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August 1988  
**EMPLOYMENT BENEFITS  
AUSTRALIA**

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**EMPLOYMENT BENEFITS  
AUSTRALIA  
AUGUST 1988**

**IAN CASTLES  
Australian Statistician**

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## CONTENTS

<i>Table</i>	<i>Page</i>
.. Summary of Findings	1
<b>All employees—</b>	
1. Type of benefit received and full-time and part-time employees, August 1983 to August 1988	6
2. Combinations of benefits received and full-time and part-time employees	7
Type of benefit received—	
3. Full-time and part-time employees in main job and gender	8
4. Full-time and total employees in main job, industry and sector	9
5. Occupation and gender	10
6. Weekly earnings in main job and gender	11
7. Hours worked in main job and gender	12
8. Age and gender	13
9. Family status and gender	14
10. Full-time and part-time employees in main job and permanent and casual employees	15
11. Selected benefits received, characteristics of benefits and occupation	16
<b>Full-time employees in main job</b>	
Type of benefit received—	
12. Occupation and gender	17
13. Weekly earnings in main job and gender	18
<b>Employees who received two or more benefits—</b>	
Pairs of benefits received—	
14. Full-time and total employees in main job	19
15. Sector	20
16. Whether manual or non-manual occupation	21
<b>Employees who received low-interest finance—</b>	
17. Age, purpose and source of finance and gender	22
<b>Employees provided with annual leave—</b>	
18. Whether can accrue leave, amount of annual leave provided and occupation	22
<b>Appendix</b>	
A Glossary	23
B Explanatory Notes	25
C Technical Note	27



## SUMMARY OF FINDINGS

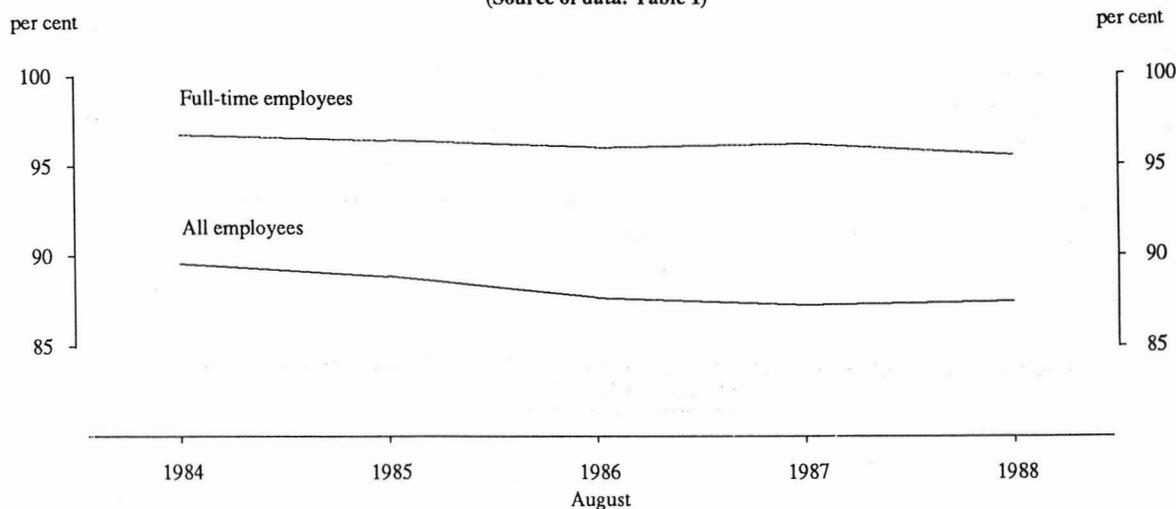
### Receipt of one or more employment benefits, August 1984 to August 1988

The proportion of full-time employees receiving one or more employment benefits in August 1988 was 96 per cent. This result was similar to the estimates obtained from the survey in 1986 and 1987.

For part-time employees, the proportion receiving one or more employment benefits was 54 per cent in August 1988 compared with 52 per cent in 1987 and 50 per cent in 1986.

For total employees (full timers and part timers combined) 88 per cent received one or more benefits - showing little variation from the previous two surveys.

DIAGRAM 1. ALL EMPLOYEES : PROPORTION RECEIVING ONE OR MORE  
EMPLOYMENT BENEFITS, AUGUST 1984 TO AUGUST 1988  
(Source of data: Table 1)



Although 88 per cent of all employees received one or more benefits in August 1988, the proportion varied according to gender and whether employees were full time or part time. While the same percentage of males and females working full-time in their main job received a benefit (97 per cent), females working part-time in their main job were more likely to receive a benefit than their male counterparts (57 per cent compared to 38 per cent).

### Changes in receipt of individual benefits, August 1984 to August 1988

The most common employment benefits received by employees are sick leave, annual leave and long-service leave. However, the proportion of full time employees receiving these benefits in August 1988 continues the downward trend evident since the August 1984 survey

- both sick leave and annual leave, 91 per cent in 1988 compared with 93 per cent in 1984
- long-service leave, 73 per cent in 1988 compared with 76 per cent in 1984

Similarly for part-time employees there is an apparent downward trend in employees' receipt of leave benefits.

Other benefits to have varied significantly over the past four years include:

- *Entertainment allowance.* In August 1984, 6 per cent of full-time employees received an entertainment allowance, however for the most recent three surveys the estimate has been 2 per cent.
- *Superannuation.* For both full-time and part-time employees the proportions receiving a superannuation benefit have increased. The percentage of full-time employees increased from 46 per cent in 1984 to 49 per cent in 1988, while the corresponding estimates for part-time employees are 8 per cent and 10 per cent.
- *Goods and services.* Sixteen per cent of all employees received goods and services as an employment benefit in August 1988. Fewer full-time employees are receiving this benefit, as indicated by the most recent estimate of 15 per cent in 1988 compared with 22 per cent in August 1984. For part time employees the proportion has varied between 20 per cent and 14 per cent with the August 1988 estimate being 17 per cent.

DIAGRAM 2. FULL-TIME EMPLOYEES : SELECTED EMPLOYMENT BENEFITS, AUGUST  
1984 TO AUGUST 1988  
(Source of data: Table 1)

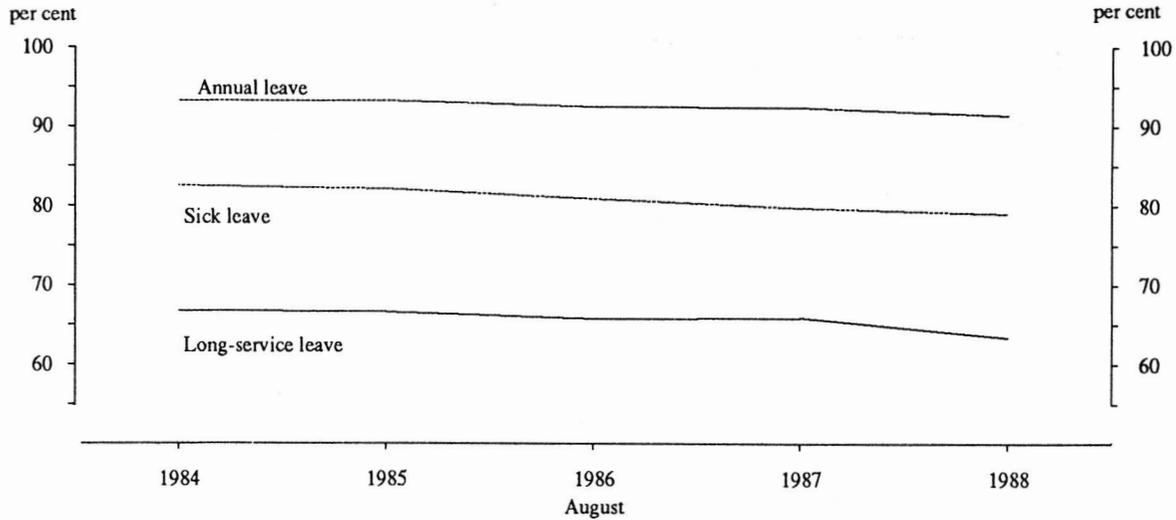
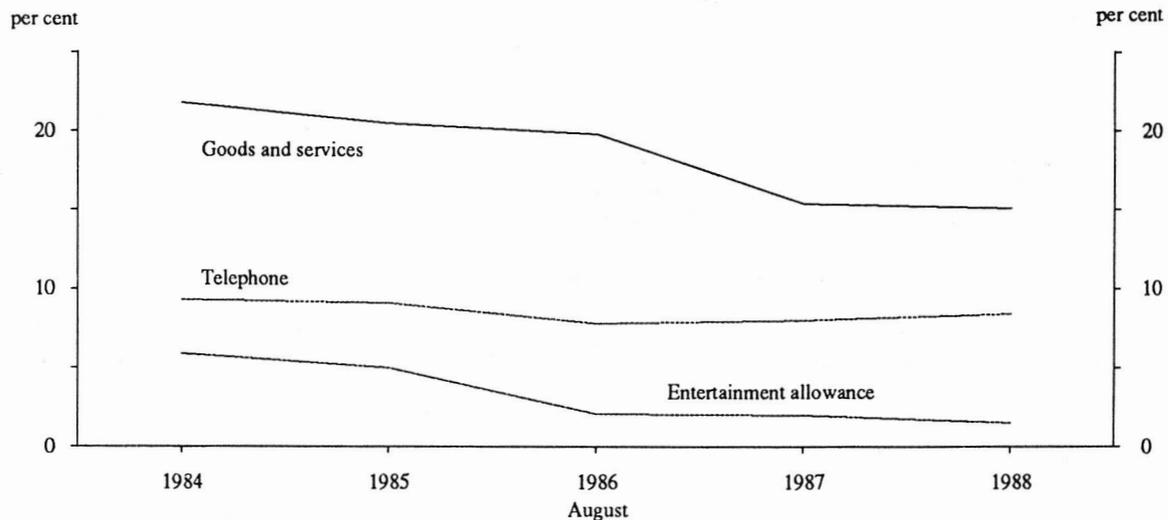


DIAGRAM 3. FULL-TIME EMPLOYEES : SELECTED EMPLOYMENT BENEFITS, AUGUST  
1984 TO AUGUST 1988  
(Source of data: Table 1)



### Industry, August 1988

The percentages of employees in receipt of one or more benefits also varied according to the industry of their main job:

- employees who worked full-time in the Agriculture, forestry, fishing and hunting industry group were least likely to receive a benefit (84 per cent)
- employees who worked full-time in the Community services industry had the highest proportion (98 per cent)
- employees who worked part-time in the Recreation, personal and other services industry group recorded the lowest percentage for part-time employees (35 per cent)
- employees who worked part-time in the Construction industry had the highest percentage for part-time employees (62 per cent)

## Sector, August 1988

The public sector had higher proportions of employees provided with superannuation (63 per cent), sick leave (92 per cent), annual leave (91 per cent) and long-service leave (88 per cent) benefits than the private sector (33 per cent, 74 per cent, 75 per cent and 54 per cent respectively). Private sector employees however, were more likely to have received goods and services, transport benefit, shares and assistance with club fees and union dues.

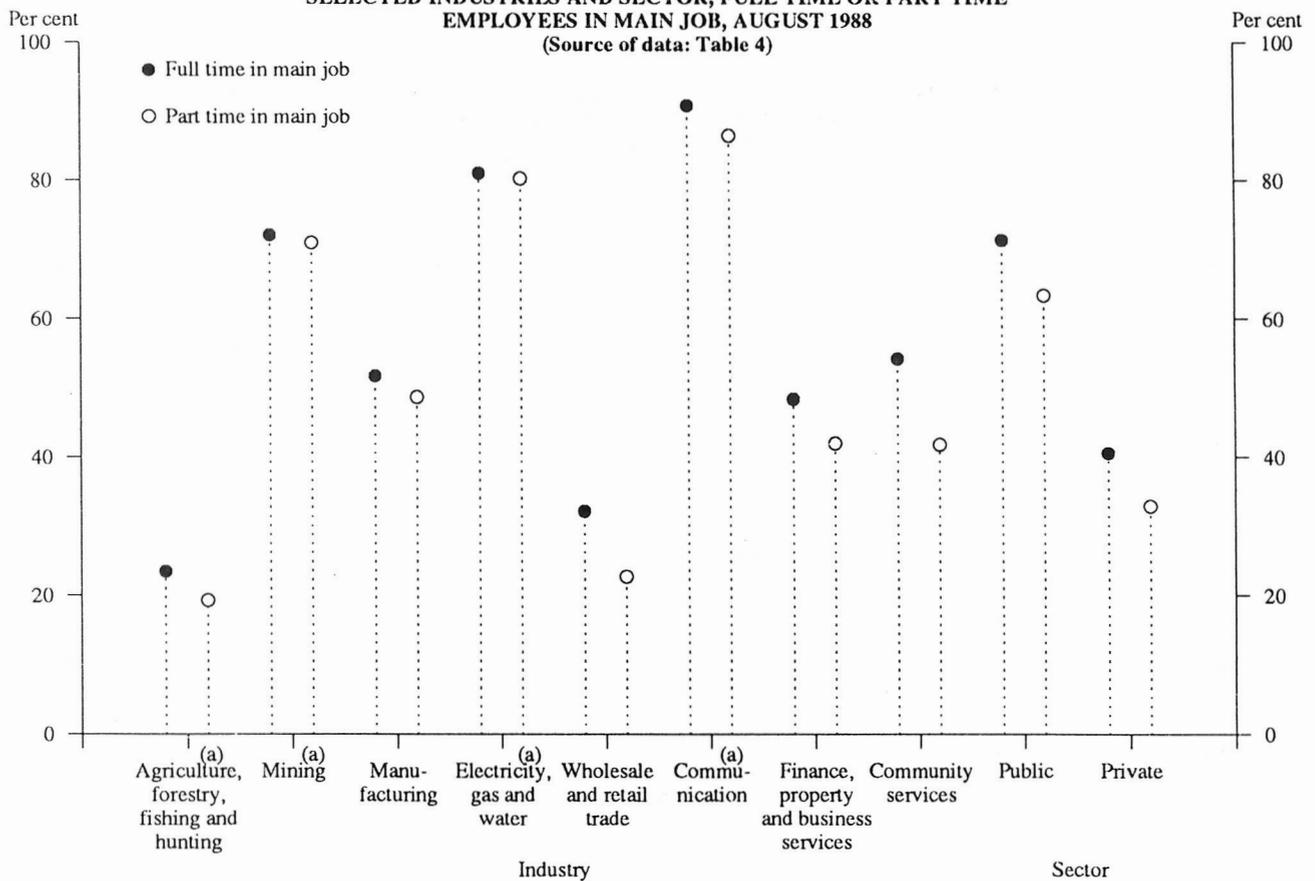
## Weekly earnings in main job, August 1988

For both male and female employees the likelihood of receiving one or more benefits increased with weekly earnings. This was also true for most individual benefits.

For example, the proportion of employees receiving the sick leave benefit varied from 15 per cent of those males who earned under \$120 per week in their main job, to 92 per cent of those earning \$600 and over per week. The equivalent proportions for females were 13 per cent and 90 per cent.

For the goods and services benefit, however, a different pattern was evident, with employees in lower earnings ranges being just as likely to receive the benefit as those employees with higher earnings.

DIAGRAM 4: ALL EMPLOYEES: PROPORTION RECEIVING A SUPERANNUATION BENEFIT, SELECTED INDUSTRIES AND SECTOR, FULL TIME OR PART TIME EMPLOYEES IN MAIN JOB, AUGUST 1988



(a) Subject to sampling error too high for most practical uses. See the Technical Note, Appendix C.

## Superannuation, August 1988

Over four in every ten employees received a superannuation benefit in August 1988, with 50 per cent of employees who worked full-time in their main job receiving the benefit compared to 9 per cent of employees who worked part-time in their main job.

Full-time employees in their main job who were employed in the Communication industry had the highest incidence of a superannuation benefit (91 per cent), compared to those in the Agriculture, forestry, fishing and hunting industry (24 per cent) and the Recreation, personal and other services industry (24 per cent).

Public sector employees were more likely to receive superannuation than employees in the private sector (63 per cent and 33 per cent respectively). For full-time employees, 71 per cent of public sector employees received a superannuation benefit, compared with 41 per cent for private sector employees.

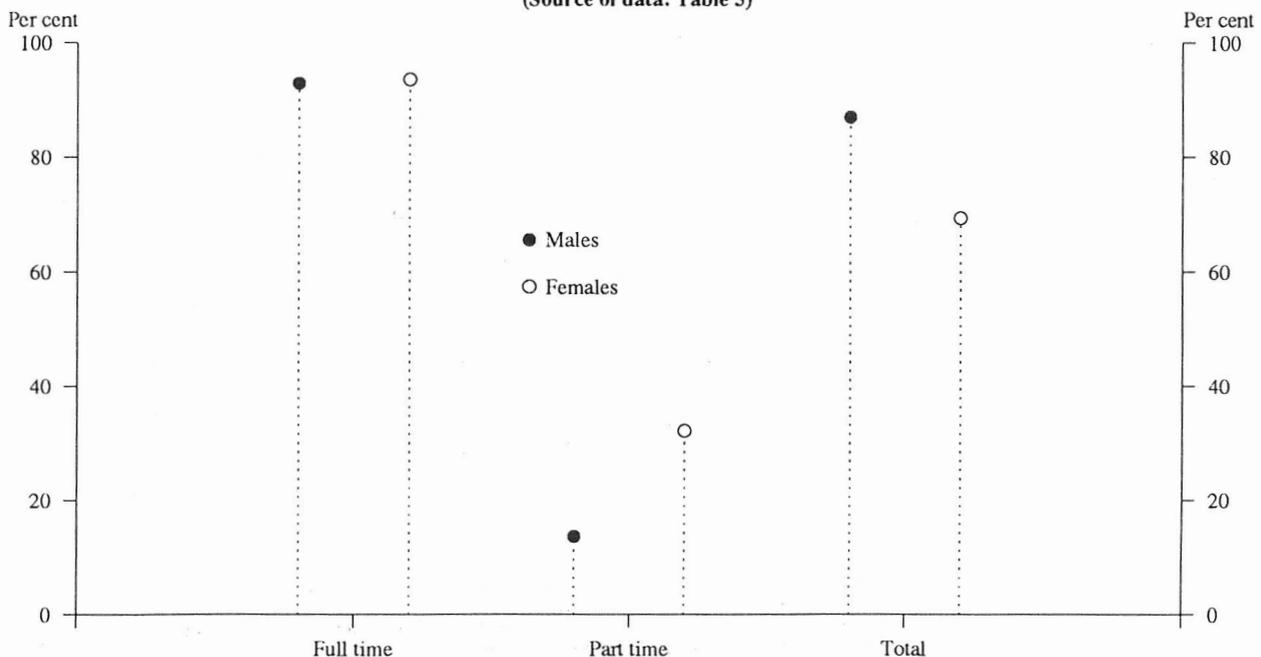
Incidence of receipt of a superannuation benefit varied according to gender. Of male full-time employees, 55 per cent received a superannuation benefit compared with 40 per cent for females. For employees who worked part-time in their main job, females were more likely than males (9 per cent compared with 5 per cent) to receive a superannuation benefit.

#### Annual leave, August 1988

While eight in every ten employees received an annual leave benefit, there were some differences according to gender and full-time/part-time status, as shown in diagram 5. For persons employed full time in their main job, 93 per cent of males and 94 per cent of females received annual leave.

The bulk of annual leave recipients received four weeks of leave (77 per cent), while 4 per cent received less than four weeks. The amount of leave varied across occupation with 34 per cent of Professional employees receiving six weeks or more annual leave. While these employees received higher than average amounts of annual leave, 91 per cent of those Professionals receiving six weeks or more per year could not accrue their leave. The proportion of all employees who could not accrue their annual leave was 28 per cent.

DIAGRAM 5: ALL EMPLOYEES: PROPORTION PROVIDED WITH ANNUAL LEAVE AND FULL TIME OR PART TIME IN MAIN JOB, AUGUST 1988  
(Source of data: Table 5)



#### Non leave/superannuation employment benefits, August 1988

While 12 per cent of all employees received no employment benefits at all, some 63 per cent of employees received no benefits other than leave and superannuation.

Of the 2,238,200 employees who received benefits other than leave and superannuation, 34 per cent received benefits from the Accommodation group, 42 per cent received benefits from the Transport group and 61 per cent received benefits from the Allowances group.

**Transport, August 1988**

An estimated 941,800 employees received a transport benefit, with 38 per cent of these persons being provided with a vehicle only, 48 per cent receiving expenses only and 15 per cent receiving both a vehicle and expenses from their employers.

Of the 449,500 employees who had their transport expenses paid for by their employers, 77 per cent had only their travel to and from work paid for.

Of the 353,800 employees whose employers provided them with a vehicle, 75,900 were restricted to using the vehicle for travel to and from work.

**Low-interest finance, August 1988**

An estimated 3 per cent of all employees received a low-interest finance benefit in August 1988, with the majority being employed in the Finance, property and business services industry group (65 per cent of those receiving the benefit). The benefit was received almost exclusively by full-time employees.

The major uses of the benefit were to purchase/improve housing or land (65 per cent of recipients) and to purchase a motor vehicle (27 per cent). Current employers were most likely to have provided the finance (88 per cent of the recipients).

**Telephone, August 1988**

There were an estimated 510,700 employees in receipt of a telephone benefit. Of these, 88 per cent had their telephone rental paid for or subsidised by their employers. The remainder had a proportion of their calls paid for or subsidised by their employer.

One in every four employees in receipt of a telephone benefit were classified as being in the Managers and administrators occupation group.

**Study leave, August 1988**

Of the estimated 118,500 employees in receipt of a study leave benefit, 87,300 employees were allowed paid time off work to study, and were not required to make up the time. A further 11,800 employees were given paid time off work to study but were required to make the time up and 19,400 were given unpaid time off work to study.

TABLE 1. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES, AUGUST 1983 TO AUGUST 1988

Type of benefit received	1983	1984	1985	1986	1987	1988	
FULL-TIME EMPLOYEES							
<i>Total</i>	4,329.2	4,443.4	—'000— 4,544.2	4,657.6	r4,714.0	'000 4,920.9	per cent 100.0
			—per cent—				
No benefits	(a)36.3	3.4	3.7	4.1	r3.9	220.9	4.5
Holiday expenses	4.0	4.4	4.6	4.6	4.3	210.6	4.3
Low-interest finance	3.0	3.2	2.9	3.1	3.6	170.3	3.5
Goods and services	18.0	21.8	20.5	19.8	15.4	744.8	15.1
Housing	4.5	4.7	4.2	3.8	3.8	194.0	3.9
Electricity	2.6	2.7	2.2	2.0	2.1	115.9	2.4
Telephone	9.3	10.3	10.2	8.8	9.1	465.5	9.5
Transport	(b)	19.2	17.9	16.7	17.2	879.9	17.9
Medical	3.8	4.1	3.9	3.5	3.7	179.9	3.8
Union dues	2.4	2.9	2.6	2.1	2.4	135.1	2.7
Club fees	1.8	2.1	1.7	1.1	1.5	73.5	1.5
Entertainment allowance	5.1	5.9	5.0	2.1	2.0	103.2	2.1
Shares	1.7	1.8	1.7	1.6	2.5	156.8	3.2
Study leave	1.8	2.0	2.0	2.1	r2.2	103.2	2.1
Superannuation	46.2	46.1	46.3	46.5	r47.7	2,409.3	49.0
Child care/education expenses	0.3	0.4	0.3	0.2	0.2	17.5	0.4
Sick leave	(c)	92.8	92.6	91.8	91.7	4,461.3	90.7
Annual leave	(c)	93.2	93.2	92.5	92.4	4,497.1	91.4
Long-service leave	(c)	75.5	75.4	74.7	75.7	3,601.0	73.2
PART-TIME EMPLOYEES							
<i>Total</i>	858.7	914.7	—'000— 968.8	1,025.7	r1,152.6	'000 1,181.0	per cent 100.0
			—per cent—				
No benefits	(a)71.6	44.5	45.8	49.7	48.4	539.2	45.7
Holiday expenses	0.8	1.2	1.0	0.9	0.7	9.8	0.8
Low-interest finance	*0.3	0.6	0.5	*0.3	0.5	5.0	0.4
Goods and services	15.8	19.6	18.0	14.6	13.7	202.2	17.1
Housing	1.4	1.3	1.5	1.1	1.1	13.0	1.1
Electricity	1.4	1.4	1.2	0.9	1.0	14.2	1.2
Telephone	5.0	4.3	4.1	3.2	3.2	45.2	3.8
Transport	(b)	6.7	6.2	4.9	r4.9	61.9	5.2
Medical	1.0	1.0	1.1	0.7	0.7	8.5	0.7
Union dues	0.6	0.7	0.6	0.5	0.5	5.0	0.4
Club fees	0.5	0.4	0.5	*0.2	*0.1	*3.2	*0.3
Entertainment allowance	0.9	0.8	0.8	*0.2	*0.2	*1.4	*0.1
Shares	1.1	0.7	0.6	0.6	0.8	11.5	1.0
Study leave	1.1	1.1	1.0	1.3	1.4	15.3	1.3
Superannuation	7.9	7.5	7.9	7.0	8.3	116.9	9.9
Child care/education expenses	*0.3	*0.3	*0.3	*0.1	*0.2	*2.8	*0.2
Sick leave	(c)	32.5	32.9	31.5	31.0	363.3	30.8
Annual leave	(c)	32.3	33.2	31.7	31.1	364.1	30.8
Long-service leave	(c)	23.9	25.1	25.0	25.6	266.9	22.6
TOTAL							
<i>Total</i>	5,187.9	5,358.2	—'000— 5,513.0	5,683.4	r5,866.6	'000 6,101.9	per cent 100.0
			—per cent—				
No benefits	(a)42.1	10.4	11.1	12.3	12.7	760.2	12.5
Holiday expenses	3.5	3.9	4.0	3.9	3.6	220.4	3.6
Low-interest finance	2.6	2.8	2.5	2.6	3.0	175.3	2.9
Goods and services	17.6	21.4	20.0	18.9	r15.0	946.9	15.5
Housing	4.0	4.1	3.7	3.3	3.3	207.0	3.4
Electricity	2.4	2.4	2.1	1.8	1.9	130.1	2.1
Telephone	8.6	9.3	9.1	7.8	r8.0	510.7	8.4
Transport	(b)	17.1	15.8	14.5	r14.8	941.8	15.4
Medical	3.3	3.6	3.4	3.0	3.1	196.4	3.2
Union dues	2.1	2.5	2.3	1.8	2.1	140.1	2.3
Club fees	1.6	1.8	1.5	0.9	1.3	76.7	1.3
Entertainment allowance	4.4	5.1	4.3	1.8	1.7	104.7	1.7
Shares	1.6	1.6	1.5	1.4	2.1	168.3	2.8
Study leave	1.7	1.8	1.8	2.0	2.1	118.5	1.9
Superannuation	39.9	39.5	39.5	39.4	39.9	2,526.3	41.4
Child care/education expenses	0.3	0.3	0.3	0.2	0.2	20.3	0.3
Sick leave	(c)	82.5	82.1	80.9	79.8	4,824.7	79.1
Annual leave	(c)	82.8	82.6	81.5	80.4	4,861.2	79.7
Long-service leave	(c)	66.7	66.6	65.8	65.9	3,867.9	63.4

(a) The proportion of employees receiving no benefits in August 1983 is not comparable with the following years due to sick, annual and long-service leave not being collected in August 1983. (b) Not available. (c) Collected for the first time in the August 1984 survey.

TABLE 2. ALL EMPLOYEES: COMBINATIONS OF BENEFITS RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES,  
AUGUST 1988  
(\*000)

	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>
Received no benefits	220.9	539.2	760.2
<i>Received benefits from only one group</i>	<i>1,518.0</i>	<i>440.4</i>	<i>1,958.5</i>
Leave(a)	1,445.3	264.2	1,709.5
Accommodation(b)	11.1	11.3	22.4
Transport	18.5	11.8	30.3
Allowances(c)	31.3	138.8	170.0
Superannuation	11.8	14.4	26.2
<i>Received benefits from two groups</i>	<i>1,907.8</i>	<i>153.1</i>	<i>2,060.9</i>
Leave and accommodation	72.5	9.5	82.0
Leave and transport	157.7	11.7	169.4
Leave and allowances	348.2	53.2	401.3
Leave and superannuation	1,303.8	64.0	1,367.8
Accommodation and transport	6.8	4.0	10.8
Accommodation and allowances	5.2	* 2.2	7.3
Accommodation and superannuation	* 3.1	* 1.7	4.7
Transport and allowances	5.6	* 3.1	8.7
Transport and superannuation	* 2.6	* 1.3	* 3.8
Allowances and superannuation	* 2.4	* 2.5	5.0
<i>Received benefits from three groups</i>	<i>815.3</i>	<i>35.1</i>	<i>850.4</i>
Leave, accommodation and transport	42.1	6.0	48.1
Leave, accommodation and allowances	32.7	* 1.6	34.3
Leave, accommodation and superannuation	162.6	5.3	167.9
Leave, transport and allowances	68.6	* 3.1	71.6
Leave, transport and superannuation	215.8	6.8	222.5
Leave, allowances and superannuation	279.4	9.2	288.6
Accommodation, transport and allowances	7.8	* 1.6	9.3
Accommodation, transport and superannuation	* 3.6	* 0.7	4.3
Accommodation, allowances and superannuation	* 1.8	* 0.4	* 2.2
Transport, allowances and superannuation	* 1.2	* 0.4	* 1.6
<i>Received benefits from four groups</i>	<i>346.6</i>	<i>9.4</i>	<i>356.0</i>
Leave, accommodation, transport and allowances	37.4	* 2.8	40.3
Leave, accommodation, transport and superannuation	97.1	* 2.8	99.9
Leave, accommodation, allowances and superannuation	109.1	* 1.6	110.7
Leave, transport, allowances and superannuation	99.5	* 1.5	101.0
Accommodation, transport, allowances and superannuation	* 3.5	* 0.6	4.1
Received benefits from all five groups	112.2	* 3.8	116.0
<b>Total</b>	<b>4,920.9</b>	<b>1,181.0</b>	<b>6,101.9</b>

(a) Comprises holiday expenses, study leave, sick leave, annual leave, and long-service leave types of benefits. (b) Comprises low-interest finance, housing, electricity, and telephone types of benefits. (c) Comprises goods and services, medical, union dues, club fees, entertainment allowance, shares, and child care/ education expenses types of benefits.

TABLE 3. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUGUST 1988

Type of benefit received	Males		Females		Persons	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
FULL-TIME EMPLOYEES IN MAIN JOB						
Total	3,284.9	100.0	1,572.3	100.0	4,857.2	100.0
No benefits	106.8	3.3	53.7	3.4	160.6	3.3
Holiday expenses	161.0	4.9	51.4	3.3	212.4	4.4
Low-interest finance	121.3	3.7	48.9	3.1	170.3	3.5
Goods and services	461.7	14.1	271.7	17.3	733.3	15.1
Housing	163.1	5.0	28.4	1.8	191.5	3.9
Electricity	93.9	2.9	20.9	1.3	114.8	2.4
Telephone	413.5	12.6	49.9	3.2	463.4	9.5
Transport	783.5	23.9	93.3	5.9	876.9	18.1
Medical	138.3	4.2	50.2	3.2	188.5	3.9
Union dues	111.5	3.4	22.7	1.4	134.3	2.8
Club fees	63.7	1.9	9.1	0.6	72.7	1.5
Entertainment allowance	93.9	2.9	9.2	0.6	103.1	2.1
Shares	126.5	3.9	31.2	2.0	157.7	3.2
Study leave	69.3	2.1	33.7	2.1	103.0	2.1
Superannuation	1,789.6	54.5	632.4	40.2	2,422.0	49.9
Child care/education expenses	13.6	0.4	* 3.7	* 0.2	17.4	0.4
Sick leave	3,021.7	92.0	1,462.1	93.0	4,483.8	92.3
Annual leave	3,051.0	92.9	1,471.9	93.6	4,522.8	93.1
Long-service leave	2,467.5	75.1	1,151.5	73.2	3,619.0	74.5
PART-TIME EMPLOYEES IN MAIN JOB						
Total	214.4	100.0	914.9	100.0	1,129.3	100.0
No benefits	132.8	61.9	397.7	43.5	530.5	47.0
Holiday expenses	* 1.0	* 0.5	6.4	0.7	7.4	0.7
Low-interest finance	* 0.5	* 0.2	4.2	0.5	4.7	0.4
Goods and services	36.2	16.9	160.6	17.6	196.7	17.4
Housing	* 2.8	* 1.3	10.2	1.1	13.0	1.2
Electricity	* 2.0	* 0.9	10.4	1.1	12.4	1.1
Telephone	6.1	2.9	34.9	3.8	41.0	3.6
Transport	10.3	4.8	46.3	5.1	56.6	5.0
Medical	* 0.0	* 0.0	6.9	0.7	6.9	0.6
Union dues	* 1.1	* 0.5	* 3.8	* 0.4	5.0	0.4
Club fees	* 0.9	* 0.4	* 2.4	* 0.3	* 3.3	* 0.3
Entertainment allowance	* 0.4	* 0.2	* 0.9	* 0.1	* 1.3	* 0.1
Shares	* 1.4	* 0.7	8.7	1.0	10.1	0.9
Study leave	4.4	2.0	9.2	1.0	13.6	1.2
Superannuation	11.4	5.3	84.9	9.3	96.4	8.5
Child care/education expenses	* 0.0	* 0.0	* 2.4	* 0.3	* 2.4	* 0.2
Sick leave	30.1	14.0	295.8	32.3	325.9	28.9
Annual leave	29.3	13.7	294.3	32.2	323.6	28.7
Long-service leave	20.0	9.3	214.5	23.4	234.5	20.8
TOTAL(a)						
Total	3,543.5	100.0	2,558.4	100.0	6,101.9	100.0
No benefits	266.0	7.5	494.2	19.3	760.2	12.5
Holiday expenses	162.4	4.6	58.0	2.3	220.4	3.6
Low-interest finance	122.2	3.4	53.1	2.1	175.3	2.9
Goods and services	504.1	14.2	442.8	17.3	946.9	15.5
Housing	166.8	4.7	40.2	1.6	207.0	3.4
Electricity	97.0	2.7	33.0	1.3	130.1	2.1
Telephone	422.3	11.9	88.4	3.5	510.7	8.4
Transport	798.2	22.5	143.5	5.6	941.8	15.4
Medical	138.6	3.9	57.9	2.3	196.4	3.2
Union dues	113.1	3.2	26.9	1.1	140.1	2.3
Club fees	65.3	1.8	11.4	0.4	76.7	1.3
Entertainment allowance	94.3	2.7	10.4	0.4	104.7	1.7
Shares	128.2	3.6	40.2	1.6	168.3	2.8
Study leave	74.4	2.1	44.1	1.7	118.5	1.9
Superannuation	1,802.9	50.9	723.3	28.3	2,526.3	41.4
Child care/education expenses	13.8	0.4	6.5	0.3	20.3	0.3
Sick leave	3,056.4	86.3	1,768.3	69.1	4,824.7	79.1
Annual leave	3,084.4	87.0	1,776.8	69.4	4,861.2	79.7
Long-service leave	2,491.2	70.3	1,376.8	53.8	3,867.9	63.4

(a) Includes employees in main job whose status varied or was not known.

TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, INDUSTRY AND SECTOR, AUGUST 1988  
(\*000)

Type of benefit received	Industry												Sector		
	Agri- culture, forestry, fishing and hunting	Mining	Manu- facturing	Electri- city, gas and water	Construc- tion	Whole- sale and retail trade	Transport and storage	Communi- cation	Finance, property and business services	Public admini- stration and defence	Communi- ty services	Recrea- tion, personal and other services	Total(a)	Public	Private
	FULL-TIME EMPLOYEES IN MAIN JOB														
Total	96.9	88.1	1,040.2	111.6	301.8	856.6	277.0	125.2	556.5	296.2	879.7	227.4	4,857.2	1,461.8	3,375.3
No benefits	15.2	* 1.6	26.6	* 0.4	24.0	22.8	9.6	* 0.4	17.0	* 2.4	21.9	18.6	160.6	12.9	144.7
Holiday expenses	* 1.5	10.6	23.6	* 1.3	4.8	21.2	81.9	6.0	30.9	8.4	14.4	7.9	212.4	104.2	107.3
Low-interest finance	* 1.6	5.0	17.3	* 2.0	* 2.0	8.8	4.6	* 1.3	109.5	4.3	13.1	* 0.9	170.3	53.1	116.4
Goods and services	16.6	11.5	179.1	8.6	18.8	287.1	35.9	19.0	53.1	5.4	49.1	49.1	733.3	98.0	633.6
Housing	36.0	24.6	13.4	* 3.2	13.0	19.4	8.0	* 3.5	22.4	7.5	34.8	5.7	191.5	49.7	141.7
Electricity	27.5	13.3	6.3	4.5	10.3	14.8	* 3.7	* 2.9	10.5	* 2.7	14.1	4.3	114.8	19.8	94.8
Telephone	27.5	12.1	64.4	16.2	44.9	83.8	23.6	49.1	66.9	15.3	46.2	13.5	463.4	118.0	344.8
Transport	25.7	27.9	150.4	19.6	119.9	202.9	78.6	16.2	114.9	26.7	62.4	31.6	876.9	176.5	697.4
Medical	5.0	19.7	34.0	* 0.1	4.6	27.4	5.9	* 0.7	66.9	* 1.1	20.5	* 2.7	188.5	41.2	146.7
Union dues	* 2.3	5.3	21.2	* 0.9	15.5	18.7	7.4	* 1.9	40.7	* 3.1	12.3	4.9	134.3	16.9	117.2
Club fees	* 1.3	* 2.0	11.0	* 0.5	* 3.1	15.7	* 3.3	* 0.8	25.7	* 0.5	4.8	4.2	72.7	6.1	66.6
Entertainment allowance	* 1.3	* 2.1	15.9	* 0.0	4.2	29.2	5.4	* 0.8	26.6	* 3.1	7.3	7.0	103.1	13.4	89.6
Shares	* 3.1	10.0	55.4	* 0.4	11.3	29.3	4.9	* 0.5	35.7	* 0.0	* 2.4	4.6	157.7	* 0.9	156.5
Study leave	* 0.7	* 1.1	12.7	* 3.9	* 3.8	8.3	5.3	* 2.0	18.3	11.9	32.0	* 3.0	103.0	50.5	52.1
Superannuation	22.8	63.5	537.6	90.4	127.5	268.9	155.8	113.7	269.6	240.2	476.7	55.5	2,422.0	1,042.7	1,372.8
Child care/education expenses	* 0.9	* 1.8	* 3.1	* 0.0	* 0.5	* 2.4	* 0.3	* 0.2	* 2.0	* 0.0	5.6	* 0.7	17.4	* 1.2	16.2
Sick leave	66.5	83.6	983.6	111.1	251.1	783.5	257.5	124.2	507.2	291.0	836.2	188.4	4,483.8	1,438.4	3,030.1
Annual leave	69.0	84.5	993.8	110.7	252.7	793.0	258.9	124.6	515.4	291.6	835.4	193.0	4,522.8	1,434.4	3,072.5
Long-service leave	31.2	76.1	800.2	109.7	187.2	539.9	223.1	121.8	397.3	283.0	743.2	106.3	3,619.0	1,384.1	2,224.7
TOTAL(b)															
Total	131.8	89.9	1,127.6	113.6	334.2	1,232.8	299.0	132.7	673.9	322.5	1,238.4	405.4	6,101.9	1,692.7	4,382.0
No benefits	35.5	* 2.4	70.0	* 0.9	36.2	209.5	23.2	* 2.3	66.6	13.5	166.3	133.9	760.2	97.3	655.6
Holiday expenses	* 1.6	10.8	24.1	* 1.3	4.8	22.8	83.3	6.2	32.9	8.5	15.1	9.0	220.4	106.1	113.3
Low-interest finance	* 1.6	5.0	17.3	* 2.0	* 2.3	9.0	4.6	* 1.3	113.3	4.3	13.5	* 1.1	175.3	54.3	120.3
Goods and services	20.9	11.5	193.9	8.6	19.2	429.2	36.5	19.2	59.1	6.0	63.7	79.0	946.9	104.8	840.2
Housing	40.0	24.9	14.1	* 3.2	15.6	21.8	8.1	* 3.7	23.5	7.5	37.3	7.2	207.0	50.6	156.3
Electricity	31.7	13.3	7.7	4.5	13.4	16.4	4.0	* 2.9	13.2	* 2.7	14.6	5.7	130.1	20.1	109.8
Telephone	32.1	12.2	67.6	16.2	55.3	91.7	25.6	49.9	75.5	16.2	52.3	16.1	510.7	121.1	389.0
Transport	30.4	28.2	156.9	19.6	129.1	215.4	80.2	16.3	125.0	29.3	75.4	35.8	941.8	185.9	752.6
Medical	6.3	19.7	34.1	* 0.1	5.5	27.8	5.9	* 0.7	69.7	* 1.1	22.5	* 3.0	196.4	43.2	152.6
Union dues	* 2.6	5.3	21.4	* 0.9	16.5	19.7	7.4	* 1.9	41.1	* 3.1	14.4	5.7	140.1	17.0	122.9
Club fees	* 1.7	* 2.0	11.2	* 0.5	* 3.4	15.7	* 3.3	* 0.8	26.3	* 0.5	5.9	5.5	76.7	6.3	70.4
Entertainment allowance	* 1.6	* 2.1	16.1	* 0.0	4.4	29.2	5.4	* 0.8	27.2	* 3.1	7.3	7.4	104.7	13.4	91.1
Shares	* 3.5	10.0	56.3	* 0.4	13.4	31.4	5.1	* 0.5	40.3	* 0.0	* 2.8	4.6	168.3	* 0.9	166.9
Study leave	* 1.1	* 1.1	13.7	* 3.9	4.3	11.9	5.6	* 2.0	20.1	12.3	36.1	6.4	118.5	52.2	65.6
Superannuation	25.5	63.8	548.7	91.1	133.1	279.5	158.4	114.7	283.3	246.2	517.4	64.4	2,526.3	1,073.4	1,446.2
Child care/education expenses	* 1.4	* 1.8	* 3.1	* 0.0	* 0.7	* 2.8	* 0.5	* 0.2	* 2.3	* 0.0	6.8	* 0.8	20.3	* 1.3	19.0
Sick leave	71.5	84.2	1,005.6	112.4	260.3	839.7	261.3	128.8	555.4	300.3	1,000.2	205.0	4,824.7	1,553.5	3,253.9
Annual leave	74.5	85.0	1,018.8	111.9	263.4	842.8	262.7	129.6	566.0	300.7	997.1	208.7	4,861.2	1,544.8	3,298.8
Long-service leave	33.6	76.7	814.3	110.9	193.5	575.8	225.0	126.0	423.3	293.4	876.5	118.9	3,867.9	1,488.1	2,368.2

(a) Includes 27,200 persons for whom sector could not be determined. (b) Includes part-time employees in main job and employees in main job whose status varied or was not known.

TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1988  
(<sup>'000</sup>)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
MALES									
Total	342.2	454.3	238.4	850.3	280.3	310.6	410.2	657.3	3,543.5
No benefits	8.3	16.8	8.1	47.8	10.2	40.2	27.4	107.3	266.0
Holiday expenses	20.8	21.0	13.3	29.1	16.7	19.1	18.7	23.7	162.4
Low-interest finance	28.3	17.5	5.9	10.1	28.0	14.6	9.6	8.1	122.2
Goods and services	57.3	41.6	22.4	122.2	32.5	76.8	55.6	95.8	504.1
Housing	36.7	29.4	14.6	25.0	9.6	7.1	15.0	29.5	166.8
Electricity	20.4	13.3	7.0	21.7	* 3.8	* 3.5	7.8	19.5	97.0
Telephone	129.1	66.6	40.0	80.5	21.1	34.8	22.3	27.9	422.3
Transport	193.8	104.5	58.5	173.8	31.9	98.2	58.8	78.8	798.2
Medical	27.8	24.3	8.7	19.6	18.5	13.9	12.4	13.4	138.6
Union dues	26.1	34.2	4.5	20.1	5.6	9.5	6.2	6.9	113.1
Club fees	28.4	16.0	* 1.1	* 3.4	4.4	9.5	* 0.9	* 1.6	65.3
Entertainment allowance	47.4	15.8	* 2.1	* 2.4	* 3.8	21.6	* 0.2	* 1.1	94.3
Shares	33.6	17.7	6.9	26.8	9.2	9.7	13.5	10.9	128.2
Study leave	7.0	17.6	11.0	8.8	13.3	9.0	* 2.1	5.6	74.4
Superannuation	218.6	296.7	165.5	361.4	196.4	99.5	214.5	250.3	1,802.9
Child care/education expenses	4.6	4.0	* 1.2	* 2.1	* 0.4	* 0.3	* 0.9	* 0.3	13.8
Sick leave	300.7	413.8	221.7	764.5	263.5	231.9	362.1	498.2	3,056.4
Annual leave	306.8	418.1	221.9	767.7	264.5	233.4	367.8	504.2	3,084.4
Long-service leave	234.1	361.9	201.4	591.6	243.4	170.3	299.8	388.6	2,491.2
FEMALES									
Total	70.2	327.5	183.4	81.3	871.1	594.0	89.4	341.5	2,558.4
No benefits	* 3.5	46.3	23.2	17.7	112.0	174.4	13.3	103.8	494.2
Holiday expenses	* 3.1	4.6	* 2.3	* 0.3	25.8	17.9	* 0.5	* 3.5	58.0
Low-interest finance	* 1.6	4.1	* 0.9	* 0.8	31.2	13.7	* 0.2	* 0.7	53.1
Goods and services	19.9	20.3	13.9	21.4	104.5	198.8	20.3	43.8	442.8
Housing	4.0	8.7	* 2.1	* 0.8	14.2	5.2	* 0.3	4.9	40.2
Electricity	* 3.7	5.4	* 1.0	* 0.5	15.6	* 3.4	* 0.1	* 3.4	33.0
Telephone	11.3	8.2	* 3.9	* 1.1	49.3	8.8	* 0.3	5.6	88.4
Transport	17.6	17.0	10.3	* 3.4	53.5	28.9	* 0.9	12.0	143.5
Medical	* 3.6	5.7	* 3.9	* 0.9	26.6	12.9	* 0.6	* 3.6	57.9
Union dues	* 2.2	10.1	* 1.3	* 0.4	7.3	* 3.7	* 0.6	* 1.4	26.9
Club fees	* 2.3	* 3.5	* 0.7	* 0.1	* 3.7	* 0.9	* 0.0	* 0.2	11.4
Entertainment allowance	* 1.7	* 3.4	* 0.7	* 0.0	* 1.7	* 2.5	* 0.1	* 0.3	10.4
Shares	* 3.7	* 2.9	* 0.9	* 0.8	22.5	6.1	* 1.1	* 2.2	40.2
Study leave	* 0.7	13.2	7.2	* 0.7	12.2	7.9	* 0.0	* 2.2	44.1
Superannuation	27.4	139.9	50.4	14.4	313.5	75.1	35.5	67.1	723.3
Child care/education expenses	* 0.2	* 1.6	* 0.5	* 0.0	* 1.9	* 1.6	* 0.3	* 0.4	6.5
Sick leave	56.3	261.8	152.6	56.1	682.7	295.1	70.0	193.8	1,768.3
Annual leave	56.8	256.8	153.1	57.7	689.7	293.7	71.9	197.0	1,776.8
Long-service leave	37.9	233.7	132.5	28.5	537.2	205.0	50.4	151.7	1,376.8
PERSONS									
Total	412.4	781.8	421.8	931.6	1,151.3	904.6	499.6	998.8	6,101.9
No benefits	11.8	63.0	31.2	65.5	122.2	214.7	40.6	211.1	760.2
Holiday expenses	23.8	25.7	15.5	29.4	42.6	37.0	19.1	27.2	220.4
Low-interest finance	29.8	21.6	6.8	10.9	59.3	28.3	9.8	8.8	175.3
Goods and services	77.1	61.8	36.3	143.5	137.0	275.6	75.9	139.6	946.9
Housing	40.8	38.2	16.6	25.8	23.8	12.3	15.3	34.3	207.0
Electricity	24.1	18.7	7.9	22.3	19.4	6.9	7.9	22.9	130.1
Telephone	140.4	74.8	43.9	81.6	70.4	43.6	22.6	33.5	510.7
Transport	211.4	121.5	68.8	177.1	85.4	127.1	59.7	90.8	941.8
Medical	31.3	30.0	12.6	20.6	45.2	26.8	13.0	16.9	196.4
Union dues	28.2	44.3	5.8	20.6	12.9	13.2	6.8	8.3	140.1
Club fees	30.8	19.5	* 1.8	* 3.5	8.1	10.3	* 0.9	* 1.8	76.7
Entertainment allowance	49.1	19.2	* 2.8	* 2.4	5.5	24.1	* 0.3	* 1.3	104.7
Shares	37.3	20.6	7.7	27.6	31.7	15.9	14.6	13.1	168.3
Study leave	7.6	30.8	18.3	9.5	25.5	16.9	* 2.1	7.8	118.5
Superannuation	246.0	436.6	215.9	375.8	509.8	174.7	250.0	317.4	2,526.3
Child care/education expenses	4.9	5.6	* 1.7	* 2.1	* 2.3	* 1.9	* 1.2	* 0.7	20.3
Sick leave	357.0	675.6	374.3	820.6	946.2	526.9	432.1	692.0	4,824.7
Annual leave	363.6	674.9	375.0	825.4	954.2	527.1	439.7	701.2	4,861.2
Long-service leave	272.0	595.6	333.9	620.1	780.6	375.3	350.2	540.2	3,867.9

TABLE 6. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1988  
('000)

Type of benefit received	Weekly earnings in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
MALES									
Total	153.1	171.0	290.0	642.8	690.7	515.6	369.8	710.5	3,543.5
No benefits	91.7	28.8	31.6	34.8	28.9	17.6	11.6	21.0	266.0
Holiday expenses	* 1.0	* 2.0	6.8	19.8	27.7	26.8	22.0	56.2	162.4
Low-interest finance	* 0.5	* 1.2	5.5	12.0	16.3	24.2	17.6	44.8	122.2
Goods and services	28.8	25.5	42.3	102.0	99.9	66.9	51.0	87.8	504.1
Housing	7.8	8.7	17.4	23.9	20.1	21.1	16.4	51.4	166.8
Electricity	5.3	9.0	17.1	11.5	13.1	11.6	6.5	22.7	97.0
Telephone	9.1	11.0	24.4	33.9	52.9	67.8	59.5	163.8	422.3
Transport	11.0	20.8	39.1	83.0	128.8	139.4	100.4	275.7	798.2
Medical	* 2.3	* 3.4	7.8	11.2	14.6	23.8	20.8	54.4	138.6
Union dues	* 1.8	* 2.5	4.6	10.0	16.3	16.0	12.9	49.0	113.1
Club fees	* 2.0	* 0.8	* 2.8	* 3.7	5.7	7.1	9.1	34.0	65.3
Entertainment allowance	* 1.1	* 0.7	* 1.9	4.4	7.8	12.1	13.4	52.9	94.3
Shares	* 1.9	* 2.2	5.1	12.2	15.7	22.3	17.5	51.2	128.2
Study leave	* 2.7	* 2.1	4.7	8.0	11.1	14.5	12.4	18.8	74.4
Superannuation	7.9	23.3	74.5	273.7	347.5	320.1	245.8	510.0	1,802.9
Child care/education expenses	* 0.6	* 0.5	* 1.4	* 0.8	* 1.3	* 2.3	* 0.9	5.8	13.8
Sick leave	22.3	121.6	225.0	576.9	635.4	476.7	345.8	652.7	3,056.4
Annual leave	22.0	122.6	231.2	580.2	640.3	479.8	346.6	661.8	3,084.4
Long-service leave	10.8	66.1	147.3	445.4	518.3	418.1	306.4	578.9	2,491.2
FEMALES									
Total	361.3	373.8	453.3	563.1	352.3	209.5	124.4	120.7	2,558.4
No benefits	218.5	114.4	75.9	44.0	19.1	10.5	4.5	7.4	494.2
Holiday expenses	* 1.3	* 2.7	5.8	13.5	14.7	8.4	5.9	5.6	58.0
Low-interest finance	* 0.4	* 1.8	9.0	11.9	14.7	8.3	* 2.9	4.1	53.1
Goods and services	68.8	79.2	83.4	108.6	54.8	26.4	8.8	12.9	442.8
Housing	6.1	6.4	4.1	6.2	6.3	6.9	* 2.8	* 1.5	40.2
Electricity	5.1	4.7	5.6	5.7	4.5	4.7	* 2.0	* 0.8	33.0
Telephone	12.9	11.1	17.4	15.7	9.5	7.9	6.2	7.8	88.4
Transport	14.9	14.6	22.1	25.6	16.7	20.1	12.6	17.1	143.5
Medical	* 2.3	4.4	9.8	14.3	11.7	7.2	4.4	* 3.8	57.9
Union dues	* 1.3	* 0.7	* 2.4	5.0	5.0	4.8	* 2.5	5.2	26.9
Club fees	* 0.7	* 1.3	* 1.5	* 0.2	* 1.9	* 2.7	* 1.6	* 1.7	11.4
Entertainment allowance	* 0.5	* 0.1	* 0.6	* 1.6	* 1.2	* 2.3	* 1.1	* 2.9	10.4
Shares	* 3.4	* 2.2	4.8	9.8	9.2	5.1	* 2.6	* 3.1	40.2
Study leave	4.5	* 2.8	5.5	8.1	6.1	6.3	5.3	5.6	44.1
Superannuation	14.1	35.8	100.2	183.9	149.7	103.3	68.8	67.5	723.3
Child care/education expenses	* 1.5	* 0.6	* 1.2	* 1.4	* 0.7	* 0.4	* 0.4	* 0.4	6.5
Sick leave	46.2	183.1	320.9	480.4	319.3	192.1	117.2	109.0	1,768.3
Annual leave	41.7	187.3	329.3	483.5	318.3	193.4	115.7	107.6	1,776.8
Long-service leave	32.2	113.4	223.4	376.0	265.3	166.5	106.0	94.0	1,376.8
PERSONS									
Total	514.4	544.8	743.4	1,205.9	1,043.0	725.0	494.2	831.2	6,101.9
No benefits	310.2	143.1	107.5	78.8	48.0	28.0	16.1	28.4	760.2
Holiday expenses	* 2.4	4.8	12.6	33.3	42.4	35.2	27.9	61.8	220.4
Low-interest finance	* 0.9	* 3.0	14.5	23.9	31.0	32.6	20.5	48.9	175.3
Goods and services	97.6	104.7	125.6	210.6	154.7	93.3	59.7	100.7	946.9
Housing	13.9	15.1	21.5	30.0	26.4	28.0	19.2	52.9	207.0
Electricity	10.4	13.7	22.7	17.2	17.6	16.3	8.5	23.6	130.1
Telephone	22.0	22.1	41.8	49.6	62.4	75.7	65.7	171.6	510.7
Transport	25.9	35.3	61.2	108.5	145.5	159.5	113.0	292.8	941.8
Medical	4.6	7.8	17.6	25.5	26.4	31.0	25.2	58.2	196.4
Union dues	* 3.1	* 3.2	7.0	15.1	21.2	20.8	15.4	54.2	140.1
Club fees	* 2.7	* 2.1	4.3	4.0	7.6	9.8	10.6	35.7	76.7
Entertainment allowance	* 1.6	* 0.8	* 2.5	6.0	9.0	14.5	14.4	55.8	104.7
Shares	5.4	4.5	9.9	22.0	24.9	27.4	20.0	54.3	168.3
Study leave	7.1	5.0	10.2	16.1	17.2	20.8	17.7	24.4	118.5
Superannuation	22.0	59.1	174.7	457.6	497.2	423.5	314.6	577.6	2,526.3
Child care/education expenses	* 2.1	* 1.2	* 2.6	* 2.2	* 2.0	* 2.7	* 1.3	6.3	20.3
Sick leave	68.6	304.7	546.0	1,057.3	954.7	668.8	463.0	761.7	4,824.7
Annual leave	63.7	309.9	560.4	1,063.7	958.5	673.2	462.3	769.4	4,861.2
Long-service leave	43.0	179.4	370.7	821.4	783.6	584.5	412.4	672.9	3,867.9

**TABLE 7. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1988**  
( '000)

Type of benefit received	Hours worked in main job						Total
	Less than 20	20-29	30-34	35-39	40	41 and over	
<b>MALES</b>							
<i>Total</i>	371.9	146.4	253.3	683.5	845.4	1,243.0	3,543.5
No benefits	108.7	25.3	19.1	21.3	38.6	52.9	266.0
Holiday expenses	16.0	8.0	17.6	27.1	32.6	61.0	162.4
Low-interest finance	8.5	4.2	13.2	21.7	27.1	47.4	122.2
Goods and services	60.0	22.2	29.4	84.9	107.6	199.9	504.1
Housing	9.5	5.7	7.2	19.1	36.7	88.6	166.8
Electricity	5.0	4.2	5.3	7.9	18.8	55.8	97.0
Telephone	29.0	11.6	23.4	53.6	79.2	225.5	422.3
Transport	55.2	19.9	47.0	106.2	173.3	396.6	798.2
Medical	10.4	4.2	11.9	21.9	29.5	60.7	138.6
Union dues	6.5	* 2.3	5.7	13.7	18.6	66.3	113.1
Club fees	4.5	* 0.8	* 3.3	7.3	8.1	41.2	65.3
Entertainment allowance	5.2	* 1.9	* 1.6	7.8	16.6	61.1	94.3
Shares	6.5	4.1	7.4	14.0	26.3	69.7	128.2
Study leave	10.2	* 2.9	* 3.5	17.5	15.6	24.7	74.4
Superannuation	139.3	60.9	140.2	404.9	384.1	673.6	1,802.9
Child care/education expenses	* 0.8	* 0.5	* 1.0	* 0.3	* 2.6	8.6	13.8
Sick leave	214.5	106.3	223.3	640.6	771.6	1,100.2	3,056.4
Annual leave	216.5	106.7	224.5	644.1	779.6	1,113.1	3,084.4
Long-service leave	185.0	88.6	195.7	549.8	603.7	868.4	2,491.2
<b>FEMALES</b>							
<i>Total</i>	693.1	343.0	234.1	518.5	436.8	332.8	2,558.4
No benefits	308.7	87.5	32.1	27.9	23.3	14.7	494.2
Holiday expenses	8.7	6.4	6.8	14.5	10.0	11.6	58.0
Low-interest finance	6.9	6.0	8.1	14.0	9.9	8.1	53.1
Goods and services	124.6	56.1	33.9	84.6	73.5	70.1	442.8
Housing	9.5	* 3.9	* 2.9	5.7	6.5	11.7	40.2
Electricity	9.1	* 3.4	* 1.9	4.5	5.1	9.1	33.0
Telephone	27.9	13.5	6.6	12.3	10.6	17.5	88.4
Transport	33.9	20.2	13.1	21.0	20.8	34.5	143.5
Medical	8.5	4.5	7.2	13.9	13.1	10.7	57.9
Union dues	* 2.6	* 2.9	* 1.6	4.6	4.6	10.5	26.9
Club fees	* 1.8	* 1.3	* 0.7	* 1.8	* 1.7	4.1	11.4
Entertainment allowance	* 0.9	* 0.4	* 0.5	* 1.2	* 2.7	4.6	10.4
Shares	8.0	4.4	4.0	7.8	6.4	9.5	40.2
Study leave	7.8	5.9	4.7	10.7	7.3	7.6	44.1
Superannuation	95.3	68.5	72.4	209.4	144.2	133.5	723.3
Child care/education expenses	* 1.8	* 1.0	* 0.5	* 0.7	* 0.3	* 2.3	6.5
Sick leave	232.4	192.9	176.1	470.8	397.1	299.1	1,768.3
Annual leave	228.4	194.2	179.1	472.9	401.7	300.4	1,776.8
Long-service leave	186.1	139.5	147.1	377.5	301.7	224.8	1,376.8
<b>PERSONS</b>							
<i>Total</i>	1,065.0	489.4	487.4	1,202.1	1,282.2	1,575.8	6,101.9
No benefits	417.4	112.8	51.2	49.2	61.9	67.7	760.2
Holiday expenses	24.7	14.4	24.4	41.6	42.6	72.6	220.4
Low-interest finance	15.5	10.2	21.3	35.7	37.0	55.6	175.3
Goods and services	184.6	78.4	63.3	169.5	181.1	270.0	946.9
Housing	19.0	9.6	10.1	24.8	43.2	100.3	207.0
Electricity	14.1	7.7	7.2	12.4	23.9	64.9	130.1
Telephone	56.9	25.1	30.0	65.9	89.9	242.9	510.7
Transport	89.1	40.2	60.1	127.3	194.1	431.1	941.8
Medical	19.0	8.7	19.1	35.8	42.5	71.4	196.4
Union dues	9.1	5.2	7.4	18.3	23.2	76.9	140.1
Club fees	6.3	* 2.1	4.0	9.2	9.8	45.3	76.7
Entertainment allowance	6.1	* 2.3	* 2.2	9.0	19.3	65.8	104.7
Shares	14.6	8.6	11.4	21.9	32.7	79.2	168.3
Study leave	18.1	8.8	8.1	28.3	22.8	32.4	118.5
Superannuation	234.6	129.4	212.6	614.3	528.3	807.1	2,526.3
Child care/education expenses	* 2.6	* 1.5	* 1.5	* 1.0	* 2.8	10.9	20.3
Sick leave	446.9	299.2	399.3	1,111.4	1,168.6	1,399.3	4,824.7
Annual leave	444.9	300.9	403.6	1,116.9	1,181.3	1,413.5	4,861.2
Long-service leave	371.2	228.0	342.9	927.3	905.4	1,093.2	3,867.9

TABLE 8. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1988  
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Type of benefit received	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
Total	318.1	481.8	1,008.6	888.6	539.0	185.4	122.0	3,543.5
No benefits	78.2	51.3	56.0	33.9	20.8	10.4	15.5	266.0
Holiday expenses	* 3.9	15.3	51.1	52.2	27.1	7.7	5.1	162.4
Low-interest finance	* 1.7	11.2	41.1	45.1	17.8	* 3.2	* 2.0	122.2
Goods and services	56.5	86.0	166.1	113.0	56.0	17.5	8.9	504.1
Housing	7.7	12.7	49.9	50.1	33.5	7.0	5.8	166.8
Electricity	6.1	7.5	22.4	32.5	19.0	5.6	* 3.9	97.0
Telephone	* 3.2	11.4	99.6	161.8	99.9	27.0	19.4	422.3
Transport	20.5	69.5	233.3	260.6	142.1	46.4	25.8	798.2
Medical	5.5	13.0	47.7	41.6	25.2	4.1	* 1.4	138.6
Union dues	* 2.1	8.8	37.3	35.7	20.3	6.0	* 2.9	113.1
Club fees	* 0.4	* 3.2	18.7	26.6	12.9	* 2.1	* 1.3	65.3
Entertainment allowance	* 0.3	* 3.3	23.3	37.0	23.9	* 3.7	* 2.7	94.3
Shares	* 1.5	7.2	35.4	45.6	24.2	9.8	4.5	128.2
Study leave	4.2	14.1	36.3	14.3	4.9	* 0.6	* 0.0	74.4
Superannuation	37.1	154.2	515.8	564.8	350.0	118.8	62.2	1,802.9
Child care/education expenses	* 0.0	* 0.3	* 2.6	6.6	* 3.9	* 0.3	* 0.0	13.8
Sick leave	206.5	404.0	899.0	801.4	484.2	164.9	96.4	3,056.4
Annual leave	206.2	402.3	909.0	813.2	490.1	164.4	99.2	3,084.4
Long-service leave	125.3	295.6	735.0	687.4	419.6	144.6	83.7	2,491.2
FEMALES								
Total	310.0	421.1	686.0	652.9	359.0	81.8	47.5	2,558.4
No benefits	86.0	54.1	129.3	133.4	63.0	15.9	12.6	494.2
Holiday expenses	* 2.2	15.4	22.2	11.5	5.2	* 1.2	* 0.3	58.0
Low-interest finance	4.6	11.8	25.0	8.4	* 2.3	* 1.0	* 0.0	53.1
Goods and services	95.0	100.6	103.7	85.9	45.1	8.5	4.1	442.8
Housing	* 2.1	7.6	10.2	12.1	4.8	* 1.2	* 2.1	40.2
Electricity	* 1.1	5.3	7.3	10.5	5.4	* 1.2	* 2.2	33.0
Telephone	* 1.4	4.7	24.4	32.8	17.6	* 3.5	* 3.9	88.4
Transport	4.4	16.5	44.2	47.3	21.9	4.7	4.6	143.5
Medical	* 3.9	15.0	20.4	11.7	4.8	* 1.4	* 0.7	57.9
Union dues	* 0.4	5.4	11.4	5.9	* 2.8	* 0.6	* 0.6	26.9
Club fees	* 0.7	* 1.9	* 3.8	* 3.2	* 1.6	* 0.3	* 0.0	11.4
Entertainment allowance	* 0.3	* 2.9	* 3.3	* 2.8	* 1.1	* 0.0	* 0.0	10.4
Shares	* 0.5	6.1	11.7	12.9	5.1	* 2.3	* 1.6	40.2
Study leave	* 2.6	10.7	14.2	12.6	* 3.2	* 0.5	* 0.3	44.1
Superannuation	26.6	109.3	222.9	194.9	129.7	28.5	11.4	723.3
Child care/education expenses	* 0.0	* 0.5	* 2.2	* 2.9	* 0.3	* 0.6	* 0.0	6.5
Sick leave	165.8	332.9	490.8	441.4	250.9	58.0	28.4	1,768.3
Annual leave	166.0	333.3	490.0	445.2	255.8	58.3	28.1	1,776.8
Long-service leave	102.9	248.1	396.8	349.0	208.4	50.2	21.4	1,376.8
PERSONS								
Total	628.1	902.9	1,694.6	1,541.5	898.0	267.2	169.5	6,101.9
No benefits	164.1	105.4	185.2	167.2	83.8	26.3	28.1	760.2
Holiday expenses	6.1	30.6	73.3	63.8	32.4	8.8	5.3	220.4
Low-interest finance	6.4	23.0	66.1	53.5	20.1	4.2	* 2.0	175.3
Goods and services	151.5	186.6	269.8	198.9	101.0	26.0	13.0	946.9
Housing	9.8	20.4	60.2	62.2	38.3	8.2	8.0	207.0
Electricity	7.2	12.9	29.7	43.0	24.4	6.8	6.1	130.1
Telephone	4.6	16.2	124.0	194.5	117.5	30.5	23.3	510.7
Transport	24.8	86.0	277.5	307.9	164.0	51.1	30.4	941.8
Medical	9.4	28.0	68.0	53.3	30.0	5.5	* 2.1	196.4
Union dues	* 2.5	14.2	48.7	41.7	23.1	6.6	* 3.5	140.1
Club fees	* 1.1	5.1	22.5	29.8	14.4	* 2.4	* 1.3	76.7
Entertainment allowance	* 0.6	6.2	26.6	39.8	25.0	* 3.7	* 2.7	104.7
Shares	* 2.1	13.3	47.1	58.4	29.3	12.1	6.1	168.3
Study leave	6.9	24.8	50.5	26.9	8.1	* 1.1	* 0.3	118.5
Superannuation	63.7	263.5	738.8	759.7	479.7	147.2	73.6	2,526.3
Child care/education expenses	* 0.0	* 0.8	4.8	9.6	4.2	* 0.9	* 0.0	20.3
Sick leave	372.3	737.0	1,389.7	1,242.9	735.1	222.9	124.9	4,824.7
Annual leave	372.2	735.6	1,399.0	1,258.4	745.9	222.7	127.4	4,861.2
Long-service leave	228.2	543.8	1,131.7	1,036.4	628.0	194.8	105.2	3,867.9

TABLE 9. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FAMILY STATUS, AUGUST 1988  
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Type of benefit received	Member of a family						Total	Not a member of a family	Family status not determined	Total
	Husband or wife		Not-married family head	Full-time student aged 15-24(a)	Other child of family head	Other relative of family head				
	With dependents present	Without dependents present								
MALES										
Total	1,438.6	738.6	51.6	81.1	535.7	41.7	2,887.3	498.4	157.8	3,543.5
No benefits	56.0	41.8	*2.7	53.1	47.9	*2.5	204.0	42.9	19.1	266.0
Holiday expenses	77.1	36.2	*2.7	*0.0	11.5	*1.4	129.0	23.8	9.5	162.4
Low-interest finance	70.0	22.3	*0.8	*0.0	6.5	*0.3	99.9	19.2	*3.0	122.2
Goods and services	189.2	95.0	8.9	20.7	69.9	7.0	390.7	87.9	25.5	504.1
Housing	88.6	33.7	*1.3	*0.0	6.5	*1.2	131.4	30.7	4.7	166.8
Electricity	47.8	19.4	*0.9	*0.0	5.6	*0.8	74.5	19.6	*2.9	97.0
Telephone	245.5	105.9	5.3	*0.1	11.1	*2.1	370.0	41.0	11.4	422.3
Transport	418.5	183.1	9.1	*0.8	61.9	4.6	678.0	87.2	33.0	798.2
Medical	75.0	28.2	*1.2	*0.4	8.8	*0.0	113.5	17.0	8.1	138.6
Union dues	55.7	28.7	*1.1	*0.0	6.4	*0.9	92.8	14.8	5.5	113.1
Club fees	35.3	16.1	*1.3	*0.0	*1.9	*0.0	54.6	8.2	*2.4	65.3
Entertainment allowance	53.8	22.3	*0.4	*0.0	*1.6	*0.1	78.3	10.7	5.2	94.3
Shares	75.0	27.7	*1.6	*0.2	5.9	*0.2	110.6	13.8	*3.8	128.2
Study leave	24.3	13.9	*1.8	*0.7	11.9	*1.6	54.2	14.8	5.4	74.4
Superannuation	891.1	426.8	27.7	*1.5	157.6	13.0	1,517.7	221.3	63.9	1,802.9
Child care/education expenses	10.9	*0.7	*0.0	*0.0	*0.0	*0.0	11.7	*0.5	*1.6	13.8
Sick leave	1,300.0	653.2	46.6	6.4	467.5	36.9	2,510.4	424.8	121.2	3,056.4
Annual leave	1,315.8	659.7	46.0	5.7	467.6	36.7	2,531.5	427.5	125.5	3,084.4
Long-service leave	1,096.4	560.9	40.2	4.1	331.1	26.3	2,059.0	338.5	93.6	2,491.2
FEMALES										
Total	824.2	594.2	159.1	111.0	357.4	26.6	2,072.6	355.8	130.0	2,558.4
No benefits	212.9	76.2	34.7	66.5	33.6	*3.0	426.8	38.9	28.4	494.2
Holiday expenses	11.1	17.1	*2.9	*0.2	9.1	*0.1	40.6	13.7	*3.7	58.0
Low-interest finance	11.6	15.6	*2.6	*0.0	8.4	*0.6	38.8	12.9	*1.5	53.1
Goods and services	110.1	100.1	24.2	38.6	72.0	4.5	349.5	68.1	25.2	442.8
Housing	14.3	10.1	*2.0	*0.0	*1.1	*0.3	27.8	10.5	*2.0	40.2
Electricity	14.3	8.4	*1.9	*0.0	*0.2	*0.3	25.0	6.9	*1.1	33.0
Telephone	40.7	25.1	5.3	*0.0	*3.0	*0.4	74.5	11.5	*2.4	88.4
Transport	57.4	39.5	6.9	*0.5	10.1	*1.1	115.3	21.6	6.7	143.5
Medical	11.3	17.7	*2.1	*0.0	8.5	*1.1	40.8	13.6	*3.5	57.9
Union dues	7.2	9.4	*1.2	*0.0	*2.4	*0.0	20.2	5.6	*1.1	26.9
Club fees	*2.9	*3.1	*1.3	*0.3	*1.1	*0.0	8.7	*1.9	*0.8	11.4
Entertainment allowance	*1.9	*2.8	*0.4	*0.0	*1.1	*0.0	6.1	*3.8	*0.5	10.4
Shares	12.9	12.3	*2.1	*0.0	*3.5	*0.4	31.1	6.8	*2.2	40.2
Study leave	10.6	10.1	*3.6	*2.3	6.5	*0.3	33.5	8.3	*2.3	44.1
Superannuation	210.7	209.8	46.7	*0.1	85.2	8.2	560.7	129.6	33.0	723.3
Child care/education expenses	4.7	*0.4	*0.9	*0.0	*0.0	*0.0	6.0	*0.2	*0.3	6.5
Sick leave	486.2	464.7	109.6	5.8	302.7	22.3	1,391.4	294.3	82.6	1,768.3
Annual leave	489.8	467.2	109.3	*2.0	304.6	22.8	1,395.8	296.2	84.7	1,776.8
Long-service leave	378.2	380.2	85.3	*3.9	209.2	18.6	1,075.4	238.2	63.2	1,376.8
PERSONS										
Total	2,262.8	1,332.8	210.7	192.1	893.1	68.3	4,959.9	854.2	287.8	6,101.9
No benefits	268.9	118.0	37.4	119.7	81.5	5.5	630.8	81.9	47.5	760.2
Holiday expenses	88.2	53.3	5.7	*0.2	20.7	*1.5	169.6	37.5	13.2	220.4
Low-interest finance	81.6	37.9	*3.4	*0.0	14.9	*0.9	138.7	32.1	4.5	175.3
Goods and services	299.3	195.1	33.1	59.3	141.9	11.5	740.2	156.0	50.7	946.9
Housing	103.0	43.8	*3.4	*0.0	7.6	*1.5	159.2	41.2	6.7	207.0
Electricity	62.0	27.8	*2.8	*0.0	5.9	*1.0	99.5	26.5	4.0	130.1
Telephone	286.2	131.0	10.6	*0.1	14.1	*2.6	444.5	52.4	13.8	510.7
Transport	475.8	222.6	15.9	*1.3	71.9	5.7	793.3	108.8	39.7	941.8
Medical	86.3	45.9	*3.3	*0.4	17.3	*1.1	154.3	30.5	11.6	196.4
Union dues	62.9	38.0	*2.3	*0.0	8.9	*0.9	113.0	20.5	6.6	140.1
Club fees	38.2	19.1	*2.6	*0.3	*3.1	*0.0	63.3	10.2	*3.2	76.7
Entertainment allowance	55.7	25.1	*0.8	*0.0	*2.7	*0.1	84.3	14.6	5.8	104.7
Shares	87.9	40.0	*3.7	*0.2	9.4	*0.6	141.7	20.6	6.0	168.3
Study leave	34.9	24.1	5.4	*3.1	18.4	*1.9	87.7	23.1	7.7	118.5
Superannuation	1,101.8	636.6	74.4	*1.6	242.8	21.2	2,078.4	350.9	96.9	2,526.3
Child care/education expenses	15.7	*1.2	*0.9	*0.0	*0.0	*0.0	17.7	*0.6	*1.9	20.3
Sick leave	1,786.2	1,117.9	156.1	12.2	770.2	59.2	3,901.8	719.0	203.9	4,824.7
Annual leave	1,805.6	1,126.9	155.3	7.7	772.2	59.6	3,927.3	723.7	210.2	4,861.2
Long-service leave	1,474.5	941.1	125.5	8.0	540.2	45.0	3,134.4	576.7	156.8	3,867.9

(a) Excludes persons aged 20-24 attending school.

TABLE 10. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, FULL-TIME AND PART-TIME EMPLOYEES  
IN MAIN JOB AND PERMANENT AND CASUAL EMPLOYEE, AUGUST 1988

Type of benefit received	Permanent employees		Casual employees		Total	
	Number ( <sup>'000</sup> )	Proportion (per cent)	Number ( <sup>'000</sup> )	Proportion (per cent)	Number ( <sup>'000</sup> )	Proportion (per cent)
FULL-TIME EMPLOYEES IN MAIN JOB						
Total	4,573.1	100.0	284.1	100.0	4,857.2	100.0
No benefits	..	..	160.6	56.5	160.6	3.3
Holiday expenses	208.1	4.6	4.4	1.5	212.4	4.4
Low-interest finance	167.9	3.7	* 2.4	* 0.8	170.3	3.5
Goods and services	703.1	15.4	30.2	10.6	733.3	15.1
Housing	176.9	3.9	14.7	5.2	191.5	3.9
Electricity	98.7	2.2	16.1	5.7	114.8	2.4
Telephone	424.6	9.3	38.8	13.7	463.4	9.5
Transport	826.8	18.1	50.0	17.6	876.9	18.1
Medical	184.6	4.0	* 3.9	* 1.4	188.5	3.9
Union dues	123.6	2.7	10.6	3.7	134.3	2.8
Club fees	69.4	1.5	* 3.3	* 1.2	72.7	1.5
Entertainment allowance	98.9	2.2	4.2	1.5	103.1	2.1
Shares	146.9	3.2	10.9	3.8	157.7	3.2
Study leave	100.7	2.2	* 2.3	* 0.8	103.0	2.1
Superannuation	2,388.4	52.2	33.6	11.8	2,422.0	49.9
Child care/education expenses	15.0	0.3	* 2.4	* 0.8	17.4	0.4
Sick leave	4,483.8	98.0	..	..	4,483.8	92.3
Annual leave	4,522.8	98.9	..	..	4,522.8	93.1
Long-service leave	3,598.5	78.7	20.5	7.2	3,619.0	74.5
PART-TIME EMPLOYEES IN MAIN JOB						
Total	357.6	100.0	771.7	100.0	1,129.3	100.0
No benefits	..	..	530.5	68.7	530.5	47.0
Holiday expenses	* 3.9	* 1.1	* 3.5	* 0.4	7.4	0.7
Low-interest finance	4.1	1.1	* 0.6	* 0.1	4.7	0.4
Goods and services	47.1	13.2	149.6	19.4	196.7	17.4
Housing	6.4	1.8	6.6	0.9	13.0	1.2
Electricity	6.2	1.7	6.2	0.8	12.4	1.1
Telephone	20.9	5.8	20.1	2.6	41.0	3.6
Transport	29.1	8.1	27.5	3.6	56.6	5.0
Medical	5.2	1.5	* 1.6	* 0.2	6.9	0.6
Union dues	* 2.3	* 0.6	* 2.7	* 0.3	5.0	0.4
Club fees	* 1.7	* 0.5	* 1.7	* 0.2	* 3.3	* 0.3
Entertainment allowance	* 1.0	* 0.3	* 0.4	* 0.0	* 1.3	* 0.1
Shares	5.1	1.4	5.1	0.7	10.1	0.9
Study leave	4.4	1.2	9.2	1.2	13.6	1.2
Superannuation	69.7	19.5	26.7	3.5	96.4	8.5
Child care/education expenses	* 1.2	* 0.3	* 1.3	* 0.2	* 2.4	* 0.2
Sick leave	325.8	91.1	..	..	325.8	28.9
Annual leave	323.6	90.5	..	..	323.6	28.7
Long-service leave	199.0	55.7	35.5	4.6	234.5	20.8
TOTAL (a)						
Total	4,949.0	100.0	1,152.9	100.0	6,101.9	100.0
No benefits	..	..	760.2	65.9	760.2	12.5
Holiday expenses	212.1	4.3	8.2	0.7	220.4	3.6
Low-interest finance	172.0	3.5	* 3.3	* 0.3	175.3	2.9
Goods and services	753.8	15.2	193.2	16.8	946.9	15.5
Housing	184.9	3.7	22.2	1.9	207.0	3.4
Electricity	106.5	2.2	23.5	2.0	130.1	2.1
Telephone	448.6	9.1	62.1	5.4	510.7	8.4
Transport	859.9	17.4	81.8	7.1	941.8	15.4
Medical	190.6	3.9	5.9	0.5	196.4	3.2
Union dues	125.9	2.5	14.2	1.2	140.1	2.3
Club fees	71.3	1.4	5.4	0.5	76.7	1.3
Entertainment allowance	99.8	2.0	4.8	0.4	104.7	1.7
Shares	151.9	3.1	16.4	1.4	168.3	2.8
Study leave	105.3	2.1	13.2	1.1	118.5	1.9
Superannuation	2,462.7	49.8	63.5	5.5	2,526.3	41.4
Child care/education expenses	16.5	0.3	* 3.8	* 0.3	20.3	0.3
Sick leave	4,824.7	97.5	..	..	4,824.7	79.1
Annual leave	4,861.2	98.2	..	..	4,861.2	79.7
Long-service leave	3,805.5	76.9	62.5	5.4	3,867.9	63.4

(a) Includes employees in main job whose status varied or was not known.

TABLE 11. ALL EMPLOYEES: SELECTED BENEFITS RECEIVED, CHARACTERISTICS OF BENEFITS AND OCCUPATION,  
AUGUST 1988  
(<sup>'000</sup>)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
<b>Total employees</b>	<b>412.4</b>	<b>781.8</b>	<b>421.8</b>	<b>931.6</b>	<b>1,151.3</b>	<b>904.6</b>	<b>499.6</b>	<b>998.8</b>	<b>6,101.9</b>
<i>Holiday expenses-</i>									
From current employer	19.9	21.9	14.1	28.3	36.8	28.6	18.9	26.9	195.4
From other source(s)	* 3.9	* 3.8	* 1.5	* 1.1	5.7	8.4	* 0.3	* 0.3	24.9
<b>Total</b>	<b>23.8</b>	<b>25.7</b>	<b>15.5</b>	<b>29.4</b>	<b>42.6</b>	<b>37.0</b>	<b>19.1</b>	<b>27.2</b>	<b>220.4</b>
<i>Goods and services-</i>									
From current employer	72.8	51.3	30.5	133.4	130.2	269.1	73.9	136.2	897.4
From other source(s)	4.4	10.5	5.8	10.1	6.9	6.5	* 2.0	* 3.4	49.5
<b>Total</b>	<b>77.1</b>	<b>61.8</b>	<b>36.3</b>	<b>143.5</b>	<b>137.0</b>	<b>275.6</b>	<b>75.9</b>	<b>139.6</b>	<b>946.9</b>
<i>Housing(a)-</i>									
Employee entitlement	22.2	28.3	9.8	12.7	9.5	5.4	10.4	27.9	126.2
Employer subsidy	* 1.9	4.7	* 2.5	* 3.1	* 1.7	* 3.0	* 1.9	* 1.6	20.4
Housing allowance	4.7	* 2.6	* 2.2	* 2.0	4.8	* 2.0	* 0.6	* 1.0	20.0
Rates	11.9	* 2.6	* 2.2	8.0	7.8	* 1.8	* 2.4	* 3.8	40.4
<b>Total</b>	<b>40.8</b>	<b>38.2</b>	<b>16.6</b>	<b>25.8</b>	<b>23.8</b>	<b>12.3</b>	<b>15.3</b>	<b>34.3</b>	<b>207.0</b>
<i>Telephone(a)-</i>									
Rent paid or subsidised by employer	129.9	66.4	38.1	68.5	59.8	36.4	20.2	29.1	448.4
Calls paid or subsidised by employer	10.5	8.4	5.8	13.1	10.6	7.2	* 2.4	4.4	62.3
<b>Total</b>	<b>140.4</b>	<b>74.8</b>	<b>43.9</b>	<b>81.6</b>	<b>70.4</b>	<b>43.6</b>	<b>22.6</b>	<b>33.5</b>	<b>510.7</b>
<i>Transport-</i>									
Vehicle only provided by employer	119.4	53.4	22.4	45.5	31.0	58.8	10.6	12.7	353.8
Restricted to travel to and from work	16.8	8.5	8.6	17.8	4.3	8.9	5.6	5.5	75.9
Not restricted	102.6	44.9	13.8	27.7	26.8	49.9	5.0	7.3	277.9
Expenses only paid for by employer	40.6	48.5	39.0	115.0	44.1	43.1	46.6	72.6	449.5
Restricted to travel to and from work	24.8	31.1	34.3	96.8	31.5	27.0	38.3	62.0	345.8
Not restricted	15.8	17.4	4.7	18.2	12.6	16.1	8.3	10.6	103.7
Vehicle and expenses provided	51.4	19.7	7.4	16.6	10.3	25.1	* 2.5	5.5	138.5
<b>Total</b>	<b>211.4</b>	<b>121.5</b>	<b>68.8</b>	<b>177.1</b>	<b>85.4</b>	<b>127.1</b>	<b>59.7</b>	<b>90.8</b>	<b>941.8</b>
<i>Study leave-</i>									
Paid time off allowed by the employer	6.9	27.3	16.8	8.1	23.1	9.8	* 1.6	5.5	99.1
All time off required to be made up by the employee	* 1.2	* 2.7	* 1.8	* 0.5	* 3.1	* 1.7	* 0.3	* 0.5	11.8
All time off not required to be made up by the employee	5.7	24.6	15.0	7.6	20.1	8.1	* 1.4	5.0	87.3
Unpaid time off allowed by the employer	* 0.8	* 3.5	* 1.5	* 1.4	* 2.3	7.2	* 0.5	* 2.2	19.4
<b>Total</b>	<b>7.6</b>	<b>30.8</b>	<b>18.3</b>	<b>9.5</b>	<b>25.5</b>	<b>16.9</b>	<b>* 2.1</b>	<b>7.8</b>	<b>118.5</b>
<i>Superannuation-</i>									
<i>Age group-</i>									
15-19	* 0.4	* 0.7	4.2	19.5	19.7	7.8	* 3.0	8.5	63.7
20-24	4.8	24.4	19.4	50.2	83.2	30.1	17.7	33.8	263.5
25-34	45.1	140.6	67.4	106.0	167.6	53.0	76.1	83.0	738.8
35-44	107.4	158.2	62.5	98.7	130.2	46.8	71.2	84.7	759.7
45-54	65.0	84.2	44.3	60.8	82.1	24.4	54.2	64.8	479.7
55-59	15.6	17.9	12.5	24.7	18.2	9.8	18.7	29.8	147.2
60 and over	7.8	10.7	5.6	15.8	8.9	* 2.7	9.2	12.9	73.6
<b>Total</b>	<b>246.0</b>	<b>436.6</b>	<b>215.9</b>	<b>375.8</b>	<b>509.8</b>	<b>174.7</b>	<b>250.0</b>	<b>317.4</b>	<b>2,526.3</b>

(a) Benefits in these groups are in a hierarchical order such that employees included under one benefit were not asked whether or not they also received the other benefit(s).

TABLE 12. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1988 ('000)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
MALES									
Total	337.1	435.0	229.6	824.4	267.4	253.6	392.6	545.2	3,284.9
No benefits	6.6	8.0	* 2.9	31.9	* 3.1	6.8	16.6	31.0	106.8
Holiday expenses	20.5	20.5	13.3	29.1	16.7	18.6	18.7	23.7	161.0
Low-interest finance	28.3	17.2	5.6	9.8	28.0	14.6	9.6	8.1	121.3
Goods and services	56.7	40.2	22.2	120.0	32.1	59.3	53.6	77.6	461.7
Housing	36.0	28.6	14.6	24.5	8.9	7.1	14.8	28.8	163.1
Electricity	20.1	13.3	6.2	21.3	* 3.3	* 3.4	7.8	18.6	93.9
Telephone	127.6	65.6	38.4	78.8	20.0	33.8	22.0	27.2	413.5
Transport	192.1	102.6	57.2	170.7	31.9	96.7	57.5	74.8	783.5
Medical	27.8	24.3	8.7	19.6	18.5	13.9	12.4	13.1	138.3
Union dues	25.6	33.6	4.5	19.9	5.6	9.5	6.2	6.6	111.5
Club fees	27.9	15.5	* 1.1	* 3.4	4.2	9.3	* 0.9	* 1.4	63.7
Entertainment allowance	47.4	15.4	* 2.1	* 2.4	* 3.8	21.6	* 0.2	* 1.1	93.9
Shares	33.6	17.0	6.9	26.2	9.2	9.3	13.5	10.9	126.5
Study leave	7.0	16.6	10.8	8.5	13.0	7.5	* 1.8	4.2	69.3
Superannuation	218.1	293.4	163.6	359.6	195.9	98.8	213.1	247.0	1,789.6
Child care/education expenses	4.6	4.0	* 1.0	* 2.1	* 0.4	* 0.3	* 0.9	* 0.3	13.6
Sick leave	299.1	407.7	219.7	761.3	260.6	226.2	359.1	487.9	3,021.7
Annual leave	305.2	411.7	220.0	764.0	261.7	229.9	364.7	493.8	3,051.0
Long-service leave	233.0	357.1	200.0	588.3	241.0	167.5	297.9	382.7	2,467.5
FEMALES									
Total	58.5	234.9	115.8	57.6	625.6	259.6	71.9	148.5	1,572.3
No benefits	* 1.5	4.5	* 1.9	* 2.1	18.5	12.3	* 3.8	9.1	53.7
Holiday expenses	* 2.7	4.6	* 1.8	* 0.3	23.0	16.0	* 0.3	* 2.7	51.4
Low-interest finance	* 1.6	* 3.9	* 0.9	* 0.8	30.1	11.0	* 0.2	* 0.5	48.9
Goods and services	17.3	15.9	11.4	17.9	77.3	91.6	17.4	22.8	271.7
Housing	* 3.5	8.2	* 2.1	* 0.8	7.4	4.1	* 0.3	* 2.1	28.4
Electricity	* 3.4	5.3	* 1.0	* 0.4	6.7	* 2.9	* 0.1	* 1.1	20.9
Telephone	9.0	6.7	* 2.9	* 1.1	21.6	6.8	* 0.3	* 1.5	49.9
Transport	15.0	13.3	8.0	* 2.5	29.7	19.5	* 0.8	4.6	93.3
Medical	* 3.1	5.5	* 3.5	* 0.9	23.4	10.6	* 0.6	* 2.6	50.2
Union dues	* 2.0	8.2	* 1.3	* 0.4	6.5	* 2.5	* 0.6	* 1.3	22.7
Club fees	* 2.2	* 3.1	* 0.6	* 0.1	* 2.4	* 0.5	* 0.0	* 0.2	9.1
Entertainment allowance	* 1.7	* 3.1	* 0.7	* 0.0	* 1.0	* 2.5	* 0.0	* 0.2	9.2
Shares	* 3.1	* 2.6	* 0.9	* 0.8	16.6	4.7	* 1.1	* 1.5	31.2
Study leave	* 0.3	11.5	6.1	* 0.6	10.1	* 3.7	* 0.0	* 1.5	33.7
Superannuation	26.0	130.4	42.1	12.5	278.3	58.9	32.6	51.6	632.4
Child care/education expenses	* 0.2	* 1.3	* 0.3	* 0.0	* 0.5	* 1.0	* 0.3	* 0.1	* 3.7
Sick leave	50.8	225.8	112.3	53.1	590.8	230.8	65.4	133.2	1,462.1
Annual leave	50.7	223.5	112.8	54.0	593.5	235.2	66.4	135.8	1,471.9
Long-service leave	36.1	202.4	99.4	26.6	477.6	155.7	47.4	106.2	1,151.5
PERSONS									
Total	395.6	669.9	345.4	881.9	893.0	513.1	464.5	693.7	4,857.2
No benefits	8.1	12.5	4.8	34.0	21.6	19.1	20.5	40.1	160.6
Holiday expenses	23.1	25.1	15.1	29.4	39.7	34.6	19.0	26.4	212.4
Low-interest finance	29.8	21.1	6.5	10.6	58.2	25.6	9.8	8.7	170.3
Goods and services	74.0	56.1	33.6	137.9	109.4	150.9	71.0	100.4	733.3
Housing	39.4	36.8	16.6	25.3	16.2	11.1	15.1	30.8	191.5
Electricity	23.5	18.6	7.1	21.7	10.0	6.3	7.9	19.6	114.8
Telephone	136.6	72.3	41.3	79.9	41.6	40.7	22.3	28.7	463.4
Transport	207.0	116.0	65.2	173.2	61.6	116.2	58.2	79.4	876.9
Medical	30.8	29.8	12.2	20.6	41.9	24.5	13.0	15.7	188.5
Union dues	27.6	41.7	5.8	20.3	12.1	12.0	6.8	7.9	134.3
Club fees	30.1	18.6	* 1.7	* 3.5	6.7	9.7	* 0.9	* 1.6	72.7
Entertainment allowance	49.1	18.5	* 2.8	* 2.4	4.7	24.1	* 0.2	* 1.2	103.1
Shares	36.6	19.6	7.7	27.0	25.7	14.0	14.6	12.4	157.7
Study leave	7.2	28.1	16.9	9.1	23.1	11.1	* 1.8	5.7	103.0
Superannuation	244.0	423.9	205.7	372.1	474.2	157.7	245.8	298.7	2,422.0
Child care/education expenses	4.9	5.4	* 1.3	* 2.1	* 0.9	* 1.2	* 1.2	* 0.4	17.4
Sick leave	349.9	633.5	332.0	814.4	851.4	457.0	424.5	621.1	4,483.8
Annual leave	356.0	635.2	332.8	818.0	855.1	465.1	431.1	629.6	4,522.8
Long-service leave	269.1	559.5	299.4	614.8	718.6	323.3	345.4	488.9	3,619.0

TABLE 13. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1988

Type of benefit received	Weekly earnings in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
	MALES								
<b>Total</b>	<b>28.1</b>	<b>132.4</b>	<b>256.7</b>	<b>617.5</b>	<b>678.4</b>	<b>506.4</b>	<b>364.9</b>	<b>700.4</b>	<b>3,284.9</b>
No benefits	4.9	6.1	13.8	19.7	23.2	14.6	9.7	14.9	106.8
Holiday expenses	* 0.9	* 1.5	6.8	19.6	27.7	26.8	21.8	55.9	161.0
Low-interest finance	* 0.3	* 0.9	5.5	12.0	16.3	23.9	17.6	44.8	121.3
Goods and services	* 2.6	19.2	38.1	99.4	98.5	66.2	50.5	87.1	461.7
Housing	6.1	7.7	17.2	23.4	20.1	21.1	16.4	51.1	163.1
Electricity	4.7	7.8	16.4	11.5	12.7	11.5	6.5	22.7	93.9
Telephone	7.2	9.1	22.7	33.6	52.3	66.3	59.2	163.1	413.5
Transport	8.3	18.1	36.6	82.4	127.7	136.6	99.9	273.9	783.5
Medical	* 2.3	* 3.4	7.6	11.2	14.6	23.8	20.8	54.4	138.3
Union dues	* 1.3	* 2.5	4.4	9.8	16.3	15.8	12.9	48.6	111.5
Club fees	* 1.2	* 0.8	* 2.8	* 3.1	5.7	6.9	9.1	34.0	63.7
Entertainment allowance	* 1.1	* 0.7	* 1.9	4.4	7.8	12.0	13.2	52.9	93.9
Shares	* 1.8	* 2.2	4.8	12.2	15.7	21.5	17.3	51.0	126.5
Study leave	* 0.5	* 1.2	* 3.7	7.5	11.1	14.4	12.1	18.8	69.3
Superannuation	6.4	22.6	73.0	270.6	345.8	317.9	245.0	508.3	1,789.6
Child care/education expenses	* 0.6	* 0.5	* 1.4	* 0.8	* 1.3	* 2.2	* 0.9	5.8	13.6
Sick leave	16.1	115.6	218.6	571.0	632.1	473.7	344.0	650.6	3,021.7
Annual leave	16.6	116.9	223.0	575.4	637.4	476.7	345.0	660.0	3,051.0
Long-service leave	7.5	63.4	143.4	441.1	515.6	414.7	304.8	577.0	2,467.5
FEMALES									
<b>Total</b>	<b>18.4</b>	<b>112.5</b>	<b>248.2</b>	<b>457.6</b>	<b>314.7</b>	<b>193.3</b>	<b>117.8</b>	<b>109.9</b>	<b>1,572.3</b>
No benefits	* 2.6	8.4	10.1	13.1	8.2	6.1	* 2.1	* 3.2	53.7
Holiday expenses	* 0.5	* 0.7	* 3.5	12.5	14.7	8.3	5.6	5.6	51.4
Low-interest finance	* 0.3	* 1.0	6.4	11.6	14.4	8.2	* 2.9	4.1	48.9
Goods and services	* 3.0	24.4	52.6	94.1	51.1	25.6	8.4	12.4	271.7
Housing	* 1.5	* 2.6	* 2.3	5.2	6.1	6.4	* 2.8	* 1.5	28.4
Electricity	* 1.6	* 1.7	* 2.6	* 3.8	4.5	4.0	* 2.0	* 0.7	20.9
Telephone	* 2.2	* 2.7	7.5	10.8	6.9	6.5	6.0	7.3	49.9
Transport	* 2.4	4.4	9.8	17.7	13.4	18.2	12.3	15.1	93.3
Medical	* 0.9	* 2.0	7.3	13.4	11.4	7.2	4.4	* 3.7	50.2
Union dues	* 0.2	* 0.3	* 1.6	4.5	4.1	4.7	* 2.5	4.9	22.7
Club fees	* 0.2	* 0.2	* 1.1	* 0.2	* 1.6	* 2.5	* 1.6	* 1.7	9.1
Entertainment allowance	* 0.3	* 0.0	* 0.4	* 1.1	* 1.1	* 2.3	* 1.1	* 2.9	9.2
Shares	* 0.9	* 1.6	* 2.2	9.1	7.9	4.5	* 2.6	* 2.6	31.2
Study leave	* 0.5	* 0.8	* 2.6	7.0	6.1	6.1	5.1	5.5	33.7
Superannuation	* 2.5	16.2	69.5	167.8	143.7	98.8	68.0	65.9	632.4
Child care/education expenses	* 0.5	* 0.2	* 0.3	* 1.2	* 0.4	* 0.4	* 0.4	* 0.4	* 3.7
Sick leave	11.7	95.8	223.8	429.8	300.0	183.1	114.6	103.4	1,462.1
Annual leave	11.4	98.6	229.3	433.0	299.4	184.2	113.4	102.6	1,471.9
Long-service leave	5.9	52.0	154.1	336.8	250.1	158.9	103.2	90.5	1,151.5
PERSONS									
<b>Total</b>	<b>46.5</b>	<b>244.9</b>	<b>504.9</b>	<b>1,075.1</b>	<b>993.1</b>	<b>699.7</b>	<b>482.7</b>	<b>810.3</b>	<b>4,857.2</b>
No benefits	7.4	14.5	23.9	32.7	31.4	20.7	11.8	18.1	160.6
Holiday expenses	* 1.4	* 2.3	10.3	32.1	42.4	35.1	27.4	61.5	212.4
Low-interest finance	* 0.5	* 2.0	11.9	23.6	30.7	32.1	20.5	48.9	170.3
Goods and services	5.6	43.6	90.7	193.6	149.6	91.8	58.9	99.5	733.3
Housing	7.6	10.4	19.5	28.7	26.2	27.4	19.2	52.6	191.5
Electricity	6.3	9.6	18.9	15.3	17.1	15.5	8.5	23.5	114.8
Telephone	9.4	11.9	30.1	44.4	59.2	72.8	65.2	170.4	463.4
Transport	10.8	22.5	46.4	100.1	141.0	154.9	112.2	289.0	876.9
Medical	* 3.2	5.4	14.9	24.6	26.0	31.0	25.2	58.1	188.5
Union dues	* 1.5	* 2.8	5.9	14.3	20.4	20.5	15.4	53.5	134.3
Club fees	* 1.4	* 1.0	* 3.9	* 3.4	7.3	9.5	10.6	35.7	72.7
Entertainment allowance	* 1.3	* 0.7	* 2.3	5.5	8.9	14.3	14.3	55.8	103.1
Shares	* 2.7	* 3.8	7.0	21.2	23.6	26.0	19.8	53.6	157.7
Study leave	* 1.0	* 2.0	6.3	14.5	17.2	20.5	17.3	24.3	103.0
Superannuation	8.9	38.8	142.5	438.4	489.5	416.7	313.1	574.2	2,422.0
Child care/education expenses	* 1.0	* 0.7	* 1.7	* 2.1	* 1.7	* 2.6	* 1.3	6.3	17.4
Sick leave	27.8	211.4	442.4	1,000.8	932.1	656.7	458.6	754.0	4,483.8
Annual leave	28.0	215.6	452.3	1,008.4	936.8	660.9	458.4	762.5	4,522.8
Long-service leave	13.4	115.4	297.5	777.9	765.6	573.6	408.1	667.4	3,619.0

TABLE 14. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED AND FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, AUGUST 1988 ('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/education expenses	Sick leave	Annual leave	Long-service leave
FULL-TIME EMPLOYEES IN MAIN JOB																		
Holiday expenses	..	26.0	51.8	23.1	14.5	30.3	73.9	26.4	11.3	10.6	15.5	13.0	7.9	151.7	* 1.6	206.5	207.1	188.8
Low-interest finance	26.0	..	34.0	18.1	5.1	37.1	48.2	46.2	13.3	15.5	18.1	29.9	7.1	146.7	* 2.3	166.9	166.8	158.0
Goods and services	51.8	34.0	..	36.4	20.5	80.6	154.1	42.7	24.1	18.7	23.4	36.9	14.4	326.6	4.6	691.5	698.5	536.8
Housing	23.1	18.1	36.4	..	83.5	84.8	69.7	33.6	13.5	10.5	14.0	21.3	* 3.7	109.4	7.3	172.4	172.3	135.3
Electricity	14.5	5.1	20.5	83.5	..	69.2	53.2	19.9	12.3	7.8	4.7	14.2	* 2.1	56.0	6.0	93.6	93.5	60.1
Telephone	30.3	37.1	80.6	84.8	69.2	..	259.2	44.9	52.3	36.4	54.3	51.2	10.9	323.6	7.5	410.0	414.6	334.7
Transport	73.9	48.2	154.1	69.7	53.2	259.2	..	63.2	71.5	48.3	76.8	63.4	20.4	536.5	8.0	801.4	812.0	640.8
Medical	26.4	46.2	42.7	33.6	19.9	44.9	63.2	..	24.9	18.1	13.8	28.7	7.5	140.3	7.5	183.0	181.9	161.7
Union dues	11.3	13.3	24.1	13.5	12.3	52.3	71.5	24.9	..	27.6	14.9	13.9	6.4	90.8	* 2.9	119.2	120.4	97.4
Club fees	10.6	15.5	18.7	10.5	7.8	36.4	48.3	18.1	27.6	..	20.6	15.4	* 3.9	53.3	* 2.7	67.6	68.8	55.2
Entertainment allowance	15.5	18.1	23.4	14.0	4.7	54.3	76.8	13.8	14.9	20.6	..	14.1	4.9	75.6	* 2.0	96.3	97.4	83.2
Shares	13.0	29.9	36.9	21.3	14.2	51.2	63.4	28.7	13.9	15.4	14.1	..	* 3.4	115.7	* 2.1	143.9	143.8	119.5
Study leave	7.9	7.1	14.4	* 3.7	* 2.1	10.9	20.4	7.5	6.4	* 3.9	4.9	* 3.4	..	64.0	* 0.8	99.7	100.2	87.5
Superannuation	151.7	146.7	326.6	109.4	56.0	323.6	536.5	140.3	90.8	53.3	75.6	115.7	64.0	..	10.3	2,365.2	2,373.3	2,227.2
Child care/education expenses	* 1.6	* 2.3	4.6	7.3	6.0	7.5	8.0	7.5	* 2.9	* 2.7	* 2.0	* 2.1	* 0.8	10.3	..	14.6	14.2	10.7
Sick leave	206.5	166.9	691.5	172.4	93.6	410.0	801.4	183.0	119.2	67.6	96.3	143.9	99.7	2,365.2	14.6	..	4,433.6	3,573.6
Annual leave	207.1	166.8	698.5	172.3	93.5	414.6	812.0	181.9	120.4	68.8	97.4	143.8	100.2	2,373.3	14.2	4,433.6	..	3,586.1
Long-service leave	188.8	158.0	536.8	135.3	60.1	334.7	640.8	161.7	97.4	55.2	83.2	119.5	87.5	2,227.2	10.7	3,573.6	3,586.1	..
TOTAL(b)																		
Holiday expenses	..	26.9	54.1	23.6	14.9	31.1	75.2	26.7	11.3	10.9	15.7	13.4	8.1	154.3	* 1.6	210.4	210.9	191.8
Low-interest finance	26.9	..	34.9	18.4	5.1	37.7	48.7	46.7	13.3	15.5	18.1	30.6	7.1	149.5	* 2.3	171.0	170.9	162.1
Goods and services	54.1	34.9	..	38.3	21.9	84.0	163.1	44.4	24.6	19.7	24.0	38.5	18.4	340.2	5.3	737.7	742.2	568.3
Housing	23.6	18.4	38.3	..	92.5	94.8	75.8	34.7	14.3	11.1	14.4	23.2	* 3.8	115.0	7.8	179.6	179.9	139.5
Electricity	14.9	5.1	21.9	92.5	..	82.2	60.2	21.5	12.6	8.5	5.0	16.2	* 2.5	61.2	6.5	100.1	100.9	62.0
Telephone	31.1	37.7	84.0	94.8	82.2	..	280.5	48.0	53.8	38.1	55.1	55.6	11.4	337.7	8.5	430.1	436.1	343.9
Transport	75.2	48.7	163.1	75.8	60.2	280.5	..	66.3	72.9	50.1	77.8	68.2	22.0	553.2	9.1	831.4	843.3	657.7
Medical	26.7	46.7	44.4	34.7	21.5	48.0	66.3	..	25.5	19.1	13.8	29.0	7.5	142.3	8.4	189.0	187.8	164.8
Union dues	11.3	13.3	24.6	14.3	12.6	53.8	72.9	25.5	..	28.8	15.3	14.1	6.7	91.8	* 3.2	121.1	122.7	99.1
Club fees	10.9	15.5	19.7	11.1	8.5	38.1	50.1	19.1	28.8	..	20.8	15.7	* 3.9	54.4	* 3.0	69.1	70.6	56.2
Entertainment allowance	15.7	18.1	24.0	14.4	5.0	55.1	77.8	13.8	15.3	20.8	..	14.5	4.9	76.3	* 2.0	97.0	98.2	83.5
Shares	13.4	30.6	38.5	23.2	16.2	55.6	68.2	29.0	14.1	15.7	14.5	..	* 3.5	119.8	* 2.4	148.5	148.4	121.5
Study leave	8.1	7.1	18.4	* 3.8	* 2.5	11.4	22.0	7.5	6.7	* 3.9	4.9	* 3.5	..	66.2	* 0.8	104.3	104.4	90.6
Superannuation	154.3	149.5	340.2	115.0	61.2	337.7	553.2	142.3	91.8	54.4	76.3	119.8	66.2	..	11.0	2,435.9	2,445.7	2,283.8
Child care/education expenses	* 1.6	* 2.3	5.3	7.8	6.5	8.5	9.1	8.4	* 3.2	* 3.0	* 2.0	* 2.4	* 0.8	11.0	..	15.7	15.5	11.5
Sick leave	210.4	171.0	737.7	179.6	100.1	430.1	831.4	189.0	121.1	69.1	97.0	148.5	104.3	2,435.9	15.7	..	4,736.8	3,770.8
Annual leave	210.9	170.9	742.2	179.9	100.9	436.1	843.3	187.8	122.7	70.6	98.2	148.4	104.4	2,445.7	15.5	4,736.8	..	3,785.6
Long-service leave	191.8	162.1	568.3	139.5	62.0	343.9	657.7	164.8	99.1	56.2	83.5	121.5	90.6	2,283.8	11.5	3,770.8	3,785.6	..

(a) This table shows the number of persons who received particular pairs of benefits. It may be interpreted by choosing the row relating to a benefit of interest, e.g. housing, then reading across the row to identify the number of persons who received other particular benefits as well, e.g. telephone. Because some persons received more than one pair of benefits, row and column totals are not shown in this table. (b) Includes part-time employees in main job and employees in main job whose status varied or was not known.

TABLE 15. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS (a) RECEIVED AND SECTOR, AUGUST 1988  
('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/education expenses	Sick leave	Annual leave	Long-service leave
PUBLIC																		
Holiday expenses	..	8.1	14.7	7.7	4.0	6.0	31.3	4.9	*3.1	*1.2	*2.4	*0.4	*3.2	84.5	*0.3	105.7	105.7	103.9
Low-interest finance	8.1	..	8.1	4.8	*0.8	6.2	8.4	15.5	*3.0	*2.0	*2.2	*0.2	*2.2	47.2	*0.0	53.9	53.7	52.6
Goods and services	14.7	8.1	..	5.6	*3.4	22.0	22.3	8.7	*2.2	*1.3	*1.4	*0.2	*3.6	72.0	*0.3	101.6	101.3	97.0
Housing	7.7	4.8	5.6	..	11.3	10.9	8.0	4.8	*0.4	*1.2	*2.4	*0.4	*1.9	36.5	*0.3	50.4	50.4	49.2
Electricity	4.0	*0.8	*3.4	11.3	..	4.6	4.0	*1.3	*0.3	*0.8	*0.5	*0.4	*0.6	12.4	*0.3	19.3	19.8	19.1
Telephone	6.0	6.2	22.0	10.9	4.6	..	34.9	4.8	4.5	*2.9	6.0	*0.5	4.8	109.2	*0.0	118.6	118.9	117.2
Transport	31.3	8.4	22.3	8.0	4.0	34.9	..	7.3	5.8	*2.8	6.6	*0.6	7.2	140.4	*0.0	179.2	180.6	174.6
Medical	4.9	15.5	8.7	4.8	*1.3	4.8	7.3	..	4.7	*2.2	*2.4	*0.2	*1.1	30.9	*0.0	42.9	42.7	38.8
Union dues	*3.1	*3.0	*2.2	*0.4	*0.3	4.5	5.8	4.7	..	*2.2	*1.6	*0.0	*0.9	14.2	*0.0	16.6	16.6	16.4
Club fees	*1.2	*2.0	*1.3	*1.2	*0.8	*2.9	*2.8	*2.2	*2.2	..	*1.4	*0.0	*0.2	5.4	*0.0	6.1	6.3	6.3
Entertainment allowance	*2.4	*2.2	*1.4	*2.4	*0.5	6.0	6.6	*2.4	*1.6	*1.4	..	*0.2	*0.4	12.1	*0.0	13.3	13.3	13.0
Shares	*0.4	*0.2	*0.2	*0.4	*0.4	*0.5	*0.6	*0.2	*0.0	*0.0	*0.2	..	*0.0	*0.5	*0.0	*0.7	*0.7	*0.5
Study leave	*3.2	*2.2	*3.6	*1.9	*0.6	4.8	7.2	*1.1	*0.9	*0.2	*0.4	*0.0	..	35.9	*0.0	51.2	51.5	49.0
Superannuation	84.5	47.2	72.0	36.5	12.4	109.2	140.4	30.9	14.2	5.4	12.1	*0.5	35.9	..	*0.0	1,065.2	1,065.7	1,052.3
Child care/education expenses	*0.3	*0.0	*0.3	*0.3	*0.3	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0	..	*1.2	*1.2	*1.0
Sick leave	105.7	53.9	101.6	50.4	19.3	118.6	179.2	42.9	16.6	6.1	13.3	*0.7	51.2	1,065.2	*1.2	..	1,531.7	1,463.4
Annual leave	105.7	53.7	101.3	50.4	19.8	118.9	180.6	42.7	16.6	6.3	13.3	*0.7	51.5	1,065.7	*1.2	1,531.7	..	1,463.1
Long-service leave	103.9	52.6	97.0	49.2	19.1	117.2	174.6	38.8	16.4	6.3	13.0	*0.5	49.0	1,052.3	*1.0	1,463.4	1,463.1	..
PRIVATE(b)																		
Holiday expenses	..	18.7	39.4	15.9	10.9	25.0	43.9	21.8	8.2	9.7	13.2	13.0	5.0	69.8	*1.3	104.7	105.2	87.9
Low-interest finance	18.7	..	26.8	13.6	4.3	31.4	40.4	31.2	10.3	13.5	15.9	30.4	4.9	102.2	*2.3	117.1	117.1	109.5
Goods and services	39.4	26.8	..	32.7	18.5	62.0	140.8	35.8	22.4	18.4	22.6	38.3	14.7	268.2	5.0	636.1	640.9	471.2
Housing	15.9	13.6	32.7	..	81.2	83.9	67.8	29.8	13.9	9.9	12.0	22.9	*1.9	78.5	7.5	129.2	129.5	90.3
Electricity	10.9	4.3	18.5	81.2	..	77.6	56.1	20.2	12.3	7.6	4.5	15.9	*1.9	48.8	6.2	80.8	81.1	42.8
Telephone	25.0	31.4	62.0	83.9	77.6	..	245.6	43.2	49.3	35.2	49.1	55.2	6.6	228.5	8.5	311.5	317.3	226.8
Transport	43.9	40.4	140.8	67.8	56.1	245.6	..	59.0	67.1	47.3	71.3	67.6	14.8	412.8	9.1	652.1	662.6	483.2
Medical	21.8	31.2	35.8	29.8	20.2	43.2	59.0	..	20.8	16.9	11.4	28.8	6.4	111.4	8.4	146.0	145.2	125.9
Union dues	8.2	10.3	22.4	13.9	12.3	49.3	67.1	20.8	..	26.6	13.6	14.1	5.8	77.7	*3.2	104.5	106.1	82.7
Club fees	9.7	13.5	18.4	9.9	7.6	35.2	47.3	16.9	26.6	..	19.4	15.7	*3.8	49.0	*3.0	63.0	64.4	49.9
Entertainment allowance	13.2	15.9	22.6	12.0	4.5	49.1	71.3	11.4	13.6	19.4	..	14.3	4.5	64.1	*2.0	83.8	85.0	70.5
Shares	13.0	30.4	38.3	22.9	15.9	55.2	67.6	28.8	14.1	15.7	14.3	..	*3.5	119.3	*2.4	147.8	147.7	121.0
Study leave	5.0	4.9	14.7	*1.9	*1.9	6.6	14.8	6.4	5.8	*3.8	4.5	*3.5	..	30.3	*0.8	53.1	53.0	41.6
Superannuation	69.8	102.2	268.2	78.5	48.8	228.5	412.8	111.4	77.7	49.0	64.1	119.3	30.3	..	11.0	1,370.7	1,380.1	1,231.5
Child care/education expenses	*1.3	*2.3	5.0	7.5	6.2	8.5	9.1	8.4	*3.2	*3.0	*2.0	*2.4	*0.8	11.0	..	14.5	14.3	10.5
Sick leave	104.7	117.1	636.1	129.2	80.8	311.5	652.1	146.0	104.5	63.0	83.8	147.8	53.1	1,370.7	14.5	..	3,205.2	2,307.4
Annual leave	105.2	117.1	640.9	129.5	81.1	317.3	662.6	145.2	106.1	64.4	85.0	147.7	53.0	1,380.1	14.3	3,205.2	..	2,322.5
Long-service leave	87.9	109.5	471.2	90.3	42.8	226.8	483.2	125.9	82.7	49.9	70.5	121.0	41.6	1,231.5	10.5	2,307.4	2,322.5	..

(a) See footnote (a) to Table 14. (b) Includes 27,200 persons for whom sector could not be determined.

TABLE 16. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED AND WHETHER MANUAL OR NON-MANUAL OCCUPATION, AUGUST 1988 ('000)

Type of benefit received	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/education expenses	Sick leave	Annual leave	Long-service leave
MANUAL																		
Holiday expenses	..	* 1.6	16.0	8.4	6.5	6.2	25.2	6.3	* 1.3	* 0.4	* 0.9	* 2.2	* 1.6	55.2	* 0.5	74.8	74.6	70.5
Low-interest finance	* 1.6	..	5.1	* 1.8	* 0.8	* 3.7	9.0	* 2.7	* 0.5	* 0.3	* 0.2	* 3.5	* 0.5	23.3	* 0.2	28.6	28.2	26.5
Goods and services	16.0	5.1	..	15.1	9.8	25.2	54.6	12.0	5.7	* 2.1	* 1.4	12.6	* 3.7	137.3	* 1.5	302.5	304.7	228.6
Housing	8.4	* 1.8	15.1	..	38.9	27.5	24.2	10.0	4.8	* 1.4	* 0.9	6.8	* 0.2	30.3	* 1.3	67.7	67.6	48.0
Electricity	6.5	* 0.8	9.8	38.9	..	29.1	23.9	8.7	5.4	* 1.0	* 0.6	6.0	* 0.0	19.9	* 1.3	42.9	42.5	25.8
Telephone	6.2	* 3.7	25.2	27.5	29.1	..	63.2	9.0	11.4	* 1.3	* 2.0	14.4	* 1.6	92.2	* 1.2	117.0	117.7	95.7
Transport	25.2	9.0	54.6	24.2	23.9	63.2	..	15.4	14.7	* 2.9	* 3.5	16.2	* 3.6	183.2	* 2.2	291.7	292.2	235.6
Medical	6.3	* 2.7	12.0	10.0	8.7	9.0	15.4	..	5.9	* 1.1	* 0.4	6.2	* 0.5	33.8	* 1.3	48.7	47.7	42.4
Union dues	* 1.3	* 0.5	5.7	4.8	5.4	11.4	14.7	5.9	..	* 2.2	* 0.3	4.7	* 0.7	20.6	* 0.2	30.0	30.3	24.8
Club fees	* 0.4	* 0.3	* 2.1	* 1.4	* 1.0	* 1.3	* 2.9	* 1.1	* 2.2	..	* 0.6	* 1.2	* 0.2	* 3.8	* 0.2	5.4	6.0	4.3
Entertainment allowance	* 0.9	* 0.2	* 1.4	* 0.9	* 0.6	* 2.0	* 3.5	* 0.4	* 0.3	* 0.6	..	* 0.5	* 0.0	* 2.1	* 0.2	* 3.1	* 3.3	* 3.4
Shares	* 2.2	* 3.5	12.6	6.8	6.0	14.4	16.2	6.2	4.7	* 1.2	* 0.5	..	* 0.6	40.4	* 0.6	49.9	49.6	43.4
Study leave	* 1.6	* 0.5	* 3.7	* 0.2	* 0.0	* 1.6	* 3.6	* 0.5	* 0.7	* 0.2	* 0.0	* 0.6	..	10.3	* 0.0	16.3	16.3	13.8
Superannuation	55.2	23.3	137.3	30.3	19.9	92.2	183.2	33.8	20.6	* 3.8	* 2.1	40.4	10.3	..	* 2.2	914.7	916.9	856.8
Child care/education expenses	* 0.5	* 0.2	* 1.5	* 1.3	* 1.3	* 1.2	* 2.2	* 1.3	* 0.2	* 0.2	* 0.2	* 0.6	* 0.0	* 2.2	..	* 2.8	* 3.0	* 2.0
Sick leave	74.8	28.6	302.5	67.7	42.9	117.0	291.7	48.7	30.0	5.4	* 3.1	49.9	16.3	914.7	* 2.8	..	1,914.9	1,472.5
Annual leave	74.6	28.2	304.7	67.6	42.5	117.7	292.2	47.7	30.3	6.0	* 3.3	49.6	16.3	916.9	* 3.0	1,914.9	..	1,481.7
Long-service leave	70.5	26.5	228.6	48.0	25.8	95.7	235.6	42.4	24.8	4.3	* 3.4	43.4	13.8	856.8	* 2.0	1,472.5	1,481.7	..
NON-MANUAL																		
Holiday expenses	..	25.2	38.1	15.2	8.4	24.9	50.0	20.4	10.0	10.5	14.8	11.2	6.5	99.1	* 1.2	135.6	136.3	121.3
Low-interest finance	25.2	..	29.8	16.6	4.4	34.0	39.7	44.1	12.8	15.2	17.9	27.1	6.6	126.2	* 2.1	142.4	142.7	135.6
Goods and services	38.1	29.8	..	23.3	12.1	58.8	108.5	32.4	18.9	17.6	22.6	25.9	14.7	202.8	* 3.8	435.2	437.5	339.6
Housing	15.2	16.6	23.3	..	53.6	67.3	51.6	24.7	9.5	9.6	13.5	16.4	* 3.6	84.7	6.5	112.0	112.3	91.5
Electricity	8.4	4.4	12.1	53.6	..	53.1	36.3	12.8	7.2	7.5	4.4	10.2	* 2.5	41.4	5.2	57.2	58.4	36.2
Telephone	24.9	34.0	58.8	67.3	53.1	..	217.3	39.0	42.4	36.8	53.0	41.3	9.8	245.5	7.3	313.1	318.5	248.2
Transport	50.0	39.7	108.5	51.6	36.3	217.3	..	50.9	58.2	47.2	74.4	52.0	18.4	370.1	6.9	539.7	551.0	422.2
Medical	20.4	44.1	32.4	24.7	12.8	39.0	50.9	..	19.6	17.9	13.4	22.7	7.1	108.5	7.1	140.3	140.1	122.4
Union dues	10.0	12.8	18.9	9.5	7.2	42.4	58.2	19.6	..	26.6	15.0	9.3	6.0	71.3	* 3.1	91.1	92.4	74.3
Club fees	10.5	15.2	17.6	9.6	7.5	36.8	47.2	17.9	26.6	..	20.1	14.5	* 3.8	50.6	* 2.9	63.7	64.6	51.9
Entertainment allowance	14.8	17.9	22.6	13.5	4.4	53.0	74.4	13.4	15.0	20.1	..	13.9	4.9	74.2	* 1.8	93.9	94.9	80.1
Shares	11.2	27.1	25.9	16.4	10.2	41.3	52.0	22.7	9.3	14.5	13.9	..	* 2.9	79.4	* 1.8	98.6	98.8	78.1
Study leave	6.5	6.6	14.7	* 3.6	* 2.5	9.8	18.4	7.1	6.0	* 3.8	4.9	* 2.9	..	55.9	* 0.8	88.0	88.1	76.7
Superannuation	99.1	126.2	202.8	84.7	41.4	245.5	370.1	108.5	71.3	50.6	74.2	79.4	55.9	..	8.8	1,521.3	1,528.8	1,427.0
Child care/education expenses	* 1.2	* 2.1	* 3.8	6.5	5.2	7.3	6.9	7.1	* 3.1	* 2.9	* 1.8	* 1.8	* 0.8	8.8	..	12.9	12.5	9.5
Sick leave	135.6	142.4	435.2	112.0	57.2	313.1	539.7	140.3	91.1	63.7	93.9	98.6	88.0	1,521.3	12.9	..	2,821.9	2,298.3
Annual leave	136.3	142.7	437.5	112.3	58.4	318.5	551.0	140.1	92.4	64.6	94.9	98.8	88.1	1,528.8	12.5	2,821.9	..	2,303.9
Long-service leave	121.3	135.6	339.6	91.5	36.2	248.2	422.2	122.4	74.3	51.9	80.1	78.1	76.7	1,427.0	9.5	2,298.3	2,303.9	..

(a) See footnote (a) to Table 14.

TABLE 17. EMPLOYEES WHO RECEIVED LOW-INTEREST FINANCE: AGE, PURPOSE AND SOURCE OF FINANCE, AUGUST 1988 ('000)

Age group	Purpose of finance (a)			Source of finance		Total
	To purchase or improve house or land	To purchase a motor vehicle	Other	Current employer	Other source(s)	
MALES						
15-24	* 2.4	7.5	* 3.9	10.8	* 2.2	13.0
25-34	29.3	9.7	5.2	36.2	4.9	41.1
35-44	33.8	9.4	5.8	38.9	6.2	45.1
45-54	12.5	* 3.7	* 3.1	15.9	* 1.9	17.8
55 and over	* 3.4	* 1.3	* 0.6	* 3.9	* 1.3	5.2
Total	81.4	31.6	18.5	105.7	16.4	122.2
FEMALES						
15-24	4.3	8.0	4.2	14.4	* 2.0	16.4
25-34	19.3	6.6	* 2.0	23.7	* 1.4	25.0
35-44	6.4	* 1.4	* 0.9	8.0	* 0.5	8.4
45-54	* 1.1	* 0.4	* 0.8	* 1.9	* 0.4	* 2.3
55 and over	* 1.0	* 0.0	* 0.0	* 0.9	* 0.1	* 1.0
Total	32.0	16.4	7.9	48.8	4.3	53.1
PERSONS						
15-24	6.7	15.5	8.0	25.2	4.2	29.4
25-34	48.5	16.3	7.2	59.9	6.2	66.1
35-44	40.1	10.8	6.7	46.9	6.6	53.5
45-54	13.6	4.1	* 3.9	17.8	* 2.3	20.1
55 and over	4.5	* 1.3	* 0.6	4.8	* 1.5	6.3
Total	113.4	48.0	26.3	154.5	20.8	175.3

(a) Employees who used the benefit(s) for more than one purpose are counted more than once. Hence totals obtained from this section of the table will exceed those shown under 'Source of finance'.

TABLE 18. EMPLOYEES PROVIDED WITH ANNUAL LEAVE: WHETHER CAN ACCRUE LEAVE, AMOUNT OF ANNUAL LEAVE PROVIDED AND OCCUPATION, AUGUST 1988 ('000)

Amount of annual leave provided	Occupation							Total	
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers		Labourers and related workers
CAN ACCRUE ANNUAL LEAVE									
Less than 4 weeks	7.3	8.6	7.4	13.0	17.7	9.8	6.9	14.3	85.0
4 weeks	239.7	304.4	156.5	458.9	620.5	291.5	180.9	296.5	2,548.8
5 weeks	12.1	15.0	26.9	26.7	30.2	11.3	33.2	37.9	193.4
6 weeks and over	6.4	19.0	64.7	12.8	7.4	15.9	15.6	17.1	158.9
Total(b)	268.8	350.3	257.9	515.4	681.2	332.9	238.1	370.4	3,015.1
CANNOT ACCRUE ANNUAL LEAVE									
Less than 4 weeks	12.1	6.5	* 2.7	13.0	20.3	8.2	8.0	13.6	84.5
4 weeks	45.5	71.1	35.2	175.4	139.7	91.3	103.6	166.6	828.5
5 weeks	* 3.5	4.5	9.4	8.7	8.1	7.8	21.7	26.8	90.4
6 weeks and over	9.6	210.4	42.2	6.9	10.6	12.4	14.3	16.3	322.6
Total(b)	75.6	296.8	90.5	206.0	184.2	123.4	150.6	229.3	1,356.3
TOTAL(a)									
Less than 4 weeks	21.4	15.8	10.9	30.7	41.8	21.0	16.5	31.2	189.2
4 weeks	298.2	396.4	209.8	718.5	829.3	437.8	319.9	539.2	3,749.0
5 weeks	15.9	20.2	37.4	37.2	40.3	20.3	58.6	69.6	299.5
6 weeks and over	16.0	230.6	111.7	20.3	18.7	29.5	32.0	36.9	495.6
Total(b)	363.6	674.9	375.0	825.4	954.2	527.1	439.7	701.2	4,861.2

(a) Includes persons who did not know whether they could accrue annual leave. (b) Includes persons who did not know how much annual leave they received.

## APPENDIX A

## GLOSSARY

*Annual leave:* provision by employers of paid holiday leave, as collected by responses to the question 'Does your employer provide you with paid holiday leave?'

*Casual employees:* employees who were not entitled to annual leave nor sick leave.

*Child care/education expenses:* payment in full or in part by the employer of any expenses incurred in providing child care and/or in the education of an employee's child(ren), e.g. tuition fees, books.

*Club fees:* payment or subsidisation of the employee's membership fee for a club or society (not being a union or professional association) of which he/she was a member. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

*Current job:* the main job in which employed during the reference week.

*Electricity:* payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.

*Employees:* employed persons who worked for an employer for wages or salary, or in their own business either with or without employees, if that business was a limited liability company. Persons who were on workers' compensation and persons who worked solely for payment in kind were excluded from the scope of the survey.

*Employment benefits:* concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

*Entertainment allowance:* regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.

*Full-time employees (in all jobs):* employees who usually worked 35 hours or more a week (in all jobs) and others who, although usually part-time employees, worked 35 hours or more during the reference week.

*Full-time employees in main job:* all employees for whom 'full-time' was the response to the question 'Is your main job full-time or part-time?'

*Goods and services:* goods and services (not included under other headings) provided free or at a discounted price to an employee, e.g. a motor vehicle supplied at a discount price to an employee of a car manufacturer.

*Holiday expenses:* any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a person's employment at the time of the survey.

*Hours working in main job:* refers to actual hours worked during the reference week.

*Housing:* assistance in the provision of, or subsidisation of the costs of, accommodation used as a residence by a person or his/her family. It included the provision to an employee, as an employee entitlement, of a residence owned by the employer, payment or subsidisation of rent or board, provision of a housing allowance and payment or subsidisation of water, sewerage or general rates payable to local government authorities.

*Industry:* unless otherwise specified all occurrences of industry in this publication refer to Industry Division as defined by the Australian Standard Industry Classification (ASIC).

*Long-service leave:* provision by employers or industries of long-service leave to any employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.

*Low-interest finance:* finance provided by the employer, or as a result of working for the employer, at a low-interest rate. In cases where the employer was an institution which provided loans to persons other than its own employees, e.g. banks, a benefit was recorded only if the loan was at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. While loans made by lending institutions to non-employee members were not included under this definition, it is nevertheless known that some respondents reported, as low-interest finance, loans provided by institutions whose borrowers were restricted to employees of certain other organisations (e.g. some credit unions set up by companies, public service, etc.).

*Main job:* the job in which most hours were usually worked.

*Manual occupations:* selected occupation groups from the Australian Standard Classification of Occupations (ASCO) 1986, comprised of all tradespersons; plant and machine operators and drivers; and labourers and related workers.

*Medical:* payment or subsidisation by the employer of an employee's medical and/or hospital expenses, etc. and/or benefits fund contributions. Deduction from the employee's wages or salary, where the employee paid the full contribution, was not considered to be a benefit.

*Non-manual occupations:* comprised of all occupations not classed as manual.

*Occupation:* unless otherwise specified all occurrences of occupation in this publication refer to Major Group as defined by the Australian Standard Classification of Occupations (ASCO).

*Part-time employees (in all jobs):* employees who usually worked less than 35 hours a week and who did so during the reference week.

*Part-time employees in main job:* all employees for whom 'part-time' was the response to the question 'Is your main job full-time or part-time?'.

*Permanent employees:* employees who were entitled to annual leave or sick leave.

*Shares:* receipt or provision of shares, rights or options in the employer's business as an employee entitlement.

*Sick leave:* provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'.

*Study leave:* time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were

not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.

*Superannuation:* membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer even if the employer did not contribute to the fund. There were an additional 641,200 employees covered by schemes not arranged or provided by their employers.

*Telephone:* payment or subsidisation by the employer of private telephone charges.

*Transport:* assistance with *day-to-day* travelling for *private purposes* including the payment or subsidisation of the cost of travel to and from work by the provision of a vehicle or by other means, e.g. travelling allowance. This type of emolument when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.

*Union dues:* payment or subsidisation by the employer of the employee's union membership dues or professional association membership fees. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

*Weekly earnings:* amount of 'last total pay' from main wage or salary job prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

## APPENDIX B

## EXPLANATORY NOTES

**Introduction**

1. The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1988 labour force survey conducted throughout Australia.

2. Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions. They were asked about a range of employment benefits provided to them by employers.

**Scope**

3. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)), except that it was restricted to persons who were employed as wage and salary earners ('employees') in their main job excluding persons on workers' compensation and persons who worked solely for payment in kind.

**Coverage**

4. In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *The Labour Force, Australia* (6203.0) for more details.

**Definitions**

5. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

6. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview (i.e. the reference week) and to all jobs.

**Results of the survey**

7. The estimates in this publication refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

8. A publication *Employment Benefits, Australia, August 1988, Summary* (6332.0) containing a summary of the results of the survey was released on 15 November 1988.

9. Results of similar surveys, conducted in February to May 1979 and annually since August 1983 have been given in previous issues of this publication.

10. It is proposed that this survey will be conducted next in August 1989.

**Unpublished statistics**

11. As well as the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries should be made to the contact in the Phone Inquiries box at the front of this publication.

**Discontinuities in the series**

12. The definition of a *Transport benefit* was broadened in August 1987 to include the payment or subsidisation of the cost of travel to and from work. This has had the effect of increasing the estimate of the number of persons in receipt of this benefit. In this publication, estimates from previous surveys have been revised to enable comparisons to be made.

**Survey sample redesign**

13. The labour force survey sample has been redesigned and reselected using information collected in the 1986 Population Census. As a result, the standard errors in this supplementary survey differ from those used in surveys of the same topic run prior to September 1987. For details, see *Information Paper—Labour Force Survey Sample Design* (6269.0).

**Estimation procedure**

14. The estimates are derived from the population survey by use of a ratio estimation procedure, which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age, gender and labour force status, rather than to the corresponding distribution within the sample itself.

**Reliability of the estimates**

15. Estimates in this publication are subject to sampling and non-sampling errors. For more information refer to the Technical Note, Appendix C.

**Related publications**

16. Other ABS publications which may be of interest include:

*The Labour Force, Australia* (6203.0)—issued monthly

*Weekly Earnings of Employees (Distribution), Australia* (6310.0)—issued annually

*Alternative Working Arrangements, Australia, September to November 1986* (6341.0)—issued irregularly

*Annual and Long-Service Leave Taken, Australia, May 1983 to April 1984* (6317.0)—issued irregularly

*Information Paper: Questionnaires used in the Labour Force Survey, Australia* (6232.0)—issued irregularly

17. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Symbols and other usages

- \* subject to sampling variability too high for most practical uses. See the Technical Note, Appendix C.
- .. not applicable
- r revised

18. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### Electronic services

VIATEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

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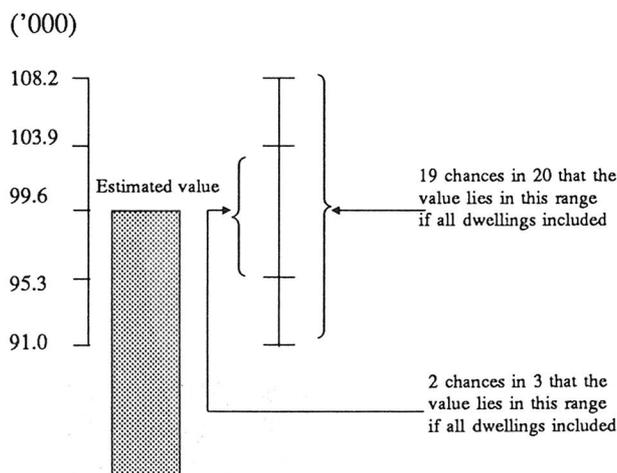
## APPENDIX C

## TECHNICAL NOTE

1. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

2. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 8 shows the estimated number of males aged 25 to 34 years who received a telephone benefit is 99,600. Since this estimate is between 50,000 and 100,000 the standard error for Australia will be between 3,150 and 4,300 in the standard error table and can be approximated as 4,300 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 95,300 to 103,900 and about nineteen chances in twenty that the value will fall within the range 91,000 to 108,200. This example is illustrated in the following diagram.



4. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, only estimates with relative standard errors of 25 per cent or less and percentages based on such estimates are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. \*3.4) to indicate they are subject to high standard errors and should be used with caution.

5. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

6. Considering the example from paragraph 4 above, the 99,600 males represent 9.9 per cent of the 1,008,600 male employees aged 25 to 34 years in August 1988. The standard error of 1,008,600 is approximately 11,100 so the relative standard error is 1.1 per cent. The relative standard error for 99,600 is 4.3 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(4.3)^2 + (1.1)^2}$  or 4.2 per cent, giving a standard error for the proportion (9.9 per cent) of 0.4 percentage points. Therefore, there are about two chances in three that the proportion of male employees aged 25 to 34 years who had received a telephone benefit in August 1988 is between 9.5 per cent and 10.3 per cent and nineteen chances in twenty that the proportion is within the range 9.1 per cent to 10.7 per cent.

7. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

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

While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused

with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they 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.

## STANDARD ERRORS OF ESTIMATES

Size of estimate	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia	
									—number—	Relative standard error (per cent)
300	290	280	240	200	220	150	210	170	230	75.2
500	380	370	310	260	280	200	260	220	300	60.5
800	480	470	390	330	350	250	320	270	390	49.2
1,000	540	530	440	370	390	280	360	300	450	44.5
1,300	620	610	500	410	440	320	400	340	510	39.6
1,500	660	650	530	440	470	340	430	360	560	37.0
1,800	720	710	580	480	510	360	470	390	610	34.0
2,000	760	750	610	510	540	380	490	410	650	32.4
2,500	850	840	680	560	600	420	540	450	730	29.2
3,000	920	910	740	610	650	450	590	490	800	26.8
3,500	990	980	800	660	700	480	630	520	870	24.9
4,000	1,050	1,050	850	700	740	510	670	550	930	23.3
4,500	1,100	1,100	900	730	780	540	710	580	990	22.0
5,000	1,200	1,150	940	770	820	560	750	600	1,050	20.9
6,000	1,300	1,250	1,000	830	880	600	810	650	1,150	19.1
10,000	1,600	1,600	1,300	1,050	1,100	730	1,050	800	1,500	14.8
20,000	2,200	2,200	1,750	1,400	1,500	920	1,400	1,050	2,050	10.4
50,000	3,250	3,250	2,600	2,050	2,150	1,200	2,150	1,500	3,150	6.3
100,000	4,300	4,300	3,400	2,650	2,850	1,500			4,300	4.3
200,000	5,700	5,600	4,500	3,450	3,700	1,750			5,800	2.9
300,000	6,600	6,600	5,200	3,950	4,300	1,900			6,900	2.3
500,000	8,000	7,900	6,300	4,750	5,200				8,400	1.7
1,000,000	10,300	10,100	8,100	6,000	6,600				11,100	1.1
2,000,000	13,000	12,800	10,300						14,300	0.7
5,000,000	17,600	17,100							19,700	0.4
7,000,000	19,300								21,800	0.3

