



# **EMPLOYEE EARNINGS AND HOURS**

AUSTRALIA

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 EMBARGO: 11.30AM (CANBERRA TIME) TUES 27 MAR 2001
 

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- For further information about these and related statistics, contact Mike Mahoney on Perth 08 9360 5305 or the National Information Service on 1300 135 070.

# NOTES

**ABOUT THIS PUBLICATION** This publication contains estimates from the Survey of Employee Earnings and Hours conducted in May 2000. Preliminary estimates were published in *Employee Earnings and Hours, Australia, Preliminary, May 2000* (Cat. no. 6305.0), which was released on 11 December 2000.

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

**NOTES ON ESTIMATES** Estimates of average weekly earnings in this publication differ from those contained in *Average Weekly Earnings, Australia* (Cat. no. 6302.0) because of methodological differences between the two surveys and differences in the two samples used. For more information on these differences see paragraph 17 of the Explanatory notes.

The estimates in this publication may differ from the preliminary data in *Employee Earnings and Hours, Australia, Preliminary, May 2000* (Cat. no. 6305.0).

**UNPUBLISHED DATA** In addition to the information contained in this publication, a range of unpublished data may be available on request. For more information on unpublished data refer to the Appendix on page 64.

**SAMPLING ERRORS** For information on sampling errors, see the Technical note on page 66.



## ABBREVIATIONS

- ABS Australian Bureau of Statistics
- ANZSIC Australian and New Zealand Standard Industrial Classification
- ASCO Australian Standard Classification of Occupations
- n.a. not applicable
- n.p. not published

Dennis Trewin  
Australian Statistician

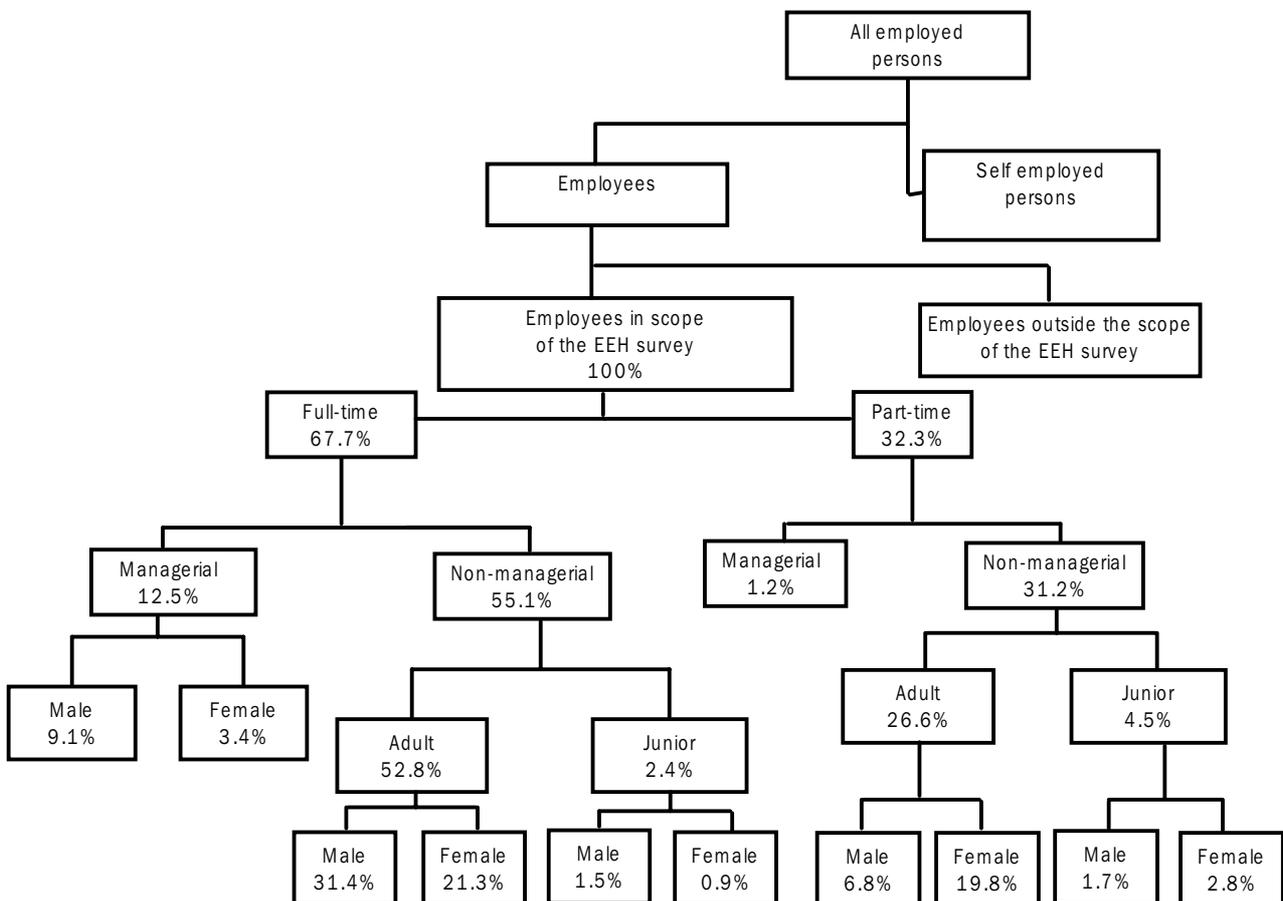
# SUMMARY OF FINDINGS

## OVERVIEW

The biennial Survey of Employee Earnings and Hours (EEH) is designed to provide statistics on the composition and distribution of earnings and hours of employees, and whether their pay is set by award only, collective agreement or individual agreement. Detailed information on concepts, methods and data items used for this survey can be found in the Explanatory notes and Glossary.

As shown in the diagram below, just over two-thirds of employees in scope of the EEH survey were full-time employees, and slightly more than half were full-time non-managerial adults.

*Proportion of employees in scope of EEH by category of employee*



## COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

*All employees (tables 1-6)*

- Average weekly total earnings was \$652.80 for all employees, \$780.20 for male employees and \$520.60 for female employees.
- Average weekly total earnings was \$837.80 for full-time adult employees, \$352.20 for full-time non-managerial junior employees and \$301.00 for all part-time employees.

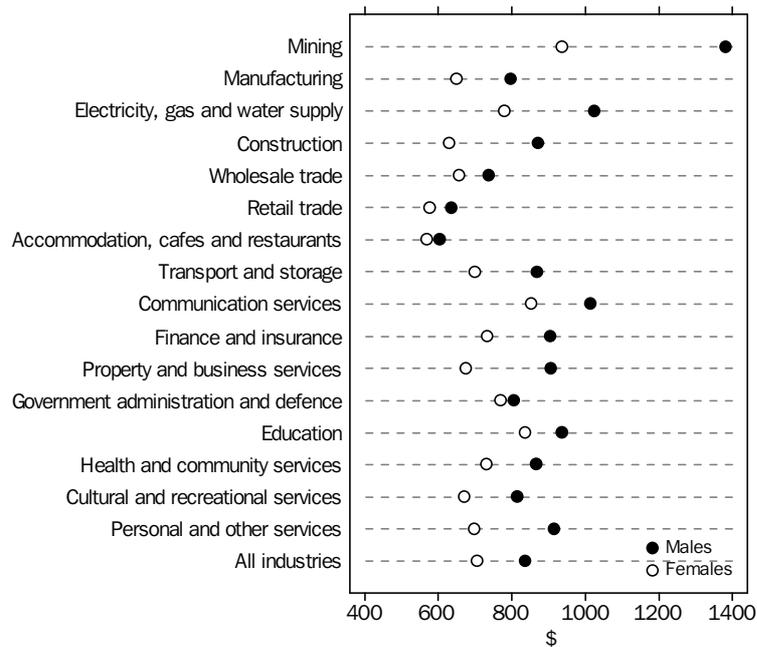
## SUMMARY OF FINDINGS *continued*

*All employees (tables 1-6)  
continued*

- Base pay made up 99.1% of ordinary time earnings (and 94.9% of total earnings) for all employees. For full-time adult non-managerial employees base pay made up 99.0% of ordinary time earnings and 93.1% of total earnings.
- Average weekly total earnings for public sector employees were higher than those for private sector employees for all managerial and non-managerial categories.
- Average weekly total earnings was highest in the Mining industry (\$1,328.70). Average weekly total earnings was lowest in the Accommodation, cafes and restaurants and Retail trade industries (\$373.30 and \$406.00 respectively).
- Median weekly earnings for all male employees was \$700.00 compared with \$495.00 for all female employees. While the average weekly total earnings for all employees was \$652.80, the median weekly total earnings for all employees was \$590.00.

*Full-time adult  
non-managerial  
employees (tables 9-17)*

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



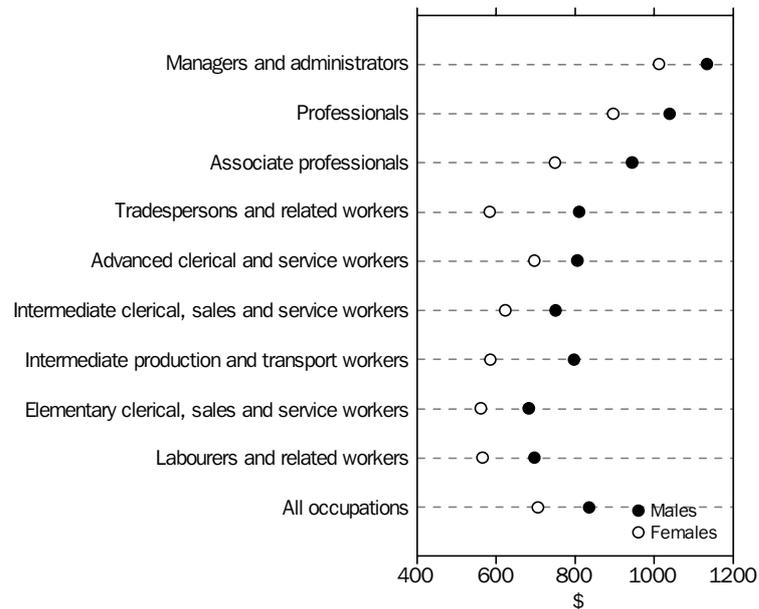
- For full-time adult non-managerial employees the ratio of female to male average weekly total earnings in the private sector was 81.8%, compared with 87.9% in the public sector.
- Full-time adult non-managerial male employees had average weekly total hours paid for of 41.4 hours in the private sector and 39.0 hours in the public sector.
- For full-time adult non-managerial female employees the average weekly total hours paid for was 38.6 hours in the private sector and 37.3 hours in the public sector.
- For full-time adult non-managerial employees, the average weekly total hours paid for was highest in the Mining and Construction industries (47.2 hours and 42.7 hours respectively).

## SUMMARY OF FINDINGS *continued*

*Full-time adult non-managerial employees (tables 9-17) continued*

- Full-time adult non-managerial male and female medical practitioners had the highest average weekly total earnings at the detailed occupation level (\$1,896.20 and \$1,378.70 respectively).
- Full-time adult non-managerial male hairdressers and full-time adult non-managerial female intermediate textile, clothing and related machine operators had the lowest average weekly total earnings in the occupation minor groups (\$548.90 and \$514.80 respectively).
- The ratio of female to male average weekly ordinary time earnings for full-time adult non-managerial employees was highest for the Managers and administrators group (94.3%) and lowest for Tradespersons and related workers (78.5%).

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

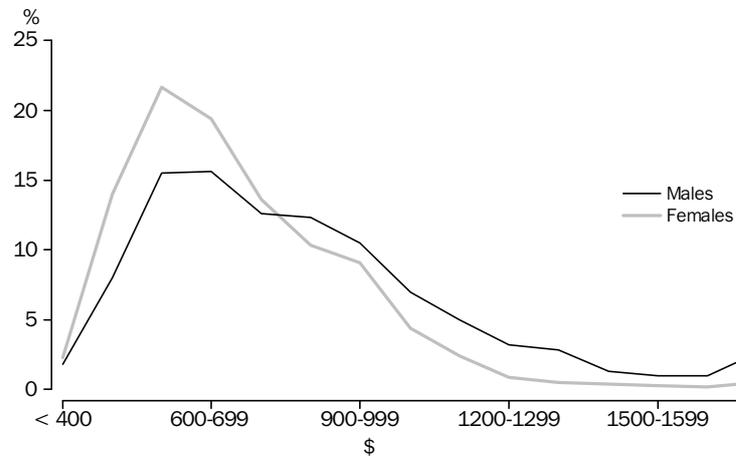


- The ratio of female to male average weekly ordinary time earnings for full-time adult non-managerial employees was highest in Tasmania (93.7%) and South Australia (90.4%). It was lowest in Queensland (87.7%) and Northern Territory (89.2%).
- Half of all full-time adult non-managerial employees recorded weekly total earnings between \$570.00 and \$929.00. One-tenth received \$483.00 or less while one-tenth received more than \$1,151.00.
- Median weekly total earnings for all full-time adult non-managerial employees was highest in ACT (\$767.00) and lowest in Tasmania (\$665.00).

## SUMMARY OF FINDINGS *continued*

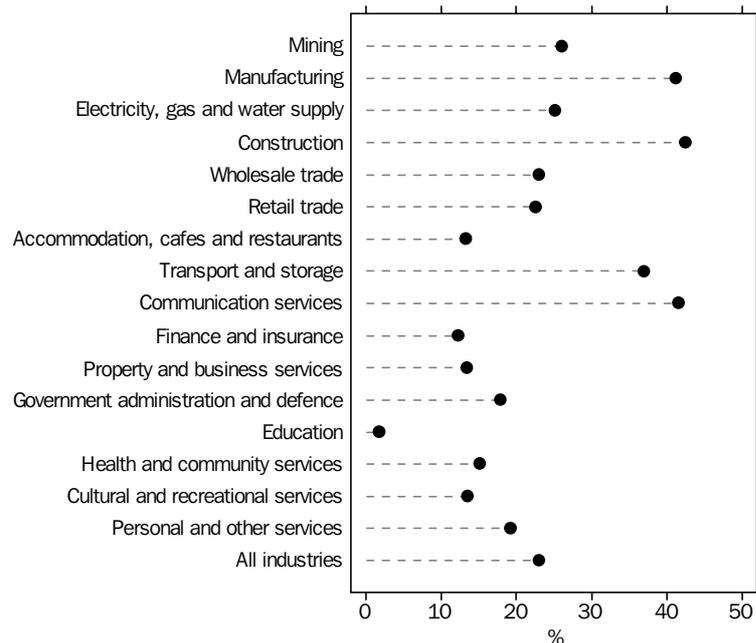
Full-time adult  
non-managerial  
employees (tables 9-17)  
*continued*

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



- Average weekly overtime earnings for male full-time adult non-managerial employees paid overtime was significantly higher than for females (\$222.30 compared to \$129.30).
- While average weekly overtime earnings for male full-time adult non-managerial employees paid overtime was marginally higher in the private sector (\$222.90 compared to \$219.90 in the public sector), public sector female full-time adult non-managerial employees who were paid overtime earned significantly more than their private sector counterparts (\$170.80 compared to \$118.40).
- The proportion of full-time adult non-managerial employees paid overtime was 23.0%. It was highest in the Construction, Communication services and Manufacturing industries (42.5%, 41.6% and 41.2% respectively). It was lowest in the Education industry (1.8%).

PROPORTION OF EMPLOYEES PAID OVERTIME, Industry—  
Full-time adult non-managerial employees



## SUMMARY OF FINDINGS *continued*

### METHODS OF SETTING PAY

#### Overview

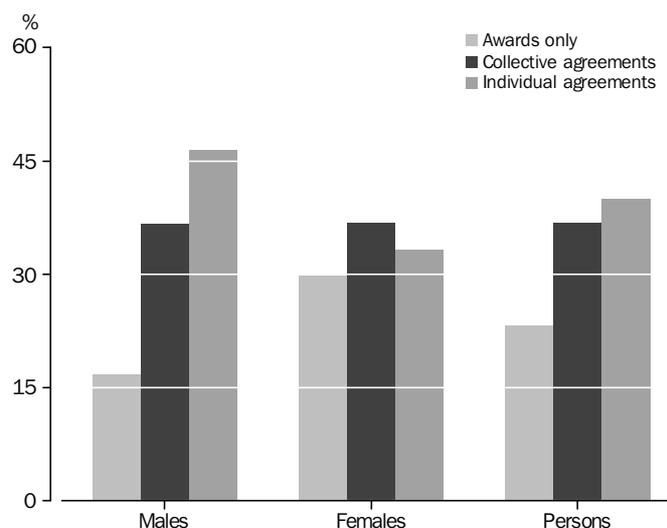
Information on the methods of setting pay for employees refers to how employees' pay was set in the survey reference period. Employees classified to 'awards only' had their pay set at exactly the applicable award rate of pay. Employees classified to the collective agreement category comprise those whose pay was set by a registered or unregistered collective agreement.

Those in the individual agreement category include employees whose pay was set by an individual common law contract, employees who received overaward payments by individual agreement, working proprietors who set their own rate of pay, and employees on registered individual agreements. (See Glossary for more information).

#### All employees (tables 22-29)

- The most common methods of setting pay for all employees were unregistered individual agreements (38.2%), registered collective agreements (35.2%) and awards only (23.2%). Registered individual agreements (1.8%) and unregistered collective agreements (1.5%) were the least common pay setting methods.

METHODS OF SETTING PAY, Males, Females, Persons



- In the private sector unregistered individual agreements was the most common method of setting pay for all employees (47.8%) while in the public sector it was registered collective agreements (83.2%).
- The most common methods of setting pay for full-time employees were individual agreements (47.0%) followed by collective agreements (37.8%). For part-time employees awards only (39.9%) was the most common method followed by collective agreements (34.6%).
- Tasmania had the highest proportion of employees covered by awards only (32.2%).
- The Australian Capital Territory had the highest proportion of employees covered by collective agreements (59.4%).
- Western Australia had the highest proportion of employees covered by individual agreements (46.4%).

## SUMMARY OF FINDINGS *continued*

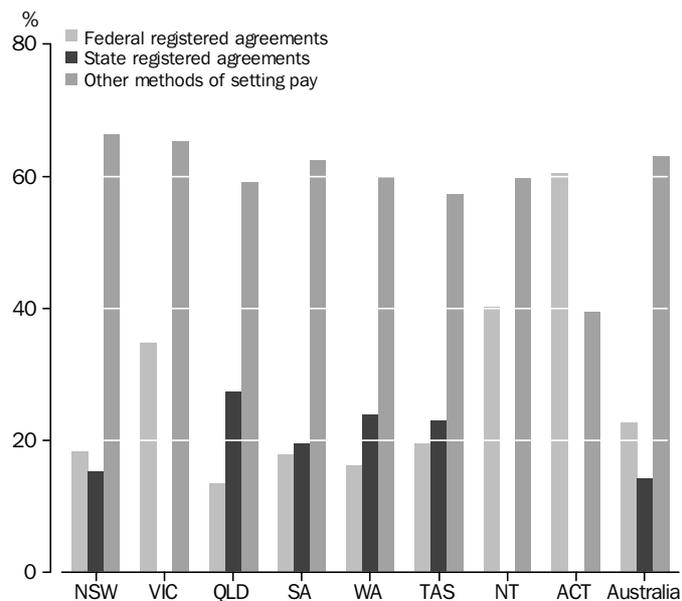
All employees (tables 22-29) *continued*

- The Australian Capital Territory had the lowest proportion of employees covered by awards only or individual agreements (16.2% and 24.4% respectively). Victoria had the lowest proportion of employees covered by collective agreements (34.0%).
- The awards only method of setting pay for employees was highest in the Accommodation, cafes and restaurants industry (64.7%).
- The collective agreements method of setting pay for employees was highest in the Government administration and defence industry (77.9%).
- The individual agreements method of setting pay for employees was highest in the Wholesale trade industry (77.1%).

Jurisdiction (table 29)

- The jurisdiction of a written agreement is based on the federal or State industrial tribunal or authority which has certified, approved or registered the agreement. Thus, an employee may be covered by either a federal or State registered agreement (individual or collective) depending on the circumstances that prevail at the workplace. See Glossary for more information.
- On an Australia wide basis, more employees have their pay set by federal registered agreements (22.7%) than under State registered agreements (14.3%).
- The Australian Capital Territory (60.4%), Northern Territory (40.2%) and Victoria (34.7%) had the highest proportion of employees whose pay was set by federal registered agreements. Queensland (13.5%) and Western Australia (16.2%) had the lowest proportion of employees whose pay was set by federal registered agreements.
- Queensland and Tasmania had the highest proportion of employees whose pay was set by State registered agreements (27.4% and 23.1% respectively), whilst NSW had the lowest (15.4%).

JURISDICTION, Proportion of employees by State / Territory



Non-managerial employees (table 30)

- Average weekly total earnings of non-managerial employees who were paid by awards only was highest in New South Wales (\$441.60) and Western Australia

## SUMMARY OF FINDINGS *continued*

*Non-managerial employees (table 30) continued*

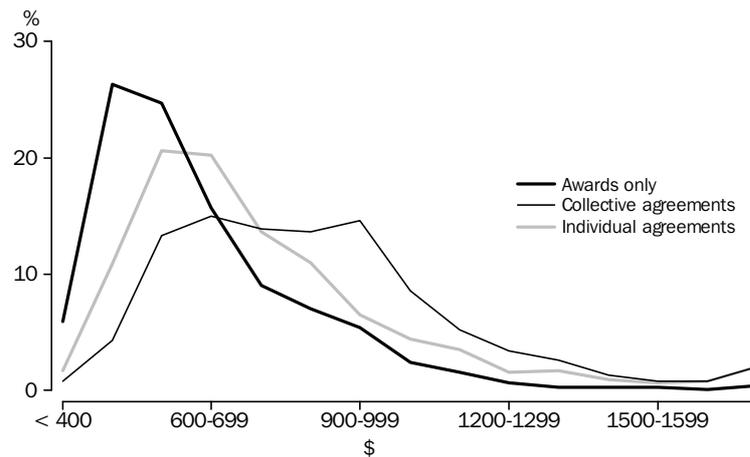
(\$427.00) and lowest in the Australian Capital Territory (\$323.30) and the Northern Territory (\$329.80).

- Average weekly total earnings of non-managerial employees whose pay was set by registered collective agreements was highest in the Northern Territory (\$782.50) and New South Wales (\$721.50) and lowest in Western Australia (\$649.10) and Tasmania (\$660.00).
- Average weekly total earnings of non-managerial employees whose pay was set by unregistered individual agreements was highest in New South Wales (\$673.30) and the Australian Capital Territory (\$669.10) and lowest in Tasmania (\$553.60) and Western Australia (\$590.10).

*Full-time adult non-managerial employees (table 31)*

- Average weekly total earnings for full-time adult non-managerial employees who were paid by awards only was \$626.80, which was \$234.00 less than those on collective agreements (\$860.80) and \$133.70 less than those on individual agreements (\$760.50).
- Median weekly total earnings for full-time adult non-managerial employees who were paid by awards only was \$567.00 compared to \$818.00 for employees whose pay was set by collective agreements and \$674.00 for employees whose pay was set by individual agreements.
- Half of all full-time adult non-managerial employees paid at an award wage rate reported weekly total earnings between \$479.00 and \$719.00.
- Half of all full-time adult non-managerial employees whose pay was set by collective agreements reported weekly total earnings between \$641.00 and \$996.00.
- Half of all full-time adult non-managerial employees whose pay was set by individual agreements reported weekly total earnings between \$558.00 and \$865.00.

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



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AVERAGE WEEKLY TOTAL EARNINGS, Composition

	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES	ALL EMPLOYEES
	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Total non-managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$
MALES							
Ordinary time							
Base pay	1 116.80	757.30	341.00	738.40	838.20	820.50	725.70
Payment by measured result	10.70	10.90	*0.80	10.50	10.90	10.50	9.20
<i>Total ordinary time</i>	<b>1 127.50</b>	<b>768.20</b>	<b>341.80</b>	<b>748.90</b>	<b>849.00</b>	<b>831.00</b>	<b>734.80</b>
Overtime	5.40	67.70	28.80	66.00	53.70	52.80	45.40
<b>Total</b>	<b>1 132.90</b>	<b>835.90</b>	<b>370.70</b>	<b>814.80</b>	<b>902.70</b>	<b>883.80</b>	<b>780.20</b>
FEMALES							
Ordinary time							
Base pay	884.80	687.80	315.00	673.40	715.00	701.60	509.60
Payment by measured result	*2.40	2.90	*0.10	2.80	2.90	2.80	1.70
<i>Total ordinary time</i>	<b>887.20</b>	<b>690.80</b>	<b>315.10</b>	<b>676.30</b>	<b>717.90</b>	<b>704.40</b>	<b>511.30</b>
Overtime	*2.40	15.40	*5.10	15.00	13.60	13.30	9.40
<b>Total</b>	<b>889.60</b>	<b>706.20</b>	<b>320.20</b>	<b>691.30</b>	<b>731.50</b>	<b>717.70</b>	<b>520.60</b>
PERSONS							
Ordinary time							
Base pay	1 053.60	729.20	331.50	712.30	791.50	775.50	619.60
Payment by measured result	8.40	7.70	*0.60	7.40	7.80	7.60	5.50
<i>Total ordinary time</i>	<b>1 062.00</b>	<b>736.90</b>	<b>332.10</b>	<b>719.60</b>	<b>799.30</b>	<b>783.10</b>	<b>625.10</b>
Overtime	4.60	46.60	20.20	45.40	38.50	37.90	27.70
<b>Total</b>	<b>1 066.60</b>	<b>783.50</b>	<b>352.30</b>	<b>765.10</b>	<b>837.80</b>	<b>821.00</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

AVERAGE WEEKLY TOTAL EARNINGS, Sector

	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES	ALL EMPLOYEES
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	Total	Total
	\$	\$	\$	\$	\$	\$	\$
MALES							
Private sector	1 089.20	805.10	369.50	779.90	876.80	854.50	745.30
Public sector	1 444.90	930.80	416.50	928.30	995.90	993.50	923.80
<b>All sectors</b>	<b>1 132.90</b>	<b>835.90</b>	<b>370.70</b>	<b>814.80</b>	<b>902.70</b>	<b>883.80</b>	<b>780.20</b>
FEMALES							
Private sector	843.80	658.80	318.40	641.20	689.60	673.50	476.10
Public sector	1 215.90	818.00	355.90	815.10	842.70	839.80	671.00
<b>All sectors</b>	<b>889.60</b>	<b>706.20</b>	<b>320.20</b>	<b>691.30</b>	<b>731.50</b>	<b>717.70</b>	<b>520.60</b>
PERSONS							
Private sector	1 022.40	748.50	351.20	726.40	809.10	789.10	616.00
Public sector	1 382.50	879.90	384.60	877.10	929.40	926.70	789.90
<b>All sectors</b>	<b>1 066.60</b>	<b>783.50</b>	<b>352.30</b>	<b>765.10</b>	<b>837.80</b>	<b>821.00</b>	<b>652.80</b>

## AVERAGE WEEKLY TOTAL EARNINGS, Industry

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
						EMPLOYEES	EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	1 724.10	1 380.90	529.10	1 375.50	1 407.60	1 402.50	354.90	1 386.20
Manufacturing	1 149.50	797.20	366.80	777.50	846.70	827.70	366.60	794.10
Electricity, gas and water supply	1 445.50	1 023.10	316.70	1 021.60	1 061.50	1 060.00	462.50	1 047.20
Construction	807.10	871.30	458.10	825.10	853.20	820.50	377.60	797.50
Wholesale trade	1 035.00	736.10	338.30	721.20	817.00	803.80	311.70	771.40
Retail trade	796.90	635.30	341.00	599.70	679.70	649.10	198.00	494.00
Accommodation, cafes and restaurants	705.60	603.70	365.30	591.30	631.30	621.10	253.80	426.10
Transport and storage	1 218.30	868.50	335.50	851.60	920.10	904.20	395.40	844.70
Communication services	1 305.10	1 013.10	—	1 013.10	1 056.40	1 056.40	384.20	1 030.60
Finance and insurance	1 604.60	903.20	420.60	898.60	1 193.50	1 189.10	395.70	1 140.60
Property and business services	1 224.80	905.20	353.30	882.20	1 021.60	1 003.70	357.70	890.80
Government administration and defence	1 461.80	804.90	420.90	803.10	912.30	910.40	378.20	880.50
Education	1 284.70	936.60	299.10	935.30	978.70	977.40	314.40	832.60
Health and community services	1 504.90	866.10	392.80	863.90	998.90	996.60	402.70	789.10
Cultural and recreational services	1 145.60	814.80	295.70	759.30	914.90	867.20	231.60	632.90
Personal and other services	1 103.00	914.20	464.30	912.80	945.30	944.00	209.10	810.50
<b>All industries</b>	<b>1 132.90</b>	<b>835.90</b>	<b>370.70</b>	<b>814.80</b>	<b>902.70</b>	<b>883.80</b>	<b>289.00</b>	<b>780.20</b>
FEMALES								
Mining	*949.40	937.60	n.p.	933.10	938.20	933.90	484.40	892.40
Manufacturing	895.10	650.20	368.60	648.20	675.40	673.50	326.00	586.30
Electricity, gas and water supply	1 707.60	780.80	n.p.	779.80	796.20	795.20	432.70	713.20
Construction	604.10	629.40	255.00	590.20	616.40	596.90	300.40	464.50
Wholesale trade	904.60	656.40	350.60	643.60	711.30	699.40	311.50	590.40
Retail trade	619.20	577.50	336.90	551.40	586.90	565.40	216.60	333.70
Accommodation, cafes and restaurants	804.20	569.80	336.20	554.70	608.90	594.00	244.20	332.90
Transport and storage	760.10	699.30	319.10	687.30	706.90	696.20	349.10	598.50
Communication services	1 022.00	852.90	464.40	850.90	867.80	865.90	393.40	743.50
Finance and insurance	1 133.60	731.80	389.20	727.20	789.30	784.60	369.50	662.40
Property and business services	950.20	674.50	308.90	650.10	719.40	696.30	304.60	556.90
Government administration and defence	1 266.70	769.90	349.80	766.80	814.50	811.50	328.50	671.10
Education	1 074.50	836.70	384.90	836.10	852.20	851.60	355.40	614.00
Health and community services	1 018.50	729.80	329.20	723.70	758.10	752.20	402.30	548.90
Cultural and recreational services	1 106.60	671.00	297.50	669.20	725.60	723.90	215.90	433.40
Personal and other services	754.90	696.50	279.50	647.60	701.60	655.90	267.10	518.20
<b>All industries</b>	<b>889.60</b>	<b>706.20</b>	<b>320.20</b>	<b>691.30</b>	<b>731.50</b>	<b>717.70</b>	<b>305.60</b>	<b>520.60</b>

— nil or rounded to zero (including null cells)

\* estimate is subject to sampling variability too high for most practical purposes

AVERAGE WEEKLY TOTAL EARNINGS, Industry *continued*

	FULL-TIME EMPLOYEES .....					PART-TIME	ALL	
						EMPLOYEES	EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
PERSONS								
Mining	1 669.00	1 331.60	511.20	1 326.20	1 356.80	1 351.70	411.80	1 328.70
Manufacturing	1 103.60	762.20	366.90	747.60	807.20	793.00	344.10	739.20
Electricity, gas and water supply	1 452.40	989.80	317.10	988.30	1 027.30	1 026.00	442.80	994.60
Construction	764.70	849.80	441.10	804.30	823.30	793.00	325.50	733.00
Wholesale trade	1 001.10	711.00	342.50	696.80	785.30	772.30	311.60	706.40
Retail trade	736.60	612.10	339.50	580.50	644.00	616.90	211.10	406.00
Accommodation, cafes and restaurants	735.10	588.70	350.70	575.00	622.10	609.90	247.60	373.30
Transport and storage	1 122.90	827.70	331.60	812.00	869.70	855.00	373.20	776.80
Communication services	1 251.60	965.70	464.40	965.00	1 003.30	1 002.50	391.40	933.40
Finance and insurance	1 480.90	800.20	399.10	795.40	988.20	983.10	372.90	863.30
Property and business services	1 157.30	792.10	326.10	767.00	894.20	871.70	322.60	727.00
Government administration and defence	1 410.90	790.50	383.70	788.20	874.10	871.70	337.70	783.90
Education	1 197.00	878.00	339.40	877.20	906.40	905.60	347.70	687.00
Health and community services	1 241.30	765.20	335.30	759.80	826.80	821.40	402.40	597.60
Cultural and recreational services	1 135.40	740.10	295.80	715.00	827.30	803.60	221.40	525.00
Personal and other services	1 018.40	826.90	285.90	798.60	852.70	826.90	245.50	674.70
<b>All industries</b>	<b>1 066.60</b>	<b>783.50</b>	<b>352.30</b>	<b>765.10</b>	<b>837.80</b>	<b>821.00</b>	<b>301.00</b>	<b>652.80</b>

AVERAGE WEEKLY TOTAL EARNINGS, Occupation

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
						EMPLOYEES	EMPLOYEES	
	Managerial adult	Non-managerial adult	Non-managerial junior	Total non-managerial	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Managers and administrators(a)	1 363.20	1 132.70	—	1 132.70	1 355.80	1 355.80	*338.00	1 315.30
Professionals	1 286.30	1 039.60	457.00	1 038.80	1 086.00	1 085.30	439.90	1 000.30
Associate professionals	859.40	944.60	368.50	939.00	909.80	906.70	350.00	869.00
Tradespersons and related workers	679.40	810.00	378.80	759.90	798.20	753.40	321.90	723.90
Advanced clerical and service workers	712.60	806.40	407.00	803.40	799.20	796.50	403.90	739.10
Intermediate clerical, sales and service workers	849.60	751.30	311.50	734.20	754.20	737.40	282.60	623.40
Intermediate production and transport workers	621.10	796.30	393.40	790.70	789.90	784.60	301.30	711.90
Elementary clerical, sales and service workers	580.90	684.50	381.60	666.10	682.00	664.20	229.00	431.10
Labourers and related workers	644.30	696.60	366.20	681.80	695.30	680.90	238.50	531.20
<b>All occupations</b>	<b>1 132.90</b>	<b>835.90</b>	<b>370.70</b>	<b>814.80</b>	<b>902.70</b>	<b>883.80</b>	<b>289.00</b>	<b>780.20</b>
FEMALES								
Managers and administrators(a)	1 153.00	1 012.50	—	1 012.50	1 145.80	1 145.80	569.80	1 078.00
Professionals	1 056.10	896.70	326.80	896.50	908.00	907.90	458.60	725.50
Associate professionals	706.90	747.90	372.00	743.30	734.50	731.50	365.90	640.00
Tradespersons and related workers	*592.80	584.50	276.70	523.10	584.80	525.00	283.90	431.50
Advanced clerical and service workers	519.60	696.60	387.50	693.70	669.30	667.00	344.90	566.20
Intermediate clerical, sales and service workers	699.00	624.40	330.20	610.30	626.00	612.20	298.30	458.70
Intermediate production and transport workers	374.20	585.70	315.70	574.40	582.80	571.70	246.90	413.60
Elementary clerical, sales and service workers	452.40	563.50	315.40	534.40	560.90	532.70	223.10	303.80
Labourers and related workers	n.p.	566.20	361.70	561.00	564.40	559.30	224.90	329.80
<b>All occupations</b>	<b>889.60</b>	<b>706.20</b>	<b>320.20</b>	<b>691.30</b>	<b>731.50</b>	<b>717.70</b>	<b>305.60</b>	<b>520.60</b>
PERSONS								
Managers and administrators(a)	1 315.90	1 094.30	—	1 094.30	1 307.90	1 307.90	451.10	1 257.50
Professionals	1 227.90	967.30	435.90	966.90	1 002.00	1 001.60	454.80	844.60
Associate professionals	809.30	863.90	370.20	858.60	843.30	840.10	361.80	770.00
Tradespersons and related workers	676.90	792.70	364.90	740.00	782.70	735.20	305.60	689.80
Advanced clerical and service workers	535.80	715.00	390.20	712.10	689.60	687.30	348.80	588.60
Intermediate clerical, sales and service workers	764.10	671.10	324.20	655.60	673.40	658.20	295.60	505.40
Intermediate production and transport workers	610.30	772.80	371.50	765.90	767.20	760.70	279.30	660.30
Elementary clerical, sales and service workers	513.40	620.80	335.60	594.70	618.20	592.90	224.60	344.80
Labourers and related workers	618.90	666.00	365.50	653.90	665.10	653.20	230.90	454.00
<b>All occupations</b>	<b>1 066.60</b>	<b>783.50</b>	<b>352.30</b>	<b>765.10</b>	<b>837.80</b>	<b>821.00</b>	<b>301.00</b>	<b>652.80</b>

— nil or rounded to zero (including null cells)

(a) See paragraph 13 of the explanatory notes.

\* estimate is subject to sampling variability too high for most practical purposes

## AVERAGE WEEKLY TOTAL EARNINGS, States and Territories

	FULL-TIME EMPLOYEES					PART-TIME	ALL
						EMPLOYEES	EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total
	\$	\$	\$	\$	\$	\$	\$
MALES							
New South Wales	1 228.80	869.90	397.80	846.60	959.90	938.90	836.90
Victoria	1 143.70	826.00	384.60	811.70	899.40	886.50	773.40
Queensland	979.40	812.30	350.30	785.80	844.50	821.40	730.70
South Australia	1 010.90	783.70	311.00	758.90	827.90	805.80	713.80
Western Australia	1 046.70	842.20	355.80	817.00	883.60	861.50	759.30
Tasmania	940.90	766.10	337.70	754.50	794.50	784.10	691.80
Northern Territory	1 008.80	879.90	345.00	878.40	900.50	899.10	722.20
Australian Capital Territory	1 270.40	872.70	379.20	863.70	999.10	991.30	865.00
<b>Australia</b>	<b>1 132.90</b>	<b>835.90</b>	<b>370.70</b>	<b>814.80</b>	<b>902.70</b>	<b>883.80</b>	<b>780.20</b>
FEMALES							
New South Wales	953.20	728.50	324.60	716.70	761.40	750.40	554.20
Victoria	906.80	701.70	312.90	688.20	729.70	717.20	295.90
Queensland	767.20	674.30	306.00	659.60	685.60	672.20	491.80
South Australia	723.20	667.70	345.10	656.20	674.70	664.30	480.80
Western Australia	813.10	706.70	323.10	680.00	721.90	697.90	498.50
Tasmania	759.90	681.60	302.10	643.70	691.10	656.50	470.40
Northern Territory	911.30	746.20	385.90	740.80	765.70	760.60	551.40
Australian Capital Territory	1 165.00	754.00	395.80	743.00	828.20	817.30	624.20
<b>Australia</b>	<b>889.60</b>	<b>706.20</b>	<b>320.20</b>	<b>691.30</b>	<b>731.50</b>	<b>717.70</b>	<b>520.60</b>
PERSONS							
New South Wales	1 154.60	810.70	376.20	792.90	883.00	866.40	698.90
Victoria	1 082.10	776.30	354.50	762.20	836.20	823.20	646.70
Queensland	925.30	760.80	337.50	739.20	788.40	769.00	618.70
South Australia	934.60	739.70	320.90	720.30	772.70	755.20	597.50
Western Australia	970.30	784.60	339.30	758.10	817.70	794.00	621.70
Tasmania	890.60	736.50	313.30	713.70	759.40	738.70	579.00
Northern Territory	971.90	817.90	378.50	814.10	839.60	836.20	634.90
Australian Capital Territory	1 236.20	813.00	389.70	802.60	920.90	911.10	736.30
<b>Australia</b>	<b>1 066.60</b>	<b>783.50</b>	<b>352.30</b>	<b>765.10</b>	<b>837.80</b>	<b>821.00</b>	<b>652.80</b>

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

	Managers and administrators	Professionals	Associate professionals	Tradespersons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
PROPORTION OF EMPLOYEES - MALES (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*2.7	3.6	*2.9	3.1	*2.5	10.5	6.2	28.6	17.7	8.0
200 and under 300	*1.4	2.7	*1.5	4.9	*2.9	6.0	3.2	9.2	7.0	4.3
300 and under 400	*2.2	2.4	4.8	5.8	*1.0	5.7	3.6	9.8	8.3	5.1
400 and under 500	*2.4	3.8	4.4	10.4	*9.2	7.4	12.5	12.1	13.6	8.3
500 and under 600	2.8	5.4	7.8	15.5	*14.7	16.7	17.2	12.6	16.4	12.1
600 and under 700	4.2	5.9	10.9	14.8	18.7	15.4	15.2	11.8	11.3	11.5
700 and under 800	7.5	8.6	14.5	9.7	12.3	14.1	10.7	5.3	7.4	10.0
800 and under 900	6.8	9.7	12.8	11.0	17.2	9.9	8.3	4.1	6.3	9.2
900 and under 1 000	6.7	16.4	10.7	6.8	*9.6	5.3	5.7	2.7	4.0	7.8
1 000 and under 1 100	8.9	10.9	7.5	5.4	*3.3	3.6	4.6	*1.5	3.0	5.9
1 100 and under 1 200	8.2	7.3	6.0	3.7	*2.5	*2.2	3.7	*0.9	1.4	4.3
1 200 and under 1 300	6.0	3.8	4.2	2.7	*0.7	1.2	2.5	*0.5	1.5	2.8
1 300 and under 1 400	5.0	5.0	3.9	*2.0	*1.7	*0.3	1.9	*0.5	0.9	2.5
1 400 and under 1 500	6.3	2.3	*2.5	1.2	*0.8	*0.7	1.1	*0.3	*0.3	1.7
1 500 and under 1 600	4.6	2.4	1.5	0.7	*1.7	*0.2	0.9	—	*0.2	1.3
1 600 and under 1 700	3.5	*2.3	*0.8	0.6	n.p.	*0.3	0.7	*0.1	*0.2	1.0
1 700 and under 1 800	2.3	1.0	1.0	*0.5	—	*0.4	*0.3	n.p.	*0.2	0.7
1 800 and under 1 900	1.9	*1.5	*0.5	*0.3	—	—	*0.4	n.p.	*0.1	0.6
1 900 and under 2 000	2.7	0.5	*0.6	*0.2	—	—	*0.2	—	*0.1	0.5
2 000 and over	14.0	4.3	1.4	0.7	—	*0.2	1.1	—	*0.1	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS - MALES (a) (\$)

## Deciles and quartiles-

10th percentile	507.00	442.00	415.00	334.00	462.00	195.00	320.00	80.00	102.00	245.00
20th percentile	755.00	640.00	577.00	462.00	515.00	370.00	470.00	121.00	225.00	441.00
25th percentile (1st quartile)	822.00	715.00	630.00	500.00	550.00	455.00	498.00	171.00	300.00	493.00
30th percentile	899.00	770.00	679.00	537.00	593.00	500.00	525.00	221.00	364.00	534.00
40th percentile	1 032.00	867.00	743.00	600.00	663.00	553.00	585.00	315.00	455.00	612.00
50th percentile (median) (2nd quartile)	1 153.00	950.00	825.00	661.00	723.00	616.00	638.00	425.00	518.00	700.00
60th percentile	1 304.00	1 000.00	900.00	744.00	788.00	683.00	717.00	500.00	578.00	805.00
70th percentile	1 481.00	1 105.00	999.00	852.00	836.00	756.00	812.00	579.00	654.00	917.00
75th percentile (3rd quartile)	1 577.00	1 164.00	1 058.00	898.00	866.00	792.00	875.00	618.00	708.00	980.00
80th percentile	1 728.00	1 285.00	1 129.00	961.00	916.00	840.00	949.00	657.00	787.00	1 058.00
90th percentile	2 250.00	1 584.00	1 353.00	1 170.00	1 041.00	985.00	1 168.00	813.00	929.00	1 327.00
Average weekly total earnings	1 315.30	1 000.30	869.00	723.90	739.10	623.40	711.90	431.10	531.20	780.20

\* estimate is subject to sampling variability too high for most practical purposes  
 — nil or rounded to zero (including null cells)

(a) Percentiles are based on whole dollars only.

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

	Managers and administrators	Professionals	Associate professionals	Tradespersons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
PROPORTION OF EMPLOYEES - FEMALES (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*1.7	7.4	5.3	12.8	7.7	14.4	22.8	36.7	36.0	16.6
200 and under 300	*0.7	5.1	6.1	18.3	5.6	12.0	9.3	17.4	13.7	10.3
300 and under 400	*1.5	5.9	8.3	13.1	10.5	12.9	8.6	13.3	13.1	10.5
400 and under 500	*3.7	6.8	9.6	*16.6	12.9	16.0	28.6	16.0	14.2	13.2
500 and under 600	*6.0	9.9	15.2	20.7	20.4	17.5	13.9	9.3	11.4	13.8
600 and under 700	7.9	8.4	18.8	9.6	16.6	14.1	8.2	3.6	6.1	10.8
700 and under 800	4.1	13.5	12.1	*2.7	11.2	7.0	*2.8	1.5	2.5	7.6
800 and under 900	8.7	12.3	9.2	*3.4	6.6	3.6	*1.3	*1.0	1.4	5.6
900 and under 1 000	11.2	14.7	5.8	*1.0	4.1	1.2	*1.8	*0.6	*0.8	4.8
1 000 and under 1 100	11.7	6.9	4.2	*1.3	1.6	0.5	*1.4	*0.3	*0.4	2.6
1 100 and under 1 200	10.1	3.5	2.2	*0.2	*1.6	*0.3	*0.7	*0.1	*0.2	1.5
1 200 and under 1 300	7.2	1.5	1.5	n.p.	*0.2	*0.1	*0.2	*0.1	*0.1	0.8
1 300 and under 1 400	6.6	1.0	*0.3	n.p.	*0.2	*0.1	n.p.	—	*0.1	0.5
1 400 and under 1 500	4.9	*0.7	*0.2	—	*0.3	n.p.	*0.1	—	n.p.	0.3
1 500 and under 1 600	*3.6	*0.7	*0.3	—	*0.5	—	n.p.	—	—	0.3
1 600 and under 1 700	*2.8	*0.4	*0.3	n.p.	n.p.	—	—	—	—	0.2
1 700 and under 1 800	*1.0	*0.2	*0.3	—	—	n.p.	—	—	n.p.	0.1
1 800 and under 1 900	*1.4	*0.2	n.p.	n.p.	—	—	—	—	—	*0.1
1 900 and under 2 000	*1.0	*0.2	*0.1	—	—	n.p.	n.p.	—	n.p.	0.1
2 000 and over	4.3	*0.7	*0.2	—	n.p.	—	n.p.	—	—	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS - FEMALES (a) (\$)

## Deciles and quartiles-

10th percentile	550.00	250.00	280.00	183.00	225.00	145.00	87.00	63.00	65.00	120.00
20th percentile	674.00	420.00	400.00	236.00	361.00	248.00	172.00	103.00	104.00	232.00
25th percentile (1st quartile)	786.00	495.00	463.00	255.00	423.00	289.00	225.00	121.00	133.00	280.00
30th percentile	840.00	548.00	500.00	271.00	460.00	330.00	265.00	151.00	168.00	329.00
40th percentile	949.00	663.00	577.00	372.00	506.00	403.00	382.00	222.00	224.00	421.00
50th percentile (median) (2nd quartile)	1 031.00	746.00	628.00	446.00	570.00	468.00	425.00	275.00	300.00	495.00
60th percentile	1 124.00	822.00	681.00	496.00	611.00	522.00	470.00	349.00	379.00	565.00
70th percentile	1 212.00	909.00	759.00	520.00	673.00	577.00	504.00	418.00	447.00	647.00
75th percentile (3rd quartile)	1 322.00	942.00	798.00	552.00	707.00	610.00	528.00	453.00	484.00	697.00
80th percentile	1 394.00	965.00	838.00	586.00	750.00	642.00	562.00	478.00	519.00	759.00
90th percentile	1 615.00	1 089.00	987.00	676.00	873.00	737.00	676.00	554.00	622.00	936.00
Average weekly total earnings	1 078.00	725.50	640.00	431.50	566.20	458.70	413.60	303.80	329.80	520.60

\* estimate is subject to sampling variability too high for most practical purposes  
 — nil or rounded to zero (including null cells)

(a) Percentiles are based on whole dollars only.

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

	Managers and administrators	Professionals	Associate professionals	Tradespersons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
PROPORTION OF EMPLOYEES - PERSONS (%)										
<b>Weekly total earnings (\$)</b>										
Under 200	*2.4	5.8	3.9	4.2	7.0	13.3	9.1	34.1	24.7	12.2
200 and under 300	*1.2	4.1	3.5	6.5	5.3	10.3	4.3	14.8	9.6	7.3
300 and under 400	*2.1	4.4	6.3	6.6	9.2	10.9	4.5	12.2	10.1	7.7
400 and under 500	2.8	5.5	6.6	11.2	12.4	13.6	15.3	14.7	13.8	10.7
500 and under 600	3.6	7.9	11.0	16.1	19.6	17.3	16.6	10.4	14.5	12.9
600 and under 700	5.1	7.3	14.3	14.2	16.9	14.4	13.9	6.3	9.3	11.2
700 and under 800	6.7	11.4	13.4	8.9	11.3	9.0	9.3	2.7	5.5	8.8
800 and under 900	7.3	11.2	11.2	10.1	8.0	5.4	7.1	2.0	4.4	7.4
900 and under 1 000	7.8	15.5	8.6	6.1	4.8	2.3	5.1	1.2	2.7	6.3
1 000 and under 1 100	9.6	8.7	6.1	4.9	1.8	1.4	4.0	0.6	2.0	4.3
1 100 and under 1 200	8.7	5.2	4.4	3.3	*1.7	0.9	3.2	*0.4	1.0	2.9
1 200 and under 1 300	6.3	2.5	3.0	2.4	*0.3	0.4	2.1	*0.3	1.0	1.8
1 300 and under 1 400	5.4	2.7	2.3	*1.8	*0.4	*0.1	*1.5	*0.2	0.6	1.5
1 400 and under 1 500	5.9	1.4	*1.5	1.0	*0.3	*0.2	0.9	*0.1	*0.2	1.1
1 500 and under 1 600	4.4	1.4	1.0	0.6	*0.6	*0.1	0.7	—	*0.1	0.8
1 600 and under 1 700	3.4	1.2	0.6	0.6	*0.2	*0.1	0.5	—	*0.1	0.6
1 700 and under 1 800	2.0	0.5	0.7	*0.4	—	*0.1	*0.3	n.p.	*0.1	0.4
1 800 and under 1 900	1.8	*0.7	*0.3	*0.2	—	—	*0.3	n.p.	—	0.3
1 900 and under 2 000	2.3	0.3	*0.4	*0.2	—	—	*0.2	—	—	0.3
2 000 and over	11.6	2.3	0.9	0.6	n.p.	*0.1	1.0	—	*0.1	1.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## WEEKLY TOTAL EARNINGS - PERSONS (a) (\$)

## Deciles and quartiles-

10th percentile	538.00	300.00	350.00	276.00	243.00	153.00	220.00	68.00	80.00	163.00
20th percentile	731.00	500.00	498.00	431.00	385.00	267.00	420.00	108.00	158.00	302.00
25th percentile (1st quartile)	808.00	570.00	547.00	471.00	440.00	317.00	463.00	129.00	200.00	372.00
30th percentile	871.00	635.00	584.00	500.00	473.00	362.00	480.00	169.00	242.00	431.00
40th percentile	1 000.00	743.00	656.00	570.00	526.00	445.00	537.00	241.00	359.00	512.00
50th percentile (median) (2nd quartile)	1 123.00	827.00	729.00	632.00	577.00	510.00	600.00	309.00	443.00	590.00
60th percentile	1 240.00	925.00	807.00	711.00	630.00	564.00	670.00	389.00	509.00	677.00
70th percentile	1 421.00	972.00	898.00	819.00	695.00	623.00	763.00	468.00	578.00	788.00
75th percentile (3rd quartile)	1 500.00	1 010.00	953.00	865.00	731.00	657.00	824.00	494.00	617.00	852.00
80th percentile	1 629.00	1 082.00	1 008.00	923.00	776.00	700.00	897.00	530.00	669.00	926.00
90th percentile	2 093.00	1 318.00	1 222.00	1 145.00	900.00	814.00	1 126.00	653.00	843.00	1 139.00
Average weekly total earnings	1 257.50	844.60	770.00	689.80	588.60	505.40	660.30	344.80	454.00	652.80

\* estimate is subject to sampling variability too high for most practical purposes  
 — nil or rounded to zero (including null cells)

(a) Percentiles are based on whole dollars only.

# 7

## AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR, Non-managerial Employees—Industry and Employee Type

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY TOTAL HOURS PAID FOR . . . . .			AVERAGE HOURLY TOTAL EARNINGS . . .		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
<b>PERMANENT</b>									
Mining	1 375.10	901.90	1 320.80	47.6	40.1	46.8	28.90	22.50	28.20
Manufacturing	773.40	624.90	737.30	42.0	37.7	40.9	18.40	16.60	18.00
Electricity, gas and water supply	1 015.70	738.80	973.60	39.2	35.0	38.6	25.90	21.10	25.20
Construction	819.70	483.80	779.00	42.5	31.0	41.1	19.30	15.60	18.90
Wholesale trade	715.80	605.10	676.40	40.1	36.0	38.6	17.90	16.80	17.50
Retail trade	552.80	430.20	492.10	38.1	31.8	35.0	14.50	13.50	14.10
Accommodation, cafes and restaurants	534.30	485.20	511.40	37.2	33.7	35.6	14.30	14.40	14.40
Transport and storage	849.50	653.80	796.10	42.0	36.1	40.4	20.20	18.10	19.70
Communication services	1 004.20	771.80	925.00	40.6	36.3	39.1	24.80	21.30	23.70
Finance and insurance	867.90	640.50	718.00	37.7	34.6	35.7	23.00	18.50	20.10
Property and business services	828.80	575.40	691.00	38.5	34.7	36.4	21.50	16.60	19.00
Government administration and defence	792.90	695.30	748.90	38.2	33.9	36.2	20.80	20.50	20.70
Education	884.70	690.60	755.60	34.8	30.5	31.9	25.40	22.60	23.70
Health and community services	743.30	584.80	613.90	35.2	31.1	31.9	21.10	18.80	19.30
Cultural and recreational services	725.00	607.80	662.10	38.9	36.2	37.4	18.60	16.80	17.70
Personal and other services	869.60	591.10	741.40	38.0	34.8	36.5	22.90	17.00	20.30
<b>All industries</b>	<b>786.70</b>	<b>596.90</b>	<b>696.50</b>	<b>39.6</b>	<b>33.3</b>	<b>36.6</b>	<b>19.90</b>	<b>17.90</b>	<b>19.00</b>
<b>TEMPORARY</b>									
Mining	1 151.90	1 218.70	1 172.00	36.8	38.1	37.2	31.30	32.00	31.50
Manufacturing	625.90	573.80	610.00	39.6	37.3	38.9	15.80	15.40	15.70
Electricity, gas and water supply	1 160.40	547.70	894.10	37.4	33.5	35.7	31.00	16.30	25.00
Construction	527.10	n.p.	524.70	34.5	n.p.	34.4	15.30	n.p.	15.30
Wholesale trade	401.20	*268.20	357.80	27.2	*19.5	24.7	14.80	13.80	14.50
Retail trade	322.60	368.40	357.50	24.5	23.7	23.9	13.20	15.50	15.00
Accommodation, cafes and restaurants	288.60	279.90	281.40	22.8	22.3	22.4	12.60	12.60	12.60
Transport and storage	667.00	802.40	697.60	35.4	43.2	37.2	18.80	18.60	18.80
Communication services	557.20	391.80	484.20	34.0	25.1	30.1	16.40	15.60	16.10
Finance and insurance	883.50	568.20	636.90	34.3	35.1	34.9	25.70	16.20	18.20
Property and business services	585.50	611.40	603.20	31.1	27.7	28.8	18.80	22.00	20.90
Government administration and defence	741.40	599.20	656.00	35.0	32.4	33.4	21.20	18.50	19.60
Education	746.10	551.70	614.30	31.7	28.8	29.7	23.50	19.20	20.70
Health and community services	899.80	692.30	748.50	33.7	32.6	32.9	26.70	21.30	22.80
Cultural and recreational services	*669.80	682.90	675.90	27.3	33.9	30.4	24.50	20.10	22.20
Personal and other services	788.30	435.80	646.20	35.4	23.2	30.5	22.30	18.80	21.20
<b>All industries</b>	<b>712.00</b>	<b>567.20</b>	<b>617.80</b>	<b>32.3</b>	<b>29.4</b>	<b>30.4</b>	<b>22.10</b>	<b>19.30</b>	<b>20.30</b>

\* estimate is subject to sampling variability too high for most practical purposes

# 7

## AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR, Non-managerial Employees—Industry and Employee Type *continued*

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY TOTAL HOURS PAID FOR . . . . .			AVERAGE HOURLY TOTAL EARNINGS . . .		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
<b>CASUAL</b>									
Mining	933.40	500.00	824.00	52.0	26.3	45.5	18.00	19.00	18.10
Manufacturing	521.60	363.00	450.60	31.1	24.0	27.9	16.80	15.10	16.10
Electricity, gas and water supply	452.70	327.30	418.00	20.7	17.2	19.7	21.90	19.00	21.20
Construction	711.00	364.60	614.70	37.5	22.9	33.4	19.00	15.90	18.40
Wholesale trade	429.60	262.00	338.10	28.5	19.5	23.6	15.10	13.40	14.30
Retail trade	236.60	207.40	217.30	16.9	15.6	16.0	14.00	13.30	13.60
Accommodation, cafes and restaurants	271.80	251.60	258.80	17.8	17.4	17.5	15.30	14.50	14.80
Transport and storage	475.30	290.00	422.70	28.3	19.1	25.7	16.80	15.20	16.50
Communication services	329.60	256.90	275.00	21.5	17.8	18.8	15.30	14.40	14.70
Finance and insurance	486.00	307.20	348.50	20.9	19.4	19.8	23.20	15.80	17.60
Property and business services	550.70	341.80	435.90	27.5	19.4	23.1	20.00	17.60	18.90
Government administration and defence	373.30	227.90	262.30	21.9	13.5	15.5	17.10	16.80	16.90
Education	275.90	277.80	277.30	10.6	10.8	10.8	26.00	25.70	25.80
Health and community services	339.20	313.70	318.00	16.7	17.3	17.2	20.30	18.10	18.50
Cultural and recreational services	249.90	195.20	215.60	15.7	12.8	13.9	15.90	15.30	15.50
Personal and other services	*221.90	256.90	243.80	*16.0	17.3	16.8	13.90	14.80	14.50
<b>All industries</b>	<b>366.80</b>	<b>262.60</b>	<b>300.90</b>	<b>21.6</b>	<b>16.7</b>	<b>18.5</b>	<b>16.90</b>	<b>15.80</b>	<b>16.30</b>
<b>TOTAL</b>									
Mining	1 363.10	889.80	1 306.00	47.6	39.3	46.6	28.60	22.60	28.00
Manufacturing	745.10	562.40	695.20	40.7	34.4	39.0	18.30	16.30	17.80
Electricity, gas and water supply	1 011.20	701.90	959.10	38.9	34.3	38.1	26.00	20.50	25.20
Construction	800.80	448.60	750.10	41.8	28.6	39.9	19.20	15.70	18.80
Wholesale trade	685.50	537.10	628.90	38.9	32.7	36.5	17.60	16.40	17.20
Retail trade	434.90	312.60	364.50	30.2	23.1	26.1	14.40	13.50	13.90
Accommodation, cafes and restaurants	385.40	313.70	343.20	26.2	21.8	23.6	14.70	14.40	14.50
Transport and storage	793.40	599.10	740.10	39.9	33.6	38.2	19.90	17.80	19.40
Communication services	985.10	723.40	891.70	40.2	34.6	38.2	24.50	20.90	23.30
Finance and insurance	850.40	614.30	692.90	36.9	33.5	34.6	23.10	18.30	20.00
Property and business services	758.60	519.80	627.80	35.8	30.8	33.1	21.20	16.90	19.00
Government administration and defence	775.10	629.70	704.50	37.4	31.2	34.4	20.70	20.20	20.50
Education	785.60	598.30	658.30	31.2	26.7	28.1	25.20	22.40	23.40
Health and community services	676.00	529.20	556.50	31.3	28.1	28.7	21.60	18.90	19.40
Cultural and recreational services	521.30	396.10	449.10	28.5	23.9	25.9	18.30	16.60	17.40
Personal and other services	775.10	506.20	643.00	34.8	30.3	32.6	22.30	16.70	19.70
<b>All industries</b>	<b>705.40</b>	<b>495.20</b>	<b>596.10</b>	<b>36.0</b>	<b>28.1</b>	<b>31.9</b>	<b>19.60</b>	<b>17.60</b>	<b>18.70</b>

\* estimate is subject to sampling variability too high for most practical purposes

AVERAGE WEEKLY TOTAL HOURS PAID FOR(a), Non-managerial Employees—Composition

	FULL-TIME EMPLOYEES . . . . .			PART-TIME EMPLOYEES . . . . .		
	<i>Adult</i>	<i>Junior</i>	<i>Persons</i>	<i>Adult</i>	<i>Junior</i>	<i>Persons</i>
	Hours	Hours	Hours	Hours	Hours	Hours
MALES						
Ordinary time	38.4	38.1	38.3	18.2	12.7	17.1
Overtime	2.5	2.2	2.5	0.5	*0.2	0.4
<b>Total</b>	<b>40.8</b>	<b>40.3</b>	<b>40.8</b>	<b>18.7</b>	<b>12.9</b>	<b>17.5</b>
FEMALES						
Ordinary time	37.6	38.5	37.6	18.9	11.7	18.0
Overtime	0.6	*0.4	0.6	0.3	*0.2	0.3
<b>Total</b>	<b>38.2</b>	<b>38.9</b>	<b>38.2</b>	<b>19.2</b>	<b>11.9</b>	<b>18.3</b>
PERSONS						
Ordinary time	38.0	38.2	38.1	18.7	12.1	17.8
Overtime	1.7	1.5	1.7	0.3	0.2	0.3
<b>Total</b>	<b>39.8</b>	<b>39.8</b>	<b>39.8</b>	<b>19.1</b>	<b>12.3</b>	<b>18.1</b>

\* estimate is subject to sampling variability too high for most practical purposes  
(a) Weekly hours paid for was not collected for managerial employees.

# 9

## AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR, Full-time Adult Non-managerial Employees—Sector

	ORDINARY TIME EARNINGS			OVERTIME EARNINGS	TOTAL EARNINGS	HOURS PAID FOR . . . . .		
	<i>Base Pay</i>	<i>Payment by measured result</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Private sector	719.40	14.10	733.50	71.60	805.10	38.7	2.7	41.4
Public sector	873.90	1.10	875.00	55.80	930.80	37.3	1.7	39.0
<b>All sectors</b>	<b>757.30</b>	<b>10.90</b>	<b>768.20</b>	<b>67.70</b>	<b>835.90</b>	<b>38.4</b>	<b>2.5</b>	<b>40.8</b>
FEMALES								
Private sector	639.00	3.90	642.90	15.90	658.80	37.9	0.7	38.6
Public sector	803.10	*0.70	803.80	14.20	818.00	36.8	0.4	37.3
<b>All sectors</b>	<b>687.80</b>	<b>2.90</b>	<b>690.80</b>	<b>15.40</b>	<b>706.20</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>
PERSONS								
Private sector	688.30	10.10	698.40	50.00	748.50	38.4	2.0	40.3
Public sector	841.90	0.90	842.90	37.00	879.90	37.1	1.1	38.2
<b>All sectors</b>	<b>729.20</b>	<b>7.70</b>	<b>736.90</b>	<b>46.60</b>	<b>783.50</b>	<b>38.0</b>	<b>1.7</b>	<b>39.8</b>

\* estimate is subject to sampling variability too high for most practical purposes

	ORDINARY TIME EARNINGS			OVERTIME EARNINGS	TOTAL EARNINGS	HOURS PAID FOR . . . .		
	<i>Payment by measured result</i>		<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>		<i>Total</i>
	<i>Base Pay</i>	<i>measured result</i>				<i>hours</i>	<i>Overtime hours</i>	
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Mining	1 165.80	84.10	1 249.90	131.00	1 380.90	43.6	4.3	48.0
Manufacturing	679.00	6.70	685.70	111.60	797.20	38.1	4.2	42.4
Electricity, gas and water supply	944.00	*0.20	944.30	78.80	1 023.10	37.0	2.2	39.2
Construction	748.00	*2.00	750.10	121.30	871.30	38.6	4.5	43.1
Wholesale trade	673.30	*12.80	686.10	49.90	736.10	38.5	2.0	40.5
Retail trade	585.70	*15.60	601.30	34.00	635.30	39.0	1.5	40.5
Accommodation, cafes and restaurants	588.60	*0.60	589.20	*14.50	603.70	39.3	*0.7	39.9
Transport and storage	745.30	*25.90	771.20	97.30	868.50	38.9	3.7	42.6
Communication services	878.50	*2.70	881.20	131.90	1 013.10	37.3	3.6	41.0
Finance and insurance	873.70	*11.30	885.00	18.20	903.20	37.9	0.5	38.4
Property and business services	840.50	*25.30	865.90	39.30	905.20	39.0	1.5	40.5
Government administration and defence	763.60	—	763.60	41.30	804.90	37.1	1.5	38.6
Education	931.20	*1.70	932.90	*3.70	936.60	36.5	*0.1	36.6
Health and community services	815.30	*0.80	816.10	50.00	866.10	38.1	1.3	39.5
Cultural and recreational services	782.40	*3.60	785.90	28.90	814.80	38.8	1.1	40.0
Personal and other services	864.70	*1.00	865.60	48.60	914.20	38.5	1.5	40.0
<b>All industries</b>	<b>757.30</b>	<b>10.90</b>	<b>768.20</b>	<b>67.70</b>	<b>835.90</b>	<b>38.4</b>	<b>2.5</b>	<b>40.8</b>
FEMALES								
Mining	924.20	*3.90	928.10	*9.50	937.60	40.8	*0.3	41.1
Manufacturing	607.10	*7.50	614.50	35.60	650.20	37.9	1.5	39.4
Electricity, gas and water supply	769.90	—	769.90	*10.90	780.80	36.9	*0.3	37.2
Construction	614.80	—	614.80	*14.70	629.40	37.9	*0.5	38.4
Wholesale trade	634.70	*8.60	643.30	13.10	656.40	38.0	0.6	38.6
Retail trade	558.40	*5.60	564.00	13.50	577.50	38.3	0.7	39.0
Accommodation, cafes and restaurants	557.90	—	557.90	*11.90	569.80	37.9	*0.5	38.4
Transport and storage	665.20	*3.20	668.30	31.00	699.30	37.5	1.1	38.6
Communication services	795.20	*5.70	800.90	52.00	852.90	37.2	1.8	39.0
Finance and insurance	712.60	*1.90	714.50	17.40	731.80	37.7	0.7	38.4
Property and business services	661.20	*3.00	664.20	10.30	674.50	38.1	0.5	38.5
Government administration and defence	759.30	—	759.30	10.50	769.90	36.7	0.4	37.0
Education	833.80	*1.40	835.20	*1.50	836.70	36.0	—	36.0
Health and community services	712.40	*0.30	712.70	17.10	729.80	37.8	0.6	38.4
Cultural and recreational services	654.80	*4.70	659.50	*11.50	671.00	38.9	*0.6	39.6
Personal and other services	680.50	*0.50	681.00	*15.50	696.50	37.7	0.5	38.2
<b>All industries</b>	<b>687.80</b>	<b>2.90</b>	<b>690.80</b>	<b>15.40</b>	<b>706.20</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR . . . .		
	<i>Payment by measured result</i>			<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
	<i>Base Pay</i>	<i>result</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>hours</i>	<i>hours</i>	<i>hours</i>
	\$	\$	\$	\$	\$	hours	hours	hours
PERSONS								
Mining	1 138.90	75.20	1 214.10	117.50	1 331.60	43.3	3.9	47.2
Manufacturing	661.90	6.90	668.70	93.50	762.20	38.1	3.6	41.7
Electricity, gas and water supply	920.10	*0.20	920.30	69.50	989.80	37.0	2.0	38.9
Construction	736.20	*1.80	738.00	111.80	849.80	38.5	4.1	42.7
Wholesale trade	661.20	*11.50	672.70	38.40	711.00	38.3	1.6	39.9
Retail trade	574.80	11.60	586.40	25.70	612.10	38.7	1.2	39.9
Accommodation, cafes and restaurants	575.00	*0.30	575.30	13.40	588.70	38.7	0.6	39.2
Transport and storage	726.00	*20.40	746.40	81.30	827.70	38.6	3.1	41.6
Communication services	853.90	*3.60	857.40	108.30	965.70	37.3	3.1	40.4
Finance and insurance	776.80	*5.60	782.50	17.70	800.20	37.8	0.6	38.4
Property and business services	752.70	*14.40	767.10	*25.10	792.10	38.6	1.0	39.5
Government administration and defence	761.80	—	761.90	28.70	790.50	36.9	1.0	37.9
Education	874.10	*1.50	875.70	2.40	878.00	36.2	0.1	36.3
Health and community services	739.10	*0.40	739.50	25.70	765.20	37.9	0.8	38.7
Cultural and recreational services	716.10	*4.10	720.30	19.80	740.10	38.9	0.9	39.8
Personal and other services	790.80	*0.80	791.50	35.30	826.90	38.2	1.1	39.3
<b>All industries</b>	<b>729.20</b>	<b>7.70</b>	<b>736.90</b>	<b>46.60</b>	<b>783.50</b>	<b>38.0</b>	<b>1.7</b>	<b>39.8</b>

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)

## AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR, Full-time Adult Non-managerial Employees—Occupation

	ORDINARY TIME EARNINGS		OVERTIME EARNINGS		TOTAL EARNINGS	HOURS PAID FOR . . . .		
	Base Pay	Payment by measured result	Total	Total	Total	Ordinary time		
						hours	Overtime hours	Total hours
	\$	\$	\$	\$	\$	hours	hours	hours
MALES								
Managers and administrators(a)	1 074.00	—	1 074.00	*58.80	1 132.70	37.7	*1.7	39.4
Professionals	1 014.70	*6.40	1 021.10	18.50	1 039.60	37.6	0.5	38.1
Associate professionals	883.80	*20.80	904.70	39.90	944.60	38.4	1.2	39.6
Tradespersons and related workers	711.70	4.80	716.50	93.50	810.00	38.7	3.2	41.9
Advanced clerical and service workers	785.90	*1.00	787.00	*19.40	806.40	37.0	*0.7	37.7
Intermediate clerical, sales and service workers	705.70	16.00	721.70	*29.60	751.30	38.2	1.1	39.3
Intermediate production and transport workers	661.80	18.10	679.90	116.40	796.30	38.9	4.5	43.4
Elementary clerical, sales and service workers	625.80	*5.60	631.30	53.10	684.50	38.3	2.1	40.4
Labourers and related workers	589.60	7.10	596.70	99.90	696.60	38.4	4.1	42.5
<b>All occupations</b>	<b>757.30</b>	<b>10.90</b>	<b>768.20</b>	<b>67.70</b>	<b>835.90</b>	<b>38.4</b>	<b>2.5</b>	<b>40.8</b>
FEMALES								
Managers and administrators(a)	1 012.30	—	1 012.30	*0.20	1 012.50	37.1	—	37.1
Professionals	885.50	*2.40	887.90	8.70	896.70	37.1	0.2	37.3
Associate professionals	728.00	*2.60	730.60	17.30	747.90	38.1	0.7	38.8
Tradespersons and related workers	562.30	*0.40	562.70	*21.80	584.50	37.9	*0.9	38.8
Advanced clerical and service workers	685.50	*0.30	685.70	10.80	696.60	37.4	0.4	37.8
Intermediate clerical, sales and service workers	608.60	3.10	611.70	12.60	624.40	37.6	0.5	38.2
Intermediate production and transport workers	530.40	*8.70	539.10	46.60	585.70	38.0	2.0	40.0
Elementary clerical, sales and service workers	540.70	*3.20	543.90	19.60	563.50	38.1	0.9	39.0
Labourers and related workers	517.30	*7.00	524.30	41.80	566.20	37.8	1.9	39.7
<b>All occupations</b>	<b>687.80</b>	<b>2.90</b>	<b>690.80</b>	<b>15.40</b>	<b>706.20</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>
PERSONS								
Managers and administrators(a)	1 054.20	—	1 054.20	*40.00	1 094.30	37.5	*1.1	38.7
Professionals	949.30	4.40	953.70	13.60	967.30	37.3	0.4	37.7
Associate professionals	819.90	*13.40	833.30	30.70	863.90	38.3	1.0	39.3
Tradespersons and related workers	700.30	4.50	704.70	88.00	792.70	38.6	3.1	41.7
Advanced clerical and service workers	702.40	*0.40	702.80	12.30	715.00	37.3	0.4	37.8
Intermediate clerical, sales and service workers	644.40	7.80	652.20	18.90	671.10	37.9	0.7	38.6
Intermediate production and transport workers	647.10	17.00	664.20	108.60	772.80	38.8	4.2	43.0
Elementary clerical, sales and service workers	581.00	*4.30	585.30	35.50	620.80	38.2	1.4	39.7
Labourers and related workers	572.70	7.10	579.70	86.30	666.00	38.2	3.6	41.9
<b>All occupations</b>	<b>729.20</b>	<b>7.70</b>	<b>736.90</b>	<b>46.60</b>	<b>783.50</b>	<b>38.0</b>	<b>1.7</b>	<b>39.8</b>

— nil or rounded to zero (including null cells)

(a) See paragraph 13 of the explanatory notes.

\* estimate is subject to sampling variability too high for most practical purposes

# AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR, Full-time Adult Non-managerial Employees—States and Territories

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR . . . . .		
	Base Pay	Payment by measured result	Total	Total	Total	Ordinary time	Overtime	Total
				\$	\$	\$	hours	hours
MALES								
New South Wales	781.30	10.00	791.30	78.70	869.90	38.0	2.8	40.8
Victoria	746.10	*14.40	760.50	65.50	826.00	38.4	2.4	40.7
Queensland	743.60	7.70	751.30	61.00	812.30	38.4	2.4	40.7
South Australia	707.80	*13.80	721.60	62.00	783.70	38.2	2.5	40.7
Western Australia	769.90	*8.30	778.20	64.00	842.20	39.5	2.5	42.0
Tasmania	702.60	*9.30	711.90	54.20	766.10	39.0	2.0	40.9
Northern Territory	797.30	*19.00	816.30	63.60	879.90	39.0	2.4	41.4
Australian Capital Territory	826.50	*8.60	835.10	37.60	872.70	37.5	1.3	38.9
<b>Australia</b>	<b>757.30</b>	<b>10.90</b>	<b>768.20</b>	<b>67.70</b>	<b>835.90</b>	<b>38.4</b>	<b>2.5</b>	<b>40.8</b>
FEMALES								
New South Wales	707.10	*3.90	711.00	17.60	728.50	37.3	0.7	38.0
Victoria	682.60	3.50	686.20	15.60	701.70	37.8	0.6	38.4
Queensland	656.90	*2.10	659.00	15.30	674.30	37.5	0.6	38.2
South Australia	650.00	*2.20	652.20	15.50	667.70	37.4	0.7	38.1
Western Australia	695.30	*0.90	696.20	10.60	706.70	38.2	0.4	38.6
Tasmania	664.20	*3.20	667.40	*14.20	681.60	37.5	0.5	38.1
Northern Territory	727.50	*0.70	728.20	*18.10	746.20	37.7	*0.6	38.3
Australian Capital Territory	747.90	*1.20	749.10	*4.90	754.00	37.0	*0.2	37.2
<b>Australia</b>	<b>687.80</b>	<b>2.90</b>	<b>690.80</b>	<b>15.40</b>	<b>706.20</b>	<b>37.6</b>	<b>0.6</b>	<b>38.2</b>
PERSONS								
New South Wales	750.20	7.40	757.60	53.10	810.70	37.7	1.9	39.6
Victoria	720.70	*10.00	730.80	45.50	776.30	38.1	1.7	39.8
Queensland	711.20	5.60	716.90	44.00	760.80	38.1	1.7	39.8
South Australia	685.90	*9.40	695.30	44.40	739.70	37.9	1.8	39.7
Western Australia	738.20	*5.10	743.30	41.30	784.60	38.9	1.6	40.5
Tasmania	689.10	*7.20	696.30	40.20	736.50	38.5	1.4	39.9
Northern Territory	764.90	*10.50	775.40	42.50	817.90	38.4	1.6	40.0
Australian Capital Territory	786.90	*4.90	791.80	21.20	813.00	37.3	0.8	38.0
<b>Australia</b>	<b>729.20</b>	<b>7.70</b>	<b>736.90</b>	<b>46.60</b>	<b>783.50</b>	<b>38.0</b>	<b>1.7</b>	<b>39.8</b>

\* estimate is subject to sampling variability too high for most practical purposes

	Males		Females		Persons	
	\$	hours	\$	hours	\$	hours
<b>2 Professionals</b>	<b>1 039.60</b>	<b>38.1</b>	<b>896.70</b>	<b>37.3</b>	<b>967.30</b>	<b>37.7</b>
21 Science, Building and Engineering Professionals	1 066.30	38.9	976.10	37.8	1 046.20	38.7
211 Natural and Physical Science Professionals	1 048.00	38.6	960.10	37.6	1 010.00	38.2
212 Building and Engineering Professionals	1 074.40	39.0	1 045.80	38.6	1 072.30	39.0
22 Business and Information Professionals	1 037.30	38.3	879.80	37.9	975.60	38.1
221 Accountants, Auditors and Corporate Treasurers	827.90	37.8	804.30	37.6	818.40	37.8
222 Sales, Marketing and Advertising Professionals	1 024.70	38.2	845.80	37.9	936.30	38.1
223 Computing Professionals	1 228.90	38.4	1 127.80	38.4	1 210.30	38.4
229 Miscellaneous Business and Information Professionals	991.00	38.5	871.10	37.8	929.90	38.1
23 Health Professionals	1 278.00	40.0	927.20	38.4	1 023.90	38.9
231 Medical Practitioners	1 896.20	42.5	1 378.70	43.5	1 737.80	42.8
232 Nursing Professionals	963.80	38.4	886.20	37.9	898.30	38.0
238 Miscellaneous Health Professionals	931.00	38.8	927.60	38.7	928.60	38.7
24 Education Professionals	991.10	36.4	894.40	35.9	934.90	36.1
241 School Teachers	932.30	36.3	878.20	35.9	898.40	36.0
242 University and Vocational Education Teachers	1 170.40	36.6	1 022.70	36.2	1 115.60	36.4
249 Miscellaneous Education Professionals	938.50	37.0	903.80	36.3	920.00	36.6
25 Social, Arts and Miscellaneous Professionals	972.90	39.0	865.10	38.4	915.30	38.7
251 Social Welfare Professionals	628.90	40.0	836.80	37.8	785.60	38.3
252 Miscellaneous Social Professionals	1 147.80	37.1	1 022.80	37.3	1 094.30	37.2
253 Artists and Related Professionals	924.30	38.4	755.10	38.1	851.10	38.3
254 Miscellaneous Professionals	1 126.30	41.3	967.90	41.7	1 053.50	41.5
<b>3 Associate Professionals</b>	<b>944.60</b>	<b>39.6</b>	<b>747.90</b>	<b>38.8</b>	<b>863.90</b>	<b>39.3</b>
31 Science, Engineering and Related Associate Professionals	975.80	40.2	745.30	39.9	936.50	40.2
311 Medical and Science Technical Officers	871.90	40.7	712.80	38.9	806.60	40.0
312 Building and Engineering Associate Professionals	1 001.60	40.1	811.90	42.0	986.80	40.3
32 Business and Administration Associate Professionals	948.60	38.9	749.00	38.4	837.30	38.6
321 Finance Associate Professionals	1 113.30	38.6	862.30	38.2	1 001.40	38.4
329 Miscellaneous Business and Administration Associate Professionals	922.90	39.0	738.40	38.4	817.40	38.6
33 Managing Supervisors (Sales and Service)	703.90	40.4	702.70	41.7	703.50	40.9
331 Shop Managers	698.70	40.9	704.30	39.7	700.40	40.5
332 Hospitality and Accommodation Managers	683.90	40.3	673.90	41.7	681.00	40.7
339 Miscellaneous Managing Supervisors (Sales and Service)	760.40	40.1	729.80	43.1	745.10	41.6
34 Health and Welfare Associate Professionals	833.80	39.9	709.60	38.1	750.00	38.7
341 Enrolled Nurses	638.70	39.1	696.40	38.3	692.70	38.4
342 Welfare Associate Professionals	849.80	39.9	754.30	37.9	775.50	38.4
349 Miscellaneous Health and Welfare Associate Professionals	839.80	39.9	663.30	38.1	757.70	39.1
39 Other Associate Professionals	1 030.30	39.5	859.40	38.8	999.40	39.4
391 Police Officers	1 061.30	39.3	919.20	39.1	1 037.00	39.3
399 Miscellaneous Associate Professionals	966.90	39.9	759.20	38.2	925.10	39.6
<b>4 Tradespersons and Related Workers</b>	<b>810.00</b>	<b>41.9</b>	<b>584.50</b>	<b>38.8</b>	<b>792.70</b>	<b>41.7</b>
41 Mechanical and Fabrication Engineering Tradespersons	889.20	43.9	760.70	39.8	887.60	43.9
411 Mechanical Engineering Tradespersons	935.50	43.9	821.80	38.4	934.10	43.8
412 Fabrication Engineering Tradespersons	794.20	44.0	644.00	42.5	792.20	43.9
42 Automotive Tradespersons	633.60	40.5	493.50	37.3	629.90	40.4
421 Automotive Tradespersons	633.60	40.5	493.50	37.3	629.90	40.4
43 Electrical and Electronics Tradespersons	931.30	41.6	622.30	39.5	913.80	41.5
431 Electrical and Electronics Tradespersons	931.30	41.6	622.30	39.5	913.80	41.5
44 Construction Tradespersons	797.80	41.9	537.30	39.4	795.80	41.9
441 Structural Construction Tradespersons	786.50	42.1	—	—	786.50	42.1
442 Final Finishes Construction Tradespersons	795.80	42.9	537.30	39.4	788.10	42.8
443 Plumbers	813.00	41.1	—	—	813.00	41.1
45 Food Tradespersons	649.20	42.5	575.80	39.3	634.50	41.9
451 Food Tradespersons	649.20	42.5	575.80	39.3	634.50	41.9
46 Skilled Agricultural and Horticultural Workers	596.60	39.7	613.80	39.8	597.70	39.7
461 Skilled Agricultural Workers	618.20	42.0	n.p.	n.p.	616.10	41.9
462 Horticultural Tradespersons	595.80	39.6	614.80	39.8	597.10	39.6

— nil or rounded to zero (including null cells)

(a) Data for occupation group 1 'Managers and administrators' is not included in this table because of the small number of contributors to the sub-major and minor groups.

	Males		Females		Persons	
	\$	hours	\$	hours	\$	hours
49 Other Tradespersons and Related Workers	891.60	41.3	575.80	38.5	817.60	40.6
491 Printing Tradespersons	826.30	40.9	576.80	37.4	767.40	40.1
492 Wood Tradespersons	584.80	39.8	—	—	584.80	39.8
493 Hairdressers	548.90	38.5	552.80	38.1	552.30	38.2
494 Textile, Clothing and Related Tradespersons	570.70	38.6	567.20	39.5	569.50	38.9
498 Miscellaneous Tradespersons and Related Workers	1 064.90	42.3	739.90	41.9	1 048.70	42.3
<b>5 Advanced Clerical and Service Workers</b>	<b>806.40</b>	<b>37.7</b>	<b>696.60</b>	<b>37.8</b>	<b>715.00</b>	<b>37.8</b>
51 Secretaries and Personal Assistants	835.50	34.7	674.00	37.9	677.50	37.8
511 Secretaries and Personal Assistants	835.50	34.7	674.00	37.9	677.50	37.8
59 Other Advanced Clerical and Service Workers	804.10	37.9	745.80	37.6	767.60	37.7
591 Advanced Numerical Clerks	748.20	38.8	699.00	38.1	719.10	38.4
599 Miscellaneous Advanced Clerical and Service Workers	870.60	36.9	787.60	37.2	815.90	37.1
<b>6 Intermediate Clerical, Sales and Service Workers</b>	<b>751.30</b>	<b>39.3</b>	<b>624.40</b>	<b>38.2</b>	<b>671.10</b>	<b>38.6</b>
61 Intermediate Clerical Workers	755.50	39.2	630.90	38.2	669.50	38.5
611 General Clerks	712.00	38.1	632.70	37.8	648.30	37.8
612 Keyboard Operators	672.60	38.7	620.30	38.1	629.40	38.2
613 Receptionists	551.30	38.9	543.70	38.3	544.10	38.4
614 Intermediate Numerical Clerks	729.90	38.4	638.10	38.6	663.00	38.5
615 Material Recording and Despatching Clerks	789.40	40.7	669.70	38.8	750.20	40.1
619 Miscellaneous Intermediate Clerical Workers	786.70	38.7	689.20	37.8	730.30	38.2
62 Intermediate Sales and Related Workers	777.90	39.5	681.30	38.3	748.90	39.1
621 Intermediate Sales and Related Workers	777.90	39.5	681.30	38.3	748.90	39.1
63 Intermediate Service Workers	684.30	39.9	569.40	38.1	608.30	38.7
631 Carers and Aides	633.80	38.4	557.60	38.2	572.60	38.2
632 Hospitality Workers	611.60	39.9	563.80	36.8	588.80	38.4
639 Miscellaneous Intermediate Service Workers	782.40	40.9	596.60	38.8	674.30	39.7
<b>7 Intermediate Production and Transport Workers</b>	<b>796.30</b>	<b>43.4</b>	<b>585.70</b>	<b>40.0</b>	<b>772.80</b>	<b>43.0</b>
71 Intermediate Plant Operators	862.40	43.7	666.00	40.0	851.40	43.5
711 Mobile Plant Operators	854.60	45.1	*1 151.80	44.3	859.30	45.1
712 Intermediate Stationary Plant Operators	869.50	42.5	595.90	39.4	844.80	42.2
72 Intermediate Machine Operators	789.60	43.4	542.90	39.4	725.00	42.4
721 Intermediate Textile, Clothing and Related Machine Operators	630.60	41.2	514.80	39.1	572.30	40.1
729 Miscellaneous Intermediate machine Operators	835.20	44.1	592.10	39.9	800.60	43.5
73 Road and Rail Transport Drivers	729.00	43.6	584.50	41.0	722.80	43.4
731 Road and Rail Transport Drivers	729.00	43.6	584.50	41.0	722.80	43.4
79 Other Intermediate Production and Transport Workers	816.00	42.8	617.10	40.5	790.60	42.5
791 Intermediate Mining and Construction Workers	1 265.70	47.1	1 238.00	43.0	1 265.40	47.1
799 Miscellaneous Intermediate Production and Transport Workers	681.80	41.5	606.90	40.5	670.00	41.3
<b>8 Elementary Clerical, Sales and Service Workers</b>	<b>684.50</b>	<b>40.4</b>	<b>563.50</b>	<b>39.0</b>	<b>620.80</b>	<b>39.7</b>
81 Elementary Clerks	767.20	40.7	670.00	39.7	723.50	40.2
811 Elementary Clerks	767.20	40.7	670.00	39.7	723.50	40.2
82 Elementary Sales Workers	639.90	40.0	545.20	38.8	583.80	39.3
821 Sales Assistants	638.50	39.7	532.30	38.8	573.10	39.1
829 Miscellaneous Elementary Sales Workers	644.10	41.0	602.60	38.9	623.00	40.0
83 Elementary Service Workers	740.50	41.4	570.30	39.3	692.40	40.8
831 Elementary Service Workers	740.50	41.4	570.30	39.3	692.40	40.8
<b>9 Labourers and Related Workers</b>	<b>696.60</b>	<b>42.5</b>	<b>566.20</b>	<b>39.7</b>	<b>666.00</b>	<b>41.9</b>
91 Cleaners	589.90	40.8	530.50	39.0	569.50	40.2
911 Cleaners	589.90	40.8	530.50	39.0	569.50	40.2
92 Factory Labourers	684.60	42.8	574.10	40.4	653.60	42.1
921 Process Workers	682.20	42.9	577.60	41.0	659.40	42.5
922 Product Packagers	700.80	41.8	568.40	39.5	630.90	40.6
99 Other Labourers and Related Workers	736.40	42.6	572.90	38.4	714.20	42.0
991 Mining, Construction and Related Labourers	827.00	44.5	667.70	40.7	824.90	44.5
992 Agricultural and Horticultural Labourers	561.60	39.8	560.10	39.8	561.30	39.8
993 Elementary Food Preparation and Related Workers	614.30	41.0	575.90	38.1	594.00	39.5
999 Miscellaneous Labourers and Related Workers	718.10	41.6	548.60	36.5	711.30	41.4

— nil or rounded to zero (including null cells)

\* estimate is subject to sampling variability too high for most practical purposes

(a) Data for occupation group 1 'Managers and administrators' is not included in this table because of the small number of contributors to the sub-major and minor groups.

## STATES AND TERRITORIES . . . . . TOTAL

New South Wales      Victoria      Queensland      South Australia      Western Australia      Tasmania      Northern Territory      Australian Capital Territory      Australia

## PROPORTION OF EMPLOYEES - MALES (%)

## Weekly total earnings (\$)

Under 200	*0.4	*0.2	*0.1	*1.3	*0.4	*0.3	*0.3	n.p.	*0.3
200 and under 300	*0.2	*0.3	*0.1	*0.3	*0.5	*0.7	*0.3	*0.2	0.3
300 and under 400	*1.5	0.7	*0.9	*0.9	*1.9	*2.3	*1.3	*1.5	1.2
400 and under 500	6.2	10.1	8.4	6.6	8.8	10.3	*4.8	*6.0	8.0
500 and under 600	13.8	14.6	18.4	18.5	16.5	19.4	9.0	11.3	15.5
600 and under 700	15.0	15.8	16.6	18.4	12.9	17.2	18.9	11.9	15.6
700 and under 800	11.7	13.0	13.9	11.6	11.3	13.3	15.0	16.7	12.6
800 and under 900	13.4	11.7	11.5	14.2	10.1	10.2	13.4	14.0	12.3
900 and under 1 000	10.3	10.9	9.1	11.1	11.7	9.9	8.6	14.1	10.5
1 000 and under 1 100	7.7	7.4	5.2	5.7	7.7	4.7	8.1	8.0	7.0
1 100 and under 1 200	5.6	4.8	4.5	4.7	5.2	4.7	5.0	3.9	5.0
1 200 and under 1 300	3.8	2.6	2.9	1.9	4.2	*1.8	*4.3	2.8	3.2
1 300 and under 1 400	3.3	2.2	*3.6	*1.3	2.4	*1.5	*3.5	2.8	2.8
1 400 and under 1 500	1.4	1.3	1.2	*0.8	1.9	*0.5	*1.1	*1.9	1.3
1 500 and under 1 600	1.1	0.7	*1.1	*0.4	1.3	*1.4	*2.4	*0.7	1.0
1 600 and under 1 700	1.0	*1.1	0.7	*0.6	1.1	*0.4	*1.1	*1.2	1.0
1 700 and under 1 800	1.0	*0.4	*0.5	*0.2	*0.4	n.p.	*1.0	n.p.	0.6
1 800 and under 1 900	0.5	*0.8	0.2	*0.4	*0.4	n.p.	*0.2	*0.5	*0.5
1 900 and under 2 000	0.4	*0.4	*0.2	*0.2	*0.2	*0.3	*0.4	n.p.	0.3
2 000 and over	1.7	0.8	1.0	*0.7	1.2	*0.9	*1.2	*1.9	1.2
<b>Total</b>	<b>100.0</b>								

## WEEKLY TOTAL EARNINGS - MALES (a) (\$)

## Deciles and quartiles-

10th percentile	507.00	489.00	500.00	501.00	486.00	479.00	522.00	523.00	500.00
20th percentile	582.00	559.00	554.00	562.00	560.00	538.00	631.00	609.00	564.00
25th percentile (1st quartile)	611.00	594.00	580.00	588.00	584.00	560.00	660.00	659.00	596.00
30th percentile	645.00	621.00	614.00	610.00	615.00	579.00	675.00	690.00	625.00
40th percentile	725.00	686.00	668.00	655.00	693.00	617.00	738.00	742.00	692.00
50th percentile (median) (2nd quartile)	810.00	759.00	734.00	730.00	784.00	696.00	800.00	815.00	769.00
60th percentile	880.00	845.00	809.00	817.00	872.00	769.00	865.00	879.00	850.00
70th percentile	971.00	932.00	901.00	891.00	961.00	875.00	975.00	962.00	938.00
75th percentile (3rd quartile)	1 028.00	977.00	958.00	913.00	1 008.00	919.00	1 014.00	992.00	986.00
80th percentile	1 098.00	1 037.00	1 003.00	962.00	1 086.00	955.00	1 107.00	1 050.00	1 052.00
90th percentile	1 309.00	1 217.00	1 250.00	1 128.00	1 271.00	1 137.00	1 339.00	1 267.00	1 253.00
Average weekly total earnings	869.90	826.00	812.30	783.70	842.20	766.10	879.90	872.70	835.90

\* estimate is subject to sampling variability too high for most practical purposes

(a) Percentiles are based on whole dollars only.

## STATES AND TERRITORIES . . . . . TOTAL

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
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## PROPORTION OF EMPLOYEES - FEMALES (%)

## Weekly total earnings (\$)

Under 200	*0.4	*0.2	*0.1	*1.2	*0.2	n.p.	n.p.	*0.2	0.3
200 and under 300	*0.2	n.p.	*0.2	n.p.	*0.2	*0.8	*0.4	*0.3	*0.2
300 and under 400	1.3	*1.7	*1.6	*3.3	*2.7	*3.7	*1.1	*2.5	1.8
400 and under 500	13.1	12.8	18.7	12.6	15.2	15.8	11.2	7.5	14.0
500 and under 600	20.6	23.3	23.8	24.7	18.6	23.7	18.8	11.3	21.7
600 and under 700	18.0	20.7	19.5	22.5	19.3	17.3	19.2	19.5	19.4
700 and under 800	13.6	13.6	12.6	12.5	13.5	*8.3	16.6	23.3	13.6
800 and under 900	10.3	10.4	9.8	8.8	12.0	7.0	9.2	13.9	10.3
900 and under 1 000	10.0	8.5	6.0	9.3	*10.8	*15.2	*7.7	13.5	9.1
1 000 and under 1 100	5.4	*4.3	3.7	*2.1	3.5	*4.3	*7.4	*3.0	4.4
1 100 and under 1 200	3.7	1.8	*1.5	*1.1	*1.2	*2.1	*3.1	*2.9	2.4
1 200 and under 1 300	1.2	*0.7	*1.1	*0.8	*0.4	—	*1.4	*0.8	0.9
1 300 and under 1 400	0.5	*0.5	*0.6	*0.4	*0.7	n.p.	1.9	*0.5	0.5
1 400 and under 1 500	*0.6	*0.5	*0.1	n.p.	*0.3	—	*0.7	—	*0.4
1 500 and under 1 600	*0.3	*0.4	*0.1	n.p.	*0.1	—	*0.8	n.p.	*0.3
1 600 and under 1 700	*0.4	*0.2	—	n.p.	—	n.p.	—	n.p.	*0.2
1 700 and under 1 800	*0.1	—	n.p.	—	n.p.	n.p.	—	n.p.	*0.1
1 800 and under 1 900	*0.1	*0.1	*0.2	—	—	—	—	—	*0.1
1 900 and under 2 000	*0.1	*0.1	—	—	n.p.	—	n.p.	n.p.	*0.1
2 000 and over	*0.2	*0.1	n.p.	n.p.	*0.9	—	n.p.	n.p.	*0.2
<b>Total</b>	<b>100.0</b>								

## WEEKLY TOTAL EARNINGS - FEMALES (a) (\$)

## Deciles and quartiles-

10th percentile	465.00	475.00	460.00	468.00	453.00	464.00	488.00	496.00	468.00
20th percentile	519.00	523.00	495.00	515.00	510.00	490.00	540.00	580.00	516.00
25th percentile (1st quartile)	550.00	544.00	515.00	527.00	531.00	520.00	563.00	615.00	538.00
30th percentile	576.00	563.00	536.00	539.00	567.00	539.00	584.00	630.00	561.00
40th percentile	620.00	611.00	578.00	586.00	608.00	581.00	644.00	694.00	607.00
50th percentile (median) (2nd quartile)	675.00	654.00	619.00	625.00	657.00	631.00	685.00	734.00	655.00
60th percentile	747.00	708.00	675.00	673.00	721.00	684.00	750.00	780.00	717.00
70th percentile	823.00	775.00	748.00	745.00	801.00	792.00	822.00	828.00	791.00
75th percentile (3rd quartile)	872.00	819.00	788.00	782.00	845.00	880.00	891.00	868.00	827.00
80th percentile	926.00	865.00	827.00	820.00	884.00	916.00	974.00	921.00	884.00
90th percentile	1 049.00	978.00	958.00	954.00	978.00	978.00	1 059.00	968.00	994.00
Average weekly total earnings	728.50	701.70	674.30	667.70	706.70	681.60	746.20	754.00	706.20

\* estimate is subject to sampling variability too high for most practical purposes

(a) Percentiles are based on whole dollars only.

— nil or rounded to zero (including null cells)

## STATES AND TERRITORIES . . . . . TOTAL

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
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## PROPORTION OF EMPLOYEES - PERSONS (%)

## Weekly total earnings (\$)

Under 200	*0.4	*0.2	*0.1	*1.3	0.3	*0.5	*0.2	*0.1	0.3
200 and under 300	*0.2	*0.2	*0.1	*0.2	*0.4	*0.7	*0.4	*0.3	0.2
300 and under 400	1.4	1.1	1.2	*1.8	*2.2	2.8	*1.2	*2.0	1.4
400 and under 500	9.1	11.2	12.2	8.9	11.5	12.2	7.8	6.7	10.4
500 and under 600	16.6	18.1	20.4	20.9	17.4	20.9	13.6	11.3	18.0
600 and under 700	16.2	17.8	17.7	20.0	15.6	17.2	19.0	15.7	17.1
700 and under 800	12.5	13.2	13.4	12.0	12.3	11.6	15.7	20.1	13.0
800 and under 900	12.1	11.2	10.9	12.2	10.9	9.1	11.5	14.0	11.5
900 and under 1 000	10.2	9.9	8.0	10.4	11.3	*11.7	8.2	13.8	9.9
1 000 and under 1 100	6.8	6.2	4.6	4.4	5.9	4.6	7.8	5.5	5.9
1 100 and under 1 200	4.8	3.6	3.4	3.3	3.5	3.8	4.1	3.4	3.9
1 200 and under 1 300	2.7	1.9	2.2	1.5	2.6	*1.2	3.0	1.8	2.3
1 300 and under 1 400	2.2	1.5	*2.4	1.0	1.7	*1.0	2.8	1.6	1.9
1 400 and under 1 500	1.0	1.0	0.8	*0.6	1.2	*0.3	*0.9	*1.0	1.0
1 500 and under 1 600	0.8	0.6	*0.8	*0.3	0.8	*0.9	*1.7	*0.4	0.7
1 600 and under 1 700	0.8	*0.8	0.5	*0.4	0.6	*0.5	*0.6	*0.7	0.7
1 700 and under 1 800	0.6	*0.2	*0.4	*0.1	*0.3	n.p.	*0.5	*0.2	0.4
1 800 and under 1 900	0.3	*0.5	*0.2	*0.2	*0.3	n.p.	*0.1	*0.2	*0.3
1 900 and under 2 000	0.3	*0.3	*0.1	*0.1	*0.2	*0.2	*0.3	n.p.	0.2
2 000 and over	1.1	0.6	0.6	*0.5	*1.1	*0.6	*0.7	*1.3	0.8
<b>Total</b>	<b>100.0</b>								

## WEEKLY TOTAL EARNINGS - PERSONS (a) (\$)

## Deciles and quartiles-

10th percentile	490.00	480.00	479.00	494.00	472.00	471.00	502.00	513.00	483.00
20th percentile	550.00	540.00	527.00	536.00	530.00	524.00	572.00	596.00	540.00
25th percentile (1st quartile)	580.00	568.00	551.00	559.00	564.00	548.00	613.00	629.00	570.00
30th percentile	608.00	596.00	577.00	583.00	588.00	570.00	641.00	665.00	596.00
40th percentile	670.00	650.00	631.00	625.00	647.00	609.00	684.00	713.00	650.00
50th percentile (median) (2nd quartile)	748.00	711.00	686.00	681.00	718.00	665.00	748.00	767.00	717.00
60th percentile	826.00	784.00	760.00	756.00	802.00	748.00	815.00	825.00	795.00
70th percentile	910.00	865.00	827.00	843.00	888.00	859.00	911.00	897.00	878.00
75th percentile (3rd quartile)	962.00	923.00	884.00	886.00	932.00	900.00	974.00	942.00	929.00
80th percentile	1 016.00	964.00	958.00	913.00	982.00	927.00	1 018.00	965.00	974.00
90th percentile	1 188.00	1 122.00	1 142.00	1 050.00	1 155.00	1 041.00	1 214.00	1 112.00	1 151.00
Average weekly total earnings	810.70	776.30	760.80	739.70	784.60	736.50	817.90	813.00	783.50

\* estimate is subject to sampling variability too high for most practical purposes

(a) Percentiles are based on whole dollars only.

## OVERTIME(a), Full-time Adult Non-managerial Employees by Sector—Industry

	AVERAGE WEEKLY OVERTIME EARNINGS . . .			AVERAGE WEEKLY OVERTIME HOURS PAID FOR . . . . .			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
Mining	460.70	279.30	457.90	15.4	10.2	15.3	25.0
Manufacturing	240.60	145.40	227.10	9.2	6.2	8.7	41.2
Electricity, gas and water supply	378.60	n.p.	373.20	8.9	n.p.	8.8	28.0
Construction	261.60	*157.60	259.90	9.8	*6.0	9.8	44.2
Wholesale trade	178.90	109.10	167.40	7.3	4.9	6.9	23.0
Retail trade	127.40	81.50	113.90	5.7	4.0	5.2	22.6
Accommodation, cafes and restaurants	94.10	111.30	100.20	4.3	*4.8	4.5	13.3
Transport and storage	248.90	118.40	224.90	9.9	4.4	8.9	33.7
Communication services	207.40	70.90	175.70	5.5	3.3	5.0	13.4
Finance and insurance	159.80	126.60	137.00	4.8	4.9	4.9	12.4
Property and business services	197.50	146.50	184.50	7.6	6.5	7.3	13.4
Education	*93.00	n.p.	95.80	5.0	n.p.	4.8	*0.4
Health and community services	150.20	91.50	103.40	5.7	3.8	4.2	16.9
Cultural and recreational services	151.30	102.60	126.90	6.2	6.0	6.1	*12.6
Personal and other services	213.60	128.90	189.00	8.1	5.3	7.3	*10.2
<b>All industries</b>	<b>222.90</b>	<b>118.40</b>	<b>201.10</b>	<b>8.6</b>	<b>5.1</b>	<b>7.8</b>	<b>24.9</b>
PUBLIC							
Mining	370.60	—	370.60	10.5	—	10.5	68.8
Manufacturing	*214.20	n.p.	*195.70	*6.1	n.p.	*5.9	46.8
Electricity, gas and water supply	240.90	*323.50	242.80	7.4	*8.3	*7.4	24.2
Construction	324.90	n.p.	326.40	9.2	n.p.	9.2	24.4
Wholesale trade	*22.40	n.p.	*26.30	*1.1	n.p.	*1.2	27.8
Retail trade	n.p.	—	n.p.	n.p.	—	n.p.	n.p.
Accommodation, cafes and restaurants	210.40	160.70	205.50	6.9	5.0	6.7	n.p.
Transport and storage	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	50.4
Communication services	289.10	184.00	267.00	8.0	6.5	7.7	50.1
Finance and insurance	397.00	*132.20	*290.90	10.7	*4.8	*8.3	*9.5
Property and business services	268.00	*126.90	226.10	7.8	*5.0	7.0	*14.0
Government administration and defence	164.20	141.10	160.20	5.8	4.9	5.7	17.9
Education	134.60	*135.30	134.80	4.5	4.6	4.5	2.2
Health and community services	278.40	201.70	242.00	6.8	5.6	6.2	13.6
Cultural and recreational services	217.00	*115.80	194.20	8.2	5.1	7.5	16.5
Personal and other services	185.10	164.80	181.30	5.4	4.7	5.3	28.9
<b>All industries</b>	<b>219.90</b>	<b>170.80</b>	<b>209.50</b>	<b>6.7</b>	<b>5.4</b>	<b>6.4</b>	<b>17.7</b>

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)

(a) For those employees who received overtime pay.

OVERTIME(a), Full-time Adult Non-managerial Employees by Sector—Industry *continued*

	AVERAGE WEEKLY OVERTIME EARNINGS . .			AVERAGE WEEKLY OVERTIME HOURS PAID FOR . . . . .			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
ALL SECTORS							
Mining	455.30	279.30	452.70	15.1	10.2	15.0	26.0
Manufacturing	240.50	145.10	226.90	9.1	6.2	8.7	41.2
Electricity, gas and water supply	276.70	*271.60	276.60	7.8	*7.2	7.8	25.1
Construction	264.70	*175.60	263.10	9.8	6.5	9.7	42.5
Wholesale trade	178.30	108.60	166.80	7.3	4.9	6.9	23.0
Retail trade	127.40	81.50	113.90	5.7	4.0	5.2	22.6
Accommodation, cafes and restaurants	94.10	111.30	100.20	4.3	*4.8	4.5	13.3
Transport and storage	237.90	125.30	219.70	9.0	4.5	8.3	37.0
Communication services	283.20	174.80	260.30	7.8	6.2	7.5	41.6
Finance and insurance	181.40	126.80	144.60	5.3	4.9	5.0	12.3
Property and business services	200.60	145.50	186.40	7.6	6.4	7.3	13.4
Government administration and defence	164.20	141.10	160.20	5.8	4.9	5.7	17.9
Education	131.40	*134.40	132.50	4.5	4.6	4.5	1.8
Health and community services	240.20	130.40	169.60	6.5	4.5	5.2	15.1
Cultural and recreational services	176.90	104.70	146.50	7.0	5.8	6.5	13.5
Personal and other services	192.10	151.50	183.40	6.1	4.9	5.8	19.3
<b>All industries</b>	<b>222.30</b>	<b>129.30</b>	<b>202.80</b>	<b>8.2</b>	<b>5.2</b>	<b>7.5</b>	<b>23.0</b>

\* estimate is subject to sampling variability too high for most practical purposes  
 (a) For those employees who received overtime pay.

## OVERTIME (a), Full-time Adult Non-managerial Employees by Sector—Occupation

	AVERAGE WEEKLY OVERTIME EARNINGS . . .			AVERAGE WEEKLY OVERTIME HOURS PAID FOR . . . . .			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
Managers and administrators(b)	552.40	n.p.	547.40	16.9	n.p.	16.8	*12.3
Professionals	200.50	125.50	164.10	6.7	4.1	5.4	4.9
Associate professionals	235.30	162.70	206.40	8.0	6.7	7.5	13.9
Tradespersons and related workers	219.00	146.60	216.70	7.9	6.0	7.8	39.0
Advanced clerical and service workers	*121.10	123.40	122.70	*4.3	4.7	4.6	10.0
Intermediate clerical, sales and service workers	165.60	95.90	127.40	6.6	4.3	5.3	14.2
Intermediate production and transport workers	258.00	150.70	249.00	10.1	6.6	9.8	43.8
Elementary clerical, sales and service workers	138.50	85.20	114.30	5.8	4.0	5.0	21.3
Labourers and related workers	218.00	136.10	203.10	9.1	6.2	8.6	44.6
<b>All occupations</b>	<b>222.90</b>	<b>118.40</b>	<b>201.10</b>	<b>8.6</b>	<b>5.1</b>	<b>7.8</b>	<b>24.9</b>
PUBLIC							
Managers and administrators(b)	264.10	—	264.10	4.8	—	4.8	*5.0
Professionals	334.90	226.40	291.90	7.9	5.9	7.1	6.6
Associate professionals	212.90	138.10	197.60	5.9	4.6	5.7	16.7
Tradespersons and related workers	270.80	*95.30	267.00	7.6	*3.1	7.5	41.9
Advanced clerical and service workers	n.p.	*128.60	*130.40	n.p.	*4.0	4.0	*9.5
Intermediate clerical, sales and service workers	173.40	155.90	165.10	5.5	5.3	5.4	12.9
Intermediate production and transport workers	177.10	185.00	177.30	6.3	6.7	6.3	59.0
Elementary clerical, sales and service workers	167.50	170.70	168.30	6.2	6.3	6.2	52.6
Labourers and related workers	191.00	78.80	185.40	7.1	3.7	7.0	30.5
<b>All occupations</b>	<b>219.90</b>	<b>170.80</b>	<b>209.50</b>	<b>6.7</b>	<b>5.4</b>	<b>6.4</b>	<b>17.7</b>
ALL SECTORS							
Managers and administrators(b)	468.30	n.p.	465.40	13.4	n.p.	13.3	*8.6
Professionals	282.30	177.90	237.00	7.4	5.0	6.4	5.7
Associate professionals	222.80	154.60	202.10	6.8	6.0	6.6	15.2
Tradespersons and related workers	226.10	141.60	223.50	7.8	5.8	7.8	39.4
Advanced clerical and service workers	*122.10	124.20	123.60	4.3	4.6	4.5	9.9
Intermediate clerical, sales and service workers	167.60	108.20	136.00	6.3	4.5	5.4	13.9
Intermediate production and transport workers	246.00	152.20	239.00	9.5	6.6	9.3	45.5
Elementary clerical, sales and service workers	150.80	102.80	132.80	6.0	4.5	5.4	26.7
Labourers and related workers	215.20	134.60	201.50	8.9	6.1	8.5	42.8
<b>All occupations</b>	<b>222.30</b>	<b>129.30</b>	<b>202.80</b>	<b>8.2</b>	<b>5.2</b>	<b>7.5</b>	<b>23.0</b>

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)

(a) For those employees who received overtime pay.

(b) See paragraph 13 of the explanatory notes.

## OVERTIME(a), Full-time Adult Non-managerial Employees by Sector—States and Territories

	AVERAGE WEEKLY OVERTIME EARNINGS . . .			AVERAGE WEEKLY OVERTIME HOURS PAID FOR . . . . .			PERCENTAGE OF EMPLOYEES PAID OVERTIME
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	%
PRIVATE							
New South Wales	238.10	125.10	213.20	8.9	5.3	8.1	24.1
Victoria	215.30	119.00	195.40	8.0	5.1	7.4	25.6
Queensland	206.20	109.80	185.50	8.3	4.9	7.6	26.3
South Australia	195.90	98.00	176.20	8.2	4.5	7.5	29.4
Western Australia	256.50	134.30	235.30	10.0	5.7	9.3	21.5
Tasmania	233.40	110.90	209.10	8.6	4.5	7.8	22.8
Northern Territory	193.60	116.80	176.80	8.3	4.4	7.5	25.9
Australian Capital Territory	183.50	*74.10	162.50	7.6	*3.7	6.9	13.4
<b>Australia</b>	<b>222.90</b>	<b>118.40</b>	<b>201.10</b>	<b>8.6</b>	<b>5.1</b>	<b>7.8</b>	<b>24.9</b>
PUBLIC							
New South Wales	280.00	204.70	264.20	7.9	6.1	7.5	22.0
Victoria	225.60	131.90	194.20	6.5	4.5	5.8	13.5
Queensland	161.80	147.00	159.60	5.5	4.2	5.3	21.3
South Australia	164.00	179.50	167.60	5.5	6.5	5.7	14.7
Western Australia	168.30	126.70	159.40	5.7	5.1	5.6	12.2
Tasmania	168.60	*253.40	180.10	5.5	6.5	5.6	14.2
Northern Territory	253.60	242.80	250.50	7.8	8.1	7.9	*15.4
Australian Capital Territory	221.20	186.20	215.70	7.0	6.6	6.9	9.6
<b>Australia</b>	<b>219.90</b>	<b>170.80</b>	<b>209.50</b>	<b>6.7</b>	<b>5.4</b>	<b>6.4</b>	<b>17.7</b>
ALL SECTORS							
New South Wales	248.20	143.40	225.30	8.7	5.5	8.0	23.6
Victoria	216.30	121.10	195.30	7.9	5.0	7.2	23.3
Queensland	193.10	117.70	178.20	7.4	4.8	6.9	24.7
South Australia	191.00	112.40	174.80	7.8	4.9	7.2	25.4
Western Australia	240.20	132.60	220.70	9.3	5.6	8.6	18.7
Tasmania	216.60	136.80	202.00	7.8	4.9	7.3	19.9
Northern Territory	212.20	165.40	201.00	8.1	5.9	7.6	21.1
Australian Capital Territory	204.30	129.40	191.30	7.3	5.1	6.9	11.1
<b>Australia</b>	<b>222.30</b>	<b>129.30</b>	<b>202.80</b>	<b>8.2</b>	<b>5.2</b>	<b>7.5</b>	<b>23.0</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) For those employees who received overtime pay.

PRIVATE SECTOR, Average Weekly Total Earnings and Hours Paid For—Full-time Adult  
Non-managerial Employees: **Industry**

	ORDINARY TIME EARNINGS . . .			OVERTIME	TOTAL	HOURS PAID FOR . . . .		
	EARNINGS			EARNINGS	EARNINGS	HOURS PAID FOR		
	Base Pay	Payment by measured result	Total	Total	Total	Ordinary time	Overtime	Total
\$	\$	\$	\$	\$	hours	hours	hours	
MALES								
Mining	1 175.20	77.60	1 252.80	127.80	1 380.50	43.9	4.3	48.1
Manufacturing	678.70	6.70	685.40	111.50	796.90	38.1	4.2	42.4
Electricity, gas and water supply	982.20	*0.10	982.30	122.10	1 104.40	37.9	2.9	40.8
Construction	746.10	*2.20	748.30	123.40	871.70	38.7	4.6	43.3
Wholesale trade	673.20	*12.80	686.10	50.10	736.10	38.5	2.1	40.5
Retail trade	585.70	*15.60	601.30	34.00	635.30	39.0	1.5	40.5
Accommodation, cafes and restaurants	588.50	*0.60	589.10	*14.60	603.70	39.3	*0.7	39.9
Transport and storage	707.50	*33.70	741.20	94.80	835.90	39.1	3.8	42.8
Communication services	863.50	*13.70	877.20	*35.90	913.10	39.2	*1.0	40.2
Finance and insurance	871.50	*12.20	883.70	15.80	899.40	38.0	0.5	38.5
Property and business services	835.90	*26.80	862.60	39.00	901.70	39.2	1.5	40.6
Education	916.10	*1.90	918.00	*0.90	918.90	36.2	—	36.2
Health and community services	649.50	*2.40	651.90	*28.70	680.60	37.9	*1.1	39.0
Cultural and recreational services	740.90	*4.70	745.60	*20.30	765.90	39.2	*0.8	40.1
Personal and other services	681.60	*2.20	683.80	*33.30	717.20	38.3	*1.3	39.6
<b>All industries</b>	<b>719.40</b>	<b>14.10</b>	<b>733.50</b>	<b>71.60</b>	<b>805.10</b>	<b>38.7</b>	<b>2.7</b>	<b>41.4</b>
FEMALES								
Mining	924.20	*3.90	928.10	*9.50	937.60	40.8	*0.3	41.1
Manufacturing	606.80	*7.50	614.30	35.70	650.00	37.9	1.5	39.4
Electricity, gas and water supply	811.20	—	811.20	*3.30	814.50	38.1	*0.1	38.3
Construction	589.80	—	589.80	*14.70	604.50	38.1	*0.6	38.7
Wholesale trade	633.80	*8.60	642.50	13.20	655.60	38.0	0.6	38.6
Retail trade	558.40	*5.60	564.00	13.50	577.50	38.3	0.7	39.0
Accommodation, cafes and restaurants	557.90	—	557.90	*11.90	569.80	37.9	*0.5	38.4
Transport and storage	653.40	*3.40	656.90	26.60	683.40	37.5	1.0	38.4
Communication services	809.00	*9.30	818.40	*5.40	823.80	38.1	*0.3	38.4
Finance and insurance	712.10	*2.00	714.10	17.90	731.90	37.8	0.7	38.5
Property and business services	658.70	*3.10	661.80	10.10	672.00	38.1	0.5	38.6
Education	822.70	*0.70	823.40	*0.10	823.50	35.6	—	35.6
Health and community services	622.10	*0.60	622.70	15.10	637.80	37.8	0.6	38.5
Cultural and recreational services	624.00	*6.00	629.90	*12.20	642.10	39.1	*0.7	39.9
Personal and other services	608.60	*0.60	609.20	*7.10	616.30	37.7	*0.3	38.0
<b>All industries</b>	<b>639.00</b>	<b>3.90</b>	<b>642.90</b>	<b>15.90</b>	<b>658.80</b>	<b>37.9</b>	<b>0.7</b>	<b>38.6</b>

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)



	ORDINARY TIME EARNINGS . . .		OVERTIME	TOTAL	HOURS PAID FOR . . . .		
			EARNINGS	EARNINGS			
	<i>Payment by measured result</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
<i>Base Pay</i>					hours	hours	hours
	\$	\$	\$	\$			



PERSONS

Mining	1 146.70	69.20	1 215.80	114.30	1 330.10	43.5	3.8	47.3
Manufacturing	661.50	6.90	668.40	93.50	761.90	38.1	3.6	41.7
Electricity, gas and water supply	957.00	*0.10	957.10	104.60	1 061.60	37.9	2.5	40.4
Construction	733.70	*2.00	735.70	114.70	850.40	38.6	4.3	42.9
Wholesale trade	660.90	*11.50	672.40	38.50	710.90	38.3	1.6	39.9
Retail trade	574.80	*11.60	586.40	25.70	612.10	38.7	1.2	39.9
Accommodation, cafes and restaurants	575.00	*0.30	575.30	13.40	588.70	38.6	0.6	39.2
Transport and storage	692.50	*25.30	717.80	75.90	793.70	38.6	3.0	41.6
Communication services	841.40	*11.90	853.30	*23.50	876.90	38.8	*0.7	39.5
Finance and insurance	774.90	*6.00	780.90	17.00	798.00	37.9	0.6	38.5
Property and business services	748.30	*15.10	763.40	24.70	788.10	38.6	1.0	39.6
Education	857.90	*1.20	859.10	*0.40	859.50	35.8	—	35.8
Health and community services	627.10	*0.90	628.00	17.50	645.50	37.9	0.7	38.6
Cultural and recreational services	678.70	*5.40	684.10	16.00	700.10	39.2	*0.8	40.0
Personal and other services	642.30	*1.40	643.70	*19.20	662.90	38.0	*0.7	38.7
<b>All industries</b>	<b>688.30</b>	<b>10.10</b>	<b>698.40</b>	<b>50.00</b>	<b>748.50</b>	<b>38.4</b>	<b>2.0</b>	<b>40.3</b>



\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)



PRIVATE SECTOR, Average Weekly Total Earnings and Hours Paid For—Full-time Adult  
Non-managerial Employees: **Occupation**

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR . . . .		
	Base Pay	Payment by measured result	Total	Total	Total	Ordinary time	Overtime	Total
		\$	\$	\$	\$	\$	hours	hours
MALES								
Managers and administrators(a)	1 014.40	—	1 014.40	*75.90	1 090.20	38.9	*2.3	41.2
Professionals	1 015.40	*10.70	1 026.10	9.40	1 035.50	38.2	0.3	38.5
Associate professionals	833.90	*40.60	874.60	36.20	910.80	39.3	1.2	40.5
Tradespersons and related workers	690.60	5.50	696.10	90.10	786.20	38.8	3.2	42.1
Advanced clerical and service workers	779.20	*1.10	780.30	*20.40	800.70	37.0	*0.7	37.7
Intermediate clerical, sales and service workers	689.50	21.10	710.60	28.60	739.20	38.6	1.1	39.7
Intermediate production and transport workers	656.90	19.40	676.40	118.10	794.50	39.0	4.6	43.6
Elementary clerical, sales and service workers	603.80	*7.40	611.20	37.60	648.70	38.8	1.6	40.4
Labourers and related workers	587.90	8.20	596.10	104.70	700.80	38.4	4.4	42.8
<b>All occupations</b>	<b>719.40</b>	<b>14.10</b>	<b>733.50</b>	<b>71.60</b>	<b>805.10</b>	<b>38.7</b>	<b>2.7</b>	<b>41.4</b>
FEMALES								
Managers and administrators(a)	1 038.40	—	1 038.40	*1.10	1 039.50	44.2	—	44.2
Professionals	867.90	*3.50	871.40	6.40	877.80	37.4	0.2	37.6
Associate professionals	694.10	*4.00	698.20	*19.70	717.90	38.6	*0.8	39.4
Tradespersons and related workers	553.50	*0.40	553.90	*21.80	575.70	38.0	*0.9	38.9
Advanced clerical and service workers	669.80	*0.30	670.10	10.50	680.60	37.4	0.4	37.8
Intermediate clerical, sales and service workers	585.30	4.10	589.40	11.90	601.30	38.0	0.5	38.5
Intermediate production and transport workers	526.60	*8.90	535.50	44.90	580.30	38.0	2.0	39.9
Elementary clerical, sales and service workers	525.60	*3.60	529.30	14.40	543.60	38.2	0.7	38.9
Labourers and related workers	507.50	*7.90	515.40	46.10	561.50	37.8	2.1	39.9
<b>All occupations</b>	<b>639.00</b>	<b>3.90</b>	<b>642.90</b>	<b>15.90</b>	<b>658.80</b>	<b>37.9</b>	<b>0.7</b>	<b>38.6</b>
PERSONS								
Managers and administrators(a)	1 017.10	—	1 017.10	*67.30	1 084.40	39.5	*2.1	41.5
Professionals	946.60	7.30	953.90	8.00	961.90	37.8	0.3	38.1
Associate professionals	770.10	*23.90	794.10	28.70	822.80	39.0	1.0	40.0
Tradespersons and related workers	679.30	5.10	684.40	84.50	768.90	38.7	3.1	41.8
Advanced clerical and service workers	689.20	*0.40	689.70	12.30	701.90	37.3	0.5	37.8
Intermediate clerical, sales and service workers	624.00	10.40	634.40	*18.10	652.40	38.2	0.8	39.0
Intermediate production and transport workers	640.90	18.10	659.10	109.10	768.20	38.8	4.3	43.1
Elementary clerical, sales and service workers	559.10	*5.20	564.30	24.30	588.60	38.5	1.1	39.5
Labourers and related workers	568.70	8.10	576.80	90.70	667.40	38.3	3.8	42.1
<b>All occupations</b>	<b>688.30</b>	<b>10.10</b>	<b>698.40</b>	<b>50.00</b>	<b>748.50</b>	<b>38.4</b>	<b>2.0</b>	<b>40.3</b>

— nil or rounded to zero (including null cells)

(a) See paragraph 13 of the explanatory notes.

\* estimate is subject to sampling variability too high for most practical purposes

PRIVATE SECTOR, Average Weekly Total Earnings and Hours Paid For—Full-time Adult  
Non-managerial Employees: **States and Territories**

	ORDINARY TIME EARNINGS			OVERTIME	TOTAL	HOURS PAID FOR . . . . .		
	Base Pay	Payment by measured result	Total	Total	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$			
MALES								
New South Wales	747.90	12.40	760.40	75.50	835.80	38.4	2.8	41.2
Victoria	715.70	*16.80	732.40	70.50	802.90	38.5	2.6	41.1
Queensland	686.30	11.50	697.70	68.10	765.80	38.8	2.7	41.5
South Australia	657.90	*18.40	676.30	72.00	748.30	38.4	3.0	41.5
Western Australia	746.50	*11.10	757.60	74.70	832.30	40.0	2.9	42.9
Tasmania	660.90	*13.00	673.90	*60.90	734.80	39.6	2.3	41.9
Northern Territory	746.40	*29.00	775.50	61.30	836.80	39.7	2.6	42.3
Australian Capital Territory	760.00	*20.50	780.50	*37.30	817.80	38.4	*1.5	40.0
<b>Australia</b>	<b>719.40</b>	<b>14.10</b>	<b>733.50</b>	<b>71.60</b>	<b>805.10</b>	<b>38.7</b>	<b>2.7</b>	<b>41.4</b>
FEMALES								
New South Wales	660.70	*5.30	666.10	16.30	682.40	37.8	0.7	38.5
Victoria	648.80	3.50	652.30	16.60	668.90	37.8	0.7	38.5
Queensland	592.80	*3.10	595.90	16.50	612.40	37.9	0.7	38.6
South Australia	595.90	*3.10	599.00	16.10	615.00	37.5	0.7	38.2
Western Australia	643.40	*1.40	644.70	12.80	657.50	38.8	0.5	39.4
Tasmania	578.80	*5.80	584.60	*16.80	601.40	38.0	*0.7	38.7
Northern Territory	623.60	*1.60	625.30	*18.30	643.50	38.6	*0.7	39.3
Australian Capital Territory	660.60	*2.70	663.40	*4.10	667.50	37.5	*0.2	37.7
<b>Australia</b>	<b>639.00</b>	<b>3.90</b>	<b>642.90</b>	<b>15.90</b>	<b>658.80</b>	<b>37.9</b>	<b>0.7</b>	<b>38.6</b>
PERSONS								
New South Wales	712.40	9.50	722.00	51.40	773.30	38.2	2.0	40.1
Victoria	690.30	*11.70	702.00	50.00	752.00	38.2	1.9	40.1
Queensland	651.20	8.30	659.50	48.80	708.30	38.4	2.0	40.4
South Australia	635.40	*12.90	648.30	51.80	700.10	38.1	2.2	40.3
Western Australia	706.20	*7.30	713.50	50.50	764.00	39.5	2.0	41.5
Tasmania	636.50	*10.90	647.30	*47.80	695.10	39.1	1.8	40.9
Northern Territory	702.00	*19.10	721.10	45.80	766.80	39.3	1.9	41.2
Australian Capital Territory	713.60	*12.20	725.80	21.80	747.50	38.0	*0.9	38.9
<b>Australia</b>	<b>688.30</b>	<b>10.10</b>	<b>698.40</b>	<b>50.00</b>	<b>748.50</b>	<b>38.4</b>	<b>2.0</b>	<b>40.3</b>

\* estimate is subject to sampling variability too high for most practical purposes

PRIVATE SECTOR, Average Weekly Total Earnings and Hours Paid For—Full-time Adult  
 Non-managerial Employees: **Employer Size**

	AVERAGE WEEKLY ORDINARY TIME . . . . .		AVERAGE WEEKLY TOTAL . . . . .	
	<i>Earnings</i>		<i>Earnings</i>	
	\$	hours	\$	hours
MALES				
Under 20 employees	644.30	39.1	679.50	40.7
20 to 49 employees	706.40	38.5	784.60	41.7
50 to 99 employees	709.80	38.6	799.40	42.1
100 to 499 employees	782.90	38.6	881.70	42.2
500 to 999 employees	783.90	38.5	885.30	41.9
1000 and over employees	890.80	38.3	958.00	40.5
<b>Total</b>	<b>733.50</b>	<b>38.7</b>	<b>805.10</b>	<b>41.4</b>
FEMALES				
Under 20 employees	589.20	38.2	597.60	38.6
20 to 49 employees	627.60	37.6	636.80	38.1
50 to 99 employees	637.30	38.2	651.70	38.8
100 to 499 employees	662.60	37.7	686.10	38.7
500 to 999 employees	701.80	37.9	737.80	39.3
1000 and over employees	713.60	37.7	731.20	38.4
<b>Total</b>	<b>642.90</b>	<b>37.9</b>	<b>658.80</b>	<b>38.6</b>
PERSONS				
Under 20 employees	622.60	38.7	647.30	39.9
20 to 49 employees	679.30	38.2	733.70	40.5
50 to 99 employees	681.70	38.4	742.20	40.8
100 to 499 employees	738.00	38.3	808.60	40.9
500 to 999 employees	752.10	38.3	828.10	40.9
1000 and over employees	811.50	38.0	856.50	39.6
<b>Total</b>	<b>698.40</b>	<b>38.4</b>	<b>748.50</b>	<b>40.3</b>

METHODS OF SETTING PAY, Average Weekly Total Earnings—Composition

	ORDINARY TIME EARNINGS		OVERTIME	TOTAL	
	<i>Base pay</i>	<i>Payment by measured result</i>	<i>Total</i>	<i>Total</i>	
	\$	\$	\$	\$	
MALES					
Awards only	431.80	*8.00	439.80	41.10	480.90
Registered collective agreements	769.70	6.10	775.70	74.60	850.40
Unregistered collective agreements	656.80	*7.90	664.60	45.20	709.80
Registered individual agreements	878.80	*9.20	888.10	*26.40	914.40
Unregistered individual agreements	797.50	12.10	809.60	24.80	834.40
<b>Total</b>	<b>725.70</b>	<b>9.20</b>	<b>734.80</b>	<b>45.40</b>	<b>780.20</b>
FEMALES					
Awards only	369.70	*0.80	370.50	7.80	378.30
Registered collective agreements	576.70	1.00	577.70	14.00	591.80
Unregistered collective agreements	430.00	*1.40	431.50	*11.50	442.90
Registered individual agreements	557.10	*4.00	561.10	*1.60	562.60
Unregistered individual agreements	566.70	*3.20	569.90	6.00	575.80
<b>Total</b>	<b>509.60</b>	<b>1.70</b>	<b>511.30</b>	<b>9.40</b>	<b>520.60</b>
PERSONS					
Awards only	392.60	*3.40	396.00	20.10	416.10
Registered collective agreements	674.10	3.60	677.70	44.60	722.30
Unregistered collective agreements	568.10	*5.30	573.50	32.00	605.50
Registered individual agreements	762.90	*7.30	770.20	*17.40	787.70
Unregistered individual agreements	702.60	8.50	711.00	17.10	728.10
<b>Total</b>	<b>619.60</b>	<b>5.50</b>	<b>625.10</b>	<b>27.70</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

	<i>Awards only</i>	<i>Registered collective agreements</i>	<i>Unregistered collective agreements</i>	<i>Registered individual agreements</i>	<i>Unregistered individual agreements</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)						
<b>Males</b>						
Private	18.8	23.6	1.7	1.8	54.2	100.0
Public	8.7	81.4	*2.5	4.4	3.1	100.0
<b>All sectors</b>	<b>16.8</b>	<b>34.9</b>	<b>1.8</b>	<b>2.3</b>	<b>44.2</b>	<b>100.0</b>
<b>Females</b>						
Private	35.5	21.0	1.3	1.2	40.9	100.0
Public	10.8	84.7	*0.8	1.7	1.9	100.0
<b>All sectors</b>	<b>29.9</b>	<b>35.5</b>	<b>1.2</b>	<b>1.3</b>	<b>32.0</b>	<b>100.0</b>
<b>Total</b>						
Private	26.8	22.3	1.5	1.5	47.8	100.0
Public	9.8	83.2	*1.6	3.0	2.5	100.0
<b>All sectors</b>	<b>23.2</b>	<b>35.2</b>	<b>1.5</b>	<b>1.8</b>	<b>38.2</b>	<b>100.0</b>

	<i>Awards only</i>	<i>Registered collective agreements</i>	<i>Unregistered collective agreements</i>	<i>Registered individual agreements</i>	<i>Unregistered individual agreements</i>	<i>Total</i>
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
<b>Males</b>						
Private	449.40	789.30	761.70	761.80	827.60	745.30
Public	762.10	923.20	*562.70	1 170.00	1 328.70	923.80
<b>All sectors</b>	<b>480.90</b>	<b>850.40</b>	<b>709.80</b>	<b>914.40</b>	<b>834.40</b>	<b>780.20</b>
<b>Females</b>						
Private	357.90	489.60	463.90	420.90	573.80	476.10
Public	604.40	677.10	*326.00	895.90	718.80	671.00
<b>All sectors</b>	<b>378.30</b>	<b>591.80</b>	<b>442.90</b>	<b>562.60</b>	<b>575.80</b>	<b>520.60</b>
<b>Total</b>						
Private	391.20	654.20	635.40	629.90	723.20	616.00
Public	670.00	790.40	*498.30	1 085.00	1 076.80	789.90
<b>All sectors</b>	<b>416.10</b>	<b>722.30</b>	<b>605.50</b>	<b>787.70</b>	<b>728.10</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
<b>Males</b>				
Full-time employees	12.4	37.5	50.1	100.0
Part-time employees	37.4	33.3	29.3	100.0
<b>All employees</b>	<b>16.8</b>	<b>36.7</b>	<b>46.5</b>	<b>100.0</b>
<b>Females</b>				
Full-time employees	19.9	38.3	41.8	100.0
Part-time employees	40.8	35.1	24.1	100.0
<b>All employees</b>	<b>29.9</b>	<b>36.8</b>	<b>33.3</b>	<b>100.0</b>
<b>Persons</b>				
Full-time employees	15.3	37.8	47.0	100.0
Part-time employees	39.9	34.6	25.5	100.0
<b>All employees</b>	<b>23.2</b>	<b>36.8</b>	<b>40.0</b>	<b>100.0</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
<b>Males</b>				
Full-time employees	619.20	946.10	902.90	883.80
Part-time employees	263.50	294.70	315.20	289.00
<b>All employees</b>	<b>480.90</b>	<b>843.30</b>	<b>838.40</b>	<b>780.20</b>
<b>Females</b>				
Full-time employees	573.10	785.00	724.90	717.70
Part-time employees	274.70	350.80	291.90	305.60
<b>All employees</b>	<b>378.30</b>	<b>586.80</b>	<b>575.30</b>	<b>520.60</b>
<b>Persons</b>				
Full-time employees	596.40	884.30	842.90	821.00
Part-time employees	271.80	336.00	299.20	301.00
<b>All employees</b>	<b>416.10</b>	<b>717.40</b>	<b>730.80</b>	<b>652.80</b>

(a) Includes registered and unregistered collective agreements.  
 (b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
Mining	*5.9	39.7	54.3	100.0
Manufacturing	11.4	37.0	51.6	100.0
Electricity, gas and water supply	*1.4	76.5	22.1	100.0
Construction	15.0	23.8	61.2	100.0
Wholesale trade	12.1	10.8	77.1	100.0
Retail trade	34.9	28.7	36.5	100.0
Accommodation, cafes and restaurants	64.7	6.7	28.6	100.0
Transport and storage	18.4	40.1	41.5	100.0
Communication services	*1.5	69.4	29.1	100.0
Finance and insurance	5.6	49.9	44.4	100.0
Property and business services	20.7	11.1	68.2	100.0
Government administration and defence	15.3	77.9	6.8	100.0
Education	13.6	77.1	9.3	100.0
Health and community services	37.4	43.5	19.1	100.0
Cultural and recreational services	18.9	33.3	47.8	100.0
Personal and other services	27.1	42.8	30.1	100.0
<b>All industries</b>	<b>23.2</b>	<b>36.8</b>	<b>40.0</b>	<b>100.0</b>

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
Mining	1 343.30	1 459.80	1 231.20	1 328.70
Manufacturing	484.70	792.20	757.40	739.20
Electricity, gas and water supply	708.10	954.80	1 151.30	994.60
Construction	553.20	958.60	689.40	733.00
Wholesale trade	470.10	621.30	755.50	706.40
Retail trade	299.60	308.70	583.90	406.00
Accommodation, cafes and restaurants	322.80	316.90	500.70	373.30
Transport and storage	575.70	973.80	675.80	776.80
Communication services	465.60	910.80	1 012.00	933.40
Finance and insurance	535.10	799.80	976.20	863.30
Property and business services	422.90	729.80	818.70	727.00
Government administration and defence	699.20	770.20	1 131.50	783.90
Education	539.50	720.10	627.90	687.00
Health and community services	454.50	709.90	622.00	597.60
Cultural and recreational services	330.00	510.40	612.50	525.00
Personal and other services	441.40	864.70	614.90	674.70
<b>All industries</b>	<b>416.10</b>	<b>717.40</b>	<b>730.80</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
Managers and administrators(c)	3.3	22.9	73.8	100.0
Professionals	13.2	51.4	35.4	100.0
Associate professionals	12.2	33.8	54.1	100.0
Tradespersons and related workers	23.1	32.0	44.9	100.0
Advanced clerical and service workers	14.2	20.9	64.9	100.0
Intermediate clerical, sales and service workers	29.9	31.4	38.7	100.0
Intermediate production and transport workers	19.1	48.7	32.2	100.0
Elementary clerical, sales and service workers	42.0	36.9	21.1	100.0
Labourers and related workers	36.9	34.6	28.5	100.0
<b>All occupations</b>	<b>23.2</b>	<b>36.8</b>	<b>40.0</b>	<b>100.0</b>
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Managers and administrators(c)	933.00	1 231.00	1 280.40	1 257.50
Professionals	633.20	831.50	941.90	844.60
Associate professionals	554.50	859.70	762.50	770.00
Tradespersons and related workers	455.50	873.40	679.60	689.80
Advanced clerical and service workers	488.80	754.50	557.10	588.60
Intermediate clerical, sales and service workers	382.90	565.30	551.40	505.40
Intermediate production and transport workers	582.70	718.00	619.00	660.30
Elementary clerical, sales and service workers	287.30	371.40	412.70	344.80
Labourers and related workers	313.20	612.80	443.30	454.00
<b>All occupations</b>	<b>416.10</b>	<b>717.40</b>	<b>730.80</b>	<b>652.80</b>

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) See paragraph 13 of the Explanatory Notes.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
.....				
PROPORTION OF EMPLOYEES (%)				
New South Wales	23.9	34.4	41.7	100.0
Victoria	21.1	34.0	45.0	100.0
Queensland	24.6	41.8	33.6	100.0
South Australia	30.5	38.7	30.8	100.0
Western Australia	18.3	35.3	46.4	100.0
Tasmania	32.2	42.2	25.6	100.0
Northern Territory	*24.4	41.5	34.1	100.0
Australian Capital Territory	16.2	59.4	24.4	100.0
<b>Australia</b>	<b>23.2</b>	<b>36.8</b>	<b>40.0</b>	<b>100.0</b>

.....				
AVERAGE WEEKLY TOTAL EARNINGS (\$)				
New South Wales	456.00	749.90	796.40	698.90
Victoria	396.30	700.60	723.20	646.70
Queensland	395.50	704.10	676.20	618.70
South Australia	379.10	690.90	696.20	597.50
Western Australia	430.70	674.80	656.70	621.70
Tasmania	410.70	671.10	639.40	579.00
Northern Territory	332.80	771.00	685.70	634.90
Australian Capital Territory	329.40	829.40	780.30	736.30
<b>Australia</b>	<b>416.10</b>	<b>717.40</b>	<b>730.80</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
Under 20 employees	27.5	4.0	68.5	100.0
20 to 49 employees	31.8	11.9	56.4	100.0
50 to 99 employees	31.8	23.5	44.8	100.0
100 to 499 employees	28.5	40.2	31.4	100.0
500 to 999 employees	24.9	52.6	*22.4	100.0
1000 and over employees	7.7	82.9	9.4	100.0
<b>Total</b>	<b>23.2</b>	<b>36.8</b>	<b>40.0</b>	<b>100.0</b>

AVERAGE WEEKLY TOTAL EARNINGS (\$)				
Under 20 employees	357.30	620.80	608.10	539.70
20 to 49 employees	405.90	709.30	743.10	631.90
50 to 99 employees	425.80	660.80	748.70	625.50
100 to 499 employees	444.10	717.10	922.20	703.70
500 to 999 employees	510.50	725.40	1 034.10	741.10
1000 and over employees	504.20	726.80	1 064.40	741.20
<b>Total</b>	<b>416.10</b>	<b>717.40</b>	<b>730.80</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

	FEDERAL REGISTERED AGREEMENTS(a)		STATE REGISTERED AGREEMENTS(b)		OTHER METHODS OF SETTING PAY(c)	TOTAL
	<i>Collective</i>	<i>Individual</i>	<i>Collective</i>	<i>Individual</i>	<i>Total</i>	<i>Total</i>
.....						
PROPORTION OF EMPLOYEES (%)						
New South Wales	17.6	0.7	15.4	n.a.	66.3	100.0
Victoria	32.7	*2.0	n.a.	n.a.	65.2	100.0
Queensland	13.0	0.5	27.0	*0.4	59.0	100.0
South Australia	17.4	*0.5	19.6	n.a.	62.5	100.0
Western Australia	15.8	0.4	17.5	6.5	59.8	100.0
Tasmania	19.4	*0.2	21.9	*1.2	57.3	100.0
Northern Territory	37.6	*2.6	n.a.	n.a.	59.7	100.0
Australian Capital Territory	57.5	2.9	n.a.	n.a.	39.5	100.0
<b>Australia</b>	<b>21.7</b>	<b>1.0</b>	<b>13.5</b>	<b>0.8</b>	<b>63.0</b>	<b>100.0</b>

.....						
AVERAGE WEEKLY TOTAL EARNINGS (\$)						
New South Wales	738.80	1 078.80	765.90	n.a.	668.80	698.90
Victoria	701.80	789.60	n.a.	n.a.	614.50	646.70
Queensland	700.10	819.10	728.90	867.70	546.50	618.70
South Australia	662.10	943.10	730.00	n.a.	535.20	597.50
Western Australia	620.80	903.20	728.90	619.40	589.10	621.70
Tasmania	695.10	956.10	654.40	631.00	508.40	579.00
Northern Territory	806.10	786.30	n.a.	n.a.	520.90	634.90
Australian Capital Territory	820.20	1 265.30	n.a.	n.a.	575.20	736.30
<b>Australia</b>	<b>711.30</b>	<b>895.20</b>	<b>740.20</b>	<b>644.60</b>	<b>610.10</b>	<b>652.80</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) Federal Registered Agreements refers to agreements which have been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(b) State Registered Agreements refers to agreements which have been registered, certified or approved under New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunals or authorities.

(c) Employees covered by awards only and unregistered agreements.

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY TOTAL HOURS PAID FOR			AVERAGE TOTAL HOURLY EARNINGS . . .		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NEW SOUTH WALES									
Awards only	516.70	398.40	441.60	32.8	25.8	28.3	15.80	15.50	15.60
Registered collective agreements	851.70	590.60	721.50	37.0	28.4	32.7	23.00	20.80	22.10
Unregistered collective agreements	773.50	397.80	613.80	38.0	24.9	32.4	20.40	16.00	18.90
Registered individual agreements	796.20	762.00	783.50	37.6	33.8	36.2	21.20	22.60	21.60
Unregistered individual agreements	745.00	588.50	673.30	37.6	31.6	34.9	19.80	18.60	19.30
<b>Total</b>	<b>739.70</b>	<b>524.00</b>	<b>627.30</b>	<b>36.3</b>	<b>28.4</b>	<b>32.2</b>	<b>20.30</b>	<b>18.40</b>	<b>19.50</b>
VICTORIA									
Awards only	438.30	361.60	389.50	29.7	23.8	25.9	14.80	15.20	15.00
Registered collective agreements	796.70	572.10	685.60	36.3	29.8	33.1	22.00	19.20	20.70
Unregistered collective agreements	736.60	489.80	631.70	37.6	28.3	33.6	19.60	17.30	18.80
Registered individual agreements	739.60	436.20	602.20	35.2	26.9	31.4	21.00	16.20	19.10
Unregistered individual agreements	703.50	507.90	612.00	37.1	29.3	33.4	19.00	17.30	18.30
<b>Total</b>	<b>692.80</b>	<b>486.00</b>	<b>585.80</b>	<b>35.4</b>	<b>27.8</b>	<b>31.5</b>	<b>19.60</b>	<b>17.50</b>	<b>18.60</b>
QUEENSLAND									
Awards only	457.00	346.80	390.80	31.9	25.1	27.8	14.30	13.80	14.10
Registered collective agreements	812.60	562.30	690.40	37.6	29.8	33.8	21.60	18.90	20.40
Unregistered collective agreements	*329.80	*374.60	*347.00	*17.9	23.6	*20.1	18.40	15.80	17.30
Registered individual agreements	879.70	503.40	746.60	40.5	24.6	34.9	21.70	*20.50	21.40
Unregistered individual agreements	694.00	509.80	619.70	38.9	31.6	36.0	17.80	16.10	17.20
<b>Total</b>	<b>688.50</b>	<b>475.70</b>	<b>583.50</b>	<b>36.4</b>	<b>28.5</b>	<b>32.5</b>	<b>18.90</b>	<b>16.70</b>	<b>18.00</b>
SOUTH AUSTRALIA									
Awards only	425.00	352.00	377.70	30.9	23.6	26.1	13.70	14.90	14.40
Registered collective agreements	775.50	581.60	682.70	38.0	30.1	34.2	20.40	19.30	20.00
Unregistered collective agreements	635.50	429.60	541.30	37.5	25.6	32.0	16.90	16.80	16.90
Registered individual agreements	924.40	660.70	816.30	37.4	35.7	36.7	24.70	18.50	22.20
Unregistered individual agreements	694.60	504.70	612.40	37.2	30.1	34.2	18.70	16.70	17.90
<b>Total</b>	<b>662.20</b>	<b>467.80</b>	<b>560.20</b>	<b>36.0</b>	<b>27.3</b>	<b>31.4</b>	<b>18.40</b>	<b>17.10</b>	<b>17.80</b>
WESTERN AUSTRALIA									
Awards only	517.00	380.30	427.00	35.6	24.7	28.4	14.50	15.40	15.00
Registered collective agreements	789.60	540.40	649.10	36.8	28.6	32.2	21.50	18.90	20.20
Unregistered collective agreements	759.50	422.00	603.50	44.1	25.3	35.4	17.20	16.70	17.00
Registered individual agreements	692.20	457.10	595.90	36.4	31.5	34.4	19.00	14.50	17.30
Unregistered individual agreements	701.70	480.70	590.10	37.0	29.9	33.4	19.00	16.10	17.70
<b>Total</b>	<b>704.60</b>	<b>476.10</b>	<b>578.90</b>	<b>36.8</b>	<b>28.1</b>	<b>32.0</b>	<b>19.10</b>	<b>16.90</b>	<b>18.10</b>
TASMANIA									
Awards only	487.90	350.20	401.10	32.0	24.0	27.0	15.20	14.60	14.90
Registered collective agreements	770.70	565.40	660.00	38.0	29.4	33.4	20.30	19.20	19.80
Unregistered collective agreements	609.80	538.00	554.80	40.7	30.8	33.2	15.00	17.40	16.70
Registered individual agreements	669.20	*414.50	661.10	47.6	29.3	47.1	14.00	14.10	14.00
Unregistered individual agreements	642.00	405.30	553.60	36.2	26.0	32.4	17.70	15.60	17.10
<b>Total</b>	<b>656.40</b>	<b>455.60</b>	<b>549.30</b>	<b>36.2</b>	<b>26.8</b>	<b>31.2</b>	<b>18.10</b>	<b>17.00</b>	<b>17.60</b>

\* estimate is subject to sampling variability too high for most practical purposes

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY TOTAL HOURS PAID FOR			AVERAGE TOTAL HOURLY EARNINGS . .		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NORTHERN TERRITORY									
Awards only	372.50	305.20	329.80	24.9	20.9	22.3	15.00	14.60	14.80
Registered collective agreements	884.70	709.30	782.50	37.8	34.1	35.6	23.40	20.80	22.00
Unregistered collective agreements	500.40	268.70	424.60	31.7	20.7	28.1	15.80	13.00	15.10
Registered individual agreements	869.90	478.70	752.00	38.0	31.5	36.0	22.90	15.20	20.90
Unregistered individual agreements	680.60	515.60	618.60	37.0	30.6	34.6	18.40	16.90	17.90
<b>Total</b>	<b>685.20</b>	<b>526.80</b>	<b>602.30</b>	<b>34.5</b>	<b>28.7</b>	<b>31.5</b>	<b>19.90</b>	<b>18.30</b>	<b>19.10</b>
AUSTRALIAN CAPITAL TERRITORY									
Awards only	349.00	308.30	323.30	24.4	22.8	23.4	14.30	13.50	13.80
Registered collective agreements	799.90	657.40	718.80	35.3	31.4	33.1	22.60	20.90	21.70
Unregistered collective agreements	749.60	336.00	614.40	36.4	19.3	30.8	20.60	17.40	19.90
Registered individual agreements	905.90	604.00	763.90	33.6	29.6	31.7	27.00	20.40	24.10
Unregistered individual agreements	827.70	554.10	669.10	35.4	31.3	33.0	23.40	17.70	20.30
<b>Total</b>	<b>727.20</b>	<b>559.20</b>	<b>630.10</b>	<b>33.5</b>	<b>29.4</b>	<b>31.1</b>	<b>21.70</b>	<b>19.00</b>	<b>20.30</b>
AUSTRALIA									
Awards only	472.10	370.10	407.70	31.6	24.7	27.3	14.90	15.00	15.00
Registered collective agreements	814.80	577.50	695.10	37.0	29.4	33.1	22.00	19.70	21.00
Unregistered collective agreements	646.50	419.70	550.20	34.2	25.5	30.5	18.90	16.50	18.00
Registered individual agreements	744.10	487.10	640.00	37.0	29.7	34.0	20.10	16.40	18.80
Unregistered individual agreements	715.00	531.40	631.20	37.5	30.5	34.3	19.10	17.40	18.40
<b>Total</b>	<b>705.40</b>	<b>495.20</b>	<b>596.10</b>	<b>36.0</b>	<b>28.1</b>	<b>31.9</b>	<b>19.60</b>	<b>17.60</b>	<b>18.70</b>

METHODS OF SETTING PAY, Weekly total earnings—Distribution for Full-time Adult  
Non-managerial Employees

	<i>Awards only</i>	<i>Collective agreements(a)</i>	<i>Individual Agreements(b)</i>	<i>Total</i>
PROPORTION OF EMPLOYEES (%)				
<b>Weekly total earnings (\$)</b>				
Under 200	*0.9	*0.2	*0.2	0.3
200 and under 300	*0.7	*0.1	*0.2	0.2
300 and under 400	4.3	0.5	1.3	1.4
400 and under 500	26.3	4.3	10.9	10.4
500 and under 600	24.7	13.3	20.6	18.0
600 and under 700	15.7	15.0	20.2	17.1
700 and under 800	9.0	13.9	13.6	13.0
800 and under 900	7.0	13.6	11.0	11.5
900 and under 1 000	5.4	14.6	6.5	9.9
1 000 and under 1 100	2.4	8.6	4.4	5.9
1 100 and under 1 200	1.6	5.2	3.5	3.9
1 200 and under 1 300	0.7	3.4	1.6	2.3
1 300 and under 1 400	0.3	2.6	1.7	1.9
1 400 and under 1 500	*0.3	1.3	0.9	1.0
1 500 and under 1 600	*0.3	0.8	0.7	0.7
1 600 and under 1 700	*0.1	0.8	*0.8	0.7
1 700 and under 1 800	*0.1	0.5	0.4	0.4
1 800 and under 1 900	—	0.4	*0.4	*0.3
1 900 and under 2 000	*0.1	0.2	*0.3	0.2
2 000 and over	*0.2	0.9	0.9	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

	WEEKLY TOTAL EARNINGS (c) (\$)			
<b>Deciles and quartiles-</b>				
10th percentile	427.00	539.00	480.00	483.00
20th percentile	465.00	610.00	532.00	540.00
25th percentile (1st quartile)	479.00	641.00	558.00	570.00
30th percentile	494.00	677.00	580.00	596.00
40th percentile	527.00	747.00	629.00	650.00
50th percentile (median) (2nd quartile)	567.00	818.00	674.00	717.00
60th percentile	615.00	891.00	745.00	795.00
70th percentile	677.00	962.00	825.00	878.00
75th percentile (3rd quartile)	719.00	996.00	865.00	929.00
80th percentile	776.00	1 050.00	924.00	974.00
90th percentile	931.00	1 223.00	1 134.00	1 151.00
Average weekly total earnings	626.80	860.80	760.50	783.50

\* estimate is subject to sampling variability too high for most practical purposes

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual agreements.

(c) Percentiles are based on whole dollars only.

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
						EMPLOYEES	EMPLOYEES	
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
Mining	87.00	31.60	81.50	31.70	31.00	31.10	26.00	32.80
Manufacturing	52.00	9.10	17.90	9.70	11.10	11.50	23.60	11.70
Electricity, gas and water supply	49.00	17.70	14.50	17.70	17.80	17.90	41.00	19.10
Construction	41.60	22.40	57.20	22.90	21.00	21.10	33.80	20.30
Wholesale trade	48.40	14.40	18.60	14.80	18.50	18.60	15.00	18.40
Retail trade	58.50	14.10	13.70	14.30	19.20	18.60	8.40	15.20
Accommodation, cafes and restaurants	51.20	14.10	35.20	15.40	17.30	17.90	12.40	16.70
Transport and storage	73.60	33.70	39.50	33.00	33.60	33.00	26.50	30.10
Communication services	108.50	26.10	—	26.10	33.40	33.40	29.00	33.00
Finance and insurance	74.90	28.40	13.00	28.00	38.30	38.50	48.40	40.00
Property and business services	53.40	29.30	25.70	29.90	27.60	27.90	23.10	27.10
Government administration and defence	39.70	10.90	32.10	11.00	16.10	16.10	30.70	15.80
Education	47.70	14.30	35.00	14.30	14.70	14.60	22.80	16.60
Health and community services	102.10	29.50	3.70	29.30	32.90	32.80	28.50	35.00
Cultural and recreational services	155.60	28.40	48.30	49.40	49.60	59.30	24.10	53.20
Personal and other services	68.60	41.70	31.50	41.70	45.50	45.50	41.80	24.00
<b>All industries</b>	<b>20.00</b>	<b>6.30</b>	<b>16.30</b>	<b>6.50</b>	<b>7.00</b>	<b>7.10</b>	<b>6.50</b>	<b>6.80</b>
FEMALES								
Mining	270.70	36.80	62.40	36.50	37.40	37.10	46.90	38.10
Manufacturing	55.80	9.80	23.90	9.70	11.30	11.30	16.20	11.50
Electricity, gas and water supply	73.10	22.20	—	22.10	25.60	25.50	43.40	25.70
Construction	65.20	22.80	8.60	31.70	34.90	35.30	25.80	26.40
Wholesale trade	68.80	14.50	22.70	15.30	21.50	22.10	19.10	20.90
Retail trade	42.90	15.60	16.60	14.90	15.50	14.80	6.10	9.00
Accommodation, cafes and restaurants	77.70	12.50	39.60	12.70	20.80	20.50	9.20	12.80
Transport and storage	99.10	22.80	24.80	22.30	22.70	22.00	27.40	19.50
Communication services	119.40	35.40	21.00	35.40	33.50	33.40	25.60	30.60
Finance and insurance	65.70	11.60	26.80	11.70	14.90	14.90	25.20	22.20
Property and business services	57.40	14.40	11.20	14.60	16.70	16.80	15.80	15.60
Government administration and defence	30.70	8.70	33.60	8.80	10.00	10.10	15.50	16.50
Education	40.40	8.60	31.80	8.60	8.50	8.50	11.80	12.50
Health and community services	67.20	9.90	33.80	9.80	11.60	11.60	6.90	8.20
Cultural and recreational services	122.30	18.80	19.80	18.60	25.60	25.40	15.70	24.70
Personal and other services	157.50	28.40	19.80	31.70	30.30	32.30	18.20	25.20
<b>All industries</b>	<b>21.70</b>	<b>4.60</b>	<b>7.80</b>	<b>4.90</b>	<b>5.10</b>	<b>5.30</b>	<b>4.00</b>	<b>4.90</b>

— nil or rounded to zero (including null cells)

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL
						EMPLOYEES	EMPLOYEES
	Managerial adult	Non- managerial adult	Non- managerial junior	Total non- managerial	Total adult	Total	Total
	\$	\$	\$	\$	\$	\$	\$
PERSONS							
Mining	90.30	30.30	73.10	30.20	29.80	29.80	30.70
Manufacturing	43.70	8.10	17.10	8.50	9.40	9.60	9.50
Electricity, gas and water supply	47.60	18.30	12.30	18.40	19.20	19.30	22.20
Construction	38.10	21.10	56.10	20.60	19.70	18.40	18.10
Wholesale trade	46.40	12.10	14.80	12.70	16.90	17.20	17.00
Retail trade	47.70	11.00	10.70	10.70	15.70	15.00	10.60
Accommodation, cafes and restaurants	44.50	11.10	27.20	11.20	14.40	14.40	11.50
Transport and storage	65.70	27.20	28.00	26.70	26.60	26.20	21.40
Communication services	95.10	23.70	21.00	23.70	29.80	29.80	27.70
Finance and insurance	63.10	15.00	20.50	14.80	23.10	23.10	28.00
Property and business services	46.40	18.10	12.50	18.60	19.70	20.10	19.00
Government administration and defence	31.10	8.00	27.70	8.10	10.80	10.80	13.20
Education	33.10	8.40	26.40	8.40	8.60	8.50	10.10
Health and community services	61.90	11.10	30.10	11.10	13.50	13.70	9.40
Cultural and recreational services	116.40	19.60	46.30	27.10	30.30	34.60	31.70
Personal and other services	78.90	37.90	20.40	39.50	42.20	43.60	27.90
<b>All industries</b>	<b>16.80</b>	<b>4.50</b>	<b>11.30</b>	<b>4.70</b>	<b>5.20</b>	<b>5.30</b>	<b>5.00</b>

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

	FULL-TIME EMPLOYEES					PART-TIME	ALL	
						EMPLOYEES	EMPLOYEES	
	<i>Managerial adult</i>	<i>Non-managerial adult</i>	<i>Non-managerial junior</i>	<i>Total non-managerial</i>	<i>Total adult</i>	<i>Total</i>	<i>Total</i>	
	\$	\$	\$	\$	\$	\$	\$	
MALES								
New South Wales	38.90	9.50	40.90	10.20	12.50	12.80	10.50	13.10
Victoria	38.30	14.70	19.70	14.60	15.10	15.10	11.10	14.80
Queensland	41.70	17.40	12.70	18.00	18.90	19.50	20.50	14.20
South Australia	58.60	14.60	17.60	16.80	18.30	19.60	26.70	19.70
Western Australia	45.70	15.50	18.90	16.70	15.40	16.10	20.50	17.30
Tasmania	36.50	22.40	17.30	22.20	19.50	19.40	16.60	19.10
Northern Territory	55.70	23.80	37.30	23.70	21.30	21.30	16.20	46.50
Australian Capital Territory	62.30	34.30	31.70	34.20	32.70	32.80	28.30	34.30
<b>Australia</b>	<b>20.00</b>	<b>6.30</b>	<b>16.30</b>	<b>6.50</b>	<b>7.00</b>	<b>7.10</b>	<b>6.50</b>	<b>6.80</b>
FEMALES								
New South Wales	37.80	7.20	19.60	7.70	8.50	8.90	6.70	8.70
Victoria	48.90	8.60	13.70	9.70	10.10	11.00	8.20	9.90
Queensland	53.30	12.10	15.00	12.20	12.40	12.30	8.20	9.40
South Australia	57.90	11.00	31.10	11.50	12.40	12.60	12.50	11.10
Western Australia	46.70	20.20	14.60	21.40	19.60	20.80	14.70	20.30
Tasmania	83.40	28.40	24.60	33.50	31.80	35.90	21.20	28.90
Northern Territory	61.70	18.70	27.50	19.10	20.00	20.40	28.00	45.10
Australian Capital Territory	38.80	15.70	44.00	16.10	18.50	19.10	13.80	21.80
<b>Australia</b>	<b>21.70</b>	<b>4.60</b>	<b>7.80</b>	<b>4.90</b>	<b>5.10</b>	<b>5.30</b>	<b>4.00</b>	<b>4.90</b>
PERSONS								
New South Wales	31.30	6.80	30.80	7.20	8.90	9.10	6.30	9.50
Victoria	34.20	9.70	16.50	10.00	10.80	11.20	7.30	10.80
Queensland	38.40	14.40	10.30	14.40	15.70	15.80	9.30	11.10
South Australia	49.50	10.80	15.70	12.00	13.50	14.20	12.40	12.80
Western Australia	34.80	12.00	12.10	13.10	12.30	13.20	12.50	13.30
Tasmania	36.60	17.30	19.10	18.70	16.20	17.70	18.00	16.30
Northern Territory	41.60	15.20	23.70	15.20	14.00	13.90	21.80	41.10
Australian Capital Territory	46.10	23.10	31.30	23.00	22.10	22.30	13.60	23.10
<b>Australia</b>	<b>16.80</b>	<b>4.50</b>	<b>11.30</b>	<b>4.70</b>	<b>5.20</b>	<b>5.30</b>	<b>3.70</b>	<b>5.00</b>

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

	<i>Awards only</i>	<i>Collective agreements(b)</i>	<i>Individual agreements(c)</i>	<i>Total</i>
STANDARD ERROR ON PROPORTIONS OF EMPLOYEES (%)				
New South Wales	0.9	1.1	0.9	—
Victoria	1.3	1.1	1.3	—
Queensland	1.4	2.1	1.7	—
South Australia	2.2	1.7	1.6	—
Western Australia	2.1	2.9	2.7	—
Tasmania	2.7	3.9	2.5	—
Northern Territory	6.5	4.9	3.9	—
Australian Capital Territory	2.0	2.5	1.8	—
<b>Australia</b>	<b>0.6</b>	<b>0.7</b>	<b>0.6</b>	—

	AVERAGE WEEKLY TOTAL EARNINGS (\$)			
New South Wales	9.80	18.60	15.60	9.50
Victoria	13.80	10.00	19.10	10.80
Queensland	15.30	14.10	17.70	11.10
South Australia	15.60	9.50	25.50	12.80
Western Australia	39.50	13.90	19.80	13.30
Tasmania	15.30	32.30	25.10	16.30
Northern Territory	53.00	24.80	26.70	41.10
Australian Capital Territory	19.60	22.00	55.50	23.10
<b>Australia</b>	<b>6.70</b>	<b>6.80</b>	<b>8.90</b>	<b>5.00</b>

— nil or rounded to zero (including null cells)

- (a) Standard Errors are a measure of sampling error. See the Technical Note.  
 (b) Includes registered and unregistered collective agreements.  
 (c) Includes registered and unregistered individual agreements.

	FEDERAL REGISTERED AGREEMENTS(b)		STATE REGISTERED AGREEMENTS(c)		OTHER METHODS OF SETTING PAY(d) . . . TOTAL	
	<i>Collective</i>	<i>Individual</i>	<i>Collective</i>	<i>Individual</i>	<i>Total</i>	<i>Total</i>
STANDARD ERROR ON PROPORTIONS OF EMPLOYEES (%)						
New South Wales	1.1	0.1	0.6	n.a.	1.0	—
Victoria	1.1	0.5	n.a.	n.a.	1.2	—
Queensland	0.9	0.1	1.5	0.2	1.5	—
South Australia	1.0	0.1	1.2	n.a.	1.7	—
Western Australia	1.6	0.1	3.5	1.1	2.6	—
Tasmania	2.8	0.1	5.2	1.0	3.9	—
Northern Territory	4.8	0.8	n.a.	n.a.	4.9	—
Australian Capital Territory	2.4	0.6	n.a.	n.a.	2.6	—
<b>Australia</b>	<b>0.5</b>	<b>0.2</b>	<b>0.6</b>	<b>0.1</b>	<b>0.6</b>	<b>—</b>

AVERAGE WEEKLY TOTAL EARNINGS (\$)						
New South Wales	34.40	78.20	12.60	n.a.	11.50	9.50
Victoria	10.30	112.70	n.a.	n.a.	15.20	10.80
Queensland	19.50	91.50	34.70	125.10	14.80	11.10
South Australia	13.70	119.30	12.60	n.a.	18.90	12.80
Western Australia	13.10	71.00	24.80	51.10	19.30	13.30
Tasmania	42.90	53.10	52.30	38.40	16.60	16.30
Northern Territory	21.90	114.80	n.a.	n.a.	50.00	41.10
Australian Capital Territory	21.00	94.20	n.a.	n.a.	45.60	23.10
<b>Australia</b>	<b>10.10</b>	<b>73.40</b>	<b>13.30</b>	<b>50.40</b>	<b>6.80</b>	<b>5.00</b>

— nil or rounded to zero (including null cells)

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

(b) Federal Registered Agreements refers to agreements which have been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the Employment Advocate.

(c) State Registered Agreements refers to agreements which have been registered, certified or approved under New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunals or authorities.

(d) Employees covered by awards only and unregistered agreements.

STANDARD ERRORS(a), Methods of Setting Pay—Average weekly total earnings and hours of non-managerial employees: **States and Territories**

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY HOURS PAID FOR . . . . .			AVERAGE HOURLY EARNINGS . . . . .		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NEW SOUTH WALES									
Awards only	14.50	9.40	9.50	0.7	0.5	0.5	0.30	0.20	0.20
Registered collective agreements	20.70	18.10	18.80	0.6	0.5	0.5	0.40	0.30	0.30
Unregistered collective agreements	75.70	66.30	63.70	1.1	4.3	2.4	1.80	1.20	1.40
Registered individual agreements	78.40	164.60	75.60	1.4	2.5	1.4	2.10	4.00	1.90
Unregistered individual agreements	19.90	13.70	14.10	0.5	0.6	0.4	0.50	0.30	0.30
<b>Total</b>	<b>11.30</b>	<b>8.20</b>	<b>8.40</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.20</b>	<b>0.20</b>	<b>0.20</b>
VICTORIA									
Awards only	21.60	13.00	13.40	1.1	0.7	0.7	0.40	0.40	0.30
Registered collective agreements	16.80	11.00	10.60	0.6	0.4	0.4	0.30	0.20	0.20
Unregistered collective agreements	41.70	57.60	43.00	0.9	2.9	1.7	1.00	1.20	0.80
Registered individual agreements	66.80	78.20	84.40	1.5	2.6	2.0	1.60	1.40	1.60
Unregistered individual agreements	29.00	19.80	20.00	0.8	0.9	0.7	0.70	0.40	0.40
<b>Total</b>	<b>14.40</b>	<b>9.30</b>	<b>10.00</b>	<b>0.5</b>	<b>0.4</b>	<b>0.4</b>	<b>0.30</b>	<b>0.20</b>	<b>0.20</b>
QUEENSLAND									
Awards only	30.50	11.60	15.50	1.1	0.8	0.8	0.70	0.20	0.30
Registered collective agreements	25.60	15.60	21.00	0.5	0.5	0.5	0.50	0.30	0.40
Unregistered collective agreements	165.60	94.80	138.40	8.9	5.6	8.0	1.50	0.70	0.90
Registered individual agreements	69.20	54.20	66.70	1.0	5.8	3.2	2.00	5.40	2.10
Unregistered individual agreements	21.00	22.50	16.90	0.5	1.0	0.6	0.50	0.50	0.40
<b>Total</b>	<b>13.30</b>	<b>9.60</b>	<b>10.20</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.40</b>	<b>0.20</b>	<b>0.30</b>
SOUTH AUSTRALIA									
Awards only	26.90	16.10	15.60	1.5	0.9	0.9	0.60	0.40	0.40
Registered collective agreements	13.00	10.80	9.50	0.4	0.4	0.4	0.30	0.30	0.20
Unregistered collective agreements	65.80	65.30	64.20	4.1	2.7	3.6	1.10	1.10	0.90
Registered individual agreements	91.90	58.70	64.50	0.8	1.3	0.7	2.40	1.60	1.70
Unregistered individual agreements	34.00	21.60	19.60	0.9	1.4	0.9	0.90	0.60	0.60
<b>Total</b>	<b>17.70</b>	<b>10.90</b>	<b>11.30</b>	<b>0.6</b>	<b>0.5</b>	<b>0.5</b>	<b>0.40</b>	<b>0.30</b>	<b>0.30</b>
WESTERN AUSTRALIA									
Awards only	52.60	55.10	40.60	2.2	2.1	1.6	0.90	1.10	0.80
Registered collective agreements	19.40	23.20	12.70	0.6	0.8	0.5	0.50	0.50	0.30
Unregistered collective agreements	184.80	92.30	121.20	8.3	2.5	5.8	1.10	2.30	1.10
Registered individual agreements	87.30	34.60	49.30	3.4	1.6	2.0	0.90	1.30	0.90
Unregistered individual agreements	27.70	28.20	21.30	1.0	1.0	0.8	0.50	0.70	0.40
<b>Total</b>	<b>18.20</b>	<b>20.90</b>	<b>13.60</b>	<b>0.7</b>	<b>0.7</b>	<b>0.5</b>	<b>0.30</b>	<b>0.50</b>	<b>0.30</b>
TASMANIA									
Awards only	25.60	15.20	15.10	1.4	0.9	0.9	0.50	0.60	0.40
Registered collective agreements	31.90	49.40	30.40	1.0	0.8	0.8	0.60	1.30	0.70
Unregistered collective agreements	104.90	104.80	80.10	2.8	3.9	2.8	1.70	2.90	2.30
Registered individual agreements	61.00	124.30	54.70	1.0	6.3	1.5	1.60	1.20	1.50
Unregistered individual agreements	33.60	31.50	30.50	1.1	1.8	1.3	0.70	0.50	0.60
<b>Total</b>	<b>21.50</b>	<b>28.20</b>	<b>17.20</b>	<b>0.8</b>	<b>0.6</b>	<b>0.6</b>	<b>0.40</b>	<b>0.80</b>	<b>0.50</b>

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

STANDARD ERRORS(a), Methods of Setting Pay—Average weekly total earnings and hours of non-managerial employees: **States and Territories** *continued*

	AVERAGE WEEKLY TOTAL EARNINGS . . . . .			AVERAGE WEEKLY HOURS PAID FOR . .			AVERAGE HOURLY EARNINGS . . . . .		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	\$	\$	\$	hours	hours	hours	\$	\$	\$
NORTHERN TERRITORY									
Awards only	78.60	45.20	52.80	4.2	2.9	3.1	0.70	0.50	0.50
Registered collective agreements	37.90	29.20	22.60	0.9	0.6	0.5	0.60	0.60	0.40
Unregistered collective agreements	89.70	41.50	76.40	4.3	1.7	3.7	1.20	1.40	1.10
Registered individual agreements	157.00	91.50	129.20	2.5	4.9	1.8	3.70	1.10	3.10
Unregistered individual agreements	40.60	31.20	29.90	1.2	1.5	1.0	0.70	0.40	0.50
<b>Total</b>	<b>49.40</b>	<b>45.40</b>	<b>42.60</b>	<b>1.8</b>	<b>1.8</b>	<b>1.7</b>	<b>0.50</b>	<b>0.60</b>	<b>0.40</b>
AUSTRALIAN CAPITAL TERRITORY									
Awards only	36.20	21.10	19.40	2.5	1.3	1.2	0.50	0.40	0.30
Registered collective agreements	18.50	19.30	15.00	0.5	0.7	0.5	0.50	0.30	0.30
Unregistered collective agreements	82.10	41.70	67.00	2.9	2.2	2.6	0.80	1.00	0.70
Registered individual agreements	123.40	116.20	107.00	3.7	3.3	3.0	1.50	2.00	1.60
Unregistered individual agreements	148.80	43.60	85.60	1.9	1.7	1.2	3.70	1.20	2.40
<b>Total</b>	<b>33.20</b>	<b>16.50</b>	<b>20.30</b>	<b>0.8</b>	<b>0.7</b>	<b>0.5</b>	<b>0.80</b>	<b>0.40</b>	<b>0.50</b>
AUSTRALIA									
Awards only	10.80	7.10	6.70	0.5	0.4	0.3	0.20	0.20	0.10
Registered collective agreements	9.50	7.20	7.60	0.3	0.2	0.2	0.20	0.10	0.10
Unregistered collective agreements	83.60	33.60	52.80	4.2	1.8	2.8	0.70	0.60	0.50
Registered individual agreements	47.90	40.10	37.90	1.7	1.5	1.2	0.70	1.10	0.70
Unregistered individual agreements	12.10	9.40	8.70	0.3	0.4	0.3	0.30	0.20	0.20
<b>Total</b>	<b>6.30</b>	<b>4.70</b>	<b>4.50</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.10</b>	<b>0.10</b>	<b>0.10</b>

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

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains estimates obtained from a sample survey of employers conducted by mail in May 2000.

**2** The survey is designed to provide statistics on the composition and distribution of earnings and hours of employees and whether their pay is set by award only, collective agreement or individual agreement.

**3** Preliminary estimates were published in *Employee Earnings and Hours, Australia, May 2000* (Cat. no. 6305.0), released on 11 December 2000.

### SCOPE

**4** All employees who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of businesses primarily engaged in Agriculture, forestry and fishing;
- employees of private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

**5** Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- casual employees who did not receive pay during the reference period;
- employees on leave without pay who did not receive pay during the reference period;
- employees on strike, or stood down, who did not receive pay during the reference period;
- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses;
- self-employed persons such as subcontractors, owner/drivers, consultants; and
- persons paid solely by commission without a retainer.

### SURVEY METHODOLOGY AND DESIGN

**6** The survey is based on a two stage sample design. The first stage involves selecting a sample of employers from the ABS Business Register. The statistical unit for the survey comprises all activities of an employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the employer in the State or Territory. The statistical units are stratified by State, sector, industry, and employment size, and a simple random sample is selected from each stratum.

**7** The second stage involves those employers selecting a sample of employees using sampling instructions provided by the ABS. The reported data were then used to produce estimates of earnings, hours and methods of setting pay.

**8** Data for approximately 53,000 employees from a sample of 7,000 employers contributed to the results in this publication.

**9** The May 2000 survey includes adjustments to the estimates to allow for the time lag between businesses commencing operation and their inclusion on the ABS Business Register. For more details refer to the *Information Paper: Improvements to ABS Economic Statistics, 1997* (Cat. no. 1357.0).

### INDUSTRY

**10** Industry data has been classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (Cat. no. 1292.0).

## EXPLANATORY NOTES *continued*

### INDUSTRY *continued*

**11** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the statistical unit in which they are employed (see paragraph 6).

### OCCUPATION

**12** Occupation data has been classified according to the *Australian Standard Classification of Occupations (ASCO), Second Edition* (Cat. no. 1220.0).

**13** Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with managerial status include employees classified to ASCO categories other than the ASCO major group 'Managers and administrators'; e.g. employees classified as 'Professionals' according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and administrators' eg area or sales managers.

### METHODS OF SETTING PAY

**14** Questions on how employees' pay was set in the survey reference period were included in the survey for the first time in May 2000. The questions collected data on whether all or any part of their pay was set by an individual agreement, collective agreement, award, or a combination of these. Data was also collected on whether agreements (individual and collective) were certified, approved or registered with an industrial tribunal or authority and under what jurisdiction. For employees whose pay was set by an award, data was also collected on whether they received more than the rate of pay specified in the award.

**15** Employees have been classified to the different pay setting methods (individual agreements, collective agreements, or awards only) based on how their pay was set in the survey reference period. Employees who had any part of their pay set by more than one method were allocated to a single category using the following hierarchy. Employees who had their pay set by:

- an individual agreement as well as a collective agreement and/or an award were classified to the individual agreement category,
- a collective agreement and an award were classified to the collective agreement category.

### EMPLOYEE ESTIMATES

**16** This publication provides estimates of the proportion of employees for earnings ranges and methods of setting pay. Users who require employee estimates can use data from the Labour Force Survey which is published monthly in *Labour Force, Australia* (Cat. no. 6203.0). If users require employee estimates for the employer size and sector tables, it is recommended that they use estimates from the Survey of Employment and Earnings which is published quarterly in *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

### COMPARABILITY OF RESULTS

**17** Care should be taken when comparing earnings data from this survey with the quarterly series *Average Weekly Earnings, Australia* (Cat. no. 6302.0), as different sample design and survey methodologies are used. The Survey of Average Weekly Earnings collects information relating to the total number of employees of employer units selected in the survey, whereas results from the Survey of Employee Earnings and Hours are obtained for a sample of employees within the employer units selected. In addition, the size of the employer sample for the Survey of Employee Earnings and Hours is larger than that for the Survey of Average Weekly Earnings.

## EXPLANATORY NOTES *continued*

### COMPARABILITY OF RESULTS

*continued*

**18** Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflects their representation in the population. Because of this, caution should be taken if using the estimates as a time series (especially estimates relating to occupation).

### RELIABILITY OF ESTIMATES

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

### RELATED PUBLICATIONS

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

- *Average Weekly Earnings, Australia* (Cat. no. 6302.0) — issued quarterly
- *Employee Earnings and Hours, Australia, Preliminary* (Cat. no. 6305.0) — two-yearly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (Cat. no. 6310.0) — issued annually
- *Labour Force, Australia* (Cat. no. 6203.0) — issued monthly
- *Wage and Salary Earners, Australia* (Cat. no. 6248.0) — issued quarterly
- *Wage Cost Index, Australia* (Cat. no. 6345.0) — issued quarterly

**21** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release advice are available from any ABS office or from the ABS web site — [www.abs.gov.au](http://www.abs.gov.au).

### ROUNDING

**22** Estimates of earnings shown in the tables are rounded to the nearest 10 cents and those of average weekly hours paid for are rounded to the first decimal place.

**23** Estimates of proportions of employees for earnings ranges and methods of setting pay are rounded to one decimal place.

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

## APPENDIX SPECIAL DATA SERVICE

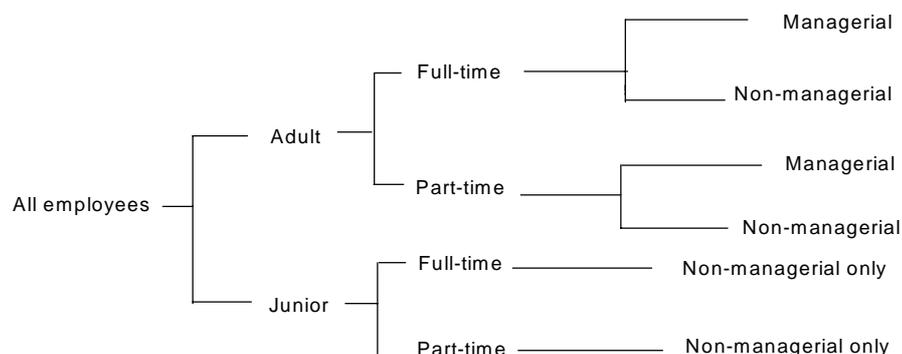
### INTRODUCTION

A large range of final estimates of unpublished data from this survey will be available on request. Data availability will depend on the size of the standard errors for the estimates requested.

Data can be produced for clients as customised reports in a variety of formats. Contact Mike Mahoney on 08 9360 5305 for more information.

### POPULATION

The survey populations and variables are listed below.



### VARIABLES

Note that all data is subject to ABS confidentiality provisions and data considered confidential will be suppressed. In general the more variables which are cross-classified in any one tabulation the more likely it is that some data will be suppressed.

The following variables are available from this survey:

#### *Distribution of employees*

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

#### *Composition of earnings*

- Average weekly total earnings
- Average weekly ordinary time earnings
  - Base pay (including allowances)
  - Payment by measured result
- Average weekly overtime earnings

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

- Average hourly ordinary time earnings
- Average hourly total earnings

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

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

#### *States and Territories*

- States and Territories available separately

#### *Sector*

- Private and Public available separately

#### *Public Institutional Sector*

- General government (SISCA, 1987 edition)
- Public trading enterprises
- Public financial enterprises

## APPENDIX SPECIAL DATA SERVICE *continued*

<i>Level of Government (Public Sector)</i>	<ul style="list-style-type: none"> <li>■ Commonwealth</li> <li>■ State</li> <li>■ Local</li> </ul>
<i>Age</i>	<ul style="list-style-type: none"> <li>■ Under 18 years</li> <li>■ 18 years and under 21 years</li> <li>■ 21 years and over</li> </ul>
<i>Sex</i>	<ul style="list-style-type: none"> <li>■ Males</li> <li>■ Females</li> <li>■ Persons</li> </ul>
<i>Status of employee</i>	<ul style="list-style-type: none"> <li>■ Working proprietor</li> <li>■ Managerial/executive</li> <li>■ Supervisor</li> <li>■ Other employee</li> </ul>
<i>Type of employee</i>	<ul style="list-style-type: none"> <li>■ Permanent</li> <li>■ Temporary</li> <li>■ Casual</li> </ul>
<i>Occupation (ASCO Second Edition)</i>	<ul style="list-style-type: none"> <li>■ ASCO Major group (1-digit codes)</li> <li>■ ASCO Sub-major group (2-digit codes)</li> <li>■ ASCO Minor group (3-digit codes)</li> <li>■ ASCO Unit Group (4-digit codes)</li> </ul>
<i>Industry (ANZSIC classification)</i>	<ul style="list-style-type: none"> <li>■ Division (1-digit codes)</li> <li>■ Subdivision (2-digit codes)</li> </ul>
<i>Employer size</i>	<ul style="list-style-type: none"> <li>■ Under 20 employees</li> <li>■ 20 to 49 employees</li> <li>■ 50 to 99 employees</li> <li>■ 100 to 499 employees</li> <li>■ 500 to 999 employees</li> <li>■ 1,000 and over employees</li> </ul>
<i>Methods of setting pay</i>	<ul style="list-style-type: none"> <li>■ Awards only</li> <li>■ Registered collective agreements</li> <li>■ Registered individual agreements</li> <li>■ Unregistered collective agreements</li> <li>■ Unregistered individual agreements</li> </ul>
<i>Methods of setting pay — Jurisdiction</i>	<ul style="list-style-type: none"> <li>■ Registered collective agreements                             <ul style="list-style-type: none"> <li>■ Federal</li> <li>■ State</li> </ul> </li> <li>■ Registered individual agreements                             <ul style="list-style-type: none"> <li>■ Federal</li> <li>■ State</li> </ul> </li> </ul>

## TECHNICAL NOTE DATA QUALITY

### INTRODUCTION

**1** As the estimates in this publication are based on a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. They may differ from the figures that would have been produced if the data had been obtained from all employers and all employees.

### QUALITY ASSURANCE OF DATA

**2** Inaccuracies in data may occur because of imperfections in reporting by businesses, forms design or in processing by the ABS. Such inaccuracies are referred to as non-sampling errors. Initially, every effort is made to reduce non-sampling error by:

- careful design and testing of questionnaires and data processing systems;
- providing detailed instructions to providers on how to respond to questions, and in particular, those on how employees' pay is set; and
- detailed checking of the reported employee data to ensure that the data was logical, consistent and complete.

**3** The data input editing process was supported by the conduct of a post enumeration study (PES). The PES was conducted in person with data providers around Australia, and was used to identify any quality problems with the reported data. Those areas were targeted closely in the output editing stage of the survey to assist in minimising survey bias due to non-sampling error.

**4** A quality assurance program was developed specifically to ensure the quality and relevance of the reported data on 'how pay is set'. The program encompassed the development and implementation of a comprehensive editing strategy for both the input and output data.

**5** Any errors detected were followed up directly with the data providers, or in the case of registered collective agreements, checked against available listings of agreements. The more significant units, who collectively contributed to more than 45% of the survey estimates, were also directly contacted by telephone to verify their responses to the questions on 'how pay is set' for all selected employees. These providers were asked background questions on pay setting methods in their organisation, which was then used to validate the reported data.

### RELIABILITY OF ESTIMATES

**6** The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true value'). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

**7** An example of the use of a standard error is as follows. If the estimated average weekly total earnings for all male employees in Australia is \$780.20, with a standard error of \$6.80, then there would be about two chances in three that a full enumeration would have given an estimate in the range \$773.40 to \$787.00 and about nineteen chances in twenty that it would be in the range \$766.60 to \$793.80.

**8** The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error on the difference between two survey estimates depends on the standard errors of the original estimates and on the relationship (correlation) between these two estimates. An approximate standard error on the difference between two survey estimates ( $x-y$ ) may be obtained by the following formula:

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

RELIABILITY OF ESTIMATES

*continued*

**9** This formula will overestimate the standard error where there is a positive correlation between the two estimates (e.g. male and female school teachers). While this formula will only be accurate where there is no correlation between the two estimates (e.g. estimates from different States), it is expected to provide a reasonable approximation for the differences likely to be of interest.

**10** Taking the estimated average weekly total earnings for all female employees in Australia to be \$520.60, with a standard error of \$4.90, the difference between the earnings of male and female employees is \$259.60. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in Australia is:

$$\begin{aligned} SE(\$780.20 - \$520.60) &= \text{sqrt}((\$6.80)^2 + (\$4.90)^2) \\ &= \$8.38 \end{aligned}$$

**11** There are about two chances in three that the true figure lies in the range \$251.22 to \$267.98, and about 19 chances in 20 that the figure is in the range \$242.84 to \$276.36.

**12** While the formula above can be used to estimate the standard error on a difference between estimated averages in two different years, this survey is not specifically designed to measure this type of movement. To do so would require a high proportion of common employees selected in the survey for each year. While there is a reasonable proportion of common employers, it is very unlikely that common employees were selected in both the 1998 and 2000 surveys. Comparisons of this nature should therefore be made with caution (especially of estimates relating to occupation). When estimating the standard error of a movement between years, the movement standard error will be approximately 1.4 times the standard error on the level estimate, if the standard errors on the two level estimates are similar.

**13** Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate.

**14** Relative standard errors can be calculated using the actual standard error and the survey estimate (referred to as x) in the following manner:

$$RSE\%(x) = (SE(x)/x) * 100$$

**15** For example, from table 1, the average weekly total earnings for all male employees in Australia is \$780.20, and for all female employees it is \$520.60. Table 32 shows an estimate for the standard error on the male estimate is \$6.80, and an estimate of the standard error on the female estimate is \$4.90.

**16** Applying the above RSE%(x) formula yields:

$$\begin{aligned} \text{Males: } RSE\%(780.20) &= (6.80/780.20) * 100 \\ &= 0.87\% \\ \text{Females: } RSE\%(520.60) &= (4.90/520.60) * 100 \\ &= 0.94\% \end{aligned}$$

**17** An asterisk appears against estimates in this publication where the sampling variability is considered high. This occurs when the standard error of the estimate is equal to or greater than 25% of the estimate. In these cases, the estimate should be used with caution.

PAY SETTING METHODS —  
PROPORTIONS DATA

**18** Standard errors can be used to construct confidence intervals around the estimated proportions. There are about two chances in three that the 'true' value is within the interval that ranges from the sample estimate minus one standard

error (estimate - 1xSE) to the sample estimate plus one standard error (estimate + 1xSE). There are approximately 19 chances in 20 that the 'true' value lies within the interval from the estimate minus 2 standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

**19** The above rule gives a symmetric confidence interval that is reasonably accurate when the estimated proportion is not too near 0.00 or 1.00. Where the estimated proportion is close to 0.00 or 1.00 it would be more accurate to use a confidence interval that was not symmetric around the sample estimate. If an estimate is close to 1.00, then the upper boundary of the confidence interval should be closer to the sample estimate than suggested above, while the lower boundary should be further from the sample estimate. Similarly, if an estimate is close to 0.00, then the lower boundary of the confidence interval should be closer to the sample estimate than suggested above, while the upper boundary should be further from the sample estimate. In particular, the symmetric confidence interval could include values that are not between 0.00 and 1.00. In such a case a good rule of thumb is to use a confidence interval of the same size as the symmetric one, but with the lower (or upper) boundary set to 0.00 (or 1.00).

**20** Table 34 and 35 contain estimates of standard errors from which confidence intervals may be constructed.

## GLOSSARY

<b>Adult employees</b>	Adult employees are those employees who are 21 years of age or over and employees under 21 who are paid at the full adult rate for their occupation.
<b>Average (mean) earnings</b>	Average (mean) earnings refers to the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.
<b>Awards</b>	Awards are legally enforceable determinations made by Federal or State industrial tribunals that set the terms of employment (pay and/or conditions) usually in a particular industry or occupation.
<b>Base pay</b>	Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards or agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement.
<b>Casual employees</b>	Casual employees usually receive a higher rate of pay, to compensate for lack of permanency and leave entitlements.
<b>Collective agreements</b>	Collective agreements (registered or unregistered) set the terms of employment (pay and/or conditions) for a group of employees. They result from bargaining between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees).
<b>Employees</b>	Refers to employees, as defined in paragraphs 4 and 5 of the Explanatory Notes, who received pay for any part of the reference period.
<b>Employees whose pay is set by awards only</b>	Refers to employees who are covered by awards and who were not paid more than the award rate of pay in the survey reference period.
<b>Employees whose pay is set by collective agreements</b>	Refers to employees who had all or any part of their wages or salaries paid in the survey reference period set by registered or unregistered collective agreements and enterprise awards. This group also includes employees who had their pay set by both collective agreements and awards.
<b>Employees whose pay is set by individual agreements</b>	Refers to employees who had all or any part of their wages or salaries paid in the survey reference period set by individual agreements. This group mainly consists of employees whose pay is set by an individual common law contract, employees receiving overaward payments by individual agreement, and working proprietors who set their own rate of pay. This group also includes employees who had their pay set by individual agreements in conjunction with other pay setting mechanisms (awards and/or collective agreements).
<b>Employer size</b>	To derive estimates of employer size, each of the employer units in the survey was allocated a size classification based on the number of employees actually reported for the reference period. The size classification reflects the size of the business in each State or Territory and not necessarily the size of a business Australia-wide.
<b>Federal registered agreements</b>	Refers to written individual and collective agreements which have been certified, approved or registered with the relevant federal industrial tribunal or authority. See Jurisdiction.
<b>Full-time employees</b>	Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. Casual employees whose hours vary each week are classified as full-time if the hours worked in the reference week are 35 hours or more.

## GLOSSARY *continued*

<b>Individual agreements/contracts</b>	Individual agreements (registered or unregistered) or individual contracts set the terms of employment (pay and/or conditions) for an individual employee and are agreed to by the individual rather than on behalf of the individual.
<b>Industry</b>	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993.
<b>Junior employees</b>	Junior employees are those employees who are under 21 years of age and are not paid at the adult rate for their occupation.
<b>Jurisdiction</b>	Refers to the Federal or State industrial tribunal or authority with whom written individual or collective agreements have been certified, approved or registered. Employees based in the Northern Territory, Australian Capital Territory and Victoria are covered by the Federal jurisdiction. Employees based in other States may be covered by either the Federal or State jurisdiction depending on circumstances that prevail in the workplace.
<b>Managerial employees</b>	Managerial employees are defined as those employees who are in charge of a significant number of employees or have significant responsibilities in the conduct or operations of the organisation and usually do not receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of own incorporated businesses have been included as managerial employees.
<b>Median earnings</b>	Median earnings refers to the amount of earnings which divides the distribution into two groups with equal numbers of employees, one half with earnings below the median and the other half with earnings above the median.
<b>Non-managerial employees</b>	Non-managerial employees are those who are not managerial employees as defined above and includes supervisors and non-managerial professionals.
<b>Occupation</b>	Occupation is classified according to the Australian Standard Classification of Occupations, Second Edition.
<b>Ordinary time earnings</b>	Ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions have been made. Included in ordinary time earnings are agreed base rates of pay; penalty payments; shift and other taxable allowances; commissions and retainers; bonuses related to the reference period; payments under incentive or piecework; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.
<b>Ordinary time hours paid for</b>	Ordinary time hours paid for refers to employees' award, standard or agreed hours of work paid for at the ordinary rate during the survey reference period. It includes standby or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. (Note: Hours paid for was not collected for managerial employees.)
<b>Overtime earnings</b>	Overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work.
<b>Overtime hours paid for</b>	Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for.
<b>Part-time employees</b>	Part-time employees are those who are not full-time as defined.

## GLOSSARY *continued*

<b>Payment by measured result</b>	Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commissions).
<b>Percentiles</b>	Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none"><li>■ 25% of employees earn less than or equal to the 25th percentile; and</li><li>■ 75% of employees earn less than or equal to the 75th percentile.</li></ul>
<b>Permanent employees</b>	Permanent employees are entitled to be paid annual and sick leave.
<b>Reference period</b>	Reference period refers to the last pay period ending on or before 19 May 2000.
<b>Registered agreements</b>	Registered agreements are written individual or collective agreements that have been certified, approved or registered with a Federal or State industrial tribunal or authority.
<b>Sector</b>	Public sector includes local government authorities and all government departments, agencies and corporations created by, and reporting to, the Commonwealth Parliament or State and Territory Parliaments. All remaining employers are classified as private sector.
<b>State registered agreements</b>	Refers to written individual and collective agreements which have been certified, approved or registered with the relevant State industrial tribunal or authority. See Jurisdiction.
<b>Temporary employees</b>	Temporary employees may receive some leave entitlements but are employed on a short-term basis.
<b>Total hours paid for</b>	Total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime 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 reference period, only the hours actually paid for were included. (Note: Total hours of work paid for was not collected for managerial employees.)
<b>Unregistered agreements</b>	Unregistered agreements are those (written or verbal) collective or individual agreements that have not been certified, approved or registered with either a Federal or State industrial tribunal or authority.
<b>Weekly total earnings</b>	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

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