573.0	540.7	576.6	573.1	558.2	601.4	619.7	607.8	560.0	581.9
March	573.0	540.7	576.6	573.1	558.2	601.4	620.1	608.8	561.0	582.2
April	576.1	543.9	578.8	574.4	560.8	604.0	622.1	609.2	562.4	584.3
May	593.1	560.2	596.1	591.7	577.6	622.6	642.2	627.0	578.9	602.1
June	593.1	560.7	596.1	591.7	577.8	622.6	642.2	627.0	579.8	602.3
July	593.4	560.7	596.3	591.9	578.0	622.8	642.7	627.0	579.8	602.5
August	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.5	591.8	615.1
September	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.6	591.8	615.1
October	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.6	592.7	615.2
November	619.3	585.8	622.8	617.8	603.6	650.3	670.2	653.4	604.9	628.8
December	619.3	585.8	623.2	617.8	603.6	650.3	670.2	653.4	604.9	628.8

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) Excludes rural industry; mining and quarrying; and building and construction.

## HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a), 1976

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

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
January	297.69	292.04	303.31	286.00	283.68	290.94	294.63
February	316.81	310.62	323.02	305.08	303.10	309.16	313.67
March	316.82	310.70	323.71	305.19	303.26	309.16	313.81
April	317.00	310.78	323.94	306.04	303.51	309.20	314.03
May	326.24	319.79	333.60	315.15	312.38	318.30	323.22
June	326.48	320.40	333.69	315.30	312.55	318.38	323.52
July	326.57	320.49	333.69	315.33	312.83	318.38	323.61
August	333.09	326.88	340.01	321.74	320.30	324.76	330.12
September	333.15	326.88	340.01	321.78	320.47	324.76	330.15
October	333.09	326.88	340.01	321.76	320.65	324.76	330.14
November	339.90	333.85	347.54	328.71	326.50	331.66	337.05
December	339.99	333.85	347.54	328.74	326.50	331.66	337.08

## INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)

January	420.8	412.8	428.7	404.2	401.0	411.2	416.4
February	447.8	439.0	456.6	431.2	428.4	437.0	443.4
March	447.8	439.1	457.5	431.4	428.6	437.0	443.5
April	448.0	439.3	457.9	432.6	429.0	437.0	443.9
May	461.1	452.0	471.5	445.4	441.5	449.9	456.8
June	461.5	452.9	471.6	445.6	441.8	450.0	457.3
July	461.6	453.0	471.6	445.7	442.2	450.0	457.4
August	470.8	462.0	480.6	454.8	452.7	459.0	466.6
September	470.9	462.0	480.6	454.8	453.0	459.0	466.6
October	470.8	462.0	480.6	454.8	453.2	459.0	466.6
November	480.4	471.9	491.2	464.6	461.5	468.8	476.4
December	480.6	471.9	491.2	464.7	461.5	468.8	476.4

(a) See page 92. Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for February 1976 and subsequent months are subject to revision.

## HOURLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1976 (a)

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

End of - mining and quarrying (b)	Manufacturing										Wholesale and retail trade	Public authority (n.e.i.) and communi- ty and business services	Amuse- ment, hotels, personal service, etc.	All industry groups (c)	
	Engin- eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw- milling, furniture, etc.	Paper, printing, etc.	Other manu- facturing	All manu- facturing groups	Building and con- struction	Railway services	Road and air transport					
WAGE RATES (cents)															
January	396.89	276.56	271.03	287.51	279.79	298.38	282.79	280.33	320.31	272.47	291.43	357.30	306.24	272.40	294.63
February	422.91	294.38	288.39	306.73	297.54	317.67	300.67	298.41	338.78	289.88	310.45	388.61	325.50	290.37	313.67
March	423.04	294.38	288.41	306.74	297.60	317.67	300.69	298.42	339.32	289.88	310.45	388.61	326.34	290.67	313.81
April	423.33	294.65	288.92	307.33	298.08	317.72	300.82	298.72	339.32	289.88	310.49	388.61	326.63	291.02	314.03
May	434.39	303.36	297.53	316.20	306.71	327.37	309.79	307.54	349.58	298.42	319.48	398.46	336.08	299.34	323.22
June	436.12	303.57	297.57	316.40	306.71	327.37	310.31	307.77	350.49	298.53	319.48	398.46	336.08	299.64	323.52
July	437.21	303.61	297.59	316.74	306.71	327.41	310.34	307.85	350.49	298.53	319.48	398.46	336.08	299.64	323.61
August	444.81	310.08	303.87	323.06	313.52	333.80	316.81	314.33	356.98	304.78	325.82	405.12	343.75	305.70	330.12
September	445.53	310.13	303.87	323.06	313.52	333.80	316.81	314.33	357.00	304.78	325.89	405.12	343.76	305.70	330.15
October	444.81	310.11	303.87	323.06	313.52	333.80	316.86	314.33	357.01	304.78	325.89	405.12	343.76	305.99	330.14
November	452.96	316.89	310.56	330.22	320.12	341.02	323.76	321.19	362.98	310.98	333.13	414.02	351.13	312.47	337.05
December	454.05	316.91	310.56	330.22	320.12	341.02	323.76	321.20	362.98	310.98	333.13	414.02	351.13	312.47	337.08
INDEX NUMBERS															
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)															
January	561.0	390.9	383.1	406.4	395.5	421.7	399.7	396.2	452.7	385.1	411.9	505.0	432.8	385.0	416.4
February	597.7	416.1	407.6	433.5	420.6	449.0	425.0	421.8	478.8	409.7	438.8	549.3	460.1	410.4	443.4
March	597.9	416.1	407.6	433.5	420.6	449.0	425.0	421.8	478.8	409.7	438.8	549.3	461.3	410.8	443.5
April	598.3	416.5	408.4	434.4	421.3	449.1	425.2	422.2	479.6	409.7	438.9	549.3	461.7	411.3	443.9
May	614.0	428.8	420.5	446.9	433.5	462.7	437.9	434.7	494.1	421.8	451.6	563.2	475.0	423.1	456.8
June	616.4	429.1	420.6	447.2	433.5	462.7	438.6	435.0	495.4	421.9	451.6	563.2	475.0	423.5	457.3
July	618.0	429.1	420.6	447.7	433.5	462.8	438.6	435.1	495.4	421.9	451.6	563.2	475.0	423.5	457.4
August	628.7	438.3	429.5	456.6	443.1	471.8	447.8	444.3	504.6	430.8	460.5	572.6	485.9	432.1	466.6
September	629.7	438.3	429.5	456.6	443.1	471.8	447.8	444.3	504.6	430.8	460.6	572.6	485.9	432.1	466.6
October	628.7	438.3	429.5	456.6	443.1	471.8	447.9	444.3	504.6	430.8	460.6	572.6	485.9	432.5	466.6
November	640.2	447.9	438.9	466.7	452.5	482.0	457.6	454.0	513.1	439.6	470.8	585.2	496.3	441.7	476.4
December	641.8	447.9	438.9	466.7	452.5	482.0	457.6	454.0	513.1	439.6	470.8	585.2	496.3	441.7	476.4

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.

## HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a), 1976

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

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
January	276.51	274.31	277.63	260.23	263.79	266.39	273.83
February	294.06	291.84	297.54	284.55	279.48	283.48	292.00
March	294.06	291.99	297.54	285.19	280.46	283.48	292.15
April	294.59	292.64	298.04	292.58	280.89	283.77	293.21
May	304.02	301.21	306.92	301.37	288.82	292.68	302.16
June	304.02	301.21	307.40	301.37	289.82	292.68	302.26
July	304.02	301.21	307.40	301.37	291.82	292.68	302.36
August	310.45	307.52	313.62	307.68	297.38	299.04	308.68
September	310.45	307.52	313.62	307.68	297.41	299.04	308.68
October	310.45	307.52	313.62	307.68	298.35	299.04	308.73
November	317.23	314.23	321.43	314.43	304.06	305.62	315.53
December	317.23	314.23	321.43	314.60	304.06	305.62	315.55
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
January	551.2	546.8	553.4	518.7	528.8	531.0	545.8
February	586.1	581.7	593.1	567.2	557.1	565.0	582.0
March	586.1	582.0	593.1	568.5	559.0	565.0	582.3
April	587.2	583.3	594.1	583.2	559.9	565.6	584.4
May	606.0	600.4	611.8	600.7	575.7	583.4	602.3
June	606.0	600.4	612.7	600.7	577.7	583.4	602.5
July	606.0	600.4	612.7	600.7	581.7	583.4	602.7
August	618.8	613.0	625.1	613.3	592.7	596.0	615.3
September	618.8	613.0	625.1	613.3	592.8	596.0	615.3
October	618.8	613.0	625.1	613.3	594.7	596.0	615.4
November	632.3	626.3	640.7	626.7	606.1	609.2	628.9
December	632.3	626.3	640.7	627.1	606.1	609.2	629.0

(a) See page 92. Excludes rural industry; mining and quarrying; and building and construction. Figures for February 1976 and subsequent months are subject to revision.

## HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 1976 (a)

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

End of -	Manufacturing					Transport and communication	Whole-sale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups					
WAGE RATES (Cents)										
January	267.51	252.89	268.64	268.45	260.92	296.73	289.33	292.36	264.89	273.83
February	285.60	269.22	286.98	286.14	278.12	315.83	309.83	310.84	281.00	292.00
March	285.60	269.22	286.98	286.14	278.12	315.83	310.01	311.35	281.48	292.15
April	287.13	270.80	288.09	286.80	279.44	317.17	311.00	311.57	282.18	293.21
May	295.64	278.96	296.66	295.41	287.81	326.94	321.05	320.68	290.43	302.16
June	295.64	279.19	296.66	295.41	287.92	326.94	321.05	320.68	290.92	302.26
July	295.77	279.20	296.77	295.51	287.98	327.03	321.31	320.68	290.92	302.36
August	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.10	296.93	308.68
September	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.11	296.93	308.68
October	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.11	297.39	308.73
November	308.69	291.69	309.97	308.47	300.75	341.47	335.08	334.18	303.51	315.53
December	308.69	291.69	310.16	308.47	300.77	341.47	335.08	334.18	303.51	315.55
INDEX NUMBERS										
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)										
January	533.2	504.1	535.4	535.1	520.1	591.4	576.7	582.7	528.0	545.8
February	569.3	536.6	572.0	570.3	554.4	629.5	617.6	619.6	560.1	582.0
March	569.3	536.6	572.0	570.3	554.4	629.5	617.9	620.6	561.0	582.3
April	572.3	539.8	574.2	571.7	557.0	632.2	619.9	621.0	562.4	584.4
May	589.3	556.0	591.3	588.8	573.7	651.7	639.9	639.2	578.9	602.3
June	589.3	556.5	591.3	588.8	573.9	651.7	639.9	639.2	579.9	602.5
July	589.5	556.5	591.5	589.0	574.0	651.8	640.4	639.2	579.9	602.7
August	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	591.9	615.3
September	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	591.9	615.3
October	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	592.8	615.4
November	615.3	581.4	617.8	614.9	599.5	680.6	667.9	666.1	605.0	628.9
December	615.3	581.4	618.2	614.9	599.5	680.6	667.9	666.1	605.0	629.0

For footnotes see table above.

## PRESCRIBED WEEKLY HOURS OF WORK, DECEMBER 1976

Indexes of weighted average weekly hours of work (excluding overtime) as prescribed in awards, determinations and collective agreements.

<i>Industry group</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
<b>ADULT MALES</b>							
Mining and quarrying	35.75	40.00	37.88	40.00	38.16	39.12	37.06
Manufacturing –							
Engineering, metals, vehicles, etc.	39.99	39.97	39.98	40.00	39.97	40.00	39.98
Textiles, clothing and footwear	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Sawmilling, furniture, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
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
<i>All manufacturing groups</i>	39.99	39.98	39.99	39.98	39.97	40.00	39.98
Building and construction	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Road and air transport	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Communication	38.98	38.83	38.83	38.38	38.83	38.78	38.85
Wholesale and retail trade	40.00	40.00	40.00	40.00	40.00	40.00	40.00
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
<b>All industry groups (a)</b>	<b>39.74</b>	<b>39.92</b>	<b>39.84</b>	<b>39.92</b>	<b>39.80</b>	<b>39.89</b>	<b>39.83</b>
<b>ADULT FEMALES</b>							
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
<i>All manufacturing groups</i>	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	37.87	36.28	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	37.67	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
<b>All industry groups (b)</b>	<b>39.53</b>	<b>39.81</b>	<b>39.70</b>	<b>39.77</b>	<b>39.78</b>	<b>39.63</b>	<b>39.67</b>

(a) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the later definite particulars of prescribed hours of work are not available. (b) Excludes rural industry; mining and quarrying; and building and construction.



## DISTRIBUTION OF WEEKLY WAGE RATES; WAGE RATES INDEXES, NOVEMBER 1976 (a)

Weekly wage rates payable for a full week's work (excluding overtime) as prescribed in awards, determinations and collective agreements.

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES							
Weekly wage rates (\$) -	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 99.99	..	..	..	..	8.0	..	0.6
100.00 to 104.99	2.9	0.6	2.1	1.5	3.0	0.8	2.0
105.00 to 109.99	6.8	6.0	1.3	6.6	7.6	2.5	5.7
110.00 to 114.99	7.2	6.9	1.2	8.2	7.3	7.5	6.4
115.00 to 119.99	7.7	10.8	10.1	8.9	8.2	14.8	9.3
120.00 to 124.99	9.8	7.2	7.3	8.0	6.0	12.0	8.4
125.00 to 129.99	8.6	19.2	20.5	16.9	5.4	7.9	13.7
130.00 to 134.99	18.7	15.8	7.4	19.3	16.9	18.8	16.3
135.00 to 139.99	7.8	6.9	11.7	6.9	7.6	9.1	8.0
140.00 to 144.99	5.2	7.3	8.1	4.6	3.1	3.0	5.9
145.00 to 149.99	2.9	2.1	5.6	1.2	17.7	5.0	4.0
150.00 to 159.99	8.6	4.7	7.9	8.2	3.3	4.9	6.9
160.00 to 169.99	4.8	5.2	12.3	8.6	3.0	11.5	6.4
170.00 to 179.99	4.2	4.7	1.3	0.2	0.1	0.3	3.2
180.00 to 189.99	1.6	1.8	1.2	0.2	1.2	0.4	1.4
190.00 to 199.99	2.8	0.7	1.8	0.5	1.1	1.4	1.7
200.0 and over	0.5	0.2	0.3	0.2	0.7	0.1	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean)(\$)	135.35	133.94	138.93	132.05	130.45	133.99	134.77
Median (\$) (b)	130.90	129.90	135.00	129.80	131.40	130.80	130.90
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	..	0.3	..	0.2	..	0.4	0.1
State awards, etc.	4.7	*	2.4	2.4	9.1	0.4	3.7
All awards, etc.	2.1	0.2	1.8	0.8	8.0	0.4	1.8
ADULT FEMALES							
Weekly wage rates (\$) -	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 95.00	..	..	..	..	0.6	..	*
95.00 to 99.99	..	..	..	..	1.5	..	0.1
100.00 to 104.99	1.5	1.1	2.7	4.1	15.5	1.6	2.4
105.00 to 109.99	11.9	18.0	7.6	13.0	7.6	23.0	13.5
110.00 to 114.99	4.8	4.0	2.5	4.3	8.3	10.9	4.6
115.00 to 119.99	26.3	26.8	21.1	15.2	14.0	21.4	24.4
120.00 to 124.99	5.7	3.9	10.3	6.7	2.7	7.9	5.6
125.00 to 129.99	7.9	9.4	21.8	8.2	22.3	5.4	10.6
130.00 to 134.99	15.0	10.8	4.1	32.2	25.2	25.0	14.5
135.00 to 139.99	18.7	0.8	23.7	14.2	1.0	2.3	11.7
140.00 to 144.99	7.3	12.9	5.5	0.7	0.6	0.6	8.0
145.00 to 149.99	0.5	10.9	0.4	0.7	0.1	0.9	3.9
150.00 and over	0.4	1.4	0.6	0.8	0.5	1.0	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean) (\$)	125.35	125.08	126.39	125.01	120.74	121.08	125.01
Median (\$) (b)	123.80	118.70	127.90	129.50	124.70	118.90	123.30
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	0.5	1.8	..	1.0	2.2	..	1.0
State awards, etc.	1.1	..	4.1	1.2	1.9	2.8	1.3
All awards, etc.	0.8	1.0	2.7	1.0	2.0	1.4	1.2

(a) See explanatory notes on page 92. Figures in this table may not agree with corresponding averages for November 1976 shown in other tables of this Section which include later revised figures.

## BASIC WAGES, MINIMUM WAGES, AND INCREASES IN TOTAL AWARD WAGES

The tables in this section give details of basic wages, minimum wages and increases in award total wages operative in 1976. Figures for earlier periods are published in *Labour Statistics 1975* and in the monthly bulletin *Wage Rates and Earnings* (Reference No. 6.16).

## STATE BASIC WAGES : WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 22 November 1976	59.90	50.60	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a) 31 May 1974	48.50	43.50
Queensland (c)	22 November 1976	65.60	51.70	Tasmania	(a) 22 November 1976	62.90	62.90

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division - Eastern District (including Brisbane). District allowances are added for other areas - Southern Division (Western District) \$1.05, Mackay Division 90c, Northern Division (Eastern District) \$1.05, and Northern Division (Western District) \$3.25 a week. For adult female basic wages the allowances are 75 per cent of these amounts.

## MINIMUM WAGE : WEEKLY RATES (\$) - ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	"Six Capital Cities"	Canberra	Darwin (b)
1975 18 September	83.60	82.80	81.10	82.40	82.90	83.50	82.90	83.10	85.80
1976 - 15 February	89.00	88.10	86.30	87.70	88.20	88.80	88.20	88.40	91.30
1 April	94.00	93.10	91.30	92.70	93.20	93.80	93.20	93.40	96.30
15 May	96.80	95.90	94.00	95.50	96.00	96.60	96.00	96.20	99.20
15 August	99.30	98.40	96.50	98.00	98.50	99.10	98.50	98.70	101.70
22 November	101.50	100.60	98.60	100.20	100.70	101.30	100.70	100.90	103.90

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$1.60 a week less.

## MINIMUM WAGE : WEEKLY RATES (\$) - STATE AWARDS

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 22 November 1976	101.50	101.50	South Australia	(a) 22 November 1976	100.20	100.20
Victoria	(a) 22 November 1976	100.60	100.60	Western Australia	(a) 15 November 1976	99.80	97.00
Queensland (b)	22 November 1976	101.10	101.10	Tasmania	(a) 22 November 1976	102.30	102.30

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to first table on this page.

## GENERAL INCREASES IN AWARD TOTAL WAGES - ADULT MALES AND ADULT FEMALES

Federal awards		Victorian Wages Board determinations		South Australian State awards	
Date operative (a)	Increase	Date operative (a)	Increase	Date operative (a)	Increase
1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent
15 May	(b)3.0 per cent	15 May	(b)3.0 per cent	15 May	(b)3.0 per cent
15 August	(c)1.5 per cent	15 August	(c)1.5 per cent	15 August	(c)1.5 per cent
22 November	2.2 per cent	22 November	2.2 per cent	22 November	2.2 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 3 per cent up to a maximum of \$3.80 a week. (c) \$2.50 for wage rates up to \$166 per week. 1.5 per cent for wage rates over \$166 per week.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, PRINCIPAL OCCUPATIONS

The rates of pay and hours of work in the tables in this section have been taken from awards, determinations and collective agreements of industrial tribunals and in some cases from unregistered collective agreements operative at 31 December 1976. The occupations shown are a sample of those appearing in the six-monthly publication *Award Rates of Pay and Prescribed Hours of Work - Adult Males and Adult Females - State Capital Cities* (Reference No. 6.15). Rates shown are those payable in the capital cities except for those in primary production and coal mining and shipping.

The rates of pay quoted are those which had been notified by 30 April 1977 and may be subject to revision due to retrospective adjustments to awards, etc.

For some occupations more than one wage rate is quoted, indicating that there are different classes or grades of work or that different rates are payable according to locality. Where only two rates are specified,

they are shown in the form \$132.70 and \$136.00. In other cases the rates are shown in the form \$132.10 - \$143.90, indicating that, in addition to the two rates specified, certain intermediate rates are also prescribed.

The weekly rates shown are generally those prescribed in awards, etc. for a full week's work (excluding overtime). Where it is not possible to quote such rates, hourly or daily rates are shown. Prescribed rates of minimum wage for adult males and adult females (see page 100) are used where applicable. For most occupations the hours constituting a full week's work (excluding overtime) are 40, where the weekly hours prescribed differ from 40 they are shown in footnotes to the tables.

The wage rates and hours of work shown in these tables have been compiled for statistical purposes only, and any inquiries regarding specific rates prescribed for particular occupations should be addressed to the appropriate industrial tribunal.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, STATE CAPITAL CITIES, 31 DECEMBER 1976 (\$)

Industry and occupation	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania
<b>Primary Production -</b>						
Fruit picker	(a)112.60	(a)112.60	101.10	(a)112.60	..	(a)112.60
General station hand (b)	(a)115.20	(a)115.20	(c)118.25	(a)115.20	(a)115.20	(a)115.20
Shearer per 100 flock sheep (d)	53.55	53.55	53.94	53.55	53.55	53.55
Shed hand (d)	157.40	157.40	191.20	157.40	157.40	157.40
<b>Coal Mining (e) -</b>						
Labourer	(f)134.50	..	(f)164.70-166.50	..	(f)122.87	(f)133.00
Machine miner	(f)150.50	..	(f)147.10-149.00	(g)166.05-175.80	(f)145.65	(f)150.30
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
<b>Engineering etc. -</b>						
Boilermaker	130.90	129.90	144.58	129.30	149.10	130.80
Fitter and/or turner	130.90	129.90	144.58	129.30	149.10	130.80
Labourer	103.90	102.70	117.03	102.20	102.80	114.10
Machinist, 2nd class	118.10	117.00	117.20	116.30	116.40	118.00
Process worker	109.90	108.80	108.80	108.40	108.90	109.80
Storeman	115.90	114.90	115.00	113.40	113.90	115.80
Welder, 1st class	130.90	129.90	145.64	129.30	149.40	130.80
<b>Textiles, Footwear -</b>						
Footwear manufacturing	115.90-28.40	115.90-128.40	115.90-128.40	115.90-128.40	115.90-128.40	115.90-128.40
Labourer, woollen mills	111.20	111.20	111.20	111.20	111.20	111.20
<b>Food Manufacturing -</b>						
Bread carter	139.00	128.90	135.32	135.40	126.40&131.10	132.20-144.10
Bread doughmaker	145.00	157.20	138.25	138.70	154.70	159.50
General hand - butter, cheese and milk processing	125.20	120.40	122.08	127.60	127.40	115.80
General hand - jam fruit and vegetable preserving	120.50	120.50	119.40	120.50	111.30	120.50
Slaughterman (beef)	(h)	144.60	159.40	165.90	146.20	171.80
Slaughterman (mutton)	(h)	144.60	159.40	149.00	146.20	165.00
<b>Furniture Making -</b>						
Cabinet maker	140.50	129.30	145.99	128.90	148.90	130.30
Wood machinist	140.50	111.80-129.30	145.99	111.40-128.90	126.40&148.90	112.60-130.30

(a) 44 hours. (b) Without keep. (c) No limitation of hours prescribed. (d) Shearers' and wool pressers' hours are 40 a week; shed hands' hours are the same as shearers', with such additional time as may be necessary to finish picking up fleeces, etc. Should the time engaged picking up, etc. exceed 30 minutes a day all time thereafter is paid as overtime. Rates shown are "not found" rates. "Found" rates are \$25.85 a week less, except in Queensland, where they are \$39.53 a week less. (e) An additional amount for attendance allowance is payable for each full fortnightly pay-period worked. (f) 35 hours. (g) Open cut mining (dragline and shovel operator). (h) Piece work rates.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1976 - continued

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Sawmilling and Timber Yards</b>						
Benchman, No. 1	135.80	134.90	140.74	134.20	134.90	135.70
Circular sawyer	119.60&123.70	118.60&122.50	..	118.10&121.90	116.00&122.50	119.50&123.30
Log yardman	135.80	134.90	131.67	134.20	104.20	135.70
<b>General Printing</b>						
Machine compositor	143.40	142.30	140.00	141.90	142.40	143.30
Machine operator	136.80	135.70	133.30	135.30	135.80	136.60
<b>Newspaper Printing</b>						
Machine compositor						
Day work	148.40	187.75	184.07	180.70	182.80	180.70
Night work	(a)166.03	(a)215.45	(b)215.13	(a)211.30	(c)212.53	(a)211.30
<b>Machinist</b>						
Day work	116.70&141.00	178.10	(b)177.51&184.07	175.00&178.30	(a)169.90	175.00&178.30
Night work	(a)134.33&158.63	(a)205.80	(b)208.57&215.13	(a)205.60&208.90	(c)199.63	(a)205.60&208.90
<b>Other Manufacturing</b>						
Brickmaking labourer	124.60	128.20	122.21	122.10	124.40	126.30
General factory employee						
asbestos cement goods	129.80	126.60	129.17	128.70	126.90	105.70
Electricity linesman	143.30&152.20	130.80&145.70	147.69	137.70&151.00	138.70&146.40	122.70-135.70
Moulder, cement goods	130.40	128.50&130.40	129.74	100.90	118.40	128.70
<b>Building (d)</b>						
Bricklayer	191.80	191.80	191.80	191.80	169.72	191.80
Builder's labourer, skilled	177.30-186.30	177.20	177.20	177.30-186.30	161.06	177.20
Carpenter	191.80	191.80	191.80	191.80	170.36	191.80
Painter	191.80	191.80	191.80	191.80	169.13	191.80
Plumber	204.05	211.60	169.30	(e)187.80	173.63	161.80
Roof tiler	191.80	191.80	191.80	191.80	139.10	191.80
<b>Railway Services</b>						
Fitter, labourer, etc.	110.60-113.00	110.10	133.17	121.45	97.40	114.40
Locomotive engine driver	146.75-155.95	145.00-154.10	168.63-174.46	145.05-153.95	149.60-151.80	149.85-158.95
Porter	108.30-115.20	107.80-114.70	131.12&134.80	108.30-123.35	99.80-103.80	112.05-130.70
Guard	123.35-134.55	122.00-133.80	153.81-162.50	123.35-134.55	111.90-120.70	125.80-135.80
<b>Road Transport</b>						
Motor mechanic	130.90	129.90	144.58	129.30	149.10	130.80
Motor truck driver						
Truck 1.2 tonnes or less	(f)146.40	128.80	(g)132.44	128.20	(g)128.90	129.80
Truck over 1.2 to 3 tonnes	(h)150.10	131.30	(i)134.58	130.40	(i)131.40	132.10
Truck over 3 to 6 tonnes	(j)151.20-155.00	133.50	(k)136.87	132.80	(k)133.60	134.80
Bus driver, one-man operator (1)	136.95	131.10	141.73&143.73	134.50	133.45	134.80
<b>Shipping and Stevedoring</b>						
Able seamen, cargo vessels (m)	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10
Wharf labourer, permanent	167.10	167.10	167.10	167.10	167.10	(n)151.00
<b>Communication</b>						
Mail officer	136.70	136.70	136.70	136.70	136.70	136.70
Lineman, grade 1	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10
Telecommunications tradesman	156.00	156.00	156.00	156.00	156.00	156.00
<b>Wholesale and Retail Trade</b>						
Retail butcher	132.60	136.10	133.80	135.60	136.10	148.40
Commercial traveller (v)	156.60	146.20	144.30	140.80	145.50	125.80-142.90
Clerk, retail stores	134.90	146.12	139.28	133.60-170.50	136.20	106.60-134.90
Shop assistant	134.60	132.47	129.39	132.77	133.90	106.60-134.90
Storeman, retail stores	131.40	126.60	129.39	122.60	130.20	123.00

(a) 38 hours. (b) 39 hours. (c) 36 hours. (d) The rates shown for Sydney, Melbourne, Adelaide and Hobart are weekly equivalents of hourly rates. They include allowances for excess fares and travelling time, sick leave, statutory holidays, following the job, etc. (e) Weekly rates prescribed for a full week's work (excluding overtime). (f) Manufacturers gross vehicle weight up to 6,500 lb. (g) Truck 25 cwt or less. (h) Manufacturers gross vehicle over 10,250 lb. to 13,750 lb. (i) Truck over 25 cwt to 3 tons. (j) Manufacturers gross vehicle weight over 13,750 lb to 27,250 lb. (k) Truck over 3 tonnes to 6 tonnes. (l) Government operated services only. (m) 8 hours a day. Rates include keep and accommodation valued at \$7.24 a week. (n) Weekly equivalent of guaranteed usage for four week period, for average weekly hours of 20 or more. (v) Local or city.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1976 - continued

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Public Authority (N.E.I.) and Community and Business Services</b>						
Australian Public Service (a)						
Clerk, Class 1, 21 years	136.70	136.70	136.70	136.70	136.70	136.70
Clerical assistant	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60
Fireman	153.40-186.45	154.08-173.07	138.87-187.11	(b)119.90-139.30	170.40-191.00	(c)148.00-187.69
Hospital cook	141.80&146.40	129.90-156.50	141.50	120.80-128.40	148.10-165.60	139.70-153.90
Clerk, 21 years, private offices	124.80	143.50	128.20	133.60	126.60	107.20
Graduate engineer	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20
<b>Hotels, Personal Service, etc.</b>						
Hotel barman (d)	122.70	121.60	119.30	119.80-125.30	109.80	121.20
General hand, laundries	124.60	117.60	120.59	124.90	115.70	118.40
Cook, restaurant (d)	125.70	125.60	123.13	125.70	109.20	121.90
Waiter, restaurant (d)	117.00	117.10	118.97	117.30	105.30	116.20
Lift attendant	125.10	128.40	118.15	122.30	115.90	126.80
Office cleaner (day)	124.70	125.30	118.27	121.80	118.60	126.80

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT FEMALES, 31 DECEMBER 1976

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Manufacturing</b>						
Process worker, engineering	109.90	108.80	106.40	108.30	103.80	109.80
Dry cleaning presser	122.70	122.70	122.70	122.70	122.70	122.70
Footwear manufacturing	115.90	115.90	115.90	115.90	115.90	115.90
Dressmaking machinist	118.40	118.40	118.40	118.40	118.40	118.40
Knitting mill machinist	116.70	116.70	116.68	116.70	116.70	116.70
General hand - jam, fruit and vegetable preserving	120.50	120.50	122.78	120.50	103.40	120.50
Bedding machinist	108.80	115.00	103.18	114.60	97.00	115.80
General hand, printing	112.40	111.30	108.90	110.70	111.40	112.30
<b>Transport and Communication</b>						
Air hostess (e)	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40
Telephonist	(f)128.56	(f)128.56	(f)128.56	(f)128.56	(g)128.56	(g)128.56
Bus conductress (h)	111.20&116.30	115.30	..	..	115.50	..
<b>Retail Trade</b>						
Clerk	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40
Shop assistant	134.60	132.47	129.39	132.77	133.90	106.06-134.90
<b>Public Authority (N.E.I.) and Community and Business Services</b>						
Australian Public Service (a)						
Accounting machinist, grade 1	129.80	129.80	129.80	129.80	129.80	129.80
Typist	129.82	129.82	129.82	129.82	129.82	129.82
<b>Hospitals (d)</b>						
Cook	141.80&146.40	129.90-156.50	141.50&149.95	146.90-151.40	148.10-165.60	139.10-153.90
Kitchenmaid	127.60	127.30	127.77	137.90	128.30	131.90
Nurse (qualified), 1st year	156.10	159.50	153.66	142.80	169.40	152.20
Nursing aide	124.10-141.40	131.60&143.24	132.93-149.90	121.60-127.60	125.10	138.60-141.80
Clerk, 21 years, private offices	124.80	143.50	128.20	133.60	126.60	106.60
Typist, private offices	124.80	143.50	128.20	133.60	126.60	106.60
<b>Hotels, Personal Service, etc.</b>						
Office cleaner, day	122.90&123.90	125.30	118.27	(i)121.80	112.60	126.80
Hairdresser	137.40	143.77	127.59	130.70	126.80	141.40
Barmaid, hotels (d)	122.70	121.60	119.30	119.80-125.30	109.80	119.70
Waitress, restaurant (d)	118.80	117.80	115.30	117.30	106.30	116.00
Cook, restaurant (d)	129.10	125.60	123.13	122.30	106.80	121.90

(a) 36½ hours. (b) 42 hours. (c) Rate prescribed for 40 hours in four shifts. Firemen also paid for 42 hours in three shifts. (d) Rates of pay represent the weekly cash payment, where board and lodging is not provided. (e) Duty hours shall not exceed - (i) 11 in any one day; (ii) 48 in any one week; (iii) 80 in any two weeks. (f) 34 hours in main exchange, 36 hours in suburban exchanges. (g) 36 hours. (h) Government operated services only. (i) 38 hours.