

## CHAPTER 6

### AWARD RATES, EARNINGS, INCOME AND LABOUR COSTS

The concept of a total return for labour includes wages, salaries, payment in kind and fringe benefits. Emphasis is given to wages and salaries and such statistics produced by the ABS are usually referred to as earnings.

In this chapter, statistics are presented on trends in award rates of pay, levels and movements in earnings, their composition and distribution and the contribution of earnings to total income. Statistics on non-wage benefits are included in Chapter 7.

Award rates of pay indexes are based on minimum rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the relative *levels* and *trends* over time for industries, full-time and part-time males and females, the indexes of minimum weekly and hourly rates of pay are designed to measure only the relative *trends* in award rates for full-time adult males and females.

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

Average weekly earnings statistics are produced from surveys of employers conducted quarterly and annually. The quarterly average weekly earnings series provides information on average weekly earnings for males and females; ordinary time earnings and total earnings for full-time adults; and total earnings for all employees.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May from 1974 to 1981, in 1983, and annually again from 1985.

Statistics which show (at each level of weekly earnings) the number of employees by age, occupation and full-time and part-time status are obtained from a survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey.

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employees for the second time in 1988 and collected information on the costs incurred by employers for : gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1988.

#### SELECTED FEATURES

Between December 1987 and 1988, the Consumer Price Index (CPI) increased by 7.1 per cent. During the same period weekly award rates of pay increased by 4.9 per cent (full-time adult male wage and salary earners), while average weekly total earnings for full-time adult males increased by 8.2 per cent.

#### Average Weekly Earnings

For the 12 months to November 1988, average weekly ordinary time earnings for full-time adult males increased by 7.4 per cent to \$512.70 and for full-time adult females by 8.9 per cent to \$426.80.

During this period, average weekly ordinary time earnings for full-time adults increased at a faster rate in the public sector (8.4 per cent) compared to the private sector (7.6 per cent).

There are many factors which may give rise to increases in average weekly earnings, although the major influences are increases to award rates of pay as a result of National Wage Case decisions. In the year to November 1988 the National Wage Case decisions that have had an influence on the estimates were:

- second tier increases up to 4 per cent, subject to terms specified in the National Wage Case, March 1987. It is estimated approximately 20 per cent of full-time adults had received this increase by the November 1987 reference date and approximately 80 per cent by the November 1988 reference period.
- \$6.00 per week increase, awarded February 1988. It is expected that all employees who were entitled to this increase would have received it by November 1988.
- 3 per cent increase awarded in August 1988. It is estimated approximately 70 per cent of full-time adults had received this increase by the November 1988 reference date.

Average weekly earnings vary across industries. In November 1987, the average weekly earnings for full-time adult non-managerial male employees was highest in the mining industry (\$720.80) and lowest in the retail trade industry (\$376.90) and for female employees was highest in the mining industry (\$465.20) and lowest in the retail trade industry (\$320.30).

Average weekly earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1988, for example, full-time adult managers and administrators had estimated average weekly earnings of \$673.10, while labourers and related workers had the lowest average weekly earnings of any occupation group (\$412.60).

In May 1988, overtime payments constituted 10.2 per cent of average weekly earnings of adult male and 2.8 per cent of adult female full-time non-managerial employees. The award or agreed base rate of pay accounted for 86.5 per cent and 95.8 per cent respectively of the average weekly earnings.

#### **Award Rates of Pay Indexes**

A new series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. The rebased series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series.

Over the 12 months to December 1988, the increase in the Weekly Award Rates of Pay Indexes was 4.9 per cent for full-time adult male employees, and 5.9 per cent for full-time adult female employees. The largest movements over the period occurred for full-time adult males in the Recreation, personal and other services industry (6.2 per cent) and full-time adult females in the Manufacturing industry (7.4 per cent). In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (6.0 per cent) and for full-time adult female Plant and machine operators, and drivers (8.1 per cent). The increases are due to the implementation of the 1987 National Wage Case, an across the board increase of \$6.00 granted in February 1988 and a pay increase of 3.0 per cent in line with the 1988 National Wage Case Decision.

#### **Labour Costs**

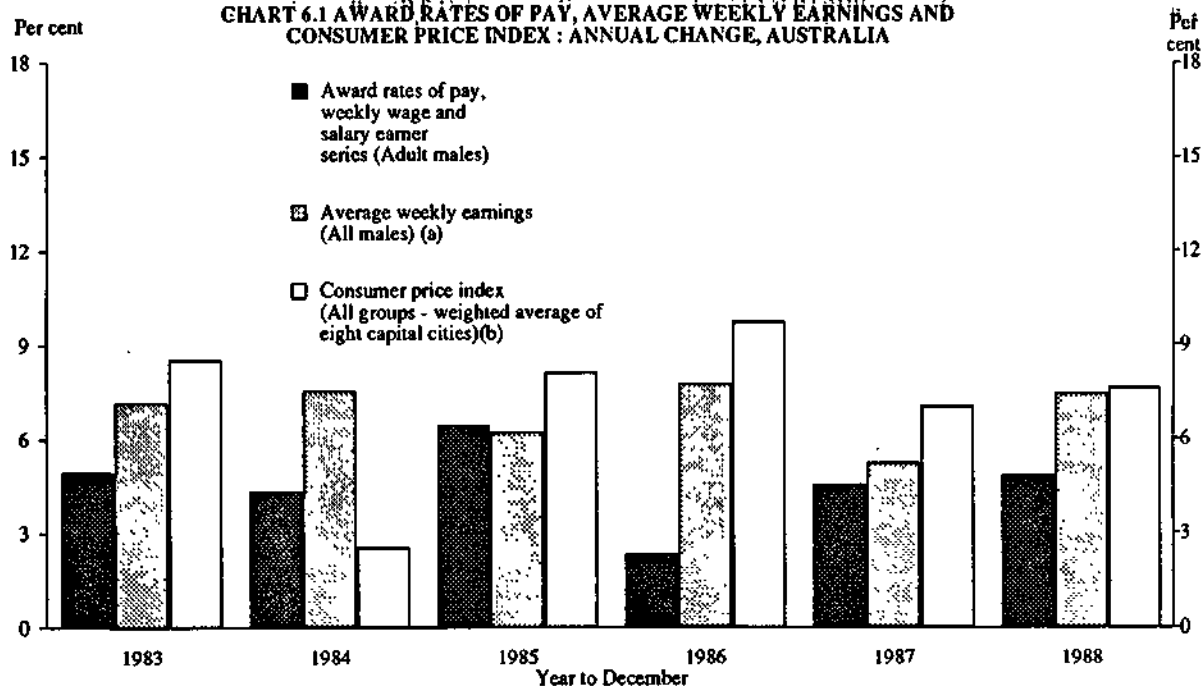
Average total labour costs, on a per employee basis, increased between 1986-87 and 1987-88 by 6.4 per cent. For the 1987-88 year, total labour costs, per employee, incurred by private sector employers, were lowest in Queensland (\$19,062 per employee) and highest in New South Wales (\$24,632 per employee).

In comparison total labour costs, on a per employee basis, incurred by public sector employers, were lowest in Tasmania (\$25,376 per employee) and highest in the Australian Capital Territory (\$31,132 per employee).

At a total State/Territory level the Australian Capital Territory showed the highest amount of change (an increase of 13.4 per cent) in the total labour costs paid per employee between the 1986-87 and 1987-88 years.

Earnings comprised 89.3 per cent of the total labour costs incurred in 1987-88. The remaining 10.7 per cent, other labour costs, comprised payroll tax 3.1 per cent, superannuation 4.7 per cent, workers' compensation 2.3 per cent and fringe benefits tax 0.6 per cent. At an industry level, other labour costs as a proportion of total labour costs were found to be highest in the Electricity, Gas and Water industry (14.2 per cent) and lowest in the Recreation, Personal and Other Services industry (7.3 per cent).

CHART 6.1 AWARD RATES OF PAY, AVERAGE WEEKLY EARNINGS AND CONSUMER PRICE INDEX : ANNUAL CHANGE, AUSTRALIA



(a) Year to November (b) Year to December quarter

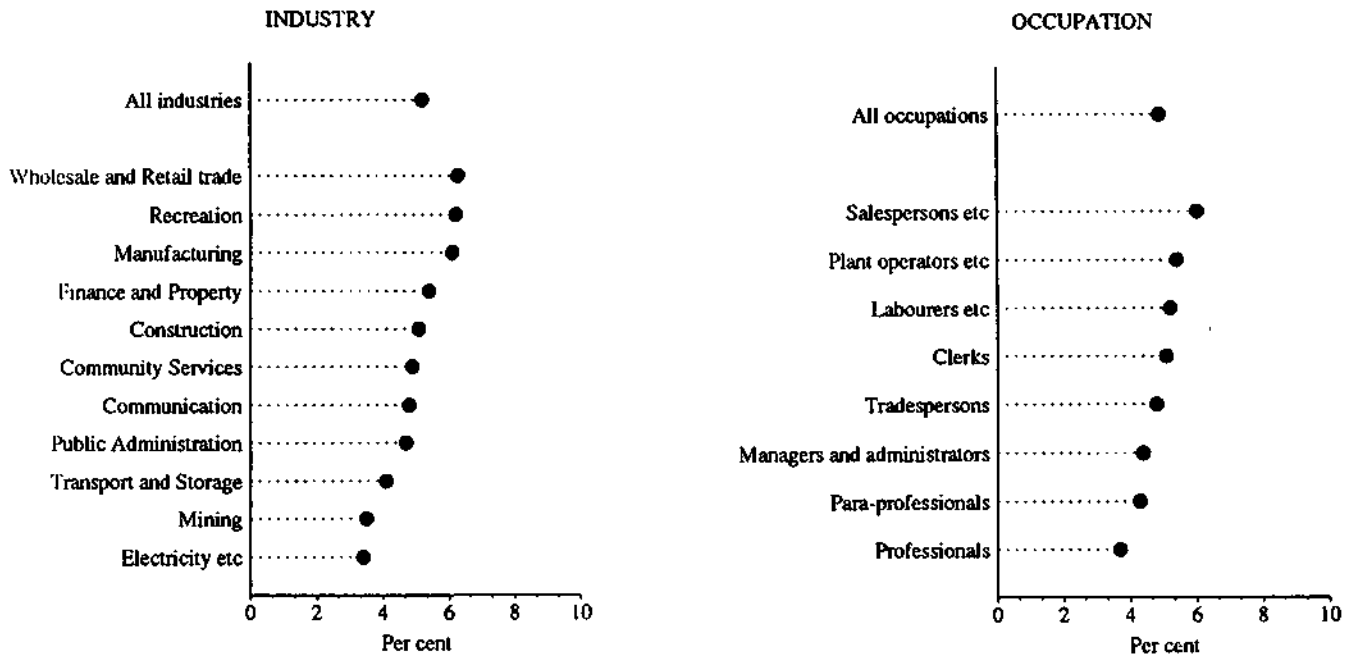
Source: Award Rates of Pay Indexes, Australia (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia (6401.0).

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
<b>1986—</b>						
January	103.8	103.8	103.8	103.8	103.9	103.8
February	103.8	103.8	103.8	103.8	103.9	103.8
March	103.8	103.8	103.8	103.8	103.9	103.8
April	103.8	103.8	103.8	103.8	103.9	103.9
May	103.8	103.8	103.8	103.9	103.9	103.9
June	103.8	104.2	104.0	103.9	104.3	104.0
July	106.3	106.6	106.4	106.3	106.7	106.4
August	106.3	106.6	106.4	106.3	106.8	106.4
September	106.3	106.7	106.4	106.3	106.8	106.5
October	106.3	106.7	106.4	106.3	106.8	106.5
November	106.3	106.7	106.4	106.3	106.9	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
<b>1987—</b>						
January	106.4	106.9	106.5	106.4	107.0	106.6
February	106.4	106.9	106.5	106.4	107.0	106.6
March	109.6	110.3	109.8	109.7	110.5	110.0
April	109.6	110.3	109.8	109.7	110.5	110.0
May	109.6	110.3	109.8	109.8	110.9	110.1
June	109.6	110.3	109.8	109.8	110.9	110.1
July	109.6	110.4	109.9	109.8	110.9	110.2
August	109.7	110.5	110.0	109.9	111.0	110.3
September	110.0	110.6	110.2	110.2	111.1	110.5
October	110.3	110.7	110.4	110.5	111.3	110.7
November	110.5	110.9	110.6	110.6	111.5	110.9
December	111.2	111.6	111.3	111.4	112.2	111.6
<b>1988—</b>						
January	111.3	111.8	111.4	111.5	112.4	111.8
February	113.5	114.3	113.7	113.8	114.9	114.1
March	113.7	114.4	113.9	113.9	115.1	114.3
April	113.8	114.5	114.0	114.0	115.2	114.4
May	113.8	114.5	114.0	114.1	115.3	114.4
June	114.0	114.7	114.2	114.2	115.4	114.5
July	114.1	115.1	114.4	114.3	115.8	114.8
August	114.2	115.2	114.5	114.5	115.9	114.9
September	116.4	117.4	116.7	116.6	118.2	117.1
October	116.5	117.7	116.9	116.8	118.5	117.3
November	116.6	117.8	116.9	116.8	118.6	117.4
December	116.6	118.2	117.1	116.9	119.0	117.6

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,  
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,  
DECEMBER 1987 TO DECEMBER 1988



Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY,  
AUSTRALIA, DECEMBER  
(Base : June 1985 = 100.0)

Industry	Males			Females		
	1986	1987	1988	1986	1987	1988
Mining	106.1	112.5	116.2	n.a.	n.a.	n.a.
Manufacturing	106.2	112.1	118.3	103.8	112.1	120.4
Food, beverages, tobacco	106.3	110.9	117.1	106.5	111.2	118.0
Textiles; Clothing, footwear	106.2	112.4	122.0	106.2	112.8	123.0
Paper, paper products, printing and publishing	106.2	111.5	117.8	106.2	111.7	119.4
Metal products, machinery and equipment	106.2	112.7	117.9	106.2	112.8	119.8
Basic metal products	106.2	111.7	116.5	n.a.	n.a.	n.a.
Fabricated metal products;						
Other machinery and equipment	106.3	113.4	119.7	n.a.	n.a.	n.a.
Transport equipment	106.2	112.4	117.2	n.a.	n.a.	n.a.
Other manufacturing(a)	106.2	112.6	120.7	106.2	111.8	121.6
Electricity, gas and water	106.3	110.7	114.5	n.a.	n.a.	n.a.
Construction	106.2	111.4	117.0	n.a.	n.a.	n.a.
Wholesale and retail trade	106.2	111.0	117.5	106.2	110.5	118.4
Wholesale trade	106.2	111.4	118.4	106.2	110.8	119.1
Retail trade	106.2	110.6	116.7	106.2	110.3	118.1
Transport and storage	106.2	111.2	116.0	106.2	111.5	115.2
Communication	106.2	113.2	118.7	106.3	114.6	120.3
Finance, property and business services	106.2	109.9	115.3	106.2	110.3	116.9
Public administration and defence(b)	106.3	110.4	115.5	106.2	112.2	117.4
Community services	106.5	109.8	114.4	107.7	112.0	118.0
Recreation, personal and other services	106.3	110.5	117.4	106.2	110.4	117.1
All industries(c)	106.3	111.2	116.6	106.8	111.6	118.2

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.3. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA, DECEMBER  
(Base : June 1985 = 100.0)

Occupation	Males			Females		
	1986	1987	1988	1986	1987	1988
Managers and administrators	106.3	109.8	114.6	106.9	110.9	117.0
Professionals	106.3	109.5	113.5	106.3	109.7	113.8
Building professionals and engineers	106.4	110.3	114.6	n.a.	n.a.	n.a.
Health, diagnostic and treatment practitioners	106.2	109.4	114.4	n.a.	n.a.	n.a.
Teachers and instructors	106.2	108.9	111.9	106.3	109.3	112.9
Business professionals	106.2	110.0	114.8	n.a.	n.a.	n.a.
Other professionals	106.7	110.1	114.4	106.5	110.6	116.3
Para-professional	106.5	110.4	115.1	110.2	115.5	122.7
Engineering, building associates and technicians	106.3	110.8	115.7	n.a.	n.a.	n.a.
Registered nurses	n.a.	n.a.	n.a.	112.1	118.2	126.6
Police	106.6	109.1	113.2	n.a.	n.a.	n.a.
Other para-professionals	106.6	110.7	115.5	106.7	110.7	115.8
Tradespersons	106.2	111.9	117.3	106.2	111.8	118.2
Metal	106.2	112.7	117.6	n.a.	n.a.	n.a.
Electrical and electronic	106.2	111.8	116.8	n.a.	n.a.	n.a.
Building	106.2	111.4	117.3	n.a.	n.a.	n.a.
Vehicle	106.2	111.1	116.5	n.a.	n.a.	n.a.
Other	106.2	111.2	118.1	n.a.	n.a.	n.a.
Clerks	106.2	110.3	116.9	106.2	111.1	117.9
Stenographers	n.a.	n.a.	n.a.	106.2	110.8	117.6
Receptionists	n.a.	n.a.	n.a.	106.2	111.4	118.9
Other clerks	n.a.	n.a.	n.a.	106.2	111.2	117.8
Salespersons and personal service workers	106.4	110.3	116.9	107.6	112.0	119.4
Salespersons	n.a.	n.a.	n.a.	106.2	110.2	117.5
Personal service workers	n.a.	n.a.	n.a.	110.4	115.5	123.2
Plant and machine operators, and drivers	106.2	111.4	117.4	106.3	112.6	121.7
Rail and road transport drivers	106.3	111.0	117.5	n.a.	n.a.	n.a.
Machine operators	106.2	112.3	118.9	106.2	112.7	122.2
Other plant and machine operators, and drivers	106.2	111.4	116.6	106.5	111.6	117.2
Labourers and related workers	106.2	111.7	117.5	106.4	111.8	118.5
Trades assistants and factory hands	106.2	112.3	118.4	106.3	112.8	119.7
Construction and mining labourers	106.2	111.6	116.3	n.a.	n.a.	n.a.
Cleaners	n.a.	n.a.	n.a.	106.2	110.6	116.5
Other labourers	106.2	111.1	117.1	106.5	111.3	118.3
All occupation groups	106.3	111.2	116.6	106.8	111.6	118.2

Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1988

	Adult		Junior	
	Males	Females	Males	Females
WEEKLY EARNINGS(\$)				
Award or agreed base rate of pay	432.90	395.80	222.00	221.30
Payment by measured result	6.90	1.30	*1.40	*0.50
Overaward and other pay	9.60	4.50	3.30	2.10
Total ordinary time	449.40	401.60	226.70	223.90
Overtime	50.90	11.70	14.70	4.80
Total	500.30	413.30	241.40	228.80
PERCENTAGE OF EARNINGS				
Award or agreed base rate of pay	86.5	95.8	92.0	96.7
Payment by measured result	1.4	0.3	0.6	0.2
Overaward and other pay	1.9	1.1	1.4	0.9
Total ordinary time	89.8	97.2	93.9	97.9
Overtime	10.2	2.8	6.1	2.1
Total	100.0	100.0	100.0	100.0

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.5. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1988  
(dollars)

Code	ASCO Major Group	Average weekly total earnings					
		Adult males		Adult females		Adult persons	
		Full-time	All	Full-time	All	Full-time	All
1	Managers and administrators	694.80	688.80	561.00	526.30	673.10	660.10
2	Professionals	668.70	623.40	542.60	448.90	620.40	546.50
3	Para-professionals	586.80	570.20	515.10	425.00	565.20	510.80
4	Tradespersons	483.10	476.50	353.20	287.20	475.70	459.80
5	Clerks	478.90	464.70	393.30	339.10	423.30	375.70
6	Salespersons and personal service workers	474.00	408.40	376.10	263.70	428.70	320.40
7	Plant and machine operators, and drivers	510.10	487.70	333.30	304.40	484.90	458.10
8	Labourers and related workers	434.80	393.80	344.20	247.20	412.60	337.90
	All occupations(a)	532.50	504.10	422.70	336.10	497.10	434.60

(a) Includes occupations not separately classified.

Source : Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

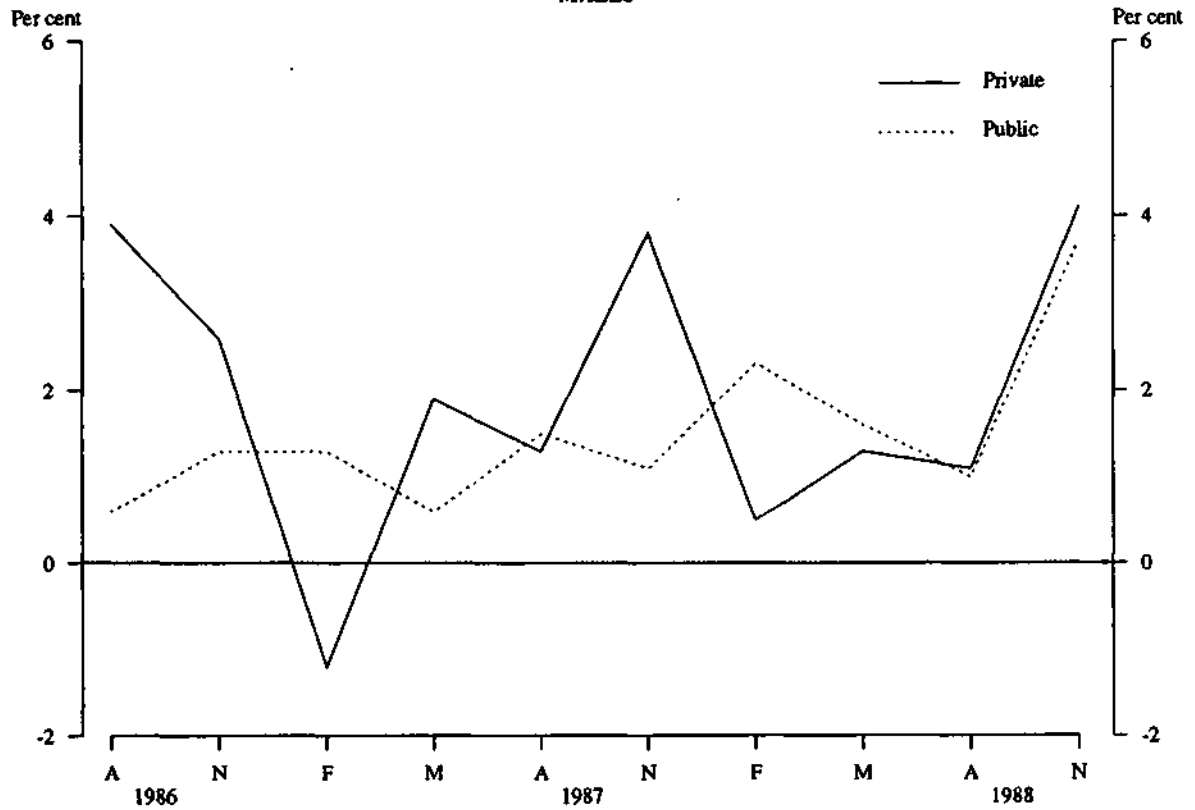
TABLE 6.6. AVERAGE WEEKLY EARNINGS OF EMPLOYEES(a), AUSTRALIA

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings
	—dollars—								
1987—									
20 February	454.40	487.70	444.50	375.70	384.10	291.00	429.60	455.10	381.30
15 May	461.30	497.40	450.90	383.00	393.10	298.90	436.20	464.00	387.30
21 August	470.30	504.50	457.00	388.90	398.20	302.30	444.20	470.50	392.50
20 November	472.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988—									
19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80	486.90	408.80
20 May	491.40	532.40	481.70	409.20	419.50	316.40	464.80	495.80	411.90
19 August	497.80	538.80	486.20	415.00	426.40	319.60	470.90	502.40	415.70
18 November	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
Change—	— per cent —								
Quarterly									
1987—									
February	+0.5	-0.2	-0.4	+0.8	+0.5	+1.2	+0.6	0.0	+0.2
May	+1.5	+2.0	+1.4	+2.0	+2.4	+2.7	+1.5	+2.0	+1.6
August	+1.9	+1.4	+1.3	+1.5	+1.3	+1.1	+1.8	+1.4	+1.3
November	+1.5	+2.3	+2.8	+0.8	+0.9	+1.4	+1.3	+2.0	+2.4
1988—									
February	+1.7	+1.2	+1.1	+2.6	+2.6	+2.9	+1.9	+1.5	+1.8
May	+1.2	+1.9	+1.4	+1.7	+1.8	+0.3	+1.3	+1.8	+0.8
August	+1.3	+1.2	+0.9	+1.4	+1.6	+1.0	+1.3	+1.3	+0.9
November	+3.0	+3.7	+3.9	+2.8	+3.1	+2.8	+3.0	+3.6	+3.4
Annual									
1987—									
February	+6.4	+6.0	+5.2	+6.5	+6.5	+5.3	+6.3	+6.0	+4.7
May	+6.6	+6.8	+6.0	+7.5	+7.7	+7.4	+6.6	+6.7	+5.7
August	+5.9	+5.9	+4.5	+7.0	+7.0	+6.9	+6.0	+6.0	+5.0
November	+5.6	+5.7	+5.3	+5.2	+5.2	+6.6	+5.4	+5.4	+5.6
1988—									
February	+6.9	+7.1	+6.8	+7.1	+7.3	+8.3	+6.8	+7.0	+7.2
May	+6.5	+7.0	+6.8	+6.8	+6.7	+5.8	+6.5	+6.9	+6.3
August	+5.8	+6.8	+6.4	+6.7	+7.1	+5.7	+6.0	+6.8	+5.9
November	+7.4	+8.2	+7.5	+8.9	+9.4	+7.2	+7.7	+8.5	+7.0

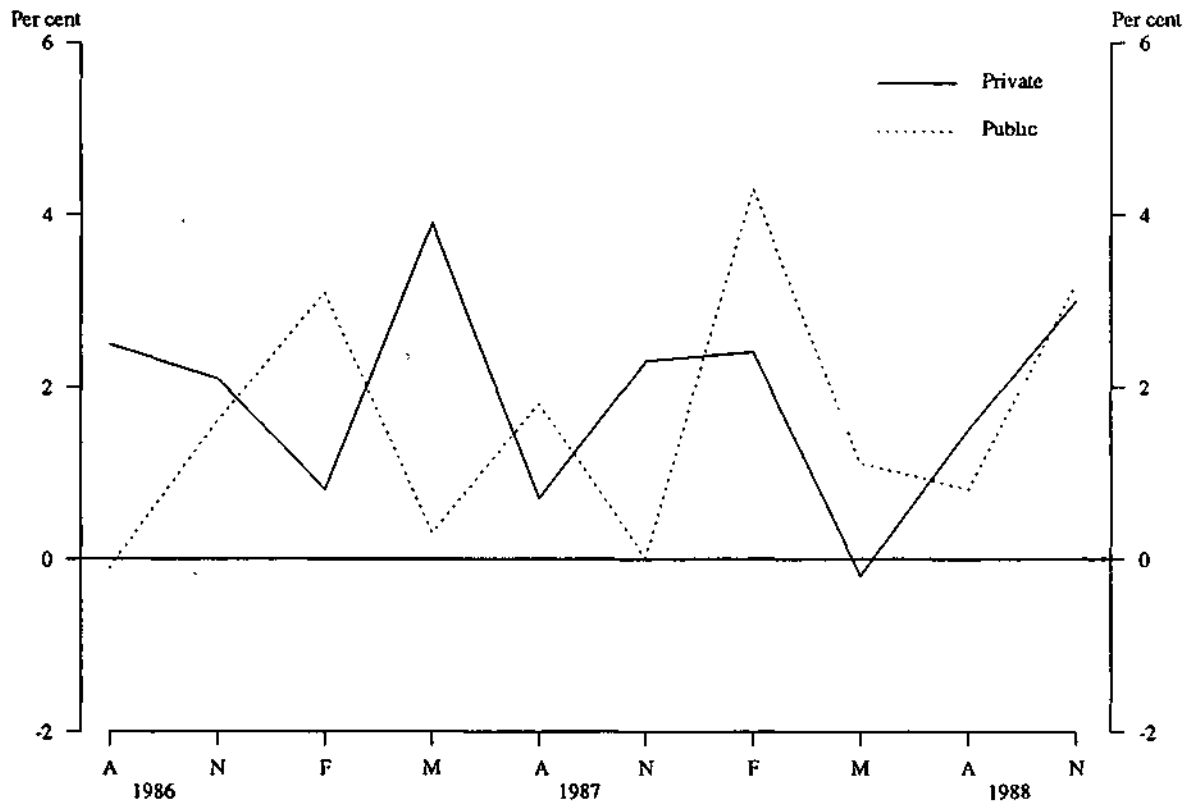
(a) Refers to all employees engaged in full-time and part-time employment.

Source: Average Weekly Earnings, States and Australia (6302.0).

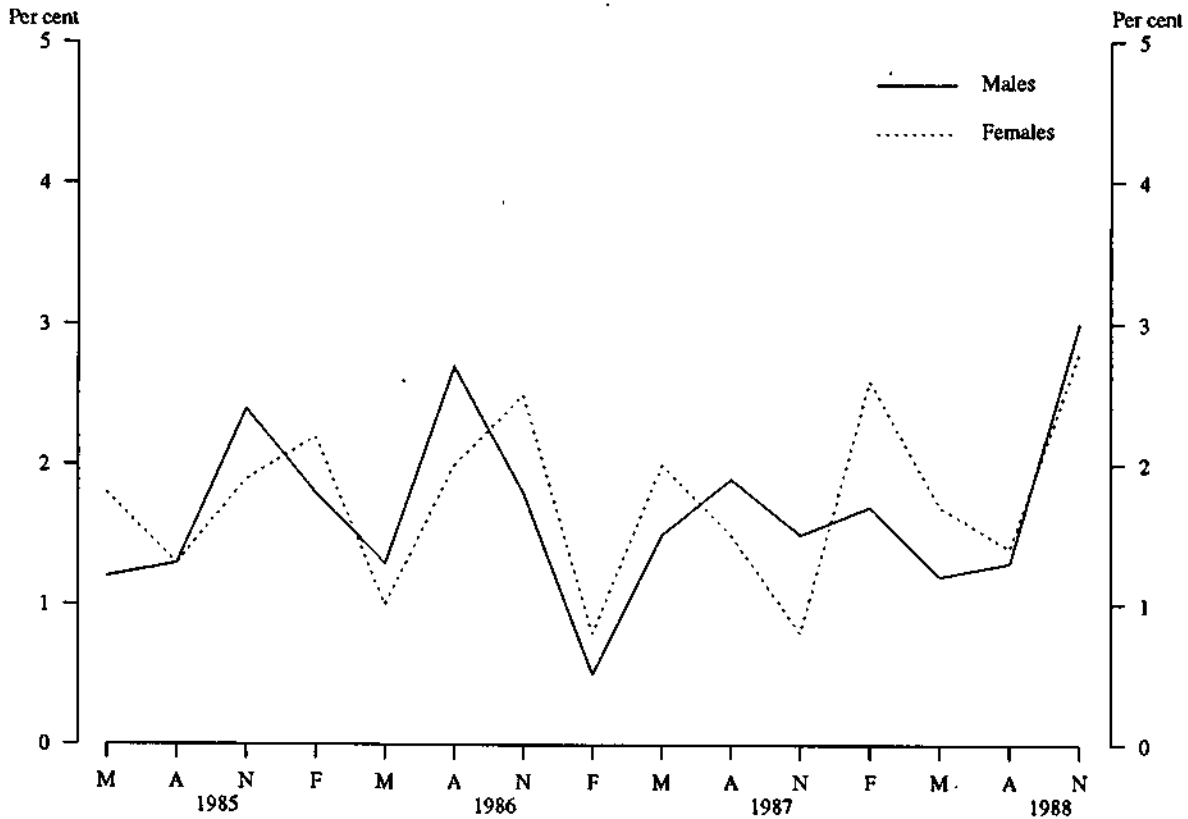
**CHART 63. AVERAGE WEEKLY TOTAL EARNINGS:  
QUARTERLY PERCENTAGE CHANGE, ALL EMPLOYEES, AUSTRALIA  
MALES**



**FEMALES**



**CHART 6.4. AVERAGE WEEKLY ORDINARY TIME EARNINGS:  
QUARTERLY PERCENTAGE CHANGE, FULL-TIME ADULTS, AUSTRALIA**



Source: Average Weekly Earnings, Australia (6302 0).

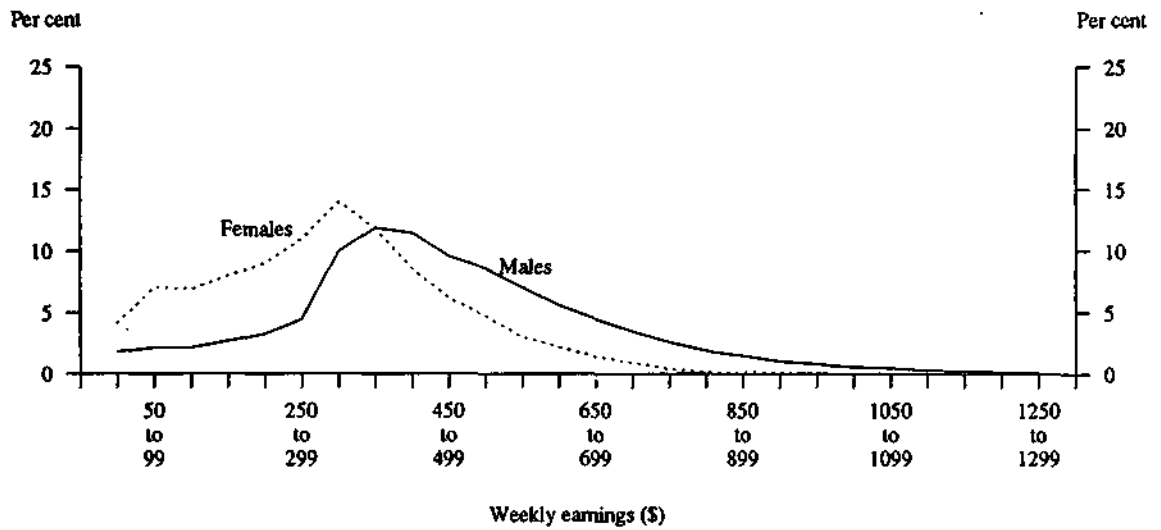
**TABLE 6.7. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR :  
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA  
MAY 1988**

	Average weekly total earnings (\$)						Average weekly hours paid for		
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
<b>PRIVATE</b>									
Adult—									
Males	406.40	10.60	13.50	430.50	62.80	493.30	38.1	3.6	41.7
Females	360.70	2.10	7.40	370.20	13.50	383.70	37.9	0.9	38.8
<b>PUBLIC</b>									
Adult—									
Males	474.80	1.00	3.40	479.20	32.00	511.20	37.5	1.6	39.1
Females	445.30	0.20	0.50	445.90	9.00	454.90	37.1	0.5	37.6
<b>TOTAL</b>									
Adult—									
Males	432.90	6.90	9.60	449.40	50.90	500.30	37.9	2.8	40.7
Females	395.80	1.30	4.50	401.60	11.70	413.30	37.6	0.7	38.3

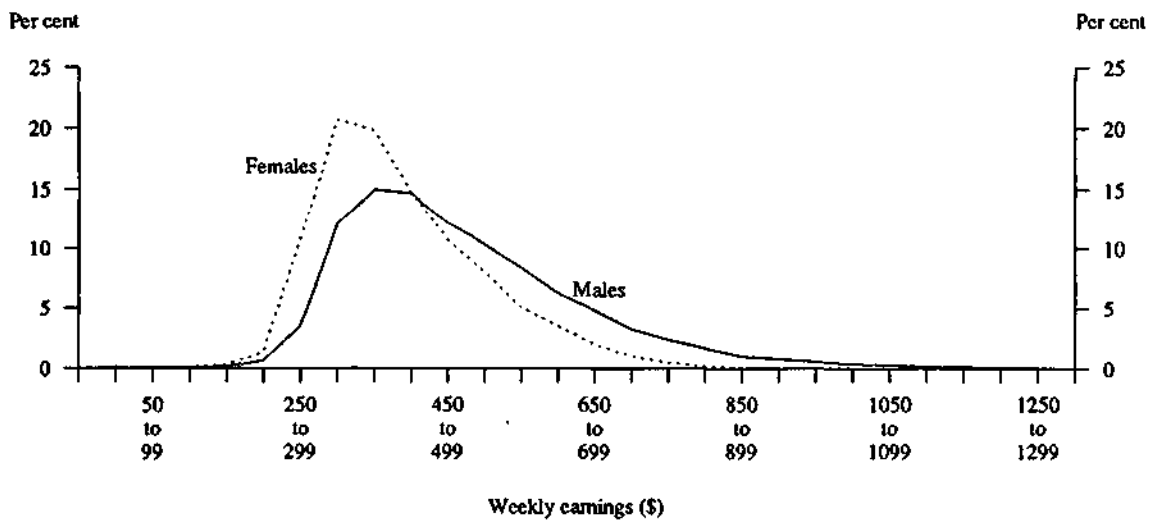
Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306 0).



**CHART 6.5. DISTRIBUTION OF ALL EMPLOYEES, BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1988**



**CHART 6.6. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1988**



**CHART 6.7. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY WEEKLY ORDINARY TIME EARNINGS, AUSTRALIA, MAY 1988**

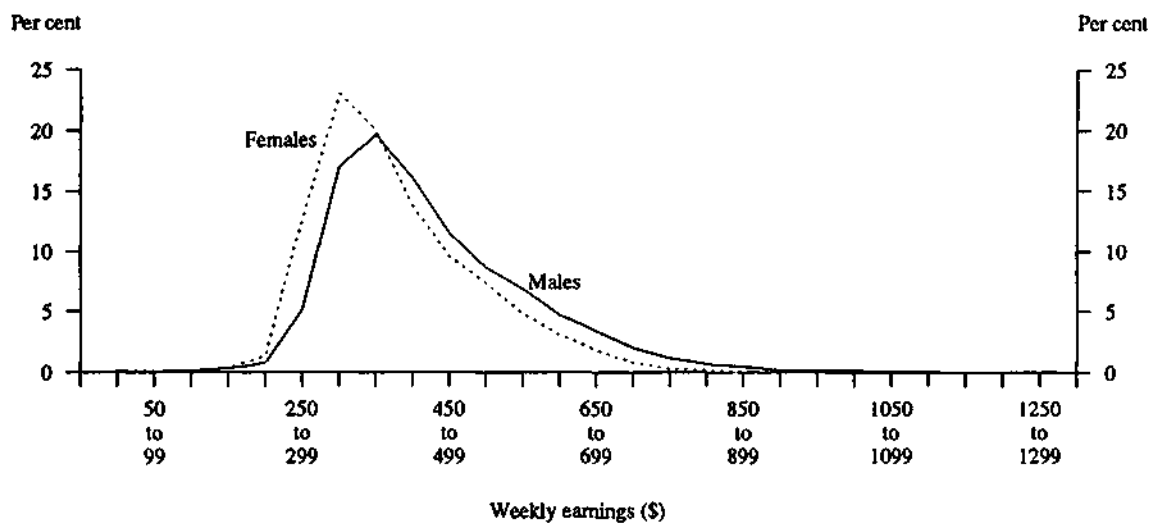


TABLE 6.8. AVERAGE WEEKLY EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA  
NOVEMBER 1982 TO NOVEMBER 1987(a)  
(dollars)

	1982	1983	1984	1985	1986	1987
MALES						
Mining	565.60	535.30	607.40	629.40	675.40	720.80
Manufacturing	335.80	362.10	386.30	415.10	437.40	467.10
Food, beverages and tobacco	354.60	366.20	381.40	397.60	429.40	450.30
Textiles; Clothing and footwear	301.20	331.30	334.60	366.10	400.70	435.90
Paper, paper products, printing and publishing	367.20	378.00	430.20	451.80	482.50	532.00
Chemical, petroleum and coal products	363.60	392.80	429.50	453.00	504.90	511.70
Metal products, machinery and equipment	330.70	367.30	390.40	422.50	443.40	471.10
Basic metal products	364.50	399.10	427.40	464.80	499.00	531.10
Fabricated metal products; Other machinery and equipment	326.60	357.10	375.10	406.90	427.30	445.40
Transport equipment	312.90	360.30	391.10	419.40	431.30	470.10
Other manufacturing	312.50	333.30	356.70	392.60	398.80	436.70
Electricity, gas and water	387.90	412.80	447.00	456.10	493.90	510.30
Construction	362.50	373.50	425.10	443.60	482.90	499.30
Wholesale trade	315.80	338.30	358.90	399.40	419.10	440.10
Retail trade	277.20	280.70	315.90	336.30	358.80	376.90
Transport and storage	374.30	394.10	423.30	443.70	482.00	518.40
Communication					445.00	464.50
Finance, property and business services	365.30	367.90	386.20	415.10	448.70	501.00
Public administration and defence	369.40	400.00	424.70	444.20	429.00	450.70
Community services					491.00	509.00
Recreation, personal and other services	305.10	308.90	345.20	368.50	400.20	420.50
Total all industries	356.60	374.00	405.50	428.70	456.00	481.90
FEMALES						
Mining	335.20	366.30	383.20	415.40	427.90	465.20
Manufacturing	252.20	265.10	289.40	306.20	329.80	345.40
Food, beverages and tobacco	271.80	288.70	298.10	320.50	346.40	363.40
Textiles; Clothing and footwear	238.30	239.60	253.80	269.70	298.60	297.30
Paper, paper products, printing and publishing	272.40	280.50	313.40	327.20	349.00	392.40
Chemical, petroleum and coal products	261.20	291.90	317.20	338.50	353.80	370.00
Metal products, machinery and equipment	247.70	265.30	306.20	317.80	335.20	355.90
Basic metal products	289.40	311.30	334.00	354.50	387.40	409.50
Fabricated metal products; Other machinery and equipment	240.30	258.50	307.00	309.60	326.00	348.10
Transport equipment	254.80	268.70	293.10	325.30	340.80	357.70
Other manufacturing	244.80	256.10	270.00	295.30	321.60	340.40
Electricity, gas and water	299.00	311.40	345.30	361.90	383.20	394.00
Construction	252.50	264.30	326.70	336.40	363.20	374.50
Wholesale trade	266.10	273.00	301.40	325.50	351.40	380.90
Retail trade	234.40	233.40	273.10	288.50	310.50	320.30
Transport and storage	321.50	337.10	355.30	374.50	391.90	407.90
Communication					389.40	399.80
Finance, property and business services	280.70	282.20	310.90	338.10	365.30	390.10
Public administration and defence	313.10	337.10	362.20	381.30	384.70	404.90
Community services					409.40	435.70
Recreation, personal and other services	233.30	263.50	293.00	310.00	334.10	357.90
Total all industries	282.22	299.30	329.20	348.70	372.50	393.90
PERSONS						
Mining	552.10	523.00	591.30	613.80	657.30	702.70
Manufacturing	316.80	337.70	362.10	389.90	411.80	436.50
Food, beverages and tobacco	336.20	345.70	360.00	379.30	409.70	428.60
Textiles; Clothing and footwear	255.70	268.10	275.60	301.50	343.70	352.50
Paper, paper products, printing and publishing	345.80	345.70	396.60	414.50	440.30	489.30
Chemical, petroleum and coal products	331.20	363.60	395.80	421.40	459.20	465.50
Metal products, machinery and equipment	318.00	351.10	375.90	407.80	427.30	452.70
Basic metal products	358.20	392.50	419.80	456.40	490.60	521.90
Fabricated metal products; other machinery and equipment	309.50	336.00	359.70	389.00	407.80	425.00
Transport equipment	307.10	350.20	378.30	409.20	420.90	456.10
Total metal products, etc.	318.00	351.10	375.90	407.80	427.30	418.30
Other manufacturing	300.30	319.70	341.80	375.10	383.20	418.30
Electricity, gas and water	381.20	405.20	439.00	448.30	484.40	499.70
Construction	353.80	362.50	418.20	435.30	472.70	489.50
Wholesale trade	302.90	319.80	342.50	378.10	398.70	423.50
Retail trade	259.80	261.90	300.00	318.10	339.80	353.90
Transport and storage	366.80	385.00	411.60	432.10	470.20	504.00
Communication					432.50	450.30
Finance, property and business services	316.80	320.60	348.90	378.90	406.30	441.50
Public administration and defence	340.80	367.40	392.40	411.70	414.30	434.90
Community services					442.70	466.00
Recreation, personal and other services	270.60	289.20	323.70	343.90	372.40	395.10
Total all industries	332.40	348.30	380.00	402.60	427.80	451.60

(a) Surveys conducted from October 1973 to October 1980 were based on a sample framework of payroll taxpayers and other sources. Surveys conducted in October 1981, and from November 1982, were based on samples drawn from the ABS register of businesses. See Technical Notes for further information.

Source: Average Earnings and Hours of Employees, Australia (6304.0)

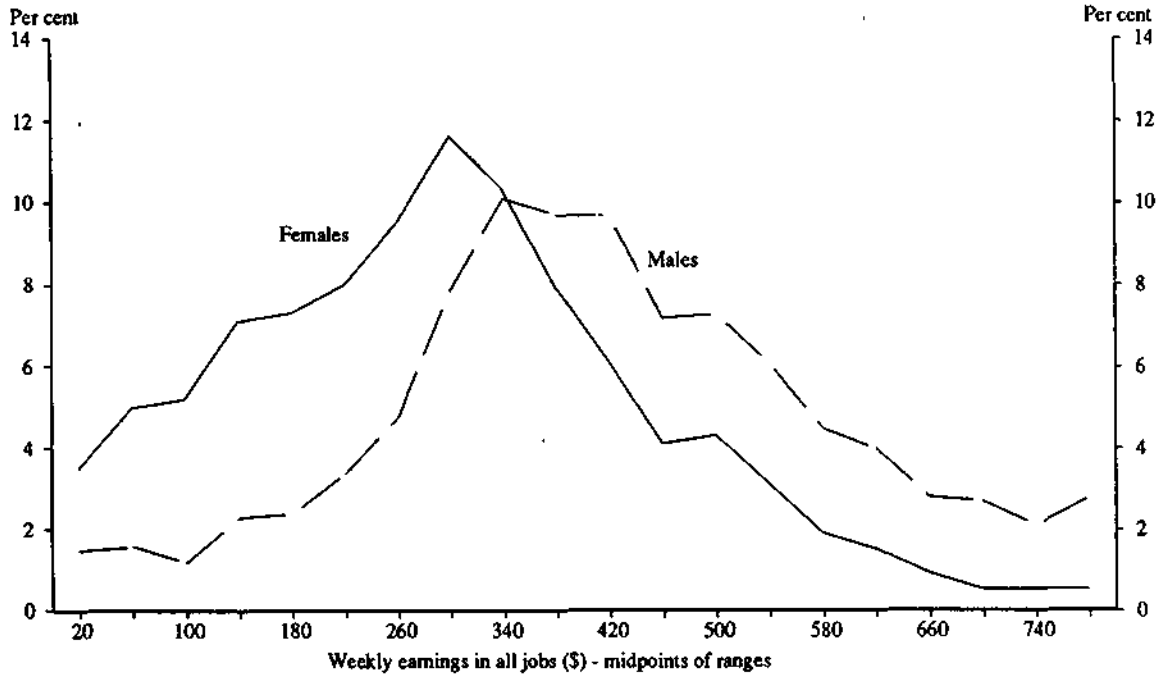
TABLE 6.9. AVERAGE WEEKLY ORDINARY TIME EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1982 TO NOVEMBER 1987(a)  
(dollars)

Industry	1982	1983	1984	1985	1986	1987
MALES						
Mining	461.20	459.10	521.60	530.00	571.90	604.90
Manufacturing	302.70	318.70	335.40	352.90	370.30	392.80
Food, beverages and tobacco	299.40	312.90	323.00	340.00	360.10	379.00
Textiles; Clothing and footwear	262.40	302.20	298.70	315.00	320.70	342.80
Paper, paper products, printing and publishing	332.50	336.10	381.60	393.90	416.80	461.10
Chemical, petroleum and coal products	334.20	347.80	380.80	390.40	434.70	448.90
Metal products, machinery and equipment	304.60	326.00	338.90	356.20	376.60	349.90
Basic metal products	330.50	350.70	370.70	392.40	421.80	447.40
Fabricated metal products; Other machinery and equipment	297.00	316.10	325.20	343.20	353.50	461.20
Transport equipment	300.00	325.10	340.20	352.90	383.80	436.60
Other manufacturing	281.40	289.20	310.40	332.80	337.50	352.90
Electricity, gas and water	359.90	382.30	406.40	416.60	458.00	465.70
Construction	327.50	336.40	382.40	393.00	425.00	432.60
Wholesale trade	293.10	316.50	334.60	367.70	383.40	411.30
Retail trade	265.20	267.70	298.50	316.80	337.40	353.70
Transport and storage	} 342.40	358.80	{ 381.70	396.70	427.60	461.20
Communication				393.60	418.40	436.60
Finance, property and business services	346.60	354.10	371.50	399.70	431.20	477.50
Public administration and defence	} 354.40	384.90	{ 373.00	391.20	414.60	432.80
Community services				447.60	469.90	488.70
Recreation, personal and other services	288.10	292.60	320.40	346.40	375.70	394.70
Total all industries	327.20	343.70	369.10	387.20	412.10	434.60
FEMALES						
Mining	316.40	327.50	356.70	385.70	407.80	437.50
Manufacturing	241.80	251.80	272.00	286.80	306.20	323.00
Food, beverages and tobacco	243.70	270.00	274.70	294.10	312.00	331.40
Textiles; Clothing and footwear	233.10	230.10	244.10	258.50	278.00	284.10
Paper, paper products, printing and publishing	260.00	264.10	300.10	311.40	328.80	375.80
Chemical, petroleum and coal products	252.20	281.80	302.20	314.00	337.60	351.20
Metal products, machinery and equipment	242.30	250.80	281.60	293.30	311.80	326.50
Basic metal products	277.70	295.60	317.30	333.90	363.60	383.90
Fabricated metal products; Other machinery and equipment	235.60	244.10	282.90	285.80	302.90	318.90
Transport equipment	250.90	254.30	263.70	297.20	316.60	326.00
Other manufacturing	236.20	246.60	267.80	279.20	297.80	318.00
Electricity, gas and water	291.90	307.00	337.30	354.30	375.90	383.60
Construction	250.50	260.10	321.90	332.10	357.70	367.10
Wholesale trade	256.70	265.50	292.60	315.70	342.20	366.80
Retail trade	228.40	227.10	263.60	279.00	301.70	310.00
Transport and storage	} 304.60	320.80	{ 316.80	340.70	372.90	382.80
Communication				355.10	368.20	378.10
Finance, property and business services	276.80	278.10	306.50	332.10	358.20	381.00
Public administration and defence	} 309.90	333.40	{ 332.70	355.20	378.60	398.90
Community services				381.70	404.40	430.80
Recreation, personal and other services	222.10	253.80	278.40	297.60	323.30	344.50
Total all industries	275.80	292.60	320.40	339.30	362.20	382.90

(a) Surveys conducted from October 1973 to October 1980 were based on a sample framework of payroll taxpayers and other sources. Surveys conducted in October 1981, and from November 1982, were based on samples drawn from the ABS register of businesses. See Technical Notes for further information.

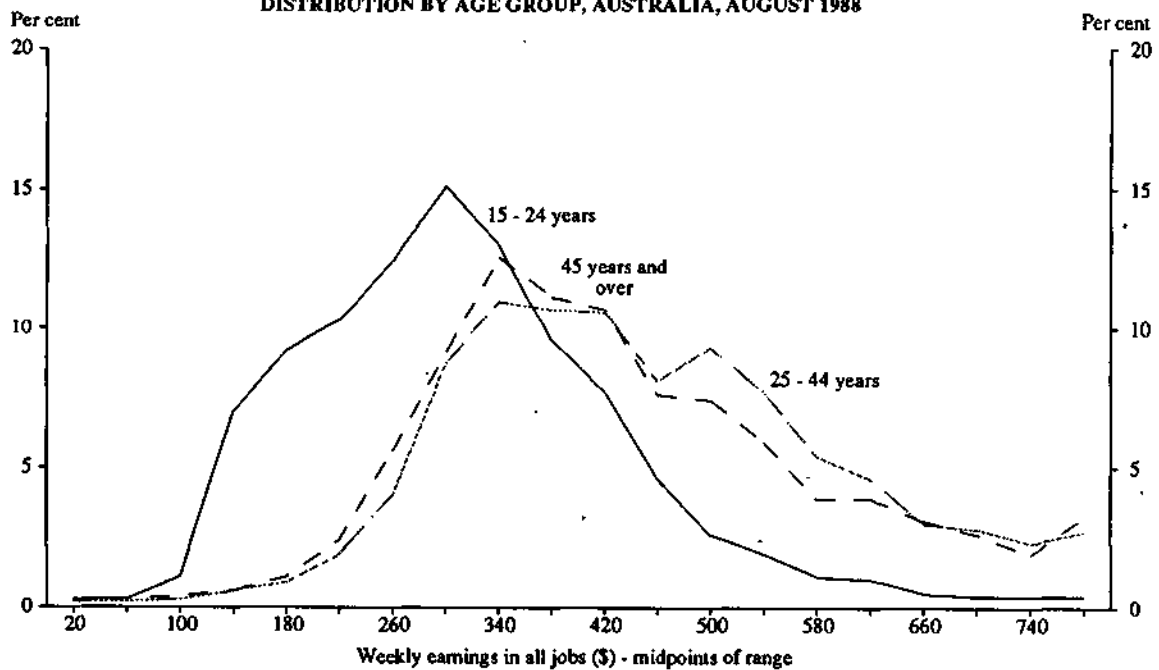
Source: Average Earnings and Hours of Employees, Australia (6304.0).

**CHART 6.8. WEEKLY EARNINGS OF ALL EMPLOYEES: DISTRIBUTION BY SEX, AUSTRALIA  
AUGUST 1988**



Source: *Weekly Earnings of Employees (Distribution), Australia, August 1988* (6310.0).

**CHART 6.9. WEEKLY EARNINGS OF FULL-TIME EMPLOYEES:  
DISTRIBUTION BY AGE GROUP, AUSTRALIA, AUGUST 1988**



Source: *Weekly Earnings of Employees (Distribution), Australia, August 1988* (6310.0).

TABLE 6.10. ALL EMPLOYEES WEEKLY EARNINGS, MARITAL STATUS, AND FULL-TIME OR PART-TIME STATUS, AUSTRALIA, AUGUST 1988

	Males			Females			Persons		
	Married	Not-married	Total	Married	Not-married	Total	Married	Not-married	Total
FULL-TIME EMPLOYEES									
—'000—									
Weekly earnings (\$)—									
Under 160	21.0	69.0	89.9	19.5	45.1	64.6	40.4	114.1	154.5
160 and under 200	11.3	60.6	71.8	15.7	54.7	70.4	26.9	115.3	142.2
200 " 240	34.4	69.3	103.7	33.9	59.1	93.0	68.3	128.4	196.8
240 " 280	63.8	91.5	155.3	68.8	84.9	153.7	132.6	176.4	309.0
280 " 320	143.7	126.5	270.2	126.8	108.8	235.6	270.5	235.3	505.7
320 " 360	211.9	140.6	352.5	122.1	108.1	230.2	334.0	248.7	582.7
360 " 400	212.6	127.9	340.5	101.0	76.7	177.6	313.5	204.6	518.1
400 " 440	245.0	97.2	342.1	71.9	71.8	143.7	316.9	168.9	485.9
440 " 480	177.8	73.9	251.6	53.9	45.4	99.2	231.6	119.2	350.9
480 " 520	193.8	62.7	256.5	56.5	44.5	101.0	250.3	170.2	420.5
520 " 560	156.9	57.0	213.9	45.8	29.3	75.0	202.7	86.3	288.9
560 " 600	121.3	36.8	158.1	25.7	18.1	43.8	147.0	54.9	201.9
600 " 640	112.3	27.1	139.4	21.7	13.2	34.9	134.0	40.3	174.3
640 " 680	79.1	18.1	97.1	11.3	10.8	22.2	90.4	28.9	119.3
680 " 720	77.1	19.1	96.2	7.6	5.4	13.0	84.7	24.5	109.2
720 " 760	60.2	14.5	74.7	8.5	*3.4	11.9	68.7	17.9	86.6
760 " 800	83.1	15.1	98.3	7.1	4.3	11.4	90.3	19.4	109.7
800 and over	172.1	33.7	205.8	10.4	11.5	22.0	182.6	45.2	227.8
Total	2,177.3	1,140.5	3,317.8	808.1	795.0	1,603.1	2,985.4	1,935.5	4,920.9
Median weekly earnings	472	363	431	366	336	351	438	351	403
Mean weekly earnings	518	397	477	396	360	378	485	382	445
PART-TIME EMPLOYEES(b)									
—'000—									
Weekly earnings (\$)—									
Under 40	*3.6	40.5	44.2	23.2	63.3	86.5	26.9	103.8	130.7
40 and under 80	6.0	41.9	47.9	61.1	61.5	122.6	67.1	103.4	170.5
80 " 120	6.5	21.6	28.2	86.4	34.4	120.8	93.0	56.0	149.0
120 " 160	6.7	16.3	23.0	105.8	33.2	139.0	112.5	49.4	162.0
160 " 200	5.2	9.4	14.6	96.1	21.5	117.6	101.3	30.9	132.3
200 " 240	6.8	8.2	15.1	94.4	17.6	112.0	101.3	25.8	127.1
240 " 280	6.8	6.9	13.7	71.2	18.6	89.7	78.0	25.4	103.4
280 " 320	4.5	4.4	8.9	51.8	10.3	62.1	56.3	14.7	71.0
320 " 360	*3.4	*2.0	5.4	27.8	5.7	33.4	31.2	7.7	38.9
360 " 400	*2.3	*2.6	4.9	21.5	*2.7	24.2	23.8	5.3	29.2
400 " 440	*1.2	*0.6	*1.8	10.7	*2.7	13.5	11.9	*3.4	15.3
440 and over	12.5	5.5	18.0	27.0	6.8	33.7	39.5	12.3	51.7
Total	65.7	160.0	225.7	677.0	278.3	955.3	742.7	438.3	1,181.0
Median weekly earnings	228	77	108	185	96	162	187	88	154
Mean weekly earnings	273	123	167	207	131	185	212	128	181
TOTAL									
—'000—									
Weekly earnings (\$)—									
Under 40	6.2	45.5	51.7	24.4	65.0	89.4	30.6	110.5	141.1
40 and under 80	10.4	46.8	57.2	64.8	63.4	128.2	75.2	110.2	185.4
80 " 120	13.4	28.6	42.0	91.5	42.1	133.6	105.0	70.7	175.6
120 " 160	13.8	68.4	82.2	115.2	67.1	182.3	129.0	135.4	264.5
160 " 200	16.5	70.0	86.4	111.8	76.2	188.0	128.2	146.2	274.4
200 " 240	41.3	77.5	118.8	128.3	76.7	205.1	169.6	154.2	323.9
240 " 280	70.7	98.4	169.0	139.9	103.4	243.4	210.6	201.8	412.4
280 " 320	148.2	130.8	279.1	178.6	119.1	297.7	326.8	250.0	576.7
320 " 360	215.4	142.6	358.0	149.8	113.8	263.6	365.2	256.4	621.6
360 " 400	214.9	130.5	345.4	122.5	79.4	201.9	337.4	209.9	547.3
400 " 440	246.2	97.8	344.0	82.7	74.5	157.2	328.8	172.3	501.1
440 " 480	180.2	74.8	254.9	58.5	46.9	105.5	238.7	121.7	360.4
480 " 520	195.6	63.6	259.2	63.7	46.6	110.3	259.3	110.2	369.5
520 " 560	158.7	58.0	216.6	50.1	30.2	80.3	208.8	88.2	296.9
560 " 600	121.8	37.5	159.3	29.2	18.9	48.1	151.1	56.3	207.4
600 " 640	114.7	27.5	142.2	24.0	13.8	37.8	138.8	41.3	180.1
640 " 680	79.5	18.2	97.7	12.7	11.2	24.0	92.2	29.4	121.7
680 " 720	77.3	19.2	96.5	7.8	5.4	13.2	85.1	24.6	109.7
720 " 760	61.1	14.5	75.6	9.3	*3.4	12.7	70.4	17.9	88.3
760 " 800	83.9	15.8	99.8	8.3	4.6	12.8	92.2	20.4	112.6
800 and over	173.4	34.4	207.8	11.8	11.6	23.5	185.2	46.1	231.3
Total	2,243.1	1,300.4	3,543.5	1,485.1	1,073.3	2,558.4	3,728.2	2,373.8	6,101.9
Median weekly earnings	467	343	420	294	293	294	397	320	365
Mean weekly earnings	511	363	457	310	301	306	431	335	394

Source: Weekly Earnings of Employees (Distribution), Australia, August 1988 (6310.0).

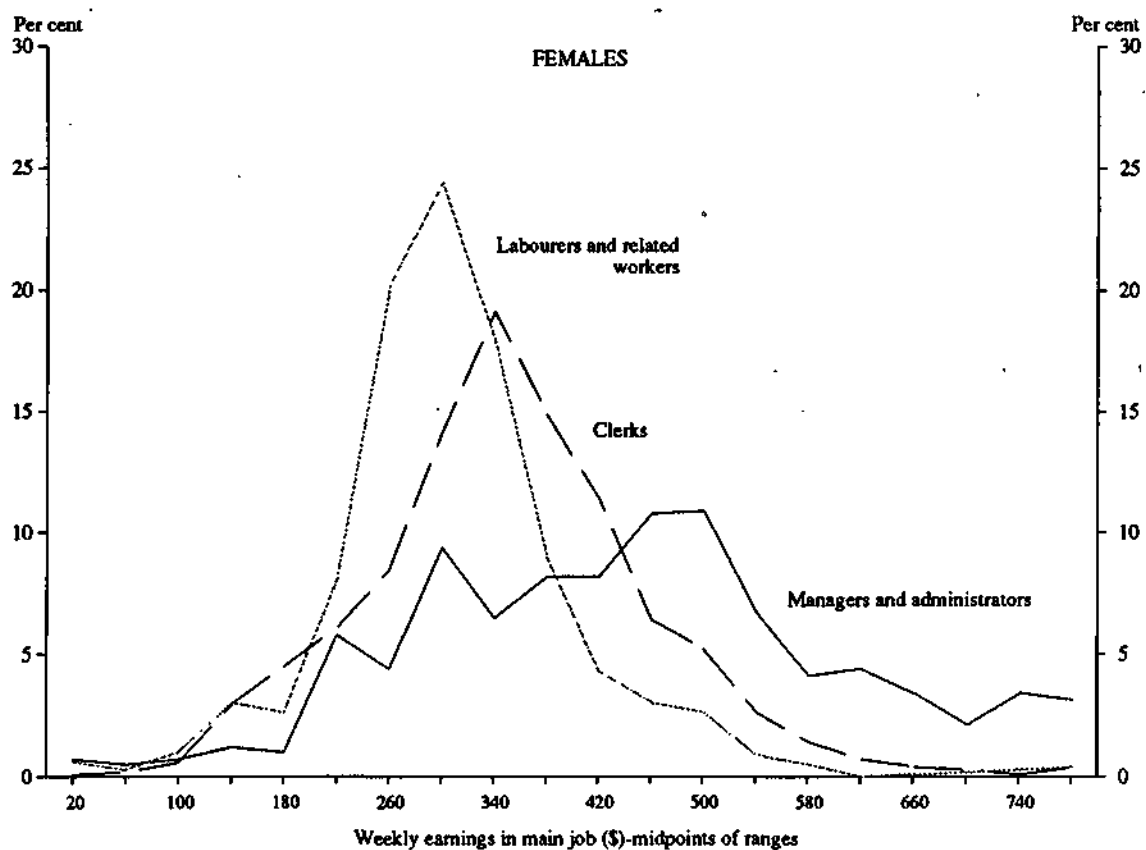
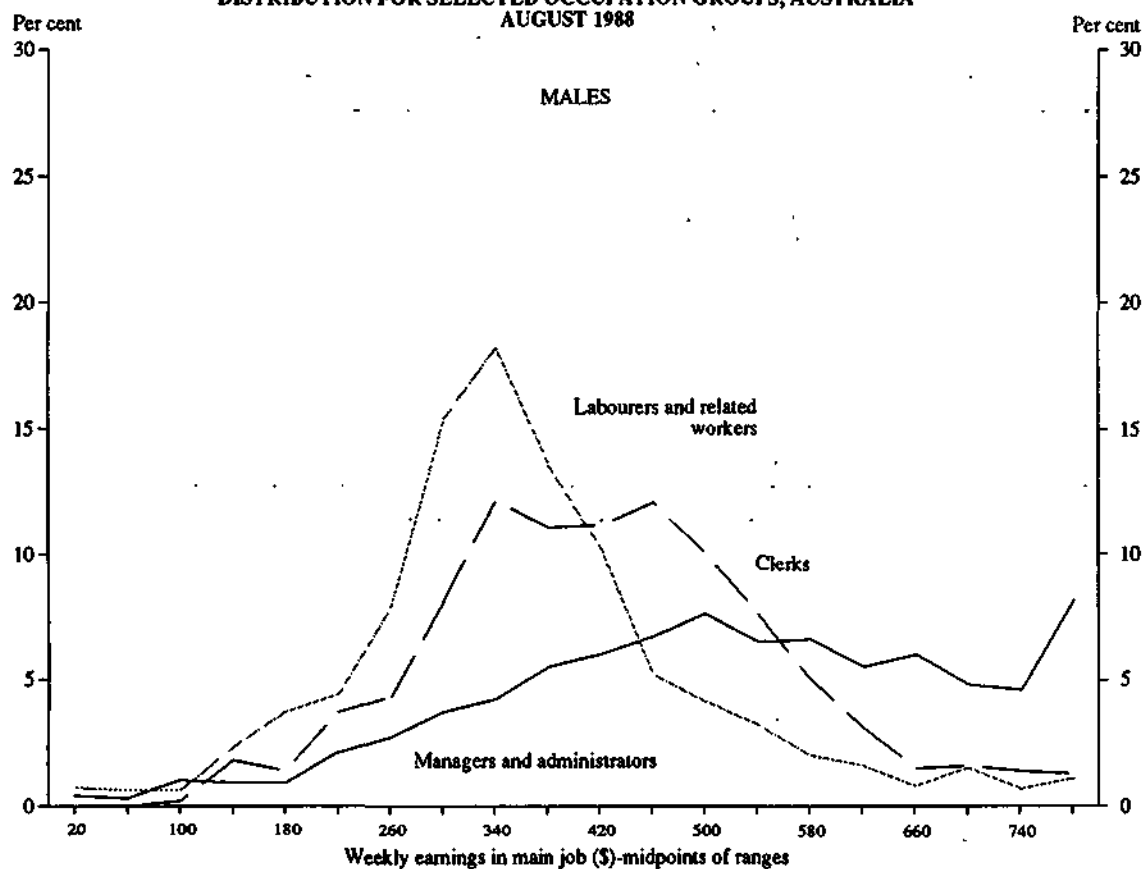
TABLE 6.11. FULL-TIME EMPLOYEES WEEKLY EARNINGS IN MAIN JOB(a) AND INDUSTRY, AUSTRALIA, AUGUST 1988

	Agriculture, forestry, fishing, and, hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage
—'000—							
Weekly earnings in main job(\$)—							
Under 160	10.8	*0.8	21.5	*1.4	7.4	44.9	4.7
160 and under 200	5.3	*0.8	25.6	*1.3	10.7	41.0	*3.7
200    "    240	8.7	*0.7	42.7	*2.6	11.0	49.7	7.4
240    "    280	15.2	*0.9	78.6	5.0	11.8	73.5	8.6
280    "    320	17.5	*2.1	119.9	7.2	20.3	129.2	21.0
320    "    360	7.5	*3.2	146.4	10.1	25.5	109.4	32.6
360    "    400	8.4	*2.8	124.4	12.2	31.2	93.9	27.5
400    "    440	7.2	*3.0	112.2	12.0	41.2	81.5	31.6
440    "    480	*3.1	4.6	68.1	13.5	29.4	50.6	21.9
480    "    520	*2.8	6.7	70.0	9.9	28.4	41.7	27.2
520    "    560	*2.0	6.5	53.7	7.4	19.7	30.5	20.8
560    "    600	*1.8	4.6	34.8	6.5	12.8	22.5	15.2
600    "    640	*1.4	5.1	31.8	4.4	14.6	16.8	11.3
640    "    680	*0.8	4.4	19.0	*3.3	7.7	13.5	5.6
680    "    720	*1.0	6.2	21.5	*3.2	6.8	10.4	8.1
720    "    760	*0.4	4.9	16.6	*2.6	5.2	8.2	6.0
760    "    800	*0.6	10.2	19.1	*2.2	6.9	12.7	8.0
800 and over	*2.2	20.6	34.3	6.8	11.3	26.4	15.9
Total	96.9	88.1	1,040.2	111.6	301.8	856.6	277.0
—dollars—							
Median weekly earnings in main job	298	659	386	451	431	352	442
Mean weekly earnings in main job	330	672	425	486	456	389	488
	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total	
—'000—							
Weekly earnings in main job(\$)—							
Under 160	*0.6	15.8	6.0	23.3	12.7	149.9	
160 and under 200	*1.6	16.7	*3.3	17.9	13.5	141.5	
200    "    240	*1.5	26.5	7.1	21.7	14.7	194.4	
240    "    280	5.2	35.6	11.0	42.7	22.6	310.5	
280    "    320	7.4	50.8	25.1	67.6	32.5	500.7	
320    "    360	20.4	61.2	40.2	87.4	30.3	574.3	
360    "    400	15.7	52.7	37.2	82.7	23.0	511.6	
400    "    440	16.4	47.3	29.4	80.1	19.6	481.5	
440    "    480	14.3	39.8	23.8	65.7	11.8	346.6	
480    "    520	11.7	41.8	21.0	79.4	12.4	353.1	
520    "    560	8.6	28.3	21.9	79.3	6.6	285.3	
560    "    600	5.4	25.3	11.0	52.8	4.8	197.5	
600    "    640	4.7	16.6	11.5	49.7	7.0	175.0	
640    "    680	*1.6	14.1	11.2	32.3	*2.5	116.1	
680    "    720	*3.5	15.7	6.6	20.1	*3.0	106.3	
720    "    760	*2.3	11.9	7.6	18.2	*1.5	85.4	
760    "    800	*1.4	17.2	6.9	22.4	*3.1	110.7	
800 and over	*2.8	39.3	15.3	36.3	5.6	216.8	
Total	125.2	556.5	296.2	879.7	227.4	4,857.2	
—dollars—							
Median weekly earnings in main job	424	415	424	449	342	403	
Mean weekly earnings in main job	448	472	469	475	381	444	

(a) Estimates of wage and salary earners and their earnings obtained from this survey may differ from similar estimates derived from other sources.

Source: Weekly Earnings of Employees (Distribution), Australia, August 1988 (6310.0).

**CHART 6.10. WEEKLY EARNINGS IN MAIN JOB FOR FULL-TIME EMPLOYEES:  
DISTRIBUTION FOR SELECTED OCCUPATION GROUPS, AUSTRALIA  
AUGUST 1988**



Note: Occupation groups are classified according to the Australian Standard Classification of Occupation, ASCO 1986.

Source: *Weekly Earnings of Employees (Distribution) Australia, August, 1988* (6310.0).

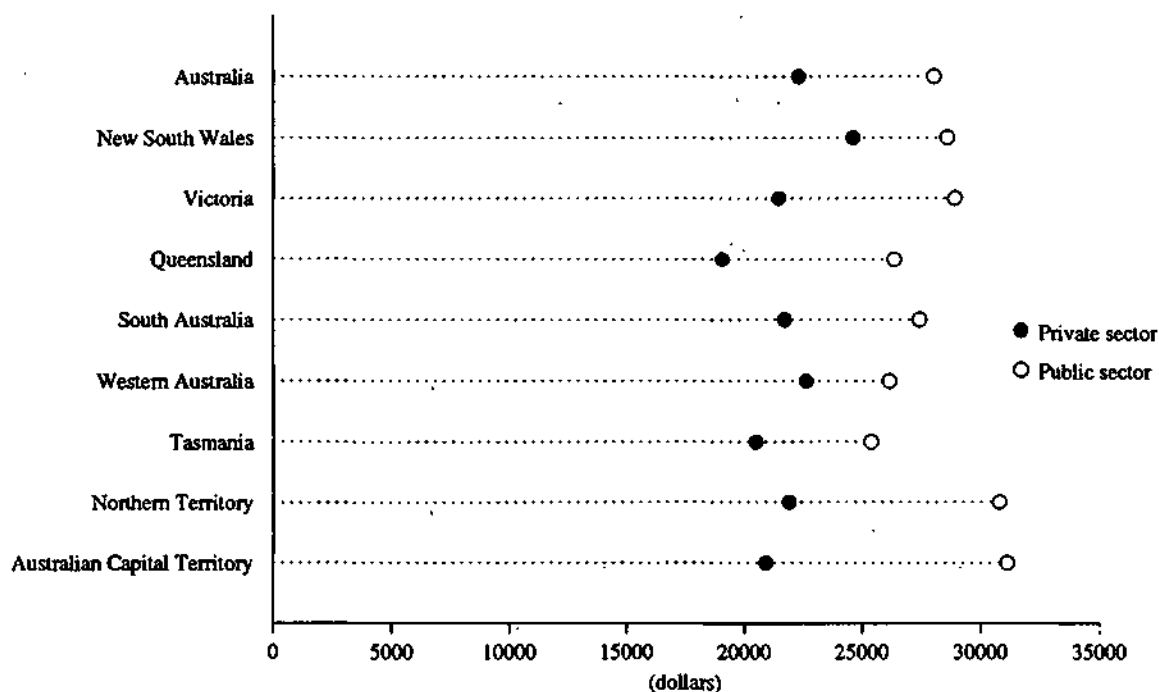
TABLE 6.12. EMPLOYEES WHO WORKED IN A SECOND JOB : WEEKLY EARNINGS IN MAIN JOB AND WEEKLY EARNINGS IN SECOND JOB, AUSTRALIA, AUGUST 1988

	Weekly earnings in main job(\$)						Median weekly earnings in main job	Mean weekly earnings in main job	
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 480	480 and over			
MALES									
	—'000—						—dollars—		
Weekly earnings in second job (\$)—									
Under 60	*3.7	*1.3	*1.9	4.1	*3.4	5.3	19.7	337	348
60 and under 120	*1.0	*1.9	*2.8	*3.1	5.5	7.3	21.7	389	416
120 and over	*0.6	*1.1	*2.4	4.4	5.7	8.8	23.0	401	501
Total	5.4	4.3	7.2	11.6	14.6	21.4	64.5	380	425
	—dollars—								
Median weekly earnings in second job	43	86	95	92	102	103	94	..	..
Mean weekly earnings in second job	53	103	92	107	114	120	106	..	..
FEMALES									
	—'000—						—dollars—		
Weekly earnings in second job (\$)—									
Under 60	10.5	6.9	6.3	5.1	*3.4	*2.3	34.5	197	225
60 and under 120	4.9	4.8	4.8	4.9	*2.4	*2.1	23.9	237	260
120 and over	*1.7	4.2	6.0	5.0	*3.8	*2.0	22.8	272	295
Total	17.1	15.9	17.0	15.0	9.6	6.5	81.2	235	255
	—dollars—								
Median weekly earnings in second job	48	72	87	89	94	86	74	..	..
Mean weekly earnings in second job	58	88	105	106	110	92	92	..	..
PERSONS									
	—'000—						—dollars—		
Weekly earnings in second job (\$)—									
Under 60	14.2	8.2	8.2	9.2	6.8	7.7	54.2	245	270
60 and under 120	5.9	6.7	7.6	8.1	7.9	9.4	45.6	305	334
120 and over	*2.4	5.4	8.4	9.4	9.5	10.8	45.8	336	398
Total	22.6	20.3	24.2	26.6	24.2	27.9	145.7	296	330
	—dollars—								
Median weekly earnings in second job	47	76	90	89	99	99	84	..	..
Mean weekly earnings in second job	57	92	101	106	113	113	98	..	..

Source: Weekly Earnings of Employees (Distribution), Australia, August 1988 (6310.0).

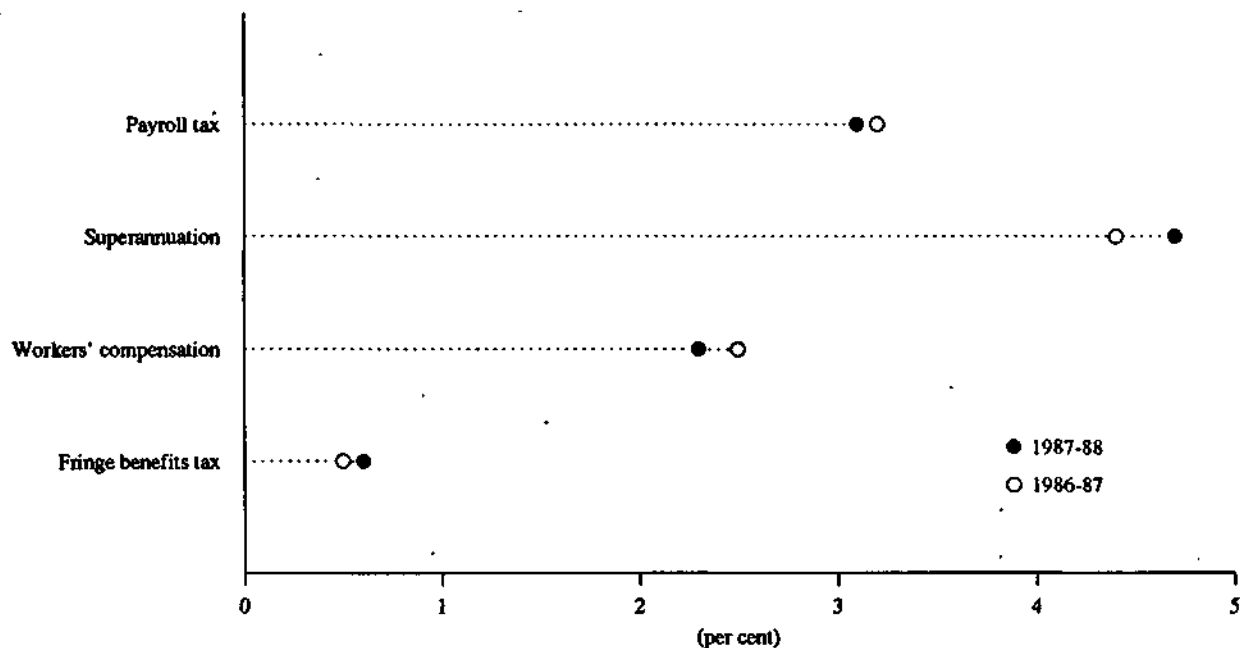


CHART 6.11. TOTAL LABOUR COSTS PER EMPLOYEE: SECTOR, STATES AND AUSTRALIA, 1987-88



Source: Major Labour Costs, Australia, 1987-88 (6348.0)

CHART 6.12. OTHER LABOUR COSTS AS A PERCENTAGE OF TOTAL LABOUR COSTS, AUSTRALIA, 1986-87 AND 1987-88



Source: Major Labour Costs, Australia, 1987-88 (6348.0).

TABLE 6.13 TOTAL LABOUR COSTS : TYPE OF LABOUR COST, STATES AND SECTOR

Total Costs  
(\$ million)

Type of labour cost		NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE										
Earnings	1986-87	28,796	19,225	9,255	5,820	6,606	1,722	552	718	72,694
	1987-88	33,170	24,416	9,697	6,703	7,238	1,908	654	809	84,596
Gross wages and salaries	1986-87	28,245	18,867	9,092	5,737	6,471	1,697	540	710	71,360
	1987-88	32,253	23,902	9,486	6,612	7,077	1,871	641	796	82,638
Severance, termination and redundancy payments	1986-87	550	358	163	83	135	24	12	8	1,334
	1987-88	917	514	212	91	161	37	13	13	1,958
Other labour costs	1986-87	3,463	2,110	770	625	678	148	54	71	7,919
	1987-88	3,773	2,771	798	720	765	178	65	75	9,146
Payroll tax	1986-87	1,207	829	289	177	238	58	18	18	2,834
	1987-88	1,338	1,031	290	205	258	67	20	22	3,230
Superannuation	1986-87	1,068	667	284	191	201	49	11	26	2,497
	1987-88	1,226	887	280	233	235	65	18	26	2,969
Workers' compensation	1986-87	964	496	152	231	190	34	19	24	2,109
	1987-88	914	625	169	242	203	33	18	22	2,227
Fringe benefits tax	1986-87	224	118	45	27	49	6	5	3	479
	1987-88	295	229	59	41	70	12	9	4	719
Total labour costs	1986-87	32,259	21,336	10,025	6,445	7,284	1,870	606	789	80,613
	1987-88	36,943	27,188	10,495	7,423	8,003	2,086	719	884	93,741
PUBLIC										
Earnings	1986-87	13,300	10,300	5,586	3,406	3,370	1,182	574	1,848	39,566
	1987-88	14,386	10,778	5,981	3,679	3,692	1,251	560	1,939	42,266
Gross wages and salaries	1986-87	12,955	10,097	5,504	3,361	3,314	1,169	564	1,828	38,794
	1987-88	13,942	10,525	5,812	3,605	3,614	1,227	542	1,885	41,153
Severance, termination and redundancy payments	1986-87	345	202	82	45	56	13	10	20	772
	1987-88	444	253	169	74	78	24	18	54	1,113
Other labour costs	1986-87	1,698	1,714	705	450	335	119	64	191	5,275
	1987-88	2,021	1,899	771	514	418	117	72	226	6,037
Payroll tax	1986-87	476	340	172	95	56	17	26	4	1,186
	1987-88	415	365	179	100	61	18	22	10	1,170
Superannuation	1986-87	879	999	459	251	199	83	25	150	3,045
	1987-88	1,250	1,141	509	277	266	78	32	173	3,724
Workers' compensation	1986-87	319	356	63	97	74	17	5	33	964
	1987-88	310	372	62	126	80	19	6	39	1,013
Fringe benefits tax	1986-87	24	18	12	6	7	2	8	4	81
	1987-88	46	21	20	11	11	3	11	4	129
Total labour costs	1986-87	14,998	12,013	6,291	3,856	3,705	1,301	638	2,039	44,841
	1987-88	16,407	12,676	6,752	4,193	4,110	1,368	632	2,165	48,302
PRIVATE AND PUBLIC										
Earnings	1986-87	42,096	29,525	14,841	9,226	9,976	2,903	1,126	2,566	112,260
	1987-88	47,556	35,194	15,679	10,382	10,930	3,159	1,214	2,748	126,861
Gross wages and salaries	1986-87	41,200	28,965	14,596	9,098	9,785	2,867	1,104	2,538	110,153
	1987-88	46,195	34,427	15,298	10,217	10,691	3,099	1,183	2,681	123,791
Severance, termination and redundancy payments	1986-87	896	560	245	128	191	37	22	28	2,106
	1987-88	1,360	767	381	165	239	61	30	68	3,071
Other labour costs	1986-87	5,161	3,824	1,475	1,075	1,012	267	118	262	13,194
	1987-88	5,795	4,670	1,568	1,234	1,184	294	137	300	15,182
Payroll tax	1986-87	1,683	1,169	461	272	293	76	44	22	4,019
	1987-88	1,753	1,395	469	305	318	85	43	32	4,401
Superannuation	1986-87	1,947	1,666	743	442	400	132	36	176	5,542
	1987-88	2,476	2,027	789	509	501	143	50	198	6,694
Workers' compensation	1986-87	1,282	852	215	328	263	51	25	57	3,073
	1987-88	1,224	997	230	368	283	52	24	61	3,240
Fringe benefits tax	1986-87	248	137	56	33	56	8	13	7	559
	1987-88	341	250	79	52	81	15	20	9	848
Total labour costs	1986-87	47,256	33,349	16,316	10,301	10,989	3,170	1,244	2,828	125,454
	1987-88	53,350	39,864	17,247	11,616	12,113	3,454	1,351	3,049	142,043

**TABLE 6.14 TOTAL LABOUR COSTS : TYPE OF LABOUR COST, STATES AND SECTOR**  
Costs as a Percentage of Total Labour Costs  
(per cent)

Type of labour cost		NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE										
Earnings	1986-87	89.3	90.1	92.3	90.3	90.7	92.1	91.1	91.0	90.2
	1987-88	89.8	89.8	92.4	90.3	90.4	91.5	90.9	91.6	90.2
Gross wages and salaries	1986-87	87.6	88.4	90.7	89.0	88.8	90.8	89.1	89.9	88.5
	1987-88	87.3	87.9	90.4	89.1	88.4	89.7	89.2	90.1	88.2
Severance, termination and redundancy payments	1986-87	1.7	1.7	1.6	1.3	1.9	1.3	2.0	1.1	1.7
	1987-88	2.5	1.9	2.0	1.2	2.0	1.8	1.8	1.5	2.1
Other labour costs	1986-87	10.7	9.9	7.7	9.7	9.3	7.9	8.9	9.0	9.8
	1987-88	10.2	10.2	7.6	9.7	9.6	8.5	9.1	8.5	9.8
Payroll tax	1986-87	3.7	3.9	2.9	2.7	3.3	3.1	2.9	2.3	3.5
	1987-88	3.6	3.8	2.8	2.8	3.2	3.2	2.8	2.5	3.5
Superannuation	1986-87	3.3	3.1	2.8	3.0	2.8	2.6	1.9	3.3	3.1
	1987-88	3.3	3.3	2.7	3.1	2.9	3.1	2.5	2.9	3.2
Workers' compensation	1986-87	3.0	2.3	1.5	3.6	2.6	1.8	3.1	3.1	2.6
	1987-88	2.5	2.3	1.6	3.3	2.5	1.6	2.5	2.5	2.4
Fringe benefits tax	1986-87	0.7	0.6	0.5	0.4	0.7	0.3	0.9	0.4	0.6
	1987-88	0.8	0.8	0.6	0.6	0.9	0.6	1.2	0.5	0.8
Total labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PUBLIC										
Earnings	1986-87	88.7	85.7	88.8	88.3	91.0	90.9	90.0	90.6	88.2
	1987-88	87.7	85.0	88.6	87.7	89.8	91.5	88.6	89.6	87.5
Gross wages and salaries	1986-87	86.4	84.1	87.5	87.2	89.5	89.9	88.4	89.7	86.5
	1987-88	85.0	83.0	86.1	86.0	87.9	89.8	85.8	87.1	85.2
Severance, termination and redundancy payments	1986-87	2.3	1.7	1.3	1.2	1.5	1.0	1.5	1.0	1.7
	1987-88	2.7	2.0	2.5	1.8	1.9	1.7	2.8	2.5	2.3
Other labour costs	1986-87	11.3	14.3	11.2	11.7	9.0	9.1	10.0	9.4	11.8
	1987-88	12.3	15.0	11.4	12.3	10.2	8.5	11.4	10.4	12.5
Payroll tax	1986-87	3.2	2.8	2.7	2.5	1.5	1.3	4.1	0.2	2.6
	1987-88	2.5	2.9	2.7	2.4	1.5	1.3	3.5	0.5	2.4
Superannuation	1986-87	5.9	8.3	7.3	6.5	5.4	6.4	3.9	7.4	6.8
	1987-88	7.6	9.0	7.5	6.6	6.5	5.7	5.1	8.0	7.7
Workers' compensation	1986-87	2.1	3.0	1.0	2.5	2.0	1.3	0.9	1.6	2.2
	1987-88	1.9	2.9	0.9	3.0	1.9	1.4	0.9	1.8	2.1
Fringe benefits tax	1986-87	0.2	0.2	0.2	0.2	0.2	0.2	1.2	0.2	0.2
	1987-88	0.3	0.2	0.3	0.3	0.3	0.2	1.8	0.2	0.3
Total labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PRIVATE AND PUBLIC										
Earnings	1986-87	89.1	88.5	91.0	89.6	90.8	91.6	90.5	90.7	89.5
	1987-88	89.1	88.3	90.9	89.4	90.2	91.5	89.9	90.1	89.3
Gross wages and salaries	1986-87	87.2	86.9	89.5	88.3	89.1	90.4	88.8	89.7	87.8
	1987-88	86.6	86.4	88.7	88.0	88.3	89.7	87.6	87.9	87.1
Severance, termination and redundancy payments	1986-87	1.9	1.7	1.5	1.2	1.7	1.2	1.8	1.0	1.7
	1987-88	2.6	1.9	2.2	1.4	2.0	1.8	2.2	2.2	2.2
Other labour costs	1986-87	10.9	11.5	9.0	10.4	9.2	8.4	9.5	9.3	10.5
	1987-88	10.9	11.7	9.1	10.6	9.8	8.5	10.1	9.9	10.7
Payroll tax	1986-87	3.6	3.5	2.8	2.6	2.7	2.4	3.5	0.8	3.2
	1987-88	3.3	3.5	2.7	2.6	2.6	2.5	3.2	1.1	3.1
Superannuation	1986-87	4.1	5.0	4.6	4.3	3.6	4.2	2.9	6.2	4.4
	1987-88	4.6	5.1	4.6	4.4	4.1	4.1	3.7	6.5	4.7
Workers' compensation	1986-87	2.7	2.6	1.3	3.2	2.4	1.6	2.0	2.0	2.5
	1987-88	2.3	2.5	1.3	3.2	2.3	1.5	1.8	2.0	2.3
Fringe benefits tax	1986-87	0.5	0.4	0.4	0.3	0.5	0.3	1.1	0.3	0.5
	1987-88	0.6	0.6	0.5	0.5	0.7	0.4	1.5	0.3	0.6
Total labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**TABLE 6.15 TOTAL LABOUR COSTS PRIVATE SECTOR : TYPE OF LABOUR COST AND INDUSTRY**  
Average Costs Per Employee

<i>Type of labour cost</i>		<i>Mining</i>	<i>Manufacturing</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale and retail trade</i>	<i>Transport, storage and communi- cation</i>	<i>Finance, property and business services</i>	<i>Community services</i>	<i>Recreation, personal and other services</i>	<i>Total</i>
		<i>— dollars —</i>									
<i>Earnings</i>	1986-87	35,453	20,954	26,075	22,362	15,725	23,224	21,671	16,889	11,849	18,923
	1987-88	37,874	23,386	27,924	23,211	16,734	24,563	24,988	18,767	11,514	20,133
Gross wages and salaries	1986-87	34,303	20,460	25,628	22,035	15,492	22,848	21,256	16,706	11,704	18,576
	1987-88	35,118	22,760	27,302	22,793	16,415	24,047	24,327	18,555	11,358	19,667
Severance, termination and redundancy payments	1986-87	1,149	494	447	326	233	377	414	184	144	347
	1987-88	2,756	626	622	418	320	516	662	212	156	466
<i>Other labour costs</i>	1986-87	5,237	2,668	3,767	2,791	1,481	2,691	2,527	1,059	888	2,061
	1987-88	5,419	2,866	4,329	3,017	1,590	2,704	3,114	1,236	874	2,177
Payroll tax	1986-87	1,898	1,009	1,441	695	545	967	973	218	360	738
	1987-88	1,884	1,121	1,577	672	569	972	1,131	259	380	769
Superannuation	1986-87	1,551	668	1,568	792	464	775	1,038	554	*185	650
	1987-88	1,546	736	1,964	1,012	494	748	1,334	592	*190	707
Workers' compensation	1986-87	1,373	906	623	1,152	374	866	224	254	285	549
	1987-88	1,343	882	599	1,161	376	839	229	334	258	530
Fringe benefits tax	1986-87	415	86	134	*152	98	83	292	32	58	125
	1987-88	646	128	189	*172	152	145	421	52	*46	171
<b>Total labour costs</b>	1986-87	40,690	23,622	29,841	25,152	17,206	25,915	24,198	17,948	12,736	20,985
	1987-88	43,292	26,252	32,253	26,228	18,325	27,267	28,103	20,003	12,387	22,310
Superannuation— Cost per employee covered	1986-87	2,157	1,496	1,831	1,920	1,962	2,170	2,947	3,061	*1,717	2,044
	1987-88	2,044	1,345	2,177	2,269	2,136	1,836	3,259	3,052	*1,693	2,070
		<i>— per cent —</i>									
Employees covered	1986-87	71.9	44.6	85.7	41.3	23.6	35.7	35.2	18.1	*10.7	31.8
	1987-88	75.6	54.7	90.2	44.6	23.0	40.8	40.9	19.4	11.2	34.1

TABLE 6.16 TOTAL LABOUR COSTS PUBLIC SECTOR : TYPE OF LABOUR COST AND INDUSTRY  
Average Costs Per Employee

Type of labour cost		Mining	Manufacturing	Electricity gas and water	Construction	Wholesale and retail trade	Transport and storage	Communica- tion	Finance, property and business services	Public administra- tion and defence	Community services	Recreation, personal and other services	Total
— dollars —													
Earnings	1986-87	34,497	23,118	26,400	23,776	21,458	25,583	22,361	20,006	22,037	22,641	21,568	22,933
	1987-88	36,652	23,823	28,988	25,486	24,100	27,979	24,126	22,201	23,393	24,067	22,984	24,552
Gross wages and salaries	1986-87	34,032	22,180	25,503	23,489	20,904	25,033	21,928	19,705	21,613	22,291	20,592	22,486
	1987-88	35,190	22,576	27,587	24,800	23,019	26,831	23,543	21,646	22,819	23,619	22,306	23,905
Severance, termination and redundancy payments	1986-87	464	938	896	287	554	550	433	301	424	350	976	448
	1987-88	1,461	1,247	1,402	685	1,081	1,148	583	555	574	448	678	646
Other labour costs	1986-87	7,209	3,884	4,156	3,523	3,162	4,386	4,089	3,478	2,635	2,470	2,482	3,058
	1987-88	7,901	5,497	4,829	4,553	3,405	5,170	3,799	4,312	3,067	2,840	2,567	3,507
Payroll tax	1986-87	1,990	836	1,417	1,086	1,012	—658—	—	959	271	678	439	687
	1987-88	2,061	914	1,600	1,041	1,142	—713—	—	1,149	306	573	457	680
Superannuation	1986-87	3,011	1,973	1,967	1,613	1,664	2,403	3,463	1,853	1,760	1,307	1,467	1,765
	1987-88	2,994	3,543	2,287	2,451	1,598	2,946	3,096	2,319	2,043	1,794	1,576	2,163
Workers' compensation	1986-87	2,168	1,047	716	779	363	730	565	344	556	474	536	559
	1987-88	2,791	998	859	986	448	821	622	320	644	452	479	589
Fringe benefits tax	1986-87	40	28	56	45	123	—36—	—	322	48	12	40	47
	1987-88	56	42	82	76	217	—59—	—	523	74	20	55	75
Total labour costs	1986-87	41,705	27,003	30,555	27,298	24,620	29,970	26,450	23,484	24,672	25,112	24,049	25,991
	1987-88	44,552	29,302	33,817	30,039	27,505	33,149	27,925	26,512	26,460	26,907	25,551	28,058
Superannuation—													
Cost per employee covered	1986-87	3,240	3,631	2,470	2,565	2,675	3,661	3,777	2,493	2,373	2,578	3,534	2,785
	1987-88	3,202	5,332	2,692	3,447	2,708	4,223	3,309	2,977	2,659	3,188	2,880	3,182
—per cent—													
Employees covered	1986-87	92.9	54.3	79.6	62.9	62.2	65.6	91.7	74.3	74.2	50.7	41.5	63.4
	1987-88	93.5	66.5	85.0	71.1	59.0	69.8	93.6	77.9	76.8	56.3	54.7	68.0

**TABLE 6.17 TOTAL LABOUR COSTS PRIVATE AND PUBLIC SECTORS : TYPE OF LABOUR COST AND INDUSTRY**  
Average Costs Per Employee

Type of labour cost		Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communi- cation	Finance, property and business services	Public administra- tion and defence	Community services	Recreation, personal and other services	Total
		— dollars —										
Earnings	1986-87	35,376	21,055	26,385	22,624	15,757	23,770	21,425	22,037	20,610	12,588	20,166
	1987-88	37,768	23,406	28,936	23,618	16,776	25,578	24,581	23,393	22,059	12,032	21,417
Gross wages and salaries	1986-87	34,281	20,541	25,509	22,304	15,522	23,317	21,028	21,613	20,319	12,381	19,788
	1987-88	35,124	22,752	27,573	23,152	16,452	24,829	23,935	22,819	21,701	11,853	20,899
Severance, termination and redundancy payments	1986-87	1,095	515	876	319	234	453	398	424	291	207	378
	1987-88	2,644	654	1,364	466	324	749	646	574	358	179	518
Other labour costs	1986-87	5,395	2,725	4,138	2,926	1,491	3,695	2,667	2,635	1,972	1,009	2,370
	1987-88	5,633	2,984	4,804	3,291	1,601	3,871	3,289	3,067	2,233	950	2,563
Payroll tax	1986-87	1,905	1,001	1,418	767	548	767	971	271	516	366	722
	1987-88	1,899	1,112	1,599	738	572	805	1,133	306	454	383	743
Superannuation	1986-87	1,667	728	1,948	944	471	2,148	1,158	1,760	1,041	282	996
	1987-88	1,671	861	2,272	1,269	500	2,210	1,478	2,043	1,339	*253	1,130
Workers' compensation	1986-87	1,437	913	712	1,083	374	728	242	556	397	304	552
	1987-88	1,468	887	846	1,129	376	766	243	644	407	268	547
Fringe benefits tax	1986-87	385	83	60	*132	98	53	297	48	19	56	100
	1987-88	595	124	87	154	152	90	436	74	32	47	143
Total labour costs	1986-87	40,771	23,780	30,523	25,550	17,248	27,465	24,092	24,672	22,583	13,598	22,536
	1987-88	43,401	26,389	33,741	26,909	18,376	29,449	37,871	26,460	24,292	12,983	23,980
Superannuation—												
Cost per employee covered	1986-87	2,266	1,617	2,438	2,086	1,972	3,412	2,826	2,373	2,657	2,156	2,394
	1987-88	2,165	1,559	2,665	2,573	2,144	3,310	3,190	2,659	3,164	1,916	2,570
		—per cent—										
Employees covered	1986-87	73.6	45.1	79.9	45.3	23.9	62.9	41.0	74.2	39.2	13.1	41.6
	1987-88	77.2	55.3	85.2	49.3	23.2	66.8	46.3	76.8	42.3	13.2	44.0