

INCOME, EARNINGS AND HOURS**INCOME DISTRIBUTION, 1973-74**

Some results of the most recent survey of annual income, conducted in November 1974 in respect of the year 1973-74, were published in the 1976 issue of this bulletin. Detailed statistics will be found in *Income Distribution 1973-74*, which was issued in three parts.

Part 1 (6502.0) relates to individuals, Part 2 (6503.0) relates to families and Part 3 (6504.0) contains additional statistics of individuals and families, as well as statistics of income units. A further survey, to obtain information for the year 1978-79, is being planned.

WEEKLY EARNINGS OF EMPLOYEES – DISTRIBUTION (HOUSEHOLD SURVEY)

In August 1977 a sample survey, based on the population survey, was conducted throughout Australia in order to obtain information about the weekly earnings of wage and salary earners ("employees").

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.

Similar surveys were conducted in August 1975 and 1976. However, care must be taken in making comparisons from one survey period to another as the 1975 survey data related to earnings from *all jobs* and *hours worked*, whereas subsequent survey publications contain tables on earnings from the *main job* as well as *all jobs* and statistics of *hours paid for* as well as *hours worked*.

Interpretation of results

Since the estimates are based on a sample, they are subject to sampling variability. The standard errors given on page 8 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 table on page 54.
- (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 54 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; 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.

Occupations shown are the major groups as published in Classification and Classified List of Occupations, June 1971. A person who held more than one job as an employee was classified to the occupation of the main job.

Further details were published in *Weekly Earnings of Employees (Distribution), August 1977 (6310.0)*.

**ALL EMPLOYEES : WEEKLY EARNINGS IN ALL JOBS, AGE AND
FULL-TIME OR PART-TIME STATUS, AUGUST 1977 (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									
<i>Weekly earnings (\$) -</i>									
Under 60	20.3	16.4	36.7	11.6	16.0	27.7	31.9	32.5	64.4
60 and under 80	54.4	15.1	69.5	47.6	14.8	62.4	102.0	29.9	131.9
80 and under 100	55.1	22.9	78.0	62.9	25.4	88.3	118.0	48.3	166.3
100 and under 110	31.5	38.9	70.4	32.2	46.3	78.5	63.6	85.2	148.9
110 and under 120	23.1	64.1	87.2	22.2	66.4	88.6	45.3	130.5	175.9
120 and under 130	21.8	120.2	142.0	16.2	118.7	134.9	38.1	238.8	276.9
130 and under 140	13.9	165.5	179.5	5.0	115.3	120.2	18.9	280.8	299.7
140 and under 150	11.9	219.7	231.6	6.2	118.1	124.3	18.1	337.8	355.9
150 and under 160	9.8	242.6	252.4	4.2	126.6	130.8	14.1	369.2	383.2
160 and under 170	7.0	234.1	241.1		89.1	90.5	8.4	323.2	331.6
170 and under 180		193.2	197.1	4.3	65.5	67.8	6.2	258.7	264.9
180 and under 190	6.1	194.1	196.4		47.1	47.6	5.4	241.2	244.0
190 and under 200		156.3	158.5	*	41.6	42.0		197.9	200.5
200 and under 220	4.9	263.5	266.2	*	52.3	53.2	5.3	315.8	319.4
220 and under 240		172.7	174.0	*	35.2	35.6		207.9	209.6
240 and under 260		158.4	159.3	*	21.3	21.9		179.7	181.2
260 and under 280		94.5	95.0	*	8.8	8.8		103.4	103.8
280 and under 300	4.1	77.0	77.5	*	9.1	9.3		86.2	86.8
300 and under 350		116.3	116.8	*	7.9	8.1		124.2	124.9
350 and under 400		53.8	54.1	*			4.2	56.7	57.0
400 and under 450		30.1	30.2	*	5.3	5.4		32.4	32.7
450 and under 500	*	19.3	19.3	*	*	*		20.3	20.3
500 and over	*	30.8	31.1	*	*	*		32.6	32.9
Total	264.3	2,699.7	2,964.0	215.3	1,033.5	1,248.8	479.7	3,733.2	4,212.9
					- dollars -				
Median earnings	101	181	175	95	150	142	98	170	163
Mean earnings	106	200	192	98	157	147	102	188	178
PART-TIME EMPLOYEES									
					- '000 -				
<i>Weekly earnings (\$) -</i>									
Under 20	28.8	10.5	39.2	31.6	38.9	70.5	60.3	49.4	109.7
20 and under 40	11.1	15.1	26.2	16.2	69.5	85.7	27.3	84.6	111.9
40 and under 60	4.5	10.7	13.7	6.7	73.8	77.3	6.5	84.5	91.0
60 and under 80	*	7.8	9.2		91.7	94.9	4.7	99.5	104.2
80 and under 100		7.5	8.6		77.8	81.1	4.5	85.3	89.8
100 and under 110	*	5.1	6.0	4.5	38.4	38.9	*	41.2	42.5
110 and under 120	*				23.5	23.7	*	25.9	26.1
120 and under 130	*	4.5	4.5		23.5	24.0	*	28.0	28.5
130 and under 140	*			*	11.8	12.1	*	14.6	15.2
140 and under 150		5.5	6.3	*	13.2	13.2	*	15.9	16.4
150 and under 160	*			*	8.1	8.1	*	9.6	9.6
160 and under 170	*	5.1	5.4	*	4.9	4.9	*	6.6	6.7
170 and under 180	*			*			*	5.6	5.9
180 and under 190	*	*	*	*	7.7	7.7	*	6.2	6.2
190 and over	*	17.4	17.6	*	18.9	19.1	*	36.3	36.7
Total	47.7	91.4	139.1	59.5	501.8	561.3	107.2	593.2	700.4
					- dollars -				
Median earnings	18	85	46	20	75	70	19	76	67
Mean earnings	27	114	84	29	81	76	28	86	77

For footnotes see next page.

**ALL EMPLOYEES : WEEKLY EARNINGS IN ALL JOBS, AGE AND
FULL-TIME OR PART-TIME STATUS, AUGUST 1977 (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 -									
<i>Weekly earnings (\$) -</i>									
Under 20	29.5	15.0	44.5	32.3	44.3	76.6	61.8	59.3	121.1
20 and under 40	14.3	19.6	33.9	18.8	73.6	92.4	33.1	93.2	126.3
40 and under 60	19.5	18.0	37.5	11.7	80.4	92.1	31.2	98.4	129.7
60 and under 80	55.9	22.9	78.7	50.8	106.5	157.3	106.7	129.3	236.0
80 and under 100	56.2	30.4	86.6	66.2	103.2	169.5	122.5	133.6	256.1
100 and under 110	32.4	41.6	74.0	32.7	84.8	117.4	65.0	126.4	191.4
110 and under 120	23.2	66.5	89.7	22.3	90.0	112.3	45.5	156.4	202.0
120 and under 130	21.8	124.6	146.5	16.8	142.2	158.9	38.6	266.8	305.4
130 and under 140	14.3	168.3	182.6	5.2	127.1	132.3	19.5	295.4	314.9
140 and under 150	12.3	222.4	234.8	6.2	131.3	137.5	18.6	353.7	372.3
150 and under 160	9.8	244.1	253.9	4.2	134.6	138.9	14.1	378.7	392.8
160 and under 170	7.1	235.8	242.9	} 4.3 {	94.0	95.4	8.5	329.8	338.3
170 and under 180	4.1	195.1	199.2		69.2	71.6	6.4	264.3	270.8
180 and under 190	} 4.7 {	196.5	198.7	}	51.0	51.6	} 5.6 {	247.5	250.3
190 and under 200		157.6	160.1		*	45.6		46.0	203.3	206.1
200 and under 220	} 4.9 {	266.0	268.6	*	58.2	59.3	} 5.5 {	324.2	328.0
220 and under 240		176.6	177.9	*	38.6	39.0		215.2	216.9
240 and under 260		161.1	162.0	*	22.9	23.5		184.0	185.5
260 and under 280	*	94.9	95.4	*	10.5	10.5	} 4.2 {	105.4	105.9
280 and under 300	*	78.5	78.9	*	9.9	10.1		88.4	89.0
300 and under 350	*	118.4	119.0	*	8.6	8.8	} 4.2 {	127.0	127.8
350 and under 400	*	55.3	55.7	*	} 5.4 {	5.5		58.3	58.7
400 and under 450	*	30.5	30.6	*				32.8	33.1
450 and under 500	*	19.3	19.3	*	*	*		20.3	20.3
500 and over	*	31.9	32.2	*	*	*	34.4	34.7	
Total	312.1	2,791.1	3,103.1	274.8	1,535.3	1,810.1	586.9	4,326.4	4,913.3
- dollars -									
Median earnings	93	180	172	87	133	126	90	162	155
Mean earnings	94	197	187	83	132	125	89	174	164

(a) For definitions see page 48.

* Less than 4,000. See page 7.

**ALL EMPLOYEES : WEEKLY EARNINGS IN ALL JOBS, MARITAL STATUS AND
FULL-TIME OR PART-TIME STATUS, AUGUST 1977 (a)**

	Males			Females			
	Married (b)	Not married (c)	Total	Married (b)	Not married (c)	Total	
FULL-TIME EMPLOYEES							
- '000 -							
<i>Weekly earnings (\$)</i> -							
Under 60	8.9	27.8	36.7	8.6	19.1	27.7	
60 and under 80	9.3	60.2	69.5	8.6	53.8	62.4	
80 and under 100	14.8	68.2	78.0	20.4	67.9	88.3	
100 and under 110	22.7	47.7	70.4	34.3	44.1	78.5	
110 and under 120	38.8	48.4	87.2	44.9	43.7	88.6	
120 and under 130	77.2	64.8	142.0	85.1	49.8	134.9	
130 and under 140	111.3	68.1	179.5	76.3	43.9	120.2	
140 and under 150	157.8	73.8	231.6	76.9	47.4	124.3	
150 and under 160	176.2	76.1	252.4	82.9	47.9	130.8	
160 and under 170	179.2	61.9	241.1	59.0	31.5	90.5	
170 and under 180	148.5	48.5	197.1	33.5	34.3	67.8	
180 and under 190	157.1	39.3	196.4	30.7	17.0	47.6	
190 and under 200	127.3	31.2	158.5	23.4	18.6	42.0	
200 and under 220	218.0	47.4	266.2	30.0	23.3	53.2	
220 and under 240	142.3	31.7	174.0	20.4	15.2	35.6	
240 and under 260	138.3	21.0	159.3	14.7	7.1	21.9	
260 and under 280	82.4	12.6	95.0	5.4	*	8.8	
280 and under 300	67.1	10.4	77.5	5.3	4.1	9.3	
300 and under 350	103.9	12.9	116.8	4.3	} 5.1 {	8.1	
350 and under 400	48.3	5.8	54.1	} 4.4 {		*	5.4
400 and under 450	26.1	4.1	30.2			*	*
450 and over	43.2	7.2	50.4		*	*	
Total	2,099.7	864.3	2,964.0	668.9	580.0	1,248.8	
- dollars -							
Median earnings	187	147	175	147	133	142	
Mean earnings	207	155	192	154	138	147	
PART-TIME EMPLOYEES							
- '000 -							
<i>Weekly earnings (\$)</i> -							
Under 20	4.6	34.6	39.2	27.0	43.5	70.5	
20 and under 40 ⁴	6.1	20.1	26.2	58.9	26.8	85.7	
40 and under 60	4.8	8.9	13.7	66.3	11.0	77.3	
60 and under 80	*	5.3	9.2	81.3	13.7	94.9	
80 and under 100	4.1	4.6	8.6	71.2	10.0	81.1	
100 and under 110	} 5.5 {	5.0 {	} 6.0 {	34.5	4.4	38.9	
110 and under 120				21.1	} 6.1 {	23.7	
120 and under 130	} 4.1 {	* {	4.5	20.5		24.0	
130 and under 140			10.0	} 5.0 {	12.1		
140 and under 150	11.6	13.2					
150 and under 160	6.7	8.1					
160 and over	} 19.9 {	5.4	} 25.3 {	26.4	5.3	31.7	
Total	52.9	86.2	139.1	435.5	125.8	561.3	
- dollars -							
Median earnings	120	28	46	76	34	70	
Mean earnings	139	50	84	82	53	76	

(a) For definitions see page 48. (b) Includes permanently separated and de facto relationships. (c) Never married, widowed and divorced.

* Less than 4,000. See page 7.

ALL EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1977 (a)

	Hours paid for -								Total
	1 - 19	20 - 29	30 - 34	35 - 39	40	41 - 44	45 - 48	49 and over	
MALES									
- '000 -									
<i>Weekly earnings (\$)</i> -									
Under 20	38.1	*		*	*	*			44.5
20 and under 40	27.1	*		*	*	*		5.1	35.1
40 and under 60	12.1	4.0	4.9	*	12.5	*	4.8	*	37.8
60 and under 80	6.9	5.6		4.9	48.4	4.2		5.3	80.2
80 and under 100		8.7		7.9	49.3	6.6		4.8	85.7
	5.4		5.3				6.4		
100 and under 110		4.5		8.5	43.0	4.6		6.4	74.2
110 and under 120		4.2		11.2	57.2	4.3	*	7.4	90.4
120 and under 130	5.1	5.0	4.5	13.5	103.2	6.7	7.0	6.6	148.7
130 and under 140		4.7	*	14.4	137.1	10.3	5.8	7.2	184.0
140 and under 150		4.1	5.7	26.2	166.3	12.8	7.9	13.1	238.2
150 and under 160		4.1		29.8	176.0	16.4	10.8	15.3	255.6
160 and under 170	5.5		5.1	25.4	166.0	18.0	15.4	12.7	244.8
170 and under 180		5.8	*	27.3	126.0	16.1	12.5	13.0	201.4
180 and under 190		4.9	4.1	35.2	110.1	18.1	14.8	14.2	200.0
190 and under 200	4.1			30.1	81.5	13.2	13.3	16.4	159.9
			5.3						
200 and under 220		6.0		53.2	126.2	21.5	26.1	30.9	267.0
220 and under 240			4.3	42.5	62.7	18.8	18.2	25.3	176.6
240 and under 260	5.2			39.2	48.7	15.6	18.1	30.1	158.9
260 and under 280		5.8	4.2	22.0	25.1	10.8	10.8	20.3	91.9
280 and under 300	4.2			18.1	17.7	7.7	6.9	22.7	76.9
300 and under 350			5.1	31.2	23.0	10.3	13.7	32.6	117.6
350 and over	*	*		25.8	20.8	12.3	15.6	53.0	133.8
Total	115.8	71.7	55.1	469.6	1,604.3	229.6	211.7	345.3	3,103.1
- dollars -									
Median earnings	35	133	167	199	160	187	203	229	172
Mean earnings	74	147	181	212	168	203	219	248	186
FEMALES									
- '000 -									
<i>Weekly earnings (\$)</i> -									
Under 20	68.9	*	*						77.3
20 and under 40	82.0	4.3	*	5.1	5.9				93.9
40 and under 60	71.7	9.8	*		5.8	5.3		6.1	93.6
60 and under 80	62.9	33.9	4.5	11.0	39.4				158.1
80 and under 100	20.5	54.5	10.3	22.6	50.9	4.9	5.3		168.8
								4.5	
100 and under 110	12.5	23.0	8.5	17.2	52.8				119.4
110 and under 120	4.5	13.4	8.7	21.0	58.8	6.7			112.6
120 and under 130	5.0	11.3	11.2	25.0	97.9	5.2	4.5	5.4	158.8
130 and under 140		5.5	8.0	28.8	76.8	4.7			131.9
140 and under 150	4.5	5.4	8.1	36.4	75.6	5.0	4.2	6.8	138.1
150 and under 160		5.7	4.4	44.2	71.4	5.1	4.2		138.9
160 and under 170	4.7			37.6	42.8	4.8			95.5
170 and under 180		4.8	4.7	32.4	26.1		4.5	4.5	71.0
180 and under 190				20.4	20.3	5.8		*	50.0
190 and under 200	4.6		5.2	15.0	17.9		4.5	*	44.9
		4.2				6.0			
200 and under 220			5.3	20.4	19.3			4.6	58.1
220 and under 240	*			12.4	12.9	4.0	4.1	*	38.0
240 and under 260	*	4.3	5.7	8.0	7.5				23.7
260 and over	*		*	9.4	8.6	*	*	10.0	36.7
Total	344.1	182.1	91.3	367.0	690.5	59.3	29.6	46.4	1,810.1
- dollars -									
Median earnings	46	95	129	154	134	146	163	163	125
Mean earnings	54	102	140	155	138	151	175	186	124

(a) For definitions see page 48.

* Less than 4,000. See page 7.

FULL-TIME EMPLOYEES : WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1977 (a)

	Age group (years)								Total
	15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 and over	
MALES									
- '000 -									
Weekly earnings (\$) -									
Under 60	20.3	*	5.4	5.0	4.1				36.7
60 and under 80	54.4	4.4	4.1	5.0	4.1				69.5
80 and under 100	55.1	8.5	*	5.7	4.3	7.1	5.5	4.0	78.0
100 and under 110	31.5	13.2	10.2		6.6				70.4
110 and under 120	23.1	20.5	13.5	9.7	10.3	5.9	*		87.2
120 and under 130	21.8	35.7	20.6	22.1	23.1	10.0	6.7	4.2	142.0
130 and under 140	13.9	40.9	32.3	30.0	33.7	15.5	10.9		179.5
140 and under 150	11.9	44.6	58.0	39.5	42.7	16.5	16.4	4.2	231.6
150 and under 160	9.8	48.5	65.0	41.4	51.2	22.9	11.4	4.2	252.4
160 and under 170	7.0	41.5	66.5	46.6	44.9	19.7	12.5		241.1
170 and under 180	6.1	32.7	57.6	38.2	39.1	15.0	10.0	4.2	197.1
180 and under 190		27.2	64.7	38.9	35.6	15.0	11.5		196.4
190 and under 200		23.5	54.8	31.0	29.4	11.2	5.6		158.5
200 and under 220	4.9	30.1	95.2	60.8	47.4	18.7	9.8		266.2
220 and under 240		16.6	65.7	38.7	34.0	12.1	4.8	4.7	174.0
240 and under 260		9.8	62.6	41.3	31.8	8.5			159.3
260 and under 280		6.5	32.5	27.7	19.7	5.3	6.6		95.0
280 and under 300	4.1	4.0	27.5	20.3	17.9	4.2			77.5
300 and under 350		4.7	39.2	34.8	25.5	8.0	7.2	*	116.8
350 and under 400		*	12.4	17.1	16.3	4.5		*	54.1
400 and under 450		*	7.5	8.5	9.3			*	30.2
450 and over	*	*	10.8	16.2	15.2	7.6	*	*	50.4
Total	264.3	419.3	809.8	573.3	542.1	207.7	123.8	23.6	2,964.0
- dollars -									
Median earnings	101	158	191	193	183	174	167	157	175
Mean earnings	106	166	205	215	209	197	182	182	192
FEMALES									
- '000 -									
Weekly earnings (\$) -								(b)	
Under 60	11.6	6.5	6.4	5.9	6.0	4.8			27.7
60 and under 80	47.6	8.1	5.2	4.8	4.8				62.4
80 and under 100	62.9							7.5	88.3
100 and under 110	32.2	12.8	7.0	9.7	11.7	7.7			78.5
110 and under 120	22.2	20.6	14.1	13.0	12.5				88.6
120 and under 130	16.2	35.0	25.4	24.2	23.5	8.1	4.9		134.9
130 and under 140	5.0	39.1	28.8	19.3	18.9	6.8			120.2
140 and under 150	6.2	40.2	24.7	20.8	24.7	5.5			124.3
150 and under 160	4.2	38.0	34.9	25.5	21.0	5.8	5.6		130.8
160 and under 170		26.8	24.5	15.5	15.0	5.2			90.5
170 and under 180	5.6	22.0	21.1	10.6	7.4	*			67.8
180 and under 220		41.8	48.1	21.7	22.3	5.1	5.0		142.8
220 and over	*	9.9	38.3	21.6	13.8	5.4			92.0
Total	215.3	300.8	278.7	192.6	181.4	57.1	22.9		1,248.8
- dollars -									
Median earnings	95	147	158	149	145	142	136		142
Mean earnings	98	151	168	159	152	151	133		147

(a) For definitions see page 48. (b) Aged 60 years and over.

* Less than 4,000. See page 7.

**FULL-TIME EMPLOYEES : NUMBER, MEAN WEEKLY EARNINGS IN ALL JOBS
BIRTHPLACE AND OCCUPATION, AUGUST 1977 (a)**

Occupation	Males			Females		
	Number ('000)	Per cent of total	Mean weekly earnings (\$)	Number ('000)	Per cent of total	Mean weekly earnings (\$)
BORN IN AUSTRALIA						
Professional, technical, etc.	264.0	12.3	252	195.3	21.3	188
Administrative, executive and managerial	174.0	8.1	263	13.2	1.4	181
Clerical	261.2	12.1	187	399.0	43.5	143
Sales	135.0	6.3	181	89.7	9.8	119
Farm workers, etc.	98.8	4.6	139	6.7	0.7	97
Transport and communication	173.6	8.1	188	29.6	3.2	138
Tradesmen, production-process workers and labourers, n.e.c. (b)	945.0	43.9	170	86.7	9.4	124
Service, sport and recreation	101.9	4.7	182	97.6	10.6	130
Total	2,153.5	100.0	191	917.8	100.0	147
BORN IN MAIN ENGLISH-SPEAKING COUNTRIES (c)						
Professional, technical, etc.	55.2	15.5	264	30.0	21.3	198
Administrative, executive and managerial	33.2	9.4	275	*	*	*
Clerical	28.4	8.0	192	55.0	39.0	148
Sales	24.5	6.9	194	12.3	8.7	128
Farm workers, etc.	5.7	1.6	141	*	*	*
Transport and communication	21.8	6.1	204	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	165.3	46.6	184	21.4	15.2	131
Service, sport and recreation	20.8	5.9	192	17.3	12.2	133
Total	354.9	100.0	207	141.2	100.0	153
BORN IN OTHER COUNTRIES						
<i>Germany, Federal Republic of -</i>						
Tradesmen, production-process workers and labourers, n.e.c. (b)	16.7	59.6	174	*	*	*
Total	28.0	100.0	193	10.5	100.0	155
<i>Greece -</i>						
Tradesmen, production-process workers and labourers, n.e.c. (b)	28.4	69.4	168	13.6	71.9	122
Service, sport and recreation	4.8	11.6	144	*	*	*
Total	40.9	100.0	166	18.9	100.0	124
<i>Italy -</i>						
Clerical	*	*	*	5.3	15.8	140
Tradesmen, production-process workers and labourers, n.e.c. (b)	66.3	78.1	167	18.1	54.4	122
Service, sport and recreation	4.4	5.2	149	6.8	20.4	123
Total	84.9	100.0	169	33.2	100.0	127
<i>Yugoslavia -</i>						
Tradesmen, production-process workers and labourers, n.e.c. (b)	42.3	79.7	170	17.9	65.9	132
Service, sport and recreation	*	*	*	6.0	22.1	127
Total	53.0	100.0	173	27.2	100.0	132
<i>Other countries -</i>						
Professional, technical, etc.	29.4	11.8	262	17.6	17.6	191
Administrative, executive and managerial	14.5	5.8	261	*	*	*
Clerical	21.9	8.8	192	30.5	30.5	147
Sales	7.1	2.8	173	*	*	*
Transport and communication	14.0	5.6	188	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	143.6	57.7	173	30.7	30.7	126
Service, sport and recreation	15.2	6.1	161	14.5	14.5	139
Total	248.9	100.0	190	100.0	100.0	147
TOTAL						
Professional, technical, etc.	358.0	12.1	254	247.1	19.8	189
Administrative, executive and managerial	226.7	7.6	264	18.1	1.4	183
Clerical	318.5	10.7	188	495.7	39.7	143
Sales	172.6	5.8	183	108.8	8.7	121
Farm workers, etc.	109.7	3.7	139	7.4	0.6	98
Transport and communication	219.7	7.4	189	34.0	2.7	142
Tradesmen, production-process workers and labourers, n.e.c. (b)	1,407.7	47.5	172	190.7	15.3	126
Service, sport and recreation	151.0	5.1	180	147.0	11.8	130
Total	2,964.0	100.0	192	1,248.8	100.0	147

(a) For definitions see page 48. (b) Includes miners and quarrymen. (c) Includes U.K., Ireland, Canada, South Africa, U.S.A. and New Zealand.

* Subject to sampling variability too high for most practical uses. See page 7.

NOTE. See "Interpretation of results" on page 48 regarding interpretation of the figures in this table.

EARNINGS AND HOURS OF EMPLOYEES (EMPLOYER SURVEYS)

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. 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, this survey provides statistics on the distribution and composition of earnings as well as averages. Information concerning the surveys conducted in May and October 1977 is given in the following pages.

Survey of Earnings and Hours of Employees – Distribution and Composition, May 1977

General. In this survey employers selected were asked to supply details for only a sample of their employees, individual employees being randomly selected by the employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees were required to complete a separate questionnaire for every employee.

The survey was conducted in respect of the pay-period which included 23 May 1977. Details of earlier surveys were published in *Earnings and Hours of Employees, Distribution and Composition* (6306.0).

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* (6304.0), the May 1971 *Survey of Weekly Earnings (Size Distribution)* (6308.0) and the quarterly series *Average Weekly Earnings* (6302.0).

Scope. 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,
- . persons employed by private employers (other than hospitals) not subject to payroll tax,
- . employees on workers compensation.

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 and in the Territories more than \$400 a week. 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.

Coverage. The survey covered all Australian and State Government departments and authorities, and stratified random samples of local government authorities, hospitals and 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. The smaller the estimate the higher is the relative standard error. Results with an estimated standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours: for these categories all estimates with a standard error less than 20 per cent have been included. Estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively. For more details on the reliability of the estimates see the Technical Note in *Earnings and Hours of Employees, Distribution and Composition, May 1977* (6306.0).

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 23 May 1977. In general where an establishment was closed down for part of 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) *All employees* comprise full-time and part-time employees, including managerial, executive, professional and higher supervisory staff.
- (iv) *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work (see (vi) 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.
- (v) In the private sector, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They

exclude *managerial, executive, professional and higher supervisory staff* who, in the private sector 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 nurses, 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.

- (vi) *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.
- (vii) *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.
- (viii) *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.
- (ix) *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *ordinary time earnings* defined in (x), earnings from *overtime hours* defined in (vii) and 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.
- (x) *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in (viii) above. It comprises *payment by measured result, award or agreed base rate of pay* and *other earnings* (excluding overtime).
- (xi) *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.
- (xii) *Payment by measured result* refers to payment for piece work or under commission, task bonus, or other incentive schemes, etc.
- (xiii) *Other pay* refers to ordinary time earnings not included in payment by measured result or in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.
- (xiv) *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.
- (xv) *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.

NOTE. Figures have been omitted from some tables because they are subject to sampling variability too high for most practical uses. Although in some cases they can be derived by subtraction they should not be regarded as reliable.

ALL EMPLOYEES : WEEKLY EARNINGS, MAY 1977 (a)

Weekly earnings (\$)	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
Under 10	20.3	0.8	0.8	10.6	0.8	0.8	15.1	0.4	0.4
10 and under 20	19.8	0.7	1.5	21.7	1.5	2.3	37.5	0.9	1.3
20 and under 30	16.5	0.6	2.1	23.9	1.7	4.0	43.8	1.1	2.3
30 and under 40	12.5	0.5	2.6	26.3	1.9	5.9	42.7	1.0	3.4
40 and under 50	19.1	0.7	3.3	25.9	1.8	7.7	38.4	0.9	4.3
50 and under 60	29.5	1.1	4.3	39.0	2.8	12.5	48.5	1.2	5.5
60 and under 70	30.3	1.1	5.5	48.8	3.5	16.0	68.4	1.7	7.2
70 and under 80	33.7	1.2	6.7	58.1	4.1	20.1	79.1	1.9	9.1
80 and under 90	30.8	1.1	7.8	58.5	4.2	24.3	91.8	2.2	11.3
90 and under 100	32.8	1.2	9.0	55.5	3.9	28.2	89.3	2.2	13.5
100 and under 110	38.9	1.4	10.5	70.5	5.0	33.2	88.2	2.1	15.6
110 and under 120	61.1	2.3	12.7	102.5	7.3	40.5	109.4	2.7	18.3
120 and under 130	110.7	4.1	16.8	123.7	8.8	49.2	163.6	4.0	22.2
130 and under 140	164.0	6.1	22.9	152.3	10.8	60.0	234.4	5.7	27.9
140 and under 150	202.4	7.5	30.3	138.9	9.9	69.9	316.3	7.7	35.6
150 and under 160	205.3	7.6	37.9	100.3	7.1	77.0	341.3	8.3	43.9
160 and under 170	198.7	7.3	45.2	69.1	4.9	81.9	305.6	7.4	51.3
170 and under 180	174.7	6.4	51.7	53.8	3.8	85.7	267.8	6.5	57.8
180 and under 190	165.3	6.1	57.8	41.9	3.0	88.7	228.5	5.5	63.3
190 and under 200	149.0	5.5	63.3	35.3	2.5	91.2	207.2	5.0	68.4
200 and under 210	130.1	4.8	68.1	28.2	2.0	93.2	184.3	4.5	72.8
210 and under 220	112.3	4.1	72.2	19.1	1.4	94.5	158.3	3.8	76.7
220 and under 230	98.1	3.6	75.8	18.0	1.3	95.8	131.4	3.2	79.9
230 and under 240	82.8	3.1	78.9	15.1	1.1	96.9	116.1	2.8	82.7
240 and under 250	79.2	2.9	81.8	9.5	0.7	97.5	97.9	2.4	85.1
250 and under 260	68.2	2.5	84.3	8.0	0.6	98.1	88.6	2.2	87.2
260 and under 270	54.3	2.0	86.3	11.0	0.8	98.9	76.2	1.9	89.1
270 and under 280	45.4	1.7	88.0	8.0	0.6	99.5	60.0	1.5	90.5
280 and under 290	43.9	1.6	89.6	7.7	0.5	100.0	50.6	1.2	91.8
290 and under 300	72.8	2.7	92.3	8.0	0.6	99.5	46.6	1.1	92.9
300 and under 320	46.2	1.7	94.0	8.0	0.6	99.5	78.1	1.9	94.8
320 and under 340	45.0	1.7	95.6	8.0	0.6	99.5	48.1	1.2	95.9
340 and under 360	28.1	1.0	96.7	7.7	0.5	100.0	47.0	1.1	97.1
360 and under 380	21.2	0.8	97.5	7.7	0.5	100.0	29.4	0.7	97.8
380 and under 400	29.9	1.1	98.6	7.7	0.5	100.0	22.0	0.5	98.3
400 and under 450	16.9	0.6	99.2	7.7	0.5	100.0	31.0	0.8	99.1
450 and under 500	21.3	0.8	100.0	7.7	0.5	100.0	17.3	0.4	99.5
500 and over	2,711.2	100.0	..	1,410.4	100.0	..	21.6	0.5	100.0
Total	2,711.2	100.0	..	1,410.4	100.0	..	4,121.6	100.0	..
Median earnings	187.40	..	..	140.70	..	..	168.20	..	..
Mean earnings	200.40	..	..	137.20	..	..	178.80	..	..

- dollars -

(a) Full-time and part-time employees, including managerial, etc. staff. See ("Scope" on page 55) for particulars of employees excluded from the survey. For definitions see page 55.

FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, MAY 1977

	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						
<i>Weekly earnings (\$)</i> -						
Under 110				13.1	1.6	1.6
110 and under 120	13.1	0.7	0.7	23.9	2.9	4.5
120 and under 130	25.7	1.4	2.1	62.1	7.5	12.0
130 and under 140	80.0	4.3	6.3	97.0	11.8	23.8
140 and under 150	134.5	7.2	13.5	133.3	16.2	40.0
150 and under 160	175.6	9.4	22.9	124.5	15.1	55.2
160 and under 170	186.8	9.9	32.7	91.5	11.1	66.3
170 and under 180	179.8	9.6	42.3	61.7	7.5	73.8
180 and under 190	157.1	8.4	50.7	47.8	5.8	79.6
190 and under 200	146.2	7.8	58.5	38.6	4.7	84.3
200 and under 210	128.4	6.9	65.4	30.4	3.7	88.0
210 and under 220	109.4	5.8	71.2	26.6	3.2	91.2
220 and under 230	89.0	4.8	76.0	16.6	2.0	93.2
230 and under 240	72.2	3.9	79.8	15.6	1.9	95.1
240 and under 260	116.4	6.2	86.0	20.1	2.5	97.6
260 and under 280	84.3	4.5	90.5	11.0	1.3	98.9
280 and under 300	55.7	3.0	93.5			
300 and under 320	40.4	2.2	95.6			
320 and under 340	22.4	1.2	96.8			
340 and under 360	20.0	1.1	97.9			
360 and under 380	11.1	0.6	98.5	9.3	1.1	100.0
380 and under 400	8.7	0.5	99.0			
400 and under 450	10.2	0.5	99.5			
450 and over	9.6	0.5	100.0			
Total	1,874.9	100.0	..	822.9	100.0	..
- dollars -						
Median earnings	189.20	..	..	156.60	..	..
Mean earnings	202.70	..	..	165.10	..	..
AGED UNDER 21 YEARS						
<i>Weekly earnings (\$)</i> -						
Under 60	7.8	3.6	3.6	17.0	8.1	8.1
60 and under 70	14.6	6.7	10.3	17.9	8.5	16.6
70 and under 80	17.0	7.8	18.1	22.6	10.8	27.3
80 and under 90	20.2	9.3	27.4	25.3	12.0	39.3
90 and under 100	17.7	8.1	35.5	25.0	11.9	51.2
100 and under 110	17.9	8.2	43.7	27.5	13.1	64.3
110 and under 120	20.7	9.5	53.3	25.4	12.1	76.3
120 and under 130	21.0	9.7	62.9	17.3	8.2	84.6
130 and under 140	19.5	9.0	71.9	18.7	8.9	93.5
140 and under 150	15.1	6.9	78.8			
150 and under 160	12.4	5.7	84.5			
160 and under 180	15.4	7.1	91.6	13.8	6.6	100.0
180 and under 200	9.4	4.3	95.9			
200 and over	9.0	4.1	100.0			
Total	217.7	100.0	..	210.5	100.0	..
- dollars -						
Median earnings	116.60	..	..	109.00	..	..
Mean earnings	120.20	..	..	110.80	..	..

(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 1977

	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						
<i>Weekly earnings (\$)</i> –						
Under 80	13.5	0.7	0.7	11.3	1.3	1.3
80 and under 100	11.9	0.6	1.3	12.3	1.4	2.7
100 and under 110	9.5	0.5	1.7	11.2	1.3	4.0
110 and under 120	13.1	0.7	2.4	30.0	3.4	7.4
120 and under 130	36.9	1.8	4.2	68.3	7.8	15.2
130 and under 140	88.1	4.4	8.6	102.0	11.7	26.9
140 and under 150	145.5	7.3	15.9	137.6	15.7	42.6
150 and under 160	185.4	9.3	25.1	127.1	14.5	57.2
160 and under 170	193.1	9.6	34.8	93.0	10.6	67.8
170 and under 180	186.4	9.3	44.1	62.5	7.1	75.0
180 and under 190	161.3	8.0	52.1	48.6	5.6	80.5
190 and under 200	151.4	7.6	59.7	39.0	4.5	85.0
200 and under 210	132.3	6.6	66.3	31.2	3.6	88.6
210 and under 220	113.4	5.7	71.9	26.7	3.1	91.6
220 and under 230	91.9	4.6	76.5	16.7	1.9	93.5
230 and under 240	74.9	3.7	80.3	15.6	1.8	95.3
240 and under 260	120.7	6.0	86.3	20.4	2.3	97.7
260 and under 280	87.2	4.4	90.6	11.1	1.3	98.9
280 and under 300	58.3	2.9	93.5			
300 and under 320	42.0	2.1	95.6			
320 and under 340	24.1	1.2	96.8			
340 and under 360	21.1	1.1	97.9			
360 and under 380	11.9	0.6	98.5	9.3	1.1	100.0
380 and under 400	9.2	0.5	98.9			
400 and under 450	10.7	0.5	99.5			
450 and over	10.5	0.5	100.0			
Total	2,004.2	100.0	..	873.9	100.0	..
				– dollars –		
Median earnings	187.40	..	..	155.10	..	..
Mean earnings	200.10	..	..	162.10	..	..
AGED UNDER 21 YEARS						
<i>Weekly earnings (\$)</i> –						
Under 60	11.9	5.0	5.0	19.7	8.9	8.9
60 and under 70	16.4	6.9	11.9			
70 and under 80	18.7	7.9	19.8	19.0	8.6	17.6
80 and under 90	21.7	9.1	28.9	23.7	10.8	28.3
90 and under 100	19.5	8.2	37.1	26.5	12.0	40.3
100 and under 110	19.1	8.0	45.2	25.7	11.7	52.0
110 and under 120	22.7	9.5	54.7	28.7	13.0	65.0
120 and under 130	22.4	9.4	64.2	26.2	11.9	76.9
130 and under 140	20.7	8.7	72.9	17.6	8.0	84.9
140 and under 150	16.0	6.7	79.6	11.7	5.3	90.2
150 and under 160	13.3	5.6	85.2	7.6	3.4	93.6
160 and under 180	16.1	6.8	92.0			
180 and under 200	9.5	4.0	96.0	14.1	6.4	100.0
200 and over	9.5	4.0	100.0			
Total	237.6	100.0	..	220.6	100.0	..
				– dollars –		
Median earnings	115.10	..	..	108.30	..	..
Mean earnings	118.40	..	..	109.90	..	..

**AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES
INDUSTRIES, MAY 1977**

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing –								
Food, beverages and tobacco	3.5	38.3	41.8	1.1	38.2	39.2	40.6	38.9
Textiles; clothing and footwear	2.6	39.0	41.6	0.7	38.2	39.0	38.5	38.6
Paper, printing, etc.	2.7	39.3	41.9	0.8	38.1	38.9	40.2	38.9
Chemical, petroleum and coal products	2.8	38.6	41.5	0.7	38.1	38.8	40.6	38.8
Metal products, machinery and equipment –								
Basic metal products	3.4	39.1	42.5	0.7	38.6	39.3	40.4	38.8
Fabricated metal products; other machinery, etc.	3.2	38.9	42.1	0.8	38.5	39.3	39.9	38.3
Transport equipment	2.2	38.6	40.8	0.8	37.5	38.4	39.6	39.5
<i>Total metal products, etc.</i>	<i>2.9</i>	<i>38.8</i>	<i>41.7</i>	<i>0.8</i>	<i>38.3</i>	<i>39.1</i>	<i>39.9</i>	<i>38.6</i>
Other	3.9	39.1	43.0	0.7	38.5	39.2	40.3	39.2
<i>Total manufacturing</i>	<i>3.2</i>	<i>38.8</i>	<i>42.0</i>	<i>0.8</i>	<i>38.3</i>	<i>39.1</i>	<i>40.1</i>	<i>38.8</i>
Non-manufacturing –								
Mining	6.4	36.6	43.0	1.7	38.3	40.0	41.6	39.1
Electricity, gas and water	2.1	39.0	41.0	0.3	36.9	37.2	39.3	37.6
Construction	2.5	39.3	41.7	0.2	37.3	37.4	39.8	37.7
Wholesale trade	1.7	38.9	40.6	0.5	37.6	38.1	40.5	39.0
Retail trade	1.6	39.7	41.3	0.4	38.8	39.2	41.0	39.8
Transport and storage; communication	3.4	38.2	41.6	0.9	37.0	37.9	40.2	38.8
Finance, business services	0.8	38.6	39.4	0.3	37.4	37.7	39.2	38.2
Public administration and defence; community services	1.1	37.9	39.0	0.3	37.4	37.7	38.2	38.5
Other	2.2	39.3	41.4	1.1	37.0	38.1	41.0	40.0
<i>Total non-manufacturing</i>	<i>2.1</i>	<i>38.6</i>	<i>40.7</i>	<i>0.4</i>	<i>37.5</i>	<i>38.0</i>	<i>40.0</i>	<i>38.8</i>
Total all industries	2.5	38.7	41.1	0.5	37.7	38.3	40.1	38.8

**COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1977
(\$)**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AGED 21 YEARS AND OVER									
Males									
Overtime	18.10	18.00	16.60	11.70	23.50	13.50	23.90	14.60	17.50
Ordinary time –									
Award or agreed base of rate of pay (a)	172.40	170.70	168.00	170.80	169.50	173.60	192.20	210.30	171.70
Payment by measured result (a)	5.10	3.20	*	4.30	*	*	*	*	4.60
Other pay (a)	7.30	6.90	5.00	4.80	5.80	3.70	*	1.60	6.20
Total	202.80	198.80	196.10	191.60	204.10	196.60	226.20	227.10	220.10
Females									
Overtime	3.70	3.20	3.00	2.20	2.60	2.30	6.50	4.70	3.20
Ordinary time –									
Award or agreed base rate of pay (a)	151.50	152.70	157.50	158.10	159.00	160.30	177.70	176.20	154.70
Payment of measured result (a)	1.30	2.10	*	*	*	*	*	*	1.60
Other pay (a)	3.60	2.50	2.00	1.10	1.60	*	2.00	*	2.60
Total	160.00	160.50	165.10	162.70	163.70	164.10	186.30	181.50	162.10
AGED UNDER 21 YEARS									
Males									
Overtime	6.10	5.40	6.70	6.30	6.20	8.80	*	9.20	6.30
Ordinary time –									
Award or agreed base rate of pay (a)	108.10	107.80	108.60	102.60	103.20	108.40	116.70	123.50	107.30
Payment by measured result (a)	2.20	*	*	*	*	*	*	*	1.80
Other pay (a)	3.30	3.40	2.10	2.60	3.00	2.50	*	*	3.00
Total	119.70	117.40	120.40	113.00	114.40	122.00	147.00	133.60	118.40
Females									
Overtime	2.20	2.00	1.10	1.80	1.50	*	*	*	1.80
Ordinary time –									
Award or agreed base rate of pay (a)	108.60	108.80	102.40	104.00	100.30	102.50	135.20	127.70	106.60
Payment by measured result (a)	*	*	*	*	*	*	*	*	0.30
Other pay (a)	1.90	1.10	0.40	1.00	*	1.30	1.20	*	1.20
Total	113.10	112.20	104.30	107.10	103.10	105.00	137.60	130.00	109.90

(a) For definitions see page 55.

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

**COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES
INDUSTRIES, MAY 1977
(\$)**

	<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>	
AGED 21 YEARS AND OVER											
Males											
Overtime	23.20	15.50	20.10	21.10	23.60	20.90	15.60	19.70	25.10	21.10	
Ordinary time –											
Award or agreed base rate of pay (a)	143.90	144.40	173.10	172.70	158.90	146.10	158.50	152.90	148.80	152.80	
Payment by measured result (a)	*	9.00	3.00	*	18.90	2.80	*	6.00	6.60	7.20	
Other pay (a)	4.90	5.70	11.40	8.40	6.20	15.60	9.10	11.40	8.20	9.30	
Total	186.40	174.70	207.60	203.70	207.60	185.40	185.10	190.10	188.60	190.50	
Females											
Overtime	6.00	3.60	4.60	4.30	*	4.20	4.60	4.30	3.60	4.40	
Ordinary time –											
Award or agreed base rate of pay (a)	130.80	122.10	138.80	143.30	144.70	129.10	134.00	131.30	131.30	130.20	
Payment by measured result (a)	*	11.10	*	*	*	3.00	2.40	3.00	*	5.30	
Other pay (a)	2.90	1.80	4.70	6.30	4.80	6.70	*	6.20	4.30	4.20	
Total	148.00	138.60	148.20	154.30	157.90	143.00	146.30	144.80	141.00	144.10	
AGED UNDER 21 YEARS											
Males											
Overtime	12.30	*	*	*	10.10	6.70	3.50	6.60	6.80	7.40	
Ordinary time	116.50	107.70	107.00	115.70	125.50	97.20	108.40	106.10	104.00	107.70	
Total	128.80	110.60	113.20	123.50	135.60	103.90	111.90	112.70	110.80	115.00	
Females											
Overtime	*	*	*	*	*	*	*	*	*	2.30	
Ordinary time	104.00	99.80	101.80	109.80	113.70	97.80	120.00	103.80	99.90	102.60	
Total	107.70	102.20	102.80	113.10	113.70	100.80	123.00	106.50	100.20	104.90	
Non-manufacturing											
	<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</i>	<i>Total all industries</i>
AGED 21 YEARS AND OVER											
Males											
Overtime	52.20	15.90	17.60	11.90	9.30	25.00	5.60	8.30	13.20	15.70	17.50
Ordinary time –											
Award or agreed base rate of pay (a)	188.50	190.50	174.20	157.50	147.00	188.30	177.20	206.10	160.30	181.20	171.70
Payment of measured result (a)	32.00	*	*	4.50	8.10	*	*	*	*	3.30	4.60
Other pay (a)	7.00	*	5.60	9.20	8.70	2.00	6.50	*	4.90	4.70	6.20
Total	279.70	211.60	197.80	183.20	173.10	215.80	196.20	215.80	179.60	204.90	200.10
Females											
Overtime	*	*	*	2.80	2.10	6.00	1.60	2.30	6.20	2.80	3.20
Ordinary time –											
Award or agreed base rate of pay (a)	165.90	163.10	151.60	142.70	138.50	162.00	154.70	180.50	142.00	163.60	154.70
Payment by measured result (a)	*	*	*	*	*	*	*	*	*	0.20	1.60
Other pay (a)	7.40	*	4.60	4.50	3.30	*	4.30	0.50	*	1.90	2.60
Total	187.10	166.50	157.10	151.00	144.10	169.30	161.40	183.40	150.00	168.60	162.10
AGED UNDER 21 YEARS											
Males											
Overtime	*	4.00	4.30	5.50	5.40	9.80	*	2.70	*	5.60	6.30
Ordinary time	152.70	121.40	125.30	107.40	98.50	117.60	114.30	127.70	115.10	114.60	112.10
Total	176.70	125.40	129.70	112.90	103.90	127.40	116.60	130.50	125.40	120.20	118.40
Females											
Overtime	*	*	*	*	1.90	*	0.80	1.30	*	1.70	1.80
Ordinary time	111.80	116.50	104.40	105.00	93.30	114.80	106.90	125.10	107.00	109.00	108.10
Total	118.80	119.30	105.20	106.80	95.20	122.30	107.70	126.40	112.20	110.80	109.90

(a) For definitions see page 55.

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

Survey of Weekly Earnings and Hours, October 1977

General. The tables on pages 64 to 68, 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 1977. 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 1977* (6304.0). A brief summary of the main features of earlier surveys was given in *Labour Statistics 1975*.

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 65 to 67, 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.

Scope. 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 and Territories paying more than \$923 a week in wages and salaries (\$1,200 a week in Queensland). 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.

Coverage. 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 1977 survey was representative of approximately 2,639,000 male and 1,403,000 female wage and salary earners, comprising 1,725,000 males and 912,000 females in private employment and 914,000 males and 492,000 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 1977* (6304.0).

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.

Comparability of results. In addition to affecting the results of each sample survey, sampling variability also affects comparison between surveys. A detailed note on the comparability of results of earlier surveys and on the differences between the industry classifications is given in *Earnings and Hours of Employees, October 1974* (6304.0).

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

Employees refers to male and female wage and salary earners who received pay for the last pay-period in October 1977.

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. 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. air crews, 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 worked less than 30 hours a week. Employees on short-time who normally worked 30 hours or more a week were classified as full-time employees.

Non-managerial employees. In the private sector these included minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees but excluded, managerial, executive, professional and higher supervisory staff, who were not further defined. In the government sector non-managerial employees generally excluded 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 before taxation and other deductions have been made. It comprises overtime earnings and ordinary time earnings. Where payments are 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, piece-work, profit-sharing, etc. schemes; commissions; annual or periodical bonuses; etc., one week's proportion of such payments are included. 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.

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 hours paid for refers to the hours for

which payment was made. It comprises overtime hours and ordinary time hours. 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 pay-period, only the hours actually paid for were included. Where agreed hours of work were 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, INDUSTRIES,
OCTOBER 1977 (a)**

	Manufacturing									Total manufac- turing	
	Metal products, machinery and equipment								Other		
	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			
AVERAGE WEEKLY EARNINGS (\$)											
Males	192.90	179.50	205.40	212.40	213.70	180.10	185.60	189.10	180.90	190.50	
Adults	198.60	187.50	215.10	215.50	221.60	189.10	192.40	197.30	188.50	198.10	
Juniors	113.50	97.70	112.50	123.80	123.00	102.40	102.80	106.50	100.90	107.00	
Females	148.90	136.50	145.90	158.00	164.20	140.80	153.40	145.30	144.90	144.30	
Adults	153.30	142.30	154.20	161.30	169.00	144.80	156.20	149.10	150.20	149.30	
Juniors	104.00	92.20	99.40	112.10	117.20	99.90	109.00	102.80	98.80	99.10	
Persons	181.80	151.40	192.00	198.40	210.00	170.50	181.60	181.40	173.40	178.90	
AVERAGE WEEKLY HOURS PAID FOR											
Males	42.1	42.0	41.4	40.8	41.2	40.8	40.5	40.8	41.3	41.2	
Adults	42.2	42.3	41.5	40.8	41.3	40.9	40.6	40.9	41.4	41.3	
Juniors	40.6	39.1	40.6	39.8	39.2	39.6	39.0	39.4	39.8	39.7	
Females	39.2	38.7	39.4	39.0	39.3	38.8	39.0	38.9	39.4	39.0	
Adults	39.2	38.7	39.4	39.0	39.2	38.8	39.0	38.9	39.4	39.0	
Juniors	39.2	38.5	39.2	38.6	39.8	39.2	38.7	39.2	39.0	38.9	
Persons	41.4	39.9	40.9	40.3	41.0	40.3	40.3	40.5	40.9	40.7	
AVERAGE HOURLY EARNINGS (\$)											
Males	4.58	4.27	4.96	5.21	5.19	4.41	4.58	4.64	4.38	4.62	
Adults	4.71	4.43	5.19	5.28	5.36	4.62	4.74	4.82	4.55	4.79	
Juniors	2.80	2.50	2.77	3.11	3.14	2.59	2.63	2.70	2.54	2.69	
Females	3.79	3.53	3.70	4.06	4.18	3.63	3.93	3.73	3.68	3.70	
Adults	3.91	3.67	3.91	4.14	4.31	3.73	4.00	3.84	3.81	3.83	
Juniors	2.65	2.40	2.54	2.91	2.95	2.55	2.82	2.62	2.53	2.55	
Persons	4.39	3.80	4.69	4.92	5.11	4.23	4.50	4.48	4.24	4.40	
	Non-manufacturing									Total all industries	
	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-manufact- uring
AVERAGE WEEKLY EARNINGS (\$)											
Males	277.60	210.60	201.90	182.70	157.00	214.20	192.40	220.70	188.40	204.20	199.60
Adults	281.90	216.90	207.90	190.50	173.40	221.50	205.80	224.70	193.70	212.70	207.70
Juniors	154.00	119.70	119.40	105.10	102.30	122.80	116.40	120.00	107.60	113.50	111.30
Females	179.40	161.30	151.50	148.10	133.80	167.20	146.70	183.60	150.30	163.90	159.30
Adults	187.10	177.60	158.30	156.60	151.30	175.20	165.90	191.50	156.40	176.60	169.60
Juniors	127.80	121.90	110.60	104.40	98.80	119.80	111.30	120.40	99.60	110.30	108.70
Persons	271.00	206.30	199.90	173.00	146.30	206.60	168.40	201.20	173.00	189.80	186.50
AVERAGE WEEKLY HOURS PAID FOR											
Males	41.1	40.3	41.6	40.4	40.7	41.0	39.4	38.7	41.3	40.3	40.6
Adults	41.2	40.4	41.8	40.5	40.8	41.1	39.4	38.7	41.4	40.4	40.7
Juniors	39.5	39.1	39.8	40.1	40.7	39.6	39.2	38.0	40.5	39.7	39.7
Females	38.6	37.0	38.6	38.7	39.6	39.2	38.1	37.7	39.3	38.3	38.5
Adults	38.6	37.0	38.5	38.6	39.5	39.2	38.0	37.7	39.3	38.2	38.4
Juniors	38.9	37.1	39.1	39.0	39.7	39.3	38.4	38.3	39.0	38.8	38.8
Persons	41.0	40.1	41.5	39.9	40.2	40.7	38.7	38.2	40.5	39.6	39.9
AVERAGE HOURLY EARNINGS (\$)											
Males	6.75	5.22	4.85	4.52	3.86	5.22	4.89	5.70	4.56	5.06	4.91
Adults	6.84	5.36	4.98	4.71	4.25	5.38	5.22	5.80	4.68	5.27	5.10
Juniors	3.90	3.06	3.00	2.62	2.52	3.10	2.97	3.15	2.66	2.85	2.80
Females	4.65	4.36	3.93	3.83	3.38	4.26	3.85	4.86	3.82	4.28	4.14
Adults	4.85	4.80	4.11	4.06	3.83	4.46	4.37	5.08	3.98	4.62	4.41
Juniors	3.29	3.29	2.83	2.68	2.49	3.05	2.90	3.14	2.55	2.80	2.80
Persons	6.62	5.15	4.81	4.33	3.64	5.07	4.35	5.27	4.27	4.79	4.67

(a) For definitions and explanatory notes etc. see pages 62 and 63.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS (a): FULL-TIME
NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1977 (b)**

<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>	
ADULT MALES											
Overtime earnings (a)(\$)	29.20	22.80	20.00	22.80	27.80	18.60	15.60	19.70	21.00	21.90	
Ordinary time earnings (a)(\$)	169.40	164.70	195.10	192.60	193.80	170.50	176.80	177.60	167.50	176.10	
Total earnings (\$)	198.60	187.50	215.10	215.50	221.60	189.10	192.40	197.30	188.50	198.10	
Overtime hours (a)	4.1	3.8	2.5	3.0	3.5	2.8	2.2	2.8	3.1	3.1	
Ordinary time hours (a)	38.1	38.5	38.9	37.8	37.8	38.2	38.4	38.2	38.3	38.2	
Total hours	42.2	42.3	41.5	40.8	41.3	40.9	40.6	40.9	41.4	41.3	
JUNIOR MALES											
Overtime earnings (a)(\$)	10.50	5.10	5.70	5.50	5.80	5.10	3.80	4.90	4.30	5.70	
Ordinary time earnings (a)(\$)	103.00	92.50	106.90	118.30	117.20	97.30	99.00	101.60	96.60	101.30	
Total earnings (\$)	113.50	97.70	112.50	123.80	123.00	102.40	102.80	106.50	100.90	107.00	
Overtime hours (a)	2.3	1.3	1.3	1.2	1.1	1.2	0.8	1.1	1.0	1.3	
Ordinary time hours (a)	38.3	37.9	39.3	38.6	38.1	38.4	38.2	38.3	38.7	38.4	
Total hours	40.6	39.1	40.6	39.8	39.2	39.6	39.0	39.4	39.8	39.7	
<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</i>	<i>Total all industries</i>
ADULT MALES											
Overtime earnings (a)(\$)	52.20	12.90	23.50	12.80	9.40	22.60	8.00	8.00	15.80	16.30	18.20
Ordinary time earnings (a)(\$)	229.60	204.00	184.40	177.70	164.00	199.00	197.80	216.80	177.90	196.40	189.50
Total earnings (\$)	281.90	216.90	207.90	190.50	173.40	221.50	205.80	224.70	193.70	212.70	207.70
Overtime hours (a)	5.9	1.6	3.1	1.8	1.5	2.9	1.0	1.0	2.4	2.1	2.5
Ordinary time hours (a)	35.2	38.8	38.7	38.6	39.2	38.3	38.4	37.8	38.9	38.3	38.2
Total hours	41.2	40.4	41.8	40.5	40.8	41.1	39.4	38.7	41.4	40.4	40.7
JUNIOR MALES											
Overtime earnings (a)(\$)	18.10	3.00	3.40	4.40	5.00	8.80	1.60	1.80	6.80	4.70	5.00
Ordinary time earnings (a)(\$)	135.90	116.70	116.10	100.70	97.30	114.10	114.80	118.10	100.90	108.80	106.30
Total earnings (\$)	154.00	119.70	119.40	105.10	102.30	122.80	116.40	120.00	107.60	113.50	111.30
Overtime hours (a)	3.1	0.6	0.7	1.1	1.3	1.6	0.4	0.3	1.6	1.0	1.1
Ordinary time hours (a)	36.3	38.5	39.1	39.0	39.4	38.0	38.8	37.7	39.0	38.7	38.6
Total hours	39.5	39.1	39.8	40.1	40.7	39.6	39.2	38.0	40.5	39.7	39.7
ADULT FEMALES											
	<i>Manufacturing</i>			<i>Non-manufacturing</i>				<i>Total all industries</i>			
Overtime earnings (a)(\$)	6.50			3.10				4.00			
Ordinary time earnings (a)(\$)	142.70			173.60				165.60			
Total earnings (\$)	149.30			176.60				169.60			
Overtime hours (a)	1.1			0.5				0.6			
Ordinary time hours (a)	37.9			37.7				37.8			
Total hours	39.0			38.2				38.4			
JUNIOR FEMALES											
Overtime earnings (a)(\$)	2.00			1.60				1.60			
Ordinary time earnings (a)(\$)	97.20			108.70				107.10			
Total earnings (\$)	99.10			110.30				108.70			
Overtime hours (a)	0.5			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 62). (b) For definitions and explanatory notes, etc. See pages 62 and 63.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS (a) : FULL-TIME NON-MANAGERIAL
EMPLOYEES, INDUSTRIES, OCTOBER 1977 (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>
AVERAGE WEEKLY OVERTIME EARNINGS (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	19.70	21.90	13.80	13.10	31.10	17.80	27.90	7.70	19.70
Other	19.00	25.30	14.20	20.50	24.10	14.30	29.30	53.70	21.00
Total manufacturing	21.80	23.80	21.20	15.60	28.50	15.00	29.00	20.30	21.90
Non-manufacturing	17.50	15.20	15.40	10.30	23.50	9.40	28.00	11.70	16.30
Total all industries	19.00	18.70	17.00	12.30	24.80	11.20	28.00	12.20	18.20
Junior males	5.10	4.90	4.80	4.50	6.40	3.80	8.90	4.90	5.00
Adult females	4.40	4.30	2.70	3.20	4.00	2.20	4.90	3.80	4.00
Junior females	1.90	1.70	1.00	1.90	1.40	1.60	3.20	1.80	1.60
AVERAGE WEEKLY ORDINARY TIME EARNINGS (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	179.10	177.10	169.10	175.50	178.20	199.90	169.90	180.20	176.10
Other	170.30	171.40	160.80	164.00	157.50	162.10	172.80	156.90	167.50
Total manufacturing	177.50	176.50	172.30	173.70	172.60	184.20	177.30	187.70	176.10
Non-manufacturing	198.90	197.10	189.20	189.70	195.10	194.90	205.50	225.30	196.40
Total all industries	191.50	188.80	184.50	183.50	189.50	191.50	204.10	223.10	189.50
Junior males	106.20	108.30	104.90	105.20	103.60	106.60	112.50	114.10	106.30
Adult females	165.40	164.10	165.20	166.70	162.50	165.00	185.10	189.10	165.60
Junior females	108.50	109.60	102.60	108.10	103.00	104.50	108.60	107.20	107.10
AVERAGE WEEKLY TOTAL EARNINGS (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	198.90	199.00	182.90	188.60	209.30	217.70	199.90	187.90	197.30
Other	189.30	196.60	175.00	184.50	181.60	176.40	202.10	210.70	188.50
Total manufacturing	199.30	200.20	193.60	189.20	201.10	199.20	206.40	208.00	198.10
Non-manufacturing	216.30	212.30	204.60	200.00	218.60	204.40	233.50	237.00	212.70
Total all industries	210.50	207.40	201.50	195.80	214.20	202.70	232.20	235.40	207.70
Junior males	111.30	113.20	109.70	109.70	110.00	110.40	121.40	119.00	111.30
Adult females	169.80	168.30	167.90	169.90	166.50	167.10	190.10	192.90	169.60
Junior females	110.30	111.30	103.60	109.90	104.40	106.20	111.80	109.10	108.70

(a) Averages for all employees represented in the survey (See page 62). (b) For definitions and explanatory notes, etc. see pages 62 and 63.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS (a) : FULL-TIME NON-MANAGERIAL
EMPLOYEES INDUSTRIES, OCTOBER 1977 (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>
AVERAGE WEEKLY OVERTIME HOURS PAID FOR (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	2.8	3.1	1.9	1.8	3.8	2.3	4.1	0.9	2.8
Other	2.7	3.7	2.1	3.3	3.7	2.1	4.3	6.5	3.1
Total manufacturing	3.1	3.5	2.8	2.3	3.8	2.0	4.0	2.6	3.1
Non-manufacturing	2.2	2.1	2.0	1.4	3.1	1.3	3.5	1.5	2.1
Total all industries	2.5	2.6	2.2	1.8	3.3	1.5	3.5	1.6	2.5
Junior males	1.1	1.1	1.1	1.1	1.4	0.9	1.6	0.9	1.1
Adult females	0.7	0.7	0.4	0.5	0.6	0.3	0.7	0.6	0.6
Junior females	0.4	0.4	0.2	0.4	0.3	0.4	0.7	0.4	0.4
AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	38.2	38.0	38.3	38.4	38.7	36.8	38.3	37.7	38.2
Other	38.3	38.4	38.5	38.2	37.9	38.6	37.3	37.6	38.3
Total manufacturing	38.2	38.2	38.3	38.4	38.5	38.2	38.0	38.5	38.2
Non-manufacturing	38.2	38.5	38.0	38.6	38.3	38.2	37.7	37.7	38.3
Total all industries	38.2	38.4	38.1	38.5	38.3	38.2	37.7	37.7	38.2
Junior males	38.5	38.6	38.7	38.7	38.7	39.0	38.6	38.8	38.6
Adult females	37.6	37.9	37.9	38.1	38.0	37.6	37.2	36.8	37.8
Junior females	38.3	38.5	38.7	38.3	38.6	38.8	36.2	37.8	38.4
AVERAGE WEEKLY TOTAL HOURS PAID FOR (a)									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	41.0	41.2	40.2	40.2	42.5	39.1	42.4	38.6	40.9
Other	41.1	42.1	40.6	41.5	41.5	40.7	41.5	44.1	41.4
Total manufacturing	41.2	41.7	41.1	40.7	42.2	40.2	42.0	41.1	41.3
Non-manufacturing	40.4	40.5	40.0	40.1	41.3	39.5	41.2	39.2	40.4
Total all industries	40.7	41.0	40.3	40.3	41.6	39.7	41.2	39.3	40.7
Junior males	39.6	39.7	39.8	39.8	40.1	39.9	40.2	39.7	39.7
Adult females	38.3	38.6	38.4	38.6	38.6	38.0	37.9	37.4	38.4
Junior females	38.7	38.9	38.9	38.7	38.9	39.2	38.4	38.2	38.8

(a) Averages for all employees represented in the survey (See page 62). (b) For definitions and explanatory notes, etc. see pages 62 and 63.

AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a), OCTOBER 1977
(**\$**)

	<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>
Males	210.00	211.00	199.90	195.00	209.10	201.60	230.20	257.80	208.30
Adults	218.80	219.70	210.40	204.60	218.80	210.80	236.90	266.90	217.50
Juniors	100.70	100.00	100.90	99.30	100.10	106.90	109.00	96.70	100.50
<i>Full-time employees</i>	<i>217.90</i>	<i>218.50</i>	<i>205.30</i>	<i>201.70</i>	<i>218.40</i>	<i>207.10</i>	<i>237.00</i>	<i>267.10</i>	<i>215.60</i>
Adults	225.80	225.70	214.70	210.10	227.40	216.50	242.70	273.60	223.80
Juniors	111.30	113.20	109.70	109.70	110.00	110.40	121.40	119.00	111.30
Females	144.00	143.60	136.00	137.00	132.10	131.00	166.30	175.00	141.70
Adults	152.20	151.90	147.60	146.00	140.80	108.20	172.90	183.40	150.60
Juniors	92.10	94.70	91.10	95.70	89.50	98.90	87.40	87.80	93.00
<i>Full-time employees</i>	<i>164.50</i>	<i>162.90</i>	<i>155.50</i>	<i>160.50</i>	<i>157.70</i>	<i>155.10</i>	<i>186.20</i>	<i>191.70</i>	<i>162.50</i>
Adults	173.20	171.90	170.50	173.50	170.60	169.90	191.60	199.00	173.00
Juniors	110.30	111.30	103.60	109.90	104.40	106.20	111.80	109.10	108.70
Persons	187.10	187.20	179.00	174.20	182.40	178.70	207.80	227.10	185.10
Adults	196.80	197.00	191.60	184.90	193.60	188.90	214.90	236.60	195.50
Juniors	96.40	97.20	95.90	97.40	94.50	102.90	99.40	92.30	96.70
<i>Full-time employees</i>	<i>201.80</i>	<i>201.30</i>	<i>191.20</i>	<i>189.30</i>	<i>200.80</i>	<i>193.50</i>	<i>221.00</i>	<i>241.70</i>	<i>199.70</i>
Adults	210.70	210.10	203.60	200.10	212.60	207.70	226.90	249.10	209.60
Juniors	110.90	112.20	106.70	109.80	107.20	108.30	117.60	114.10	110.00

(a) Includes managerial, executive, etc., staff.

AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES, OCTOBER 1977 (a)

	<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 (\$)	72.20	25.80	79.50	79.40	79.40	25.70
Average weekly hours paid for	13.1	8.9	19.5	16.8	17.0	8.7
Average hourly earnings (\$)	5.52	2.89	4.07	4.73	4.66	2.95

(a) For definitions and explanatory notes, etc. see pages 62 and 63.

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 September quarter 1971 to December quarter 1977 and for States and Territories for each quarter from March quarter 1975. Financial year averages are also shown for the period 1971-72 to 1976-77. 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 1975.

Current estimates are published in *Average Weekly Earnings* (6302.0).

Definitions of earnings

The earnings figures used in the calculation of the averages shown in the tables on pages 70 and 71 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 71 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* (6213.0). 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 1975 to December quarter 1977 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)
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
1977 - March	67	67	66	66	62	64	62	64	66
June	67	67	66	66	62	64	62	64	66
September	68	68	66	66	62	64	62	64	67
December	68	68	66	66	62	64	62	64	67

(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 \$200 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* (1308.0)

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 -					1975 -				
September	90.50	90.80	+2.1	+12.8	March	143.80	151.50	+ 2.6	+27.0
December	96.50	92.10	+1.4	+12.0	June	156.40	154.70	+ 2.1	+21.5
1972 -					September	157.60	159.40	+ 3.0	+13.5
March	89.50	93.20	+1.2	+ 7.4	December	175.70	166.90	+ 4.7	+13.0
June	97.20	96.00	+3.0	+ 8.0	1976 -				
September	97.10	98.30	+2.4	+ 8.3	March	165.30	171.10	+ 2.5	+12.9
December	104.40	100.50	+2.2	+ 9.1	June	179.80	178.80	+ 4.5	+15.6
1973 -					September	184.80	184.90	+ 3.4	+16.0
March	97.40	102.00	+1.5	+ 9.4	December	195.50	187.40	+ 1.4	+12.3
June	108.20	107.10	+5.0	+11.6	1977 -				
September	110.60	112.40	+4.9	+14.3	March	183.80	192.10	+ 2.5	+12.3
December	120.40	115.40	+2.7	+14.8	June	199.00	198.40	+ 3.3	+11.0
1974 -					September	204.20	204.60	+ 3.1	+10.7
March	113.30	119.30	+ 3.4	+17.0	December	212.60	204.70		+ 9.2
June	128.70	127.30	+ 6.7	+18.9					
September	138.40	140.50	+10.4	+25.0					
December	154.40	147.70	+ 5.1	+28.0					

(a) See "Male units" on page 69. (b) See "Seasonally adjusted estimates" above. (c) Percentage change over the previous quarter in the seasonally adjusted series. (d) Percentage change over the same quarter of the 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
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
1976-77	193.60	191.20	184.50	179.50	190.80	181.30	216.80	237.70	190.80
Original Series									
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
1977 -									
Mar. qtr	187.30	183.60	174.00	172.90	186.60	175.20	212.20	231.00	183.80
June qtr	201.80	200.80	192.30	187.40	198.20	185.50	225.60	245.80	199.00
Sept. qtr	207.30	205.10	195.60	195.90	206.10	196.50	228.70	251.10	204.20
Dec. qtr	217.10	211.90	206.80	200.10	211.10	205.40	245.40	263.10	212.60
Seasonally Adjusted Series (c)									
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
1977 -									
Mar. qtr	194.00	191.10	184.90	177.30	193.70	184.00	215.70	240.30	192.10
June qtr	202.80	203.00	189.60	190.60	197.10	185.00	226.30	243.70	198.40
Sept. qtr	208.10	205.70	197.40	194.10	205.60	196.90	232.40	251.40	204.60
Dec. qtr	209.20	201.50	197.40	195.00	206.00	196.80	237.30	259.20	204.70

(a) See "Male units" on page 69. (b) Original series estimates have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods before 1974-75 are not available. (c) See "Seasonally adjusted estimates" on page 70.

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

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
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
1977 -			
March	167.50	175.00	12.5
June	182.00	181.50	11.0
September	186.00	186.50	10.4
December	192.50	185.50	8.2

(a) See "Definitions of earnings" on page 69. Figures have been rounded to the nearest 50 cents. (b) See "Seasonally adjusted estimates" on page 70. (c) Percentage change over the same quarter of the previous year in the seasonally adjusted series.

PREScribed WAGE RATES

Wage rates indexes

This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base: year 1954=100.

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 being derived from two sample surveys made in that year. Revised indexes based on more up to date weighting patterns are being developed and are expected to be published early in 1979.

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. 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 1954 surveys, 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 and August 1974 issues of *Wage Rates and Earnings* (6312.0). 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. In the revision of the indexes provision is being made for the inclusion of movements in salaries.

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 78) 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.

Weekly wage rates for adult males cannot be compared directly with the average weekly earnings per employed male unit series shown on pages 69 to 71, 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 estimates of earnings of full-time adult male wage and salary earners excluding managers, etc., shown on page 71 still include all earnings other than overtime earnings and therefore cannot be compared directly with weekly wage rates. They also reflect changes in the importance of different industries and occupations.

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
(6313.0)

Wage Rates Indexes, June 1965 to June 1968
(6314.0)

Wage Rates Indexes, June 1968 to June 1972
(6314.0)

Wage Rates and Earnings, June 1976 (6312.0) for final figures July 1972 to June 1975.

This publication contains figures for 1977. More recent figures may be obtained from the monthly bulletins *Wage Rates* (6312.0) and *Wage Rates Indexes (Preliminary)* (6311.0).

Updating of Rates

The receipt of notifications of changes in wage rates continues for some considerable time after the dates of effect. Figures in this section are therefore subject to revision and are revised as necessary for periods up to twelve months. As such revisions are made they are published in the monthly bulletins (see above). Figures in this section were compiled from information received up to 10 June 1978. The figures shown for January to April 1977 will not be further revised.

WEEKLY WAGE RATES, ALL GROUPS (a), 1977

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	136.23	134.10	139.14	132.24	132.33	134.14	135.34
February	136.28	134.11	139.14	132.24	136.26	134.14	135.63
March	142.07	139.82	144.89	137.96	138.04	139.88	141.10
April	142.14	139.85	144.91	137.96	139.72	139.93	141.26
May	144.97	142.47	147.63	140.55	141.99	142.50	143.95
June	144.96	142.47	147.63	140.64	141.99	142.50	143.95
July	144.97	142.47	147.63	140.67	142.02	142.50	143.96
August	147.77	145.30	150.53	143.42	144.05	145.35	146.73
September	147.74	145.30	150.53	143.41	145.62	145.35	146.83
October	147.74	145.32	150.54	143.42	145.66	145.35	146.84
November	147.74	145.33	150.54	143.42	145.66	145.35	146.84
December	149.91	147.45	152.76	145.55	147.73	147.46	148.99

ADULT MALES : INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	482.4	474.8	492.7	468.2	468.6	475.0	479.2
February	482.6	474.8	492.7	468.2	482.5	475.0	480.2
March	503.1	495.1	513.0	488.5	488.8	495.3	499.6
April	503.3	495.2	513.1	488.5	494.7	495.5	500.2
May	513.3	504.5	522.7	497.6	502.8	504.6	509.7
June	513.3	504.5	522.7	498.0	502.8	504.6	509.7
July	513.3	504.5	522.7	498.1	502.9	504.6	509.7
August	523.2	514.5	533.0	507.8	510.0	514.6	519.5
September	523.1	514.5	533.0	507.8	515.6	514.6	519.9
October	523.1	514.6	533.0	507.8	515.7	514.6	519.9
November	523.1	514.6	533.0	507.8	515.8	514.6	519.9
December	530.8	522.1	540.9	515.4	523.1	522.1	527.5

ADULT FEMALES : WAGE RATES (\$)							
January	125.72	125.98	127.52	125.62	123.38	122.15	125.79
February	125.78	126.05	127.71	125.84	127.87	122.15	126.11
March	131.52	131.77	133.41	131.68	129.29	127.85	131.61
April	131.52	131.77	133.41	131.68	129.66	127.85	131.64
May	134.01	134.26	135.94	134.17	131.85	130.28	134.11
June	134.01	134.26	135.94	134.20	131.85	130.28	134.12
July	134.01	134.26	135.94	134.20	132.13	130.28	134.13
August	136.68	136.92	138.66	136.87	134.46	132.90	136.79
September	136.68	136.92	138.66	136.87	134.46	132.90	136.79
October	136.68	136.92	138.66	136.87	134.75	132.90	136.80
November	136.68	136.92	138.66	136.87	134.75	132.90	136.80
December	138.72	138.97	140.73	138.91	136.54	134.91	138.83

ADULT FEMALES : INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	631.5	632.8	640.5	631.0	619.8	613.6	631.9
February	631.8	633.2	641.5	632.1	642.3	613.6	633.5
March	660.6	661.9	670.1	661.5	649.4	642.2	661.1
April	660.6	661.9	670.1	661.5	651.3	642.2	661.2
May	673.2	674.4	682.8	673.9	662.3	654.4	673.7
June	673.2	674.4	682.8	674.1	662.3	654.4	673.7
July	673.2	674.4	682.8	674.1	663.7	654.4	673.8
August	686.6	687.8	696.5	687.5	675.4	667.6	687.1
September	686.6	687.8	696.5	687.5	675.4	667.6	687.1
October	686.6	687.8	696.5	687.5	676.9	667.6	687.2
November	686.6	687.8	696.5	687.5	676.9	667.6	687.2
December	696.8	698.1	706.9	697.8	685.9	677.7	697.4

(a) See page 72. For males excludes rural industry; for females also excludes mining and quarrying and building and construction. Figures for May 1977 and subsequent months are subject to revision.

WEEKLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1977 (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										Wholesale and retail trade	Public authority (n.e.i.) and community business services	Amusement, hotels, personal service, etc.	All industry groups (d)			
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Sawmilling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services					Road and air transport	Shipping and stevedoring (c)	Communication
January	169.15	126.84	124.27	132.29	128.15	136.74	129.92	128.65	146.11	124.40	133.29	164.17	160.85	134.99	138.34	125.09	135.34
February	169.86	127.05	124.34	132.51	128.76	136.83	130.21	128.89	146.35	124.40	133.53	164.36	160.85	135.62	138.96	125.20	135.63
March	175.72	132.53	129.98	138.05	134.05	142.45	135.67	134.38	151.89	129.63	139.04	170.05	166.54	140.96	144.19	130.59	141.10
April	176.50	132.66	129.98	138.22	134.13	142.45	135.70	134.48	151.89	131.03	139.04	170.05	166.54	140.96	144.19	130.71	141.26
May	180.27	135.18	132.44	140.83	136.68	145.12	138.31	137.03	154.71	133.31	141.68	173.44	170.04	143.61	146.87	133.12	143.95
June	180.11	135.21	132.44	140.85	136.68	145.12	138.31	137.05	154.71	133.31	141.68	173.44	170.04	143.61	146.87	133.12	143.95
July	180.27	135.21	132.44	140.85	136.68	145.12	138.31	137.05	154.71	133.31	141.68	173.44	170.04	143.61	146.87	133.21	143.96
August	183.04	137.89	135.09	143.65	139.37	147.96	141.03	139.76	157.46	135.75	144.52	176.90	173.40	146.44	149.73	135.80	146.73
September	182.78	137.88	135.09	143.68	139.52	147.96	141.06	139.78	158.15	135.75	144.52	176.90	173.40	146.50	149.73	135.80	146.83
October	182.64	137.89	135.09	143.72	139.53	147.96	141.08	139.79	158.19	135.75	144.52	176.90	173.40	146.52	149.73	135.88	146.84
November	182.66	137.89	135.09	143.72	139.53	147.96	141.08	139.79	158.19	135.75	144.52	176.90	173.40	146.53	149.73	135.90	146.84
December	185.36	139.93	137.12	145.87	141.49	150.12	143.18	141.86	160.36	137.64	146.68	179.55	175.98	148.72	151.95	137.86	148.98

WAGE RATES (\$)

INDEX NUMBERS

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

January	598.9	449.1	440.0	468.4	453.8	484.2	460.0	455.5	517.4	440.5	471.9	581.3	569.6	478.0	489.8	442.9	479.2
February	601.4	449.9	440.3	469.2	455.9	484.5	461.0	456.4	518.2	440.5	472.8	582.0	569.6	480.2	492.0	443.3	480.2
March	622.2	469.3	460.2	488.8	474.7	504.4	480.4	475.8	537.8	459.0	492.3	602.1	589.7	499.1	510.5	462.4	499.6
April	624.9	469.7	460.2	489.4	474.9	504.4	480.5	476.2	537.8	463.9	492.3	602.1	589.7	499.1	510.5	462.8	500.2
May	638.3	478.6	469.0	498.7	484.0	513.8	489.7	485.2	547.8	472.0	501.7	614.1	602.1	508.5	520.0	471.4	509.7
June	637.7	478.8	469.0	498.7	484.0	513.8	489.7	485.3	547.8	472.0	501.7	614.1	602.1	508.5	520.0	471.4	509.7
July	638.3	478.8	469.0	498.7	484.0	513.8	489.7	485.3	547.8	472.0	501.7	614.1	602.1	508.5	520.0	471.7	509.7
August	648.1	488.2	478.3	508.6	493.5	523.9	499.3	494.9	575.5	480.7	511.7	626.4	614.0	518.5	530.2	480.8	519.5
September	647.2	488.2	478.3	508.7	494.0	523.9	499.5	495.0	560.0	480.7	511.7	626.4	614.0	518.5	530.2	480.8	519.9
October	646.7	488.2	478.3	508.9	494.0	523.9	499.5	495.0	560.0	480.7	511.7	626.4	614.0	518.8	530.2	481.1	519.9
November	646.8	488.2	478.3	508.9	494.0	523.9	499.5	495.0	560.1	480.7	511.7	626.4	614.0	518.8	530.2	481.2	519.9
December	656.3	495.5	485.5	516.5	501.0	531.6	507.0	502.3	567.8	487.4	519.4	635.8	623.1	526.6	538.0	488.1	527.5

(a) See page 72. Figures for May 1977 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, 1977 (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						Wholesale and retail trade	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				
WAGE RATES (\$)										
January	123.32	118.55	124.30	123.32	121.19	129.26	133.34	131.49	120.60	125.79
February	123.43	118.57	124.60	123.47	121.29	129.35	134.20	131.87	120.60	126.11
March	129.04	124.26	130.07	129.07	126.92	134.94	139.57	137.26	125.99	131.61
April	129.04	124.26	130.07	129.08	126.92	134.94	139.57	137.26	126.17	131.64
May	131.50	126.62	132.56	131.53	129.33	137.45	142.19	139.81	128.50	134.11
June	131.50	126.62	132.58	131.53	129.34	137.45	142.19	139.81	128.50	134.12
July	131.50	126.62	132.58	131.53	129.34	137.45	142.19	139.81	128.64	134.13
August	134.13	129.14	135.24	134.18	131.93	140.16	145.01	142.56	131.10	136.79
September	134.13	129.14	135.24	134.18	131.93	140.16	145.01	142.56	131.10	136.79
October	134.13	129.14	135.24	134.18	131.93	140.16	145.01	142.56	131.24	136.80
November	134.13	129.14	135.24	134.18	131.93	140.16	145.01	142.56	131.24	136.80
December	136.15	131.07	137.30	136.20	133.91	142.22	147.17	144.66	133.09	138.83
INDEX NUMBERS										
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)										
January	619.5	595.5	624.4	619.4	608.7	649.3	669.8	660.5	605.8	631.9
February	620.0	595.6	625.9	620.2	609.3	649.7	674.1	662.4	605.8	633.5
March	648.2	624.2	653.4	648.3	637.5	677.8	701.1	689.5	632.9	661.1
April	648.2	624.2	653.4	648.4	637.5	677.8	701.1	689.5	633.8	661.2
May	660.5	636.0	665.9	660.7	649.6	690.4	714.3	702.3	645.5	673.7
June	660.5	636.0	666.0	660.7	649.7	690.4	714.3	702.3	645.5	673.7
July	660.5	636.0	666.0	660.7	649.7	690.4	714.3	702.3	646.2	673.8
August	673.8	648.7	679.3	674.0	662.7	704.0	728.4	716.1	658.5	687.1
September	673.8	648.7	679.3	674.0	662.7	704.0	728.4	716.1	658.5	687.1
October	673.8	648.7	679.3	674.0	662.7	704.0	728.4	716.1	659.3	687.2
November	673.8	648.7	679.3	674.0	662.7	704.0	728.4	716.1	659.3	687.2
December	683.9	658.4	689.7	684.2	672.6	714.4	739.2	726.6	668.5	697.4

(a) See page 72. Figures for May 1977 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), 1977

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	340.98	334.18	347.53	328.92	329.85	331.76	337.81
February	341.08	334.20	347.53	328.92	339.98	331.76	338.56
March	355.65	348.51	361.96	343.24	344.18	346.15	352.29
April	355.83	348.60	362.02	343.24	348.53	346.29	352.70
May	362.87	355.13	368.82	349.68	354.18	352.66	359.39
June	362.84	355.13	368.82	349.93	354.19	352.66	359.40
July	362.87	355.13	368.82	350.00	354.27	352.66	359.43
August	369.87	362.18	376.07	356.84	359.25	359.71	366.32
September	369.81	362.19	376.07	356.81	363.32	359.71	366.58
October	370.08	362.42	376.29	357.03	363.58	359.92	366.83
November	370.09	362.43	376.29	357.03	363.60	359.92	366.83
December	375.50	367.72	381.83	362.32	368.74	365.15	372.19
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
January	482.0	472.3	491.2	464.9	466.2	468.9	477.5
February	482.1	472.4	491.2	464.9	480.5	468.9	478.5
March	502.7	492.6	511.6	485.2	486.5	489.3	497.9
April	502.9	492.7	511.7	485.2	492.6	489.5	498.5
May	512.9	502.0	521.3	494.2	500.6	498.5	508.0
June	512.8	502.0	521.3	494.6	500.6	498.5	508.0
July	512.9	502.0	521.3	494.7	500.7	498.5	508.0
August	522.8	511.9	531.5	504.4	507.8	508.4	517.8
September	522.7	511.9	531.5	504.3	513.5	508.4	518.1
October	523.1	512.3	531.9	504.6	513.9	508.7	518.5
November	523.1	512.3	531.9	504.6	513.9	508.7	518.5
December	530.7	519.7	539.7	512.1	521.2	516.1	526.1

(a) See page 72. 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 May 1977 and subsequent months are subject to revision.

HOURLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1977 (a)

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

End of - quarrying (b)	Manufacturing										Wholesale and retail trade	Public authority (n.e.i.) and community business services	Amusement, hotels, personal service, etc.	All industry groups (c)		
	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	Communication
January	456.43	317.25	310.67	330.88	320.37	342.29	324.93	321.77	365.28	311.08	333.22	414.01	337.47	352.45	312.74	337.81
February	458.35	317.78	310.84	331.44	321.90	342.53	325.64	322.37	365.87	311.08	333.82	414.01	339.04	354.02	313.00	338.56
March	474.17	331.48	324.95	345.28	335.14	356.59	339.31	336.10	379.73	324.16	347.61	428.66	352.39	367.35	326.49	352.29
April	476.26	331.80	324.95	345.72	335.32	356.59	339.39	336.34	379.73	327.64	347.61	428.66	352.39	367.35	326.77	352.70
May	486.44	338.10	331.11	352.24	341.71	363.26	345.91	342.73	386.76	333.34	354.21	437.65	359.03	374.17	332.80	359.39
June	486.00	338.18	331.11	352.29	341.71	363.26	345.91	342.77	386.76	333.34	354.21	437.65	359.03	374.17	332.80	359.40
July	486.44	338.19	331.11	352.29	341.71	363.26	345.91	342.77	386.81	333.34	354.21	437.65	359.03	374.17	333.02	359.43
August	493.93	344.88	337.74	359.29	348.44	370.37	352.70	349.55	393.66	339.46	361.29	446.31	366.09	381.48	339.49	366.32
September	493.21	344.86	337.74	359.36	348.81	370.37	352.80	349.60	395.38	339.46	361.29	446.31	366.26	381.48	339.49	366.58
October	492.83	344.88	337.74	359.46	348.81	370.37	352.83	349.63	395.48	339.46	361.29	454.08	366.30	381.48	339.71	366.83
November	492.90	344.88	337.74	359.46	348.81	370.37	352.83	349.63	395.48	339.46	361.29	454.08	366.31	381.48	339.75	366.83
December	500.18	349.98	342.79	364.85	353.73	375.79	358.08	354.80	400.89	344.17	366.70	460.83	371.80	387.12	344.66	372.19

WAGE RATES (cents)

INDEX NUMBERS

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

January	645.1	448.4	439.1	467.7	452.8	483.8	459.3	454.8	516.3	439.7	471.0	585.2	477.0	498.2	442.0	477.5
February	647.8	449.2	439.4	468.5	455.0	484.1	460.3	455.6	517.1	439.7	471.8	585.2	479.2	500.4	442.4	478.5
March	670.2	468.5	459.3	488.0	473.7	504.0	479.6	475.0	536.7	458.2	491.3	605.9	498.1	519.2	461.5	497.9
April	673.2	469.0	459.3	488.6	474.0	504.0	479.7	475.4	536.7	463.1	491.3	605.9	498.1	519.2	461.9	498.5
May	687.5	477.9	468.0	497.9	483.0	513.4	488.9	484.4	546.7	471.1	500.6	618.6	507.5	528.9	470.4	508.0
June	686.9	478.0	468.0	497.9	483.0	513.4	488.9	484.5	546.7	471.1	500.7	618.6	507.5	528.9	470.4	508.0
July	687.5	478.0	468.0	497.9	483.0	513.4	488.9	484.5	546.7	471.1	500.7	618.6	507.5	528.9	470.7	508.0
August	698.1	487.5	477.4	507.8	492.5	523.5	498.5	494.1	556.4	479.8	510.7	630.8	517.4	539.2	479.8	517.8
September	697.1	487.4	477.4	507.9	493.0	523.5	498.7	494.1	558.8	479.8	510.7	630.8	517.7	539.2	479.8	518.1
October	696.6	487.5	477.4	508.1	493.0	523.5	498.7	494.2	559.0	479.8	510.7	641.8	517.7	539.2	480.2	518.5
November	696.7	487.5	477.4	508.1	493.0	523.5	498.7	494.2	559.0	479.8	510.7	641.8	517.8	539.2	480.2	518.5
December	707.0	494.7	484.5	515.7	500.0	531.2	506.1	501.5	566.6	486.5	518.3	651.3	525.5	547.2	487.1	526.1

(a) See page 72. Figures for May 1977 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), 1977

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

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Austr.
WAGE RATES (Cents)							
January	316.08	316.47	321.20	315.89	310.14	308.27	317.09
February	318.23	316.65	321.68	316.45	321.43	308.27	317.89
March	332.74	331.00	336.04	331.14	324.99	322.65	331.77
April	332.74	331.01	336.04	331.14	325.92	322.65	331.82
May	339.05	337.27	342.41	337.40	331.42	328.79	338.07
June	339.05	337.27	342.41	337.46	331.42	328.79	338.08
July	339.05	337.27	342.41	337.46	332.13	328.79	338.11
August	345.82	343.96	349.28	344.18	337.99	335.39	344.81
September	345.82	343.96	349.28	344.18	337.99	335.39	344.81
October	345.82	343.96	349.28	344.18	338.71	335.39	344.85
November	345.82	343.96	349.28	344.18	338.71	335.39	344.85
December	350.96	349.11	354.49	349.32	343.22	340.46	349.97
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
January	634.0	630.8	640.2	629.6	618.2	614.4	632.0
February	634.3	631.2	641.2	630.8	640.7	614.4	633.6
March	663.2	659.8	669.8	660.0	647.8	643.1	661.3
April	663.2	659.8	669.8	660.0	649.6	643.1	661.4
May	675.8	672.3	682.5	672.5	660.6	655.4	673.9
June	675.8	672.3	682.5	672.6	660.6	655.4	673.9
July	675.8	672.3	682.5	672.6	662.0	655.4	673.9
August	689.3	685.6	696.2	686.0	673.7	668.5	687.3
September	689.3	685.6	696.2	686.0	673.7	668.5	687.3
October	689.3	685.6	696.2	686.0	675.1	668.5	687.4
November	689.3	685.6	696.2	686.0	675.1	668.5	687.4
December	699.6	695.9	706.6	696.3	684.1	678.6	697.6

(a) See page 72. Excludes rural industry; mining and quarrying; and building and construction. Figures for May 1977 and subsequent months are subject to revision.

HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 1977 (a)

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

End of -	Manufacturing						Wholesale 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	Transport and communication				
WAGE RATES (Cents)										
January	308.76	296.51	310.76	309.28	303.32	340.96	334.84	337.80	303.94	317.09
February	309.04	296.57	311.51	309.66	303.58	341.19	337.02	338.79	303.94	317.89
March	323.07	310.78	325.18	323.70	317.65	355.94	350.50	352.62	317.53	331.77
April	323.07	310.78	325.18	323.73	317.66	355.94	350.50	352.62	317.99	331.82
May	329.23	316.68	331.40	329.88	323.70	362.56	357.09	359.20	323.87	338.07
June	329.23	316.68	331.46	329.88	323.71	362.56	357.09	359.20	323.87	338.08
July	329.23	316.68	331.46	329.88	323.71	362.56	357.09	359.20	324.21	338.11
August	335.83	323.00	338.11	336.52	330.19	369.70	364.15	366.24	330.42	344.81
September	335.83	323.00	338.11	336.52	330.19	369.70	364.15	366.24	330.42	344.81
October	335.83	323.00	338.11	336.52	330.19	369.70	354.15	366.24	330.77	344.85
November	335.83	323.00	338.11	336.52	330.19	369.70	364.15	366.24	330.77	344.85
December	340.88	327.82	343.24	341.59	335.15	375.16	369.57	371.66	335.44	349.97
INDEX NUMBERS										
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)										
January	615.4	591.0	619.4	616.6	604.6	679.6	667.4	673.3	605.8	632.0
February	616.0	591.1	620.9	617.2	605.1	680.1	671.8	675.3	605.8	633.6
March	643.9	619.5	648.2	645.2	633.2	709.5	698.6	702.9	632.9	661.3
April	643.9	619.5	648.2	645.3	633.2	709.5	698.6	702.9	633.8	661.4
May	656.2	631.2	660.5	657.5	645.2	722.7	711.8	716.0	645.5	673.9
June	656.2	631.2	660.7	657.5	645.2	722.7	711.8	716.0	645.5	673.9
July	656.2	631.2	660.7	657.5	645.2	722.7	711.8	716.0	646.2	673.9
August	669.4	643.8	673.9	670.8	658.1	736.9	725.8	730.0	658.6	687.3
September	669.4	643.8	673.9	670.8	658.1	736.9	725.8	730.0	658.6	687.3
October	669.4	643.8	673.9	670.8	658.1	736.9	725.8	730.0	659.3	687.4
November	669.4	643.8	673.9	670.8	658.1	736.9	725.8	730.0	659.3	687.4
December	679.5	653.4	684.2	680.9	668.0	747.8	736.6	740.8	668.6	697.6

For footnotes see table above.

Distribution of Weekly Wage Rates

The table below 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 on pages 72 and 73. 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.

DISTRIBUTION OF WEEKLY WAGE RATES: WAGE RATES INDEXES, DECEMBER 1977 (a)

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

	<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>
ADULT MALES							
Weekly wage rates (\$) --	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 110.00	..	..	..	..	1.0	..	0.1
110.00 to 114.99	1.2	0.3	1.9	1.2	3.1	0.4	1.2
115.00 to 119.99	2.5	0.4	0.4	2.6	4.6	1.6	1.8
120.00 to 124.99	10.0	10.8	1.6	8.2	9.1	6.2	8.6
125.00 to 129.99	8.2	7.9	7.4	9.0	7.8	8.6	8.1
130.00 to 134.99	5.7	8.0	5.6	6.7	4.6	13.8	6.6
135.00 to 139.99	9.2	6.4	8.4	9.1	6.4	8.5	8.1
140.00 to 144.99	14.3	22.3	17.6	19.6	10.7	13.9	17.2
145.00 to 149.99	11.3	12.0	7.3	15.6	13.6	16.2	11.7
150.00 to 154.99	8.2	5.9	12.7	7.3	10.0	5.0	8.1
155.00 to 159.99	4.2	6.9	9.2	1.4	2.5	1.8	5.2
160.00 to 164.99	4.4	1.9	3.0	2.1	9.2	4.8	3.7
165.00 to 169.99	3.5	2.7	5.2	4.8	2.1	2.6	3.5
170.00 to 174.99	2.9	1.8	3.2	2.4	0.8	2.5	2.4
175.00 to 179.99	3.2	3.8	2.1	6.3	8.7	6.8	4.0
180.00 to 189.99	5.9	4.7	10.0	2.3	2.3	5.3	5.5
190.00 to 199.99	1.8	2.7	1.1	0.5	1.1	0.6	1.7
200.00 and over	3.9	1.5	3.1	0.8	2.4	1.5	2.7
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Weighted average (mean) (\$)	149.72	147.39	152.76	145.50	147.11	147.46	148.85
Median (\$) (b)	144.70	143.35	149.52	143.50	145.10	144.00	144.50
	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.	1.3	*	2.4	2.4	1.5	0.4	1.4
All awards, etc.	0.6	0.2	1.8	0.8	1.3	0.4	0.7
ADULT FEMALES							
Weekly wage rates (\$) --	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 110.00	..	..	..	..	0.6	..	*
110.00 to 114.99	1.1	1.1	1.0	2.2	..	1.4	1.1
115.00 to 119.99	1.9	2.6	3.2	4.4	12.6	7.5	3.1
120.00 to 124.99	7.8	6.6	2.8	8.4	9.4	2.5	6.9
125.00 to 129.99	22.8	28.6	16.1	16.6	10.7	29.7	23.1
130.00 to 134.99	12.2	13.3	12.6	8.2	7.7	23.5	12.3
135.00 to 139.99	4.9	5.5	6.5	6.8	6.0	2.9	5.4
140.00 to 149.99	8.7	6.0	24.0	8.6	24.6	4.0	10.2
145.00 to 149.99	24.6	10.2	2.9	26.9	25.8	23.9	17.8
150.00 to 154.99	8.2	10.9	23.5	15.5	1.5	2.3	10.8
155.00 to 159.99	7.1	2.6	6.6	0.7	0.6	0.6	4.6
160.00 to 164.99	0.5	11.3	0.4	1.4	0.1	1.1	4.1
165.00 and over	0.4	1.4	0.6	0.6	0.5	0.8	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean) (\$)	138.65	138.89	140.52	138.64	136.06	134.91	138.71
Median (\$) (b)	139.60	131.20	142.00	143.10	142.00	131.50	138.80
	Proportion of weekly rates equal to the minimum wage (per cent)						
Federal awards, etc.	0.5	1.8	..	1.0	..	..	1.0
State awards, etc.	0.9	..	1.5	1.2	..	2.8	0.7
All awards, etc.	0.7	1.0	1.0	1.1	..	1.4	0.9

(a) See explanatory notes on page 72. Figures in this table may not agree with corresponding averages for December 1977 shown in other tables of this Section which include later revised figures.

* Less than 0.05 per cent.

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

The tables on this page give details of basic wages, minimum wages and increases in award total wages operative in 1977. Figures for earlier periods are published in *Labour Statistics 1976* and in the monthly bulletin *Wage Rates* (6312.0).

STATE BASIC WAGES : WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 12 December 1977	69.10	59.80	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a) 31 May 1974	48.50	43.50
Queensland (c)	12 December 1977	75.30	60.60	Tasmania	(a) 12 December 1977	72.40	72.40

(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)
1977 - 31 March	107.20	106.30	104.30	105.90	106.40	107.00	106.40	106.60	109.60
24 May	109.20	108.30	106.30	107.90	108.40	109.00	108.40	108.60	111.70
22 August	111.40	110.50	108.40	110.10	110.60	111.20	110.60	110.80	113.90
12 December	113.10	112.20	110.00	111.80	112.30	112.90	112.30	112.50	115.60

(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 \$1.90 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) 12 December 1977	113.10	113.10	South Australia	(a) 12 December 1977	111.80	110.80
Victoria	(a) 12 December 1977	112.20	112.20	Western Australia	(a) 29 December 1977	114.10	111.20
Queensland (b)	12 December 1977	112.70	112.70	Tasmania	(a) 12 December 1977	114.00	114.00

(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
1977 - 31 March	\$5.70 a week	1977 - 31 March	\$5.70 a week	1977 - 31 March	\$5.70 a week
24 May	(b) 1.9 per cent	24 May	(b) 1.9 per cent	24 May	(b) 1.9 per cent
22 August	2.0 per cent	22 August	2.0 per cent	22 August	2.0 per cent
12 December	1.5 per cent	12 December	1.5 per cent	12 December	1.5 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 1.9 per cent up to a maximum of \$3.80 a week.

PRESCRIBED HOURS OF WORK

The following table shows weighted average standard hours of work (excluding overtime) in a full week as prescribed in awards, determinations and collective agreements. The figures have been derived

from the same sources as for the wage rates indexes (see page 72) and by using the same procedures, definitions, bases, etc.

PRESCRIBED WEEKLY HOURS OF WORK, DECEMBER 1977

<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>
ADULT MALES							
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>	<i>39.99</i>	<i>39.98</i>	<i>39.99</i>	<i>39.98</i>	<i>39.97</i>	<i>40.00</i>	<i>39.98</i>
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	38.17	38.27	38.27	37.77	38.27	38.17	38.19
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
All industry groups (a)	39.71	39.90	39.82	39.90	39.78	39.87	39.80
ADULT FEMALES							
Manufacturing –							
Engineering, metals, vehicles, etc.	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, clothing and footwear	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, drink and tobacco	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other manufacturing	39.79	39.94	40.00	39.86	40.00	40.00	39.87
<i>All manufacturing groups</i>	<i>39.92</i>	<i>39.97</i>	<i>40.00</i>	<i>39.97</i>	<i>40.00</i>	<i>40.00</i>	<i>39.95</i>
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	37.68	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
All industry groups (b)	39.53	39.81	39.70	39.77	39.78	39.63	39.67

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

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 1977. The occupations shown are a sample of those appearing in the six-monthly publication *Award Rates of Pay and Prescribed Hours of Work* (6316.0). 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 10 April 1978 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 81) 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, 31 DECEMBER 1977 (\$)

Industry and occupation	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania
Primary Production –						
Fruit picker	(a)124.80	(a)124.80	112.70	(a)124.80	..	(a)124.80
General station hand (b)	(a)127.60	127.60	(c)130.80	127.60	127.60	127.60
Shearer per 100 flock sheep (d)	57.90	57.90	58.02	57.90	57.90	57.90
Shed hand (d)	172.10	172.10	207.70	172.10	172.10	172.10
Coal Mining (e) –						
Labourer	(f)147.90	..	(f)179.80–181.70	..	(f)135.64	(f)146.30
Machine miner	(f)164.80	..	(f)161.20–163.20	(g)181.20–191.50	(f)159.67	(f)164.60
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
Engineering etc. –						
Boilermaker	144.10	143.10	158.54	142.40	163.30	144.00
Fitter and/or turner	144.10	143.10	158.54	142.40	163.30	144.00
Labourer	115.60	114.40	129.48	113.80	114.50	126.40
Machinist, 2nd class	130.60	129.40	129.70	128.70	128.80	130.50
Process worker	122.00	120.80	120.80	120.40	120.90	121.90
Storeman	128.30	127.20	127.30	125.70	126.20	128.20
Welder, 1st class	144.10	143.10	159.66	142.40	163.60	144.00
Textiles, Footwear –						
Footwear manufacturing	128.30–141.50	128.30–141.50	128.30–141.50	128.30–141.50	128.30–141.50	128.30–141.50
Labourer, woollen mills	123.30	123.30	123.30	123.30	123.30	123.30
Food Manufacturing –						
Bread carter	152.70	142.00	148.77	148.90	139.40&144.30	145.50–158.00
Bread doughmaker	159.00	171.90	151.85	152.30	169.20	174.30
General hand – butter, cheese and milk processing	138.10	133.00	134.80	140.60	140.40	126.20
General hand – jam, fruit and vegetable preserving	133.10	133.10	132.00	133.10	123.40	133.10
Slaughterman (beef)	(h)	158.60	174.20	181.00	160.30	187.30
Slaughterman (mutton)	(h)	158.60	174.20	163.20	160.30	180.10
Furniture Making –						
Cabinet maker	154.20	142.40	160.03	142.00	163.10	143.50
Wood machinist	154.20	124.00–142.40	160.03	123.50–142.00	139.40–163.10	124.80–143.50

(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 \$27.25 a week less, except in Queensland where they are \$41.77 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 1977 - *continued*

Industry and Occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
Sawmilling and Timber Yards						
Benchman, No. 1	149.30	148.30	154.49	147.60	148.30	149.20
Circular sawyer	132.20&136.50	131.10&135.20	..	130.60&134.60	128.40&135.20	132.10&136.10
Log yardman	149.30	148.30	144.92	147.60	115.90	149.20
General Printing						
Machine compositor	157.30	156.10	153.70	155.70	156.20	157.20
Machine operator	150.30	149.20	146.60	148.80	149.30	150.10
Newspaper Printing						
Machine compositor						
Day work	162.60	204.08	200.20	196.60	198.90	196.60
Night work	(a)181.17	(a)233.31	(b)232.97	(a)228.90	(c)230.23	(a)228.90
Machinist						
Day work	129.10&154.80	193.90	(b)193.28&200.20	190.60&194.10	(a)185.30	190.60&194.12
Night work	(a)147.73&173.36	(a)223.10	(b)220.05&232.97	(b)222.90&226.40	(c)216.62	(a)222.90&226.40
Other Manufacturing						
Brickmaking labourer	137.50	141.30	134.94	134.80	137.30	139.30
General factory employee						
asbestos cement goods	142.90	139.60	142.28	141.80	139.90	117.50
Electricity linesman	157.20&166.60	144.00&159.70	161.82	151.30&165.30	152.30&160.50	135.50&149.20
Moulder, cement goods	143.60	141.60&143.60	142.89	112.50	130.90	141.80
Building (d)						
Bricklayer	208.40	208.40	208.40	208.40	185.06	208.40
Builder's labourer, skilled	193.10-202.60	193.00	193.00	193.10-202.60	175.93	193.00
Carpenter	208.40	208.40	208.40	208.40	185.74	208.40
Painter	208.40	208.40	208.40	208.40	184.44	208.40
Plumber	221.28	229.30	184.60	(e)204.10	189.19	176.70
Roof tiler	208.40	208.40	208.40	208.40	152.80	208.40
Railway Services						
Fettler, labourer, etc.	122.70-125.20	122.20	146.50	134.15	108.80	126.70
Locomotive engine driver	160.80-170.55	159.00-168.60	183.91-190.06	159.05-168.45	163.80-166.20	164.10-173.70
Porter	120.30-127.60	119.70-127.00	143.34&148.20	120.30-136.15	111.30-115.50	124.20-143.90
Guard	136.15-147.95	134.70-147.20	168.28&174.45	136.15-147.95	124.10-133.30	138.70-149.30
Road Transport						
Motor mechanic	144.10	143.10	158.54	142.40	163.30	144.00
Motor truck driver						
Truck 1.2 tonnes or less	(f)160.50	141.90	(g)145.73	141.30	(g)142.00	142.90
Truck over 1.2 to 3 tonnes	(h)164.40	144.50	(j)147.99	143.60	(i)144.60	145.40
Truck over 3 to 6 tonnes	(j)165.50-169.50	146.90	(k)150.41	146.10	(k)147.00	148.20
Bus driver, one-man operator (l)	150.50	144.10	155.53&157.64	147.90	146.80	148.20
Shipping and Stevedoring						
Able seamen, cargo vessels (m)	213.80-218.20	213.80-218.20	213.80-218.20	213.80-218.20	213.80-218.20	213.80-218.20
Wharf labourer, permanent (n)	182.30	182.30	182.30	182.30	182.30	(o)182.30
Communication						
Mail officer	150.20	150.20	150.20	150.20	150.20	150.20
Lineman, grade 1	144.50-154.90	144.50-154.90	144.50-154.90	144.50-154.90	144.50-154.90	144.50-154.90
Telecommunications tradesman	170.60	170.60	170.60	170.60	170.60	170.60
Wholesale and Retail Trade						
Retail butcher	145.90	149.60	147.20	149.10	149.60	162.60
Commercial traveller (q)	171.20	160.30	158.20	154.60	149.50	138.70-156.80
Clerk, retail stores	148.30	160.17	152.95	147.00-185.90	149.70	118.50-148.30
Shop assistant	148.00	145.77	142.52	146.08	147.30	118.50-148.30
Storeman, retail stores	144.60	139.60	142.52	135.40	143.40	135.80

(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) 35 hours. (o) Weekly equivalent of guaranteed usage for four week period, for average weekly hours of 20 or more. (q) Local or city.

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1977 - continued

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
Public Authority (N.E.I.) and Community and Business Services						
Australian Public Service (a)						
Clerk, Class 1, 21 years	150.20	150.20	150.20	150.20	150.20	150.20
Clerical assistant	135.40-178.60	135.40-178.60	135.40-178.60	135.40-178.60	135.40-178.60	135.40-178.60
Fireman	167.80-202.70	168.56-188.67	152.52-203.41	(b)132.50-153.00	185.80-207.50	(c)162.10-204.02
Hospital cook	155.60-160.50	143.10-171.10	155.30	133.50-141.50	162.39-180.70	153.40-168.40
Clerk, 21 years, private offices	137.70	157.40	141.30	147.00	139.60	119.10
Graduate engineer	185.30-247.10	185.30-247.10	185.30-247.10	185.30-247.10	185.30-247.10	185.30-247.10
Hotels, Personal Service, etc.						
Hotel barman (d)	135.50	134.30	131.90	132.40-138.20	121.80	133.90
General hand, laundries	137.50	130.10	133.20	137.80	128.10	130.90
Cook, restaurant (d)	138.60	138.50	135.91	138.60	121.20	134.60
Waiter, restaurant (d)	129.40	129.60	131.52	129.80	117.10	128.60
Lift attendant	138.00	141.50	130.66	135.00	128.30	139.80
Office cleaner (day)	137.60	138.20	130.78	134.50	131.10	139.80

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT FEMALES, 31 DECEMBER 1977

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
Manufacturing						
Process worker, engineering	122.00	120.80	118.30	120.30	115.50	121.80
Dry cleaning presser	135.50	135.50	135.50	135.50	135.50	135.50
Footwear manufacturing	128.30	128.30	128.30	128.30	128.30	128.30
Dressmaking machinist	130.90	130.90	130.90	130.90	130.90	130.90
Knitting mill machinist	129.10	129.10	129.12	129.10	129.10	129.10
General hand - jam, fruit and vegetable preserving	133.10	133.10	135.54	133.10	115.10	133.10
Bedding machinist	120.80	127.30	114.87	126.90	108.30	128.20
General hand, printing	124.60	123.40	120.90	122.80	123.50	124.50
Transport and Communication						
Air hostess (e)	113.70-152.00	113.70-152.00	113.70-152.00	113.70-152.00	113.70-152.00	113.70-152.00
Telephonist	(f)141.64	(f)141.64	(f)141.64	(f)141.64	(g)141.64	(g)141.64
Bus conductress (h)	123.30&128.70	127.70	..	..	127.90	..
Retail Trade						
Clerk	158.50-195.30	158.50-195.30	158.50-195.30	158.50-195.30	158.50-195.30	158.50-195.30
Shop assistant	148.00	145.77	142.52	146.08	147.27	117.90-148.30
Public Authority (N.E.I.) and Community and Business Services						
Australian Public Service (a)						
Accounting machinist, grade I	142.90	142.90	142.90	142.90	142.90	142.90
Typist	142.97	142.97	142.97	142.97	142.97	142.97
Hospitals (d)						
Cook	155.60&160.50	143.10&171.10	155.30&164.20	161.00-165.70	162.30-180.70	152.80-168.40
Kitchenmaid	140.60	140.30	140.81	151.50	141.40	145.20
Nurse (qualified), 1st year	170.70	174.30	168.12	156.70	184.70	166.60
Nursing aide	136.90-155.20	144.80&157.13	146.25-164.15	134.30-140.60	138.00	152.20-155.60
Clerk, 21 years, private offices	137.70	157.40	141.30	147.00	139.60	118.50
Typist, private offices	137.70	157.40	141.30	147.00	139.60	118.50
Hotels, Personal Service, etc.						
Office cleaner, day	135.70&136.70	138.20	130.78	(i)134.50	124.80	139.80
Hairdresser	151.00	157.68	140.62	143.90	139.80	155.20
Barmaid, hotels (d)	135.50	134.30	131.90	132.40-138.20	121.80	132.30
Waitress, restaurant (d)	131.30	130.30	127.70	129.76	118.20	128.40
Cook, restaurant (d)	142.20	138.50	135.91	135.00	118.70	134.60

(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.