

Chapter 7

LABOUR AND THE WORKPLACE

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Chapter 7

LABOUR AND THE WORKPLACE

Over the last two decades the Tasmanian labour force as well as the conditions under which people are either employed or not employed have undergone significant changes. Whereas in the early 1960s an unemployment rate of 3 per cent was considered unacceptably high, it is now at least 8 per cent. In response Governments, both Commonwealth and State have devised schemes to create additional jobs and training opportunities as well as to alleviate the financial hardship resulting from the loss in income.

Women now comprise a significantly greater proportion of the labour force than at any time since the Second World War. This has been a leading factor in moves against discrimination in employment and working conditions on the basis of sex.

Changes have also occurred in the work environment. Earnings have increased substantially although in many cases hours worked have decreased. The concept of a basic wage has been replaced by that of a total wage incorporating the idea of a minimum wage to be applied equally to males and females doing work of equal value.

Australia's conciliation and arbitration system established early this century, has resulted in a level of unionism unparalleled anywhere in the Western world. The system of periodic national wage cases that has ensued has reinforced the union as a corner stone of the Australian system of industrial relations. This has given workers' organisations wide ranging responsibilities and powers in maintaining and regulating working conditions. For example, legislation in Tasmania has given specific and extensive powers to safety representatives elected to monitor workplace conditions and practices.

7.1 THE LABOUR FORCE

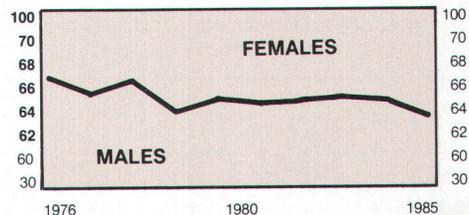
At August 1985 there were 194 400 people or 57.6 per cent of the State's working age civilian population either working or looking for work. In terms of the number of people, this was Tasmania's largest ever labour force. But as a proportion of the total civilian population it has declined over the last decade.

7.1 Tasmania's Labour Force

Year	Number ('000)	Proportion of working age civilian population (%)
August —		
1976	172.3	59.1
1978	176.7	58.4
1980	181.9	58.2
1982	184.3	57.6
1984	187.6	57.1
1985	194.0	57.6

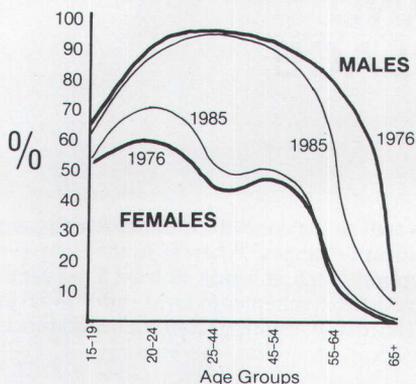
7.1.1 Participation in the Labour Force

The labour force comprised 123 300 males and 70 700 females at August 1985. Although the trend has not been dramatic, it is clear that the proportion of males making up the labour force has been falling steadily. While there were both more males as well as more females in the labour force in 1985 than at any time previously, the proportion of males is now at its lowest while the proportion of females is its highest ever.



Labour Force: % Males and Females

This is not only because the proportion of females in the population has been rising. It is also because the number of women in the labour force as a proportion of the female population has been increasing while that for males has fallen.



Participation Rates, Males and Females by Age Groups

The fall in the proportion of males in the labour force has occurred in all age groups but most noticeably in the 55-64 age group, reflecting the effect of early retirement schemes and retrenchments.

7.2 Labour Force Participation Rates, Tasmania Males (%)

Age group	At August	
	1976	1985
15-19	63.1	61.5
20-24	91.4	89.1
25-44	95.7	95.1
45-54	93.6	92.5
55-64	79.6	58.2
65+	11.4	7.4
Total	79.6	75.1

The expansion of the female labour force has occurred in the 20-54 age group with the most significant increase being among females aged between 20 and 44.

7.3 Labour Force Participation Rates, Tasmania Females (%)

Age group	At August	
	1976	1985
15-19	51.2	51.8
20-24	60.3	70.4
25-44	45.1	53.0
45-54	47.8	50.8
55-64	19.1	15.1
65+	2.1	1.0
Total	38.8	41.7

Since 1976 the female labour force has expanded by almost 13 800 — with the 25-44 age group accounting for 11 300. For males as well as females, the participation rates of the higher age groups have fallen. But whereas the male participation rates have fallen in all age groups, the participation rate among females of the lower age groups has increased.

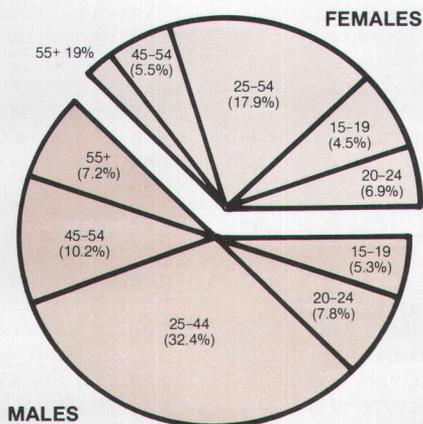
7.1.2 Employment

After a fall in employment levels in the early eighties, by August 1985 the number of people

7.4 People Employed, Tasmania ('000)

Year	Males	Females	Total
August —			
1976	111.2	53.1	164.3
1977	112.2	56.0	168.7
1978	111.4	54.5	165.9
1979	111.9	61.0	172.9
1980	112.6	59.9	172.5
1981	111.2	60.0	171.2
1982	108.9	58.2	167.1
1983	107.3	52.6	164.9
1984	107.1	59.4	166.5
1985	112.3	64.9	177.2

working had risen to a record level with 177 300 people employed, 112 300 males and 64 900 females. While male employment has risen only marginally above the 1974 level the number of females employed has steadily increased. At August 1985 there were 11 800 more women working than in 1976 with the 20-44 age group accounting for almost all the increase. Among males on the other hand, employment has increased only among the 25-44 age group.



Age and Sex Proportions of Employed Labour Force, August, 1985, Tasmania

7.5 Employment Levels by Age and Sex, Tasmania ('000)

Year	15-19	20-24	25-44	45-54	55-64	65+	Total
<i>Males</i>							
August —							
1976	10.2	14.6	49.7	20.6	14.4	1.7	111.2
1978	11.1	14.7	51.6	19.9	12.4	1.7	111.4
1980	10.3	15.6	53.7	19.2	12.2	1.7	112.6
1982	10.4	13.2	54.9	18.6	10.0	.8	108.9
1984	7.6	13.0	56.3	18.4	10.4	1.4	107.1
1985	9.4	13.8	57.4	19.0	11.3	1.4	112.3
<i>Females</i>							
August —							
1976	8.4	9.3	21.7	9.8	3.5	0.4	53.1
1978	8.6	9.5	23.5	8.8	3.8	0.2	54.5
1980	9.3	11.7	26.5	8.5	3.4	.6	59.9
1982	7.7	9.8	27.7	9.2	3.5	.3	58.2
1984	7.3	10.0	30.2	8.7	2.5	.6	59.4
1985	7.9	12.3	31.8	9.7	3.0	.3	64.9

Part-time and Full-time Employment

A substantial number of people, mainly women, work part-time; almost 18 per cent of the employed labour force, an increase of three per

cent on part-time employment in 1978. With comparatively few males working part-time, the increase has been substantially due to the 4 500 more women now working part-time. However, as a percentage of the total employed labour force, the number working part-time has fallen.

Employment, Tasmania, August 1985 (a) (‘000)

177.3 (165.8)

Part-Time 31.4 (25.4)		Full-Time 145.9 (140.4)	
Males 5.7 (4.2)	Females 25.7 (21.2)	Males 106.7 (107.1)	Females 39.2 (33.3)

(a) 1978 in brackets.

Industry Structure

Just over 52 per cent of the employed labour force in Tasmania work in one of three industries; manufacturing, wholesale and retail trade, or community services. This is almost identical to the employment pattern of a decade ago when the same three industries provided 51 per cent of the employment. However, in that period changes have occurred within industry groups, the most significant of which has been the comparatively large increase in the number of people now employed in the community services area. This industry is now the largest employer, surpassing manufacturing and wholesale and retail trade.

7.6 Employment Pattern of Industry, Tasmania

Industry	Persons employed ('000)				Change 1976-1985 Per cent
	August 1976		August 1985		
	Number	Per cent	Number	Per cent	
Agriculture	11.9	7.1	12.9	7.3	+8.4
Forestry, logging, fishing and hunting	1.9	1.1	2.6	1.5	+36.8
Mining	4.3	2.5	3.3	1.9	-23.3
Manufacturing	31.7	18.8	24.8	14.0	-21.7
Construction	16.5	9.8	13.1	7.4	-20.6
Wholesale and retail trade	29.7	17.6	32.6	18.4	+9.8
Transport and storage	8.5	5.0	8.7	4.9	-0.1
Finance, property and business services	9.7	5.7	12.5	7.1	+28.8
Community services	25.3	15.0	36.0	20.3	+42.3
Recreation and personal services	12.9	7.6	11.7	6.6	-9.3
Other industry	16.4	9.7	19.2	10.8	+17.0
Total	168.8	100.0	177.3	100.0	+5.0

7.7 Male and Female Employment by Industry, Tasmania

Industry	Males		Females	
	August 1976	August 1985	August 1976	August 1985
Agriculture	9 348	9 297	3 575	3 618
Forestry, logging, fishing and hunting	2 052	2 252	91	355
Mining	4 485	2 942	345	363
Manufacturing	24 680	20 000	6 178	4 749
Construction	13 510	11 848	635	1 243
Wholesale and retail trade	18 674	18 889	11 391	13 703
Transport and storage	7 262	7 573	616	1 091
Finance, property and business services	4 224	6 560	4 352	5 901
Community services	9 666	13 713	13 818	22 306
Recreation and personal services	4 914	4 259	7 918	7 441
Other industry	12 366	15 007	4 147	4 166
Total	111 181	112 349	53 066	64 936

There is also nearly 30 per cent more people now employed in finance, business and property services than there were ten years ago; employment in the forestry, logging, fishing and hunting industry group has also increased significantly, albeit from a low base. On the other hand employment in manufacturing especially and also construction and mining, has fallen markedly, and all are industries that employ significantly more males than females.

Male employment is more dispersed than is female employment. Whereas 47 per cent of employed males work in one of three industry groups, (manufacturing, wholesale and retail trade, and community services), 56 per cent of the employed female labour force is concentrated in just two industry groups, (community services, and wholesale and retail trade). In the ten years since 1976, male employment has become slightly more dispersed while female employment has become increasingly concentrated in these two groups. In each of these industries employment is increasing and in both, female employment has increased more than male employment. This is especially the case with community services where the number of females employed now is more than double the number of males employed.

7.1.3 Unemployment

The upsurge in unemployment that occurred in the mid-seventies was merely a foretaste of worse to follow. In the next few years the unemployment rate more than doubled, from 4.7 per cent in 1976 to a peak of 12.0 per cent, 22 500 people, in January 1983. By August 1985 it had fallen to 8.6 per cent with 16 700 people looking for work.

While the unemployment rates have climbed for both males and females, the rate for males

7.8 Unemployment, Tasmania ('000)

Year	Males	Females	Total	%
August —				
1976	4.2	3.9	8.1	4.7
1978	6.2	4.7	10.9	6.2
1980	5.6	3.8	9.4	5.2
1982	10.4	6.8	17.3	9.4
1984	13.8	7.3	21.1	11.2
1985	11.0	5.8	16.7	8.6

over the period since 1976 has more than doubled from 3.6 per cent in 1976 to 8.9 per cent in 1985 increasing substantially more than the unemployment rate among females. Whereas in 1976 the rate for females was twice that for males, in January 1984 the male unemployment rate moved past the female rate.

7.9 Unemployment Rates (%)

Year	Males	Females
August —		
1976	3.6	6.8
1978	5.3	7.9
1982	8.7	10.5
1984	11.4	10.9
1985	8.9	8.1

Youth unemployment

Unemployment has become particularly severe among young people; almost a quarter of all people looking for a job are aged between 15 and 19 years and a further 25 per cent are aged between 20 and 24. While total unemployment has doubled since 1976, the rate among the 15–19 age group over the same period has increased from 18 per cent in 1976 to reach 34 per cent in

7.10 Age of People Unemployed, Tasmania, August 1985 ('000)

Year	Males	Females	Persons
August —			
15-19	2.4	1.7	4.1
20-24	3.1	1.0	4.1
25-44	4.7	2.2	6.9
45-64	0.8	0.8	1.6
Total	11.0	5.8	16.7

February 1984 before dropping back to 20 per cent in 1985.

7.11 Unemployment Rates by Age (%)

Year	15-19	20-24	25-44	Total
	<i>Males</i>			
August —				
1976	18.0	5.0	2.0	3.6
1978	12.6	10.2	8.0	5.3
1980	15.6	7.2	2.7	4.7
1982	19.5	20.3	6.0	8.7
1984	31.5	19.3	7.7	11.4
1985	20.4	18.1	7.6	8.9
	<i>Females</i>			
August —				
1976	18.5	6.5	6.7	6.8
1978	18.5	10.5	5.5	7.9
1980	17.4	*	*	6.0
1982	31.5	11.1	5.9	10.5
1984	22.0	14.5	9.0	10.9
1985	18.1	7.7	6.5	8.1

'Hidden Unemployment'

As levels of unemployment rose the term 'hidden unemployment' has been widely used to describe those who, although failing to satisfy the statistical criteria as unemployed, nevertheless do have some commitment to gain work. The term 'hidden unemployment' is used to refer to people who, while neither employed nor actively seeking work when surveyed, would seek work if the demand for labour should improve. However, precise measurement is difficult. People wanting to work include a range of potential workers, from genuine discouraged job seekers to people with family commitments whose interest in finding employment may be unlikely to be realised.

At March 1985 there were an estimated 19 000 people who, although neither working nor officially 'unemployed', nevertheless indicated this kind of 'marginal attachment' to the labour force. Of these, almost two thirds had personal or family reasons for not actively looking for work. Just under 20 per cent were people who believed they would not be able to find a job.

Labour Force Movement, August 1984-August 1985

Participation Rate: Between August 1984 and August 1985 the participation rate in the labour force remained fairly static at about 75 per cent for males and 40 per cent for females. This represents an increase of 2 400 males and 4 000 females. Over the same period the civilian population increased by 5 400.

Employment: Males and females shared an increase in employment of 10 700 over this period, 5 200 and 5 500 respectively. Although similar in terms of actual numbers, the rise in male employment represented a 4.9 per cent increase over the same period, whereas the females showed a 9.3 per cent increase.

Unemployment: For both males and females there was a drop of around 20 per cent in the number unemployed; from a total of 21 100 to 16 700 in August 1985. The unemployment rate for the period began at 11.2 per cent in August 1984, and dropped to 8.4 per cent in April 1985. Since April the unemployment rate has marginally increased.

7.12 Persons Not in the Labour Force but with Marginal Attachment to the Labour Force, Tasmania, March 1985 ('000)

Marginally attached to the labour force

Main Reason for not actively looking for work —		
Personal Reasons —		
Own health, disability or pregnancy		1.4
Attending an educational institution		1.9
Had no need to work		1.1
Other reasons		2.1
Total		6.5
Family Reasons —		
Unable to find suitable child care		1.8
Children too young, preferred to look after children		3.0
Other reasons		1.3
Total		6.1
Discouraged job seekers —		
No jobs in locality or line of work		1.7
Other reasons		1.8
Total		3.5
Other reasons (e)		2.4
Total main reason for not actively looking for work		18.5
Were actively looking for work but not available to start in the survey week		*
Total with marginal attachment to the labour force		19.0

7.2 EMPLOYMENT AND TRAINING SCHEMES

With unemployment at a level that only a few years ago was regarded as potentially destructive of the nation, governments have had to become increasingly involved in employment programs, job placement, skills training, structural adjustment, and labour market planning. By 1984-85 more than \$8 000 million were being spent by government on measures dealing with unemployment.

The first of a series of new employment initiatives in the 1970s was the short-lived Structural Adjustment Assistance program. It was introduced in response to the adverse effects of the 25 per cent cut in tariffs in July 1973. In October 1974 the National Employment and Training System was introduced. It provided financial assistance to people undertaking training either through on-the-job training or through formal courses.

Shortages of skilled workers and apprenticeship opportunities in 1973 led to the introduction of the National Apprenticeship Assistance Scheme. This was replaced by the Commonwealth Rebate for Apprentice Full-time Training in 1977.

The largest program of the 1970s was the Regional Employment Development Scheme. Introduced in 1974 as a major job creation measure, it aimed at providing employment opportunities through grants to local bodies for specific labour intensive projects. By 1977 the scheme had been phased out.

In its place emerged a range of programs specifically targeted to young people, the Special Youth Employment Training Program, the Community Youth Support Scheme, the Education Program for Unemployed Youth and the School to Work Transition Program. These programs marked a shift towards training and young people.

A further change of direction occurred in the 1980s with several programs aimed at unemployed adults. The Skills in Demand program is directed at overcoming current skill shortages and the Adult Wage Subsidy Scheme is a program targeted specifically to long term unemployed adults. The Labour Adjustment Training Arrangements were initially developed for the retraining of redundant workers from the steel industry and then widened to include others affected by large scale retrenchments.

At the beginning of 1982 there was a return to job creation programs, beginning with the Wage Pause Program and continued with the Community Employment Program.

7.2.1 The Commonwealth Employment Service

Australia's public employment service, the Commonwealth Employment Service (CES), has its origins in the provisions of the *Re-establishment and Employment Act 1945*.

Since its creation, the CES has been the major delivery agent for the Commonwealth Department responsible for labour matters, the Department of Employment and Industrial Relations. The CES is required, under the 1945 Act and the more recent *Commonwealth Employment Service Act 1978*, to provide an equitable employment service to job seekers and employers, to deliver employment and training programs and to advise the Government on labour economic matters.

In a dynamic labour market, against a background of changing community expectations and government requirements, and new developments in management techniques and technology, the CES has had to be adaptable, responsive and flexible.

CES services to job seekers extend from direct placement in employment of those persons who can immediately perform the job, to the provision of various forms of assistance to those who are experiencing difficulty gaining employment.

The services are provided through a decentralised network of offices throughout Australia. In all there are 261 Job Centres of the Commonwealth Employment Service plus 61 part-time Branch Offices and 146 Agents.

In every Job Centre a comprehensive range of current job vacancies is displayed. From this range job seekers can select the positions most suited to their capacities. This self service facility enables speedy referral of job seekers to employers for interview and placement.

The CES provides a range of occupational information for all categories of job seekers in Work Information Centres that are attached to 168 of its Job Centres. Additionally, Career Reference Centres located in all State capitals and some larger provincial centres, provide job seekers with access to a more comprehensive library of audiotapes, videotapes and advice on the job search process. These Centres are special

7.13 Job Seekers and Job Vacancies Registered with CES, Tasmania, 1984-85

Registrations of job seekers	52 038
Vacancies notified to the CES	24 259
Vacancies filled	20 111
Unemployed persons registered at 30 June 1985	24 444

Source: Commonwealth Employment Service, *Report of the National Director 1984-1985*.

units of the CES which do not engage in job placement activities.

In addition Professional Employment Services Offices are provided in the major centres of population and business, which respond to the needs of professionally qualified job seekers.

In its attempts to increase employment prospects of job seekers, the CES provides counselling and support services for groups with particular difficulties and needs. These include youth, people with disabilities, Aboriginals and migrants.

When young job seekers register with the CES, they receive advice on employment and training opportunities. For those experiencing difficulty in finding employment or those who have been unemployed for some time, the CES makes extensive use of a range of Departmental labour force programs such as the Special Youth Employment Training Programs. The CES also maintains close contact with local and regional Technical and Further Education (TAFE) networks and provides support to Community Youth Support Scheme (CYSS) projects and other youth-related community programs to help young job seekers receive advice, training and support appropriate to their entry into the work force.

7.2.2 Community Youth Support Scheme

The Community Youth Support Scheme (CYSS) is a Commonwealth Government scheme which was introduced in October 1976 as a means of encouraging local community groups to become involved in assisting unemployed young people. The scheme recognises that young people experiencing periods of unemployment at a time when there is a shortage of jobs may need support or assistance.

The form in which this support may be offered varies according to the particular needs of the young people concerned. Organisations and groups within the community are encouraged to seek funding to run programs and services for young unemployed people. The scheme is designed to complement other Government initiatives previously introduced to increase employment and training opportunities for young people. Accordingly, CYSS programs must contain some orientation towards employment. This need only be in fairly general terms. It is not intended that CYSS should provide formal skills training as this may be dealt with under labour force programs.

CYSS is not a job creation program, nor is it a means of getting jobs done for organisations which need free labour. CYSS may help young people in several ways:

- by better equipping them to get a job. Sessions on how to handle job interviews, how to go

about applying for a job and even where to look for jobs will give a young person confidence and a better chance of finding employment.

- by giving assistance with social, financial, educational, health and general welfare problems that could be making it more difficult for them to find employment; and
- by providing a wide range of activities to make the period of unemployment more interesting and more creative. Because of the shortage of job vacancies some young people may face long periods of unemployment. They may become bored, frustrated and disillusioned. CYSS funds may be used to provide outdoor activity, art and craft workshops, sessions on basic car maintenance, cookery, etc.

Any young unemployed person under 25 years of age, over the legal school leaving age (or with special exemption) and not in full-time education, is eligible to participate in CYSS projects. This includes people receiving a pension or benefit who will eventually be capable of work. There are 22 CYSS groups throughout the State.

7.2.3 Community Employment Program

The Community Employment Program (CEP) is a major initiative of the Commonwealth Government to create employment opportunities.

The Program operates under the *Community Employment Act* of 1983 and involves the Commonwealth and State Governments in a constructive partnership with local government authorities and community organisations. It commenced on 1 August 1983 and is to be funded for a period of three years.

The objective of CEP is to create additional employment opportunities for unemployed persons through the funding of labour intensive projects of social and economic benefit to the community.

7.14 CEP Approvals, Tasmania, 1984-85

Value of approved projects (\$m)	14.3
Number of projects	384
Number of jobs	1 284

Source: Commonwealth Employment Service, *Report of the National Director 1984-1985*.

CEP is directed at those unemployed persons who are particularly disadvantaged in the labour market and who are consequently least likely to benefit from improved economic activity; particularly the longer term unemployed and those suffering from social and other disadvantages.

Equal access is to be provided for men and women to employment opportunities. In some instances, this may necessitate special measures to ensure that women receive an equal share of

the jobs created (funds earmarked for roads expenditure would be excluded).

Positions under CEP should provide persons with work experience and/or training which will assist participants in gaining on-going employment.

Projects should lead to the provision of facilities and services of public and community benefit.

Priority consideration will be given to projects in areas of high unemployment.

The Consultative Committee

All applications for CEP grants are considered on their merits by a Consultative Committee in the State. The Committees comprise Commonwealth and State Government officials and representative(s) of local government, non-government organisations and interest groups. The Committees have the functions of encouraging and facilitating the development of worthwhile projects in the State and ensuring that the targets and objectives of the Program are met.

The Secretariat

Each Consultative Committee is serviced by a joint Commonwealth and State Secretariat. The Secretariat is responsible for receiving applications for CEP grants and ensuring that each application meets the guidelines and has provided sufficient information for consideration by the Consultative Committee. It also assists the Committee in its developmental role by co-ordinating the provision of relevant information on individual projects and characteristics of the labour market in their respective States.

7.2.4 Tasmanian Employment Program

The State budget for 1984-85 introduced a new scheme to help create additional employment positions. The scheme provided a grant of \$5 000 spread over three equal instalments, to employers for every additional employee engaged and retained for a period of at least 18 months, who had been registered with the Commonwealth Employment Service for three months.

Expecting to create 900 jobs, \$1.5 million was initially allocated. In providing the grant, the Government sought to create a significant number of new long-term jobs for Tasmanians of all ages. By the end of August 1985, over 1 100 applications had been approved of which some 700 were for young people aged between 15 and 19. In reporting success for its first year of operation, the Premier announced the allocation of a further \$3.4 million to create another 900 jobs.

7.2.5 Training and Apprenticeship

The Commonwealth Department of Employment and Industrial Relations is charged with the role of developing and administering employment

and training schemes to give people the skills and experience they need to obtain and keep employment.

Youth Employment and Training Programs

Participation and Equity Program (PEP): The Department is closely involved with the State and Commonwealth Education Departments in the administration of this scheme which provides courses at Technical and Further Education (TAFE) Colleges for unemployed people aged 15 to 24 years who need further education or skills training before they can obtain employment. The courses are vocationally oriented and range from pre-apprenticeship courses to basic literacy, numeracy and life skills training. Eligible trainees attending these courses are paid special allowances.

Community Youth Special Projects (CYSP): CYSP provides assistance to community organisations which develop full-time structured employment-related training opportunities, combining vocational courses, life skills, personal development, remedial education and work experience for unemployed young people most disadvantaged in the labour market.

Financial assistance is available to community organisations to meet establishment and operational costs of individual projects. Eligible participants may receive an allowance equivalent to their unemployment benefit entitlement plus \$6 per week.

Experimental Training Projects: Innovative short-term, small-scale or specialised post-school training arrangements may be funded as experimental training projects to meet identified training and employment-related needs of unemployed young people.

Financial assistance is available to appropriate training institutions, employer and industry associations and established community groups to develop and conduct experimental activities which meet local labour market needs.

Projects aim to benefit 15 to 24 year olds who have been unemployed and away from full-time education for at least four of the last 12 months. Preference is given to providing assistance to those who are most disadvantaged such as young women, migrants, the long-term unemployed and young people from rural/isolated areas.

Trainees are eligible for an allowance and related benefits.

Assistance for Work Experience

The Special Youth Employment Training Program (SYETP): The CES pays employers a subsidy to employ and train young people aged 15 to 24 who have been unemployed for at least four months. Higher subsidies are paid for young

people aged 18 to 24 who have been unemployed for eight months or more.

Adult Wage Subsidy Scheme was introduced in March 1983 with the objective of providing a period of stable employment for unemployed adults. Employers are paid a wage subsidy to provide 34 weeks continuous employment to persons over 25 years who have been unemployed for at least eight of the previous 12 months. Higher subsidies are paid for a 12 month period to employers who employ adults over 45 years who have been unemployed for at least 12 months.

Special Training

Disabled Persons: Under these programs disabled people may receive allowances to attend formal courses. Employers may receive subsidies for offering disabled persons on-the-job training. The subsidies are higher than those available to other groups because of the particular difficulties faced by disabled persons.

Aboriginals: A national employment strategy has been developed to provide training and employment for Aboriginals. As well as training in the public sector, private employers are paid subsidies to employ Aboriginals who receive on-the-job training.

Special Needs Job Seekers: Persons assessed as having difficulty in finding or keeping employment because of social, cultural or other personal factors may receive assistance in the form of subsidised on-the-job training for a period twice that normally provided for a given occupation.

Skills Training

General Training Assistance: Assistance for individuals is provided by way of training allowances while undertaking formal courses and subsidies to employers to provide on-the-job training.

Skills in demand: Assistance is available under this program:

- to provide assistance to industry to establish new or improved training arrangements, particularly those of a nationally consistent nature;
- to provide assistance to industry to overcome skill shortages; and
- to assist unemployed persons with training to enable them to obtain stable employment.

Funding is provided where there is a current or anticipated industry shortage in a particular locality and/or the need established for a new training arrangement where none previously existed.

In the selection of trainees:

- there should be joint industry/Government development of selection criteria;
- the Commonwealth Employment Service (CES) will ascertain whether there are un-

employed people who meet the selection criteria;

- the selection panel for trainees will comprise industry representatives and Department of Employment and Industrial Relations.

Industry Training Services: This program is designed to aid and stimulate the systematic training programs through all sectors of industry and commerce. The program funds the operation of the National Training Council and the Industry Training Committees. The aim is to use training to promote efficiency, productivity and safety as well as industry's capacity to cope with new equipment, new techniques and changes in processing and market requirements.

Industry Training Committees are established in Tasmania in the following industries: building and construction, dairy, fishing, local government, printing, retail food, motor, timber, tourism, rural, textile, clothing and footwear.

Trade Training

The Commonwealth encourages employers to indenture and train apprentices. The Commonwealth Rebate for Apprentice Full-Time Training (CRAFT) provides employers with an incentive to increase the number of apprentices they employ and to improve the quality of training. Under the CRAFT scheme tax exempt rebates are paid to employers for each day an apprentice is released from work to undertake formal training. An allowance is payable to some apprentices who have to live away from home during their apprenticeship.

Special Apprentice Training Schemes: In addition to CRAFT, special arrangements under a variety of schemes can be made to encourage improvement in the quantity and quality of apprentice training.

Apprenticeships

Apprentices are trained at work and at technical classes, and supervisors report on the effectiveness of the training; supervisors also give on-the-spot advice to employers and apprentices where their mutual obligations are concerned and refer matters that cannot be settled in this way to the Apprenticeship Commission for decision.

7.14 Number of Apprentices and Apprenticeships, Tasmania, 1984-85

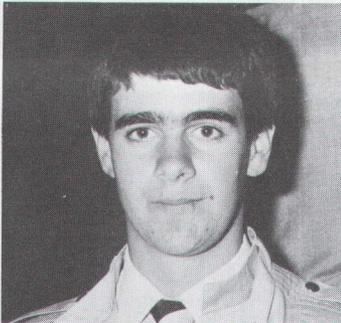
Number at 30 June —	
Apprentices employed	3 152
Apprentices on probation	360
Total	3 512
During year —	
New apprenticeships registered	1 116
Apprenticeships completed	1 046

An apprenticeship may not be commenced without prior application to the Commission which determines the suitability of employers for training apprentices and the educational qualifications required for entry to a particular trade.

The apprentice serves a three month probationary period before a contract (indenture) is made and formally signed by the employer, parent/guardian, and apprentice, prior to being registered with the Commission. The Commission determines disputes arising between the indentured parties' rights and duties; no apprenticeship may be terminated, suspended or assigned other than by its authority. When an apprenticeship has been completed, the employer and the Commission certify the original indenture to this effect. Where apprentices are required to undertake technical training, such instruction is mandatory. Apprentices who attend technical classes during working hours do so without loss of pay. (Country apprentices in remote areas attend Block Release Training, usually three fortnightly training periods each year.) The progress of apprentices at technical colleges is reported to the employer, parent/guardian, and the Commission where unsatisfactory reports are investigated. An annual training progress and attendance report is also required to be submitted to the Commission by the employer.

Apprentice of the Year

Tasmania's apprentice of the year is Peter Killick, 18, of Ulverstone, a fourth-year apprentice carpenter and joiner.



Two other apprentices won medals of commendation. They were Darren Scott, an employee in the sheetmetal trade in Devonport, and Steven Edmunds, a boilermaking/welding apprentice from Launceston.

Apprentices are encouraged by proficiency allowances for annual examinations passed successfully in the allotted times, by certificates of proficiency for apprentices successfully completing the mandatory trade course of technical instruction, and by the award of bursaries. In

some cases the apprenticeship term can be reduced by one year where the qualifying trade course is completed in the allotted time.

The Commission offers an award of \$250 and a Bronze Medallion to the outstanding apprentice in each of eleven trade groups. The 'Apprentice of the Year' who qualifies for an award of \$600 is selected from the winners. Should there not be an outstanding apprentice in any particular trade group, the prize money allotted for that trade group may be awarded to those apprentices who receive Commendations.

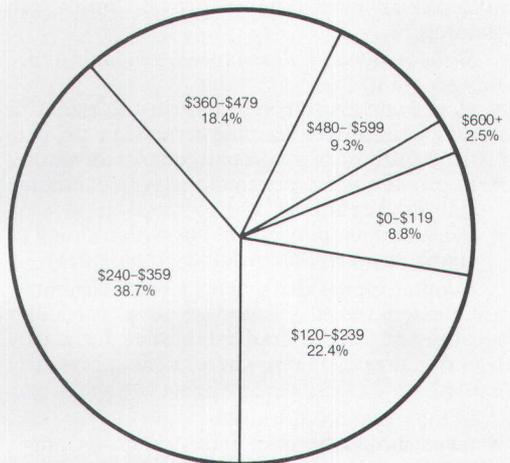
7.3 THE WORKING ENVIRONMENT

7.3.1 Earnings

Average earnings in Australia are highest in Victoria and New South Wales; Queensland has the lowest. Average earnings for Tasmanians are consistently in about the middle of all the States, \$20 below the leading States. At November 1985,

7.15 Average Weekly Earnings of All Employees, Australian States, November 1984 and 1985 (\$)

State/Territory	November		Percentage change
	1984	1985	
New South Wales	346.40	363.60	+5.0
Victoria	339.70	365.50	+7.6
Queensland	320.60	329.90	+2.9
South Australia	306.40	333.40	+8.8
Western Australia	322.60	347.40	+7.7
Tasmania	316.20	342.30	+8.3
Northern Territory	386.60	404.90	+4.7
Australian Capital Territory	382.40	402.30	+5.2



Distribution of weekly earnings, all employees, Tasmania, August 1985.

the average weekly total earnings were \$342.30, a rise of 8.3 per cent over the level of the previous November. Within this figure is male average earnings at \$407.20 and female earnings of \$248.40. Over the four years from November 1981 the average total earnings of all employed Tasmanians increased by 28 per cent; earnings by males increased by 21 per cent while earnings by females increased by just under 32 per cent.

7.3.2 Wage Fixing

In Australia two sets of authorities regulate wages and salaries. The Conciliation and Arbitration Commission with federal jurisdiction, and various State tribunals, in Tasmania the Tasmanian Industrial Commission. In Tasmania approximately 51 000 employees are covered by federal awards and about 74 000 by State awards.

National Awards

Under the Australian Constitution, the Commonwealth Government's power to legislation in relation to wages is limited to the prevention and settlement by conciliation and arbitration of industrial disputes extending beyond the limits of any one State. This power enabled the establishment of the Commonwealth Court of Conciliation and Arbitration in 1904, since named the Australian Conciliation and Arbitration Commission. The court was empowered to make orders and awards altering what was the basic wage for the purpose of settling industrial disputes which extended beyond any State.

In 1907 Mr Justice Higgins, President of the Court, made the first definition and determination of the basic wage in the 'Harvester Judgment' when he declared a basic wage rate of \$4.20 for Melbourne. By 1953, which marked the cessation of automatic quarterly adjustments, the basic wage had risen to \$23.50. In 1967 the basic wage and the payment of margins were replaced by a 'total wage' incorporating a minimum concept. Provision remained for the re-assessment of work value for individual occupations. The minimum total wage was set at \$38.15 in Hobart.

In April 1975, the Commission adopted the principle of wage indexation based on quarterly movements in the Consumer Price Index. After a review of the principles of wage fixation in 1981, this system of wage indexation based on indexation was abandoned. The Full Bench stated that the viability of the system depended on the voluntary co-operation of all participants in industrial relations including those not directly represented at National Wage Hearings and concluded that events since April 1981 had shown clearly that the commitment of the participants to the system is not strong enough to sustain the requirements for its continued operation.

In September 1983 the Arbitration Commission met to consider an application by the ACTU for a 4.3 per cent increase in wages to compensate for CPI increases in the March and June quarters. The Full Bench granted the increase subject to the unions giving firm public undertakings that they will abide by the principles of wage indexation and pursue no extra claims. The decision was to be followed by non-automatic six monthly adjustments to wages for movements in the CPI during the previous two quarters.

7.16 Increases in Award Total Wages: National Wage Decisions

	Date Operative	Per cent increase
1978 —	7 June	1.3
	12 December	4.0
1979 —	27 June	3.2
1980 —	4 January	4.5
	14 July	4.2
1981 —	9 January	3.7
	7 May	3.6
1983 —	6 October	4.3
1984 —	6 April	4.1
1985 —	18 April	2.6
	14 November	3.8

The Commission may be constituted by a commissioner, a presidential member or a Full Bench of no fewer than three members of the Commission, including at least two presidential members.

The members of the Commission are arranged in panels which, as directed by the president, deal with disputes arising or likely to arise in a specific industry or group of industries. Each panel comprises at least one deputy president who organises and allocates the work of the members.

The functions of the Commission are in general, exercised by individual members of the Commission except that appeals from awards or orders of members of the Commission sitting alone and certain matters specified by the Act may be dealt with only by a Full Bench. The latter include claims relating to standard hours of work, general national wage claims, minimum wages for adults without regard to the work performed or industry concerned, annual leave with pay and long service leave with pay.

Tasmanian Awards

With the proclamation of the *Industrial Relations Act* 1984 on 1 January 1985, the Tasmanian Industrial Commission was created. It replaced the system of Industrial Boards that had existed since 1975 and also took over the

industrial functions of the Public Service Board and the arbitration functions of the Tasmanian Public Service Arbitrator.

There are five Commissioners, including the President and the Deputy President. They are empowered to make and amend awards relating to industrial matters affecting permanent, temporary, full-time, part-time, casual and piece-work. To a limited degree they are also empowered to make and amend awards covering contract employees employed in private industry, in the State Service, or in any State Authority outside the State Service, such as the Police and the HEC to the extent those private and public employers are not bound by Federal Awards.

The Commission can hear and determine, without appeal, industrial disputes in any area, provided the subject of the dispute is an industrial matter and is notified to the Commission by an employer, or any registered employee organisation. It can compel persons to attend compulsory conferences convened by the President, for the purposes of settling an industrial dispute.

With the President's approval, any member of the Commission can conduct private arbitrations between parties who agree to accept the presiding Member's decision as final.

A Member of the Commission may certify an industrial agreement which, when approved by him, has the force of an award and stands in place of an existing award covering the same subject matter.

The President of the Commission also has certain additional statutory powers including the interpretation of awards and the making of declarations for the purpose of authorising 'craft' as distinct from 'industrial' awards. The President convenes Full Benches consisting of three members including where practical, himself or the Deputy President.

Full Benches hear and determine certain specified matters including those affecting hours of work, minimum wage, quantum of or payment of wages or allowances during annual leave and rates of wages generally. Full Benches also determine appeals.

COMMISSION MEMBERS	
President	Mr L A Koerbin
Deputy President	Mr A Robinson
Commissioners	Mr R K Gozzi Mr J G King Mr R J Watling
Registrar	Mr Q H James

The Federal award of June 1967 was followed by a test case argued before the Chairman of the State Industrial Boards. The employers asked for adoption of the total wage concept. The unions opposed this and argued for a \$7.30 increase in the basic wage; if a lesser amount was determined, then a *minimum total wage* of \$40.70 should nevertheless be fixed.

The decision in the case was that both male and female rates should be increased by \$1; the increase, however, should be regarded as raising the basic wage which would be retained for the present in State determinations. The State Industrial Boards have since retained the basic wage and margins concepts in awards handed down following subsequent national wage case determinations of the Federal Conciliation and Arbitration Commission.

7.17 Minimum Wages, Adult Males: Federal and State Awards (\$)

Date operative (a)	Federal awards	Tasmanian awards
27 June 1979	124.60	125.80
4 January 1980	130.20	131.50
14 July 1980	135.70	137.00
9 January 1981	140.70	142.10
7 May 1981	145.80	147.20
1 November 1982	145.80	168.00
6 October 1983	152.10	175.20
6 April 1984	158.30	182.40
18 April 1985	162.40	187.10
14 November 1985	168.60	194.20

(a) Rates operative from the first pay-period commencing on or after the date shown.

7.3.3 Trade Unions

Tasmania has the highest rate of trade union membership of any Australian State. At the end of June 1985, 63 per cent of Tasmanian employees were members of a trade union; the rate for females was 53 per cent and for males it was 69 per cent. The Northern Territory had the lowest rate; 41 per cent of males, 33 of females giving 38 per cent of all employees.

7.18 Proportion of Employees Belonging to a Trade Union, by State, December, (%)

State/Territory	1979	1985
New South Wales	57	60
Victoria	54	57
Queensland	53	54
South Australia	55	57
Western Australia	49	48
Tasmania	61	63
Northern Territory	42	38
Australian Capital Territory	58	57
Australia	56	57

Over the past seven years, the overall rate of trade union membership in Australia has been quite stable with a small rise in all States except Western Australia and South Australia; the rate in the Northern Territory and the Australian Capital Territory has also fallen. The greatest change has occurred in Western Australia with comparatively large falls in both the male and, especially, the female rates of trade union membership. In Tasmania both rates have risen marginally. In all States, and Territories, the actual number of employees in trade unions has increased.

7.19 Number of Trade Unions and Members, Tasmania

	1979	1985
Trade Unions	121	130
Members —		
Males	62 100	62 300
Females	26 100	29 800
Total	88 200	93 900

7.3.4 Industrial Disputes

During 1985, a total of 20 700 working days were lost in Tasmania as a result of industrial disputes. This was the lowest since 1972 when 19 200 working days were lost, and was a fall of 59 per cent compared with 1984.

However in proportion to the employed labour force, the number of days lost in Tasmania is relatively high in comparison to the other States, third highest.

7.20 Working Days Lost in Industrial Disputes, Tasmania

Year	Working days lost
1980	91 500
1981	64 300
1982	61 500
1983	67 800
1984	50 500
1985	20 700

7.21 Working Days Lost per Thousand Employees, by State

State	1984	1985
New South Wales	275	307
Victoria	151	154
Queensland	242	397
South Australia	49	54
Western Australia	550	209
Tasmania	544	218
Australia	246	242

7.3.5 Industrial Accidents

In the twelve months to the end of June 1985, ten fatal industrial accidents were recorded in Tasmania. Five occurred in primary industry including three in the forestry sector. In addition, a further 79 accidents which resulted in some form of permanent disability were reported. (See Appendix, Note 7.14, for an explanation of reporting and collection criteria.)

During the year, a total of 9 795 new compensation claims for industrial accidents were

7.22 Industrial Accidents by Industry Group, Tasmania, 1984-85

Industry group	Number of accidents by extent of disability		Death	Total number of accidents
	Temporary	Permanent		
Agriculture, forestry, fishing and hunting	881	7	5	893
Mining	834	5	—	839
Manufacturing	2 757	34	1	2 792
Electricity, gas and water	579	—	—	579
Construction	773	8	2	783
Wholesale and retail trade	1 178	5	—	1 183
Transport, storage and communication	179	1	1	181
Finance, property and business services	118	2	—	120
Public administration and defence	482	2	—	484
Community services	1 203	10	—	1 213
Recreation, personal and other services	399	3	—	402
All industries	9 706	79	10	9 795

lodged under the *Workers Compensation Act 1927*; 8 231 involved males and 1 564 involved females. This was the highest total since 1980-81 when 10 308 were recorded. In that year there were 11 deaths and 116 accidents resulting in permanent disability.

7.23 Industrial Accidents, Tasmania

Year	Deaths	Total number of accidents
1979-80	8	9 860
1980-81	11	10 308
1981-82	11	9 779
1982-83	11	9 004
1983-84	9	8 788
1984-85	10	9 795

Manufacturing accounted for just over 28 per cent of the accidents. The next highest groups were community services and wholesale and retail trade each with 12 per cent.

For the year, a total of 198 275 days were lost as a result of leave taken with an average of 20 days per accident. The highest average number of days leave taken for accidents was in the manufacture of transport equipment group while the lowest average time off was in the manufacture of fabricated metal products.

Compensation paid in respect of all fatal accidents was \$395 073. For non-fatal accident claims, a total of \$16 million was paid, with an average of \$1 676 per claim.

Accidents reported include industrial diseases. Tenosynovitis has become the most frequent, comprising over 70 per cent of the 228 cases of disease recorded. However, the most common types of accidents involved collision with an object and over-exertion or physical stress movement. These two categories comprised almost 56 per cent of all accidents.

7.4 REFERENCES

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APPENDIX

Notes

Data pertaining to the labour force characteristics of the population are obtained from ABS population surveys. The population survey is the general title given to the household sample survey carried out monthly in all States and Territories. Emphasis in the survey is placed on the collection of data on demographic and labour force characteristics, the principal survey component being referred to as the labour force survey. The remaining part of the population survey consists of supplementary collections which are carried out either in conjunction with the labour force survey or, where the topics require personal interview or are too complex to be treated within the processing timetable of the monthly survey by means of special surveys, generally conducted once a year.

7.1 The **labour force survey** is based on a multi-stage area sample of private dwellings (about 33 000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and cover about two-thirds of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the survey week).

The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations.
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

7.2 Employed persons comprise all those aged 15 and over who, during the survey week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for 15 hours or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to

the end of the survey week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the survey week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or

(d) were employers or self-employed persons who had a job, business or farm, but were not at work.

7.3 The **employment/population ratio** for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

7.4 Unemployed persons are those aged 15 and over who were not employed during the survey week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:
 - (i) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
 - (ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

7.5 Actively looking for work includes writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

7.6 The **unemployment rate** for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

7.7 The **labour force** comprises all persons who, during the survey week, were employed or unemployed, as defined above.

7.8 The labour force participation rate for any group is the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

7.9 Full-time workers are those who usually work 35 hours or more a week and others who, although usually part-time workers, worked 35 hours or more during the survey week.

7.10 Part-time workers are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour are disregarded.

7.11 Persons not in the labour force are those who, during the survey week, were not in the categories employed or unemployed, as defined above. They include persons who were keeping house (unpaid), attending an educational institution (school, university, etc.), retired, voluntarily inactive, permanently unable to work, inmates of institutions (hospitals, gaols, sanatoria, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the survey week was jury service or unpaid voluntary work for a charitable organisation.

7.12 Industry is classified according to the **Australian Standard Industrial Classification (ASIC) 1978**, and occupation according to the **Classification and Classified List of Occupations, Revised June 1981**.

7.13 Estimates from 1978 onwards are calculated to conform to revised population estimates which take account of the results of the 1981 Census of Population and Housing. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To

coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 are thus wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

Estimates are subject to two sources of error:

- (i) **sampling error** — since the estimates are based on information obtained from occupants of a sample of dwellings they, and the movements derived from them, may differ from the figures that would have been produced if all dwellings had been included in the survey.
- (ii) **non-sampling error** — inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in the coding and processing of data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

7.14 Industrial accident statistics have been collected in Tasmania by the ABS since 1969. Within the scope of the collection are accidents which result in death, or time lost of one complete day (or shift) or more, not including time lost on the day of the accident for which a compensation claim is lodged under the Workers Compensation Act 1927. Disease cases covered by the Act are also included, but there is no requirement that time be lost for these. The figures produced cover industrial accidents involving original claims only.

Notable exclusions from the collection are self-employed persons and all Australian Government employees. The exclusion of self-employed persons is likely to have a marked effect on figures for industries where self-employment is prevalent, for example, retail trade and rural industries. Because of the exclusion of Australian Government employees, some industry classifications are not covered at all; for example, defence forces and communications, while coverage is reduced in other industries.