

Income, Earnings and Hours

INCOME DISTRIBUTION

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

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

WEEKLY EARNINGS OF EMPLOYEES— DISTRIBUTION (HOUSEHOLD SURVEY)

In August 1978 a sample household survey, based on the population survey, was conducted throughout Australia in order to obtain information about the weekly earnings of wage and salary earners ("employees").

Scope

The estimates relate to all persons aged 15 years and over who were employed as wage and salary earners in their main job, except—

- members of the permanent defence forces,
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations,
- non-Australians on tour or holidaying in Australia,
- members of non-Australian defence forces (and their dependants) stationed in Australia,
- patients in hospitals and sanatoria or inmates of gaols, reformatories, etc., and
- persons on workers' compensation.

Comparability of estimates with those for previous years

Similar surveys have been conducted annually since August 1975. However, care must be taken in making comparisons with the 1975 survey data since they relate to earnings from *all jobs* and *hours worked*, whereas subsequent survey publications contain tables

on earnings from the *main job* as well as *all jobs* and statistics of *hours paid for* as well as *hours worked*.

Interpretation of results

The standard errors given in the table on page 9 in general, the comments on the reliability of estimates, on pages 8 and 9, are also applicable to this survey. In addition, the estimates from this survey are subject to errors of response and reporting. In many cases the answer to the question on earnings was based on the knowledge of one person (generally the house-wife). It is considered that there may be some understatement in the estimates because of imperfect recall of minor or irregular sources of earnings. Other errors may be due to genuine misunderstanding.

Other points which should be kept in mind in interpreting the results of this survey are as follows:

- (i) In making comparisons of earnings between groups of employees it must be remembered that there will be differences arising from the different age and occupation structures of these groups. This is particularly important, for example, when interpreting results in the table on pages 55 and 56.
- (ii) Because employers and self-employed persons were excluded from the survey the results should not be taken as representative of the earnings of all employed persons. In particular, earnings of employees in some occupation groups shown on pages 55 and 56 may not reflect the earnings of all persons in those occupations.

Definitions

Weekly earnings refers to gross weekly wages and salaries (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

Median weekly earnings is the amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, the class intervals in some cases being finer than those published in the tables. Linear interpolation was used within the class interval in which the median fell.

Mean weekly earnings is the amount obtained by dividing the total earnings of a group by the number of units in that group.

The *main job* was defined as the job at which most hours were worked during the survey week. A person who held more than one job as an employee was classified to the occupation of the main job.

Hours paid for refers to the number of hours for which an employee was paid and not necessarily to the number of hours actually worked (e.g., an employee on paid leave for the week was asked to report the number of hours for which he was paid).

Full-time employees are those who usually work 35 hours a week or more (in all jobs) and others who, although usually part-time employees, worked 35 hours or more during the survey week. It should be noted that some full-time employees may have worked or been paid for less than a full week. *Part-time employees* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour were disregarded.

Further details were published in *Weekly Earnings of Employees (Distribution), August 1978 (6310.0)*.

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1978

	Males			Females			Persons		
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
FULL-TIME EMPLOYEES									
—'000—									
Weekly earnings (\$)-									
Under 60	11.5	15.8	27.3	5.6	11.9	17.5	17.2	27.6	44.8
60 and under 80	48.5	11.5	60.0	38.9	8.3	47.2	87.4	19.8	107.1
80 " " 100	53.1	21.4	74.5	66.3	14.3	80.7	119.4	35.8	155.2
100 " " 110	31.3	26.2	57.4	36.7	24.0	60.7	68.0	50.2	118.2
110 " " 120	23.3	35.3	58.6	23.5	37.0	60.6	46.8	72.3	119.1
120 " " 130	23.0	61.6	84.6	18.5	68.6	87.1	41.6	130.2	171.8
130 " " 140	20.1	89.2	109.4	13.3	99.6	112.9	33.5	188.8	222.3
140 " " 150	10.6	130.2	140.8	6.0	101.9	107.9	16.6	232.1	248.7
150 " " 160	12.3	198.3	210.5	5.4	112.7	118.1	17.7	311.0	328.6
160 " " 170	6.5	209.4	215.9	6.1	117.4	120.3	9.4	326.8	336.2
170 " " 180	5.4	190.4	195.9		80.6	82.1	6.9	271.0	277.9
180 " " 190	*	201.3	204.3		70.2	71.9	4.6	271.6	276.2
190 " " 200	4.7	179.0	183.7		55.8	56.9	5.8	234.8	240.6
200 " " 210	5.1	216.3	218.4	4.7	53.1	53.3	4.8	269.4	271.7
210 " " 220		140.4	141.6		34.2	34.5		174.5	176.1
220 " " 230		117.0	117.6		27.1	27.4		144.1	145.0
230 " " 240		102.6	103.7		22.9	23.0		125.5	126.7
240 " " 250	*	91.0	91.5	15.1	15.1	106.1	106.6		
250 " " 260	*	97.1	97.7	17.3	17.3	114.4	115.0		
260 " " 280	*	122.8	123.3	4.7	18.2	18.5	4.7	141.0	141.7
280 " " 300	*	101.7	101.9		11.6	11.8		113.3	113.7
300 " " 320	*	88.3	88.5		7.9	8.3		96.1	96.8
320 " " 340	*	51.5	51.9		4.8	4.8		56.3	56.7
340 " " 360	*	38.9	38.9	5.7	6.1	41.7	42.0		
360 " " 380	*	36.2	36.9						
380 " " 400	*	30.6	30.7	5.5	6.0	32.8	33.3		
400 " " 450	*	39.0	39.1						
450 " " 500	*	20.0	20.1	5.4	6.4	22.3	22.8		
500 " " 550	*	18.7	18.9						
550 and over	*	41.1	41.5	*	*	4.7	*	45.4	46.2
Total	262.3	2,722.7	2,985.0	225.5	1,035.6	1,261.0	487.7	3,758.3	4,246.0
—dollars—									
Median earnings	106	200	193	101	163	155	103	188	180
Mean earnings	113	220	210	107	174	162	110	207	196

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1978—
continued

	Males			Females			Persons		
	Aged 15-29 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
PART-TIME EMPLOYEES (a)									
—'000—									
Weekly earnings (\$)-									
Under 20	26.3	9.7	36.0	32.1	36.2	68.3	58.4	45.9	104.3
20 and under 40	11.4	12.0	23.4	19.7	61.3	80.9	31.0	73.2	104.3
40 " " 60	4.5	9.3	13.8	5.4	67.9	73.3	10.0	77.2	87.1
60 " " 80	5.2	7.1	12.3	5.8	88.0	91.7	8.9	95.2	104.1
80 " " 100		7.3	10.6		78.0	80.1	5.4	85.2	90.6
100 " " 110	5.3	6.6	7.7	*	46.3	47.2		52.9	54.9
110 " " 120		5.4	7.5	*	26.4	27.1	5.9	28.8	30.5
120 " " 130	*			*	27.3	28.4		30.3	32.6
130 " " 140	*	5.9	6.4	*	19.2	19.9	*	22.4	23.4
140 " " 150	*			*	15.3	15.5	*	18.0	18.4
150 " " 160	*	5.6	5.8	*	14.9	15.1	*	18.0	18.3
160 " " 170	*			*	10.2	10.2	*	12.6	12.8
170 " " 180	*	*	*	*	6.1	6.1	*	8.8	8.8
180 " " 190	*	5.8	5.8	*	*	*	*	6.9	6.9
190 " " 200	*			*	4.6	4.6	*	8.0	8.0
200 and over	*	25.0	25.2	*	25.4	25.4	*	50.3	50.5
Total	54.7	102.5	157.2	66.9	531.4	598.3	121.6	633.9	755.5
—dollars—									
Median earnings	22	109	69	21	83	77	22	86	76
Mean earnings	37	133	100	32	91	84	34	98	87

(a) Since part-time employees are defined as those usually who work less than 35 hours and who did so during the survey week, these figures may include some school teachers, academic staff in universities, aircrew, etc.

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1978

— continued

	Males			Females			Persons		
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
TOTAL									
—'000—									
<i>Weekly earnings (\$)-</i>									
Under 20	27.5	12.5	40.0	32.2	39.1	71.3	59.7	51.5	111.2
20 and under 40	13.9	17.1	31.0	20.5	64.7	85.2	34.3	81.8	116.1
40 " " 60	12.4	17.2	29.5	10.1	73.5	83.6	22.5	90.7	113.1
60 " " 80	53.7	18.7	72.3	42.6	96.3	138.9	96.3	114.9	211.2
80 " " 100	56.4	28.7	85.1	68.4	92.3	160.7	124.8	121.0	245.8
100 " " 110	32.3	32.8	65.1	37.6	70.3	107.9	70.0	103.1	173.1
110 " " 120	24.3	37.7	61.9	24.3	63.4	87.7	48.5	101.1	149.6
120 " " 130	24.2	64.6	88.8	19.6	95.9	115.5	43.8	160.5	204.3
130 " " 140	20.4	92.5	112.8	14.1	118.8	132.9	34.4	211.3	245.7
140 " " 150	10.8	132.9	143.7	6.2	117.1	123.4	17.0	250.0	267.0
150 " " 160	12.3	201.4	213.7	5.6	127.6	133.2	17.9	329.0	346.9
160 " " 170	6.7	211.9	218.5	-6.1	127.5	130.5	9.6	339.4	349.0
170 " " 180	5.4	193.2	198.6		86.7	88.2	6.9	279.9	286.8
180 " " 190	*	203.8	206.7	74.7	76.3	4.6	278.5	283.1	
190 " " 200	4.7	182.4	187.1	60.5	61.5	5.8	242.8	248.6	
200 " " 210	5.1	218.6	220.7	60.2	60.5	4.8	278.8	281.2	
210 " " 220		142.7	144.0	38.6	38.9		181.3	182.9	
220 " " 230		119.7	120.3	28.5	28.8		148.2	149.1	
230 " " 240		104.9	106.1	23.8	23.9		128.8	130.0	
240 " " 250		*	92.2	92.7	17.4		17.4	109.6	110.1
250 " " 260	*	99.0	99.6	18.6	18.6	117.6	118.2		
260 " " 280	*	126.5	127.0	4.7	20.9	21.1	4.6	147.4	148.1
280 " " 300	*	103.9	104.1		13.2	13.4	117.1	117.5	
300 " " 320	*	90.0	90.4		8.7	9.1	98.7	99.5	
320 " " 340	*	52.7	53.1		5.9	5.9	58.6	59.1	
340 " " 360	*	39.6	39.6		5.7	6.1	*	42.4	42.7
360 " " 380	*	36.5	37.2	*			39.4	40.1	
380 " " 400	*	30.7	30.8	6.0	6.5	*	33.3	33.8	
400 " " 450	*	40.0	40.1			*	43.4	43.6	
450 " " 500	*	20.5	20.6			6.0	6.9	23.2	23.7
500 " " 550	*	18.9	19.1			*	22.2	22.9	
550 and over	*	41.6	42.0	*	5.0	5.3	*	46.6	47.3
Total	317.0	2,825.2	3,142.2	292.4	1,567.0	1,859.3	609.3	4,392.2	5,001.5
—dollars—									
Median earnings	98	198	190	92	146	136	95	179	169
Mean earnings	100	216	205	89	146	137	95	191	180

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, MARITAL STATUS AND FULL-TIME OR PART-TIME STATUS, AUGUST 1978

	Males			Females		
	Married (a)	Not married (b)	Total	Married (a)	Not married (b)	Total
FULL-TIME EMPLOYEES						
—'000—						
Weekly earnings (\$)-						
Under 60	8.5	18.8	27.3	8.2	9.3	17.5
60 and under 80	6.0	54.0	60.0	4.5	42.6	47.2
80 " " 100	12.0	62.5	74.5	9.3	71.4	80.7
100 " " 110	13.5	44.0	57.4	16.9	43.8	60.7
110 " " 120	19.6	39.0	58.6	27.6	33.0	60.6
120 " " 130	35.7	48.9	84.6	48.4	38.8	87.1
130 " " 140	55.5	53.8	109.4	70.8	42.1	112.9
140 " " 150	91.7	49.0	140.8	67.8	40.1	107.9
150 " " 160	141.2	69.3	210.5	73.1	45.0	118.1
160 " " 170	155.2	60.7	215.9	77.1	43.3	120.3
170 " " 180	138.7	57.2	195.9	52.6	29.5	82.1
180 " " 190	153.7	50.5	204.3	43.1	28.8	71.9
190 " " 200	143.0	40.6	183.7	30.2	26.7	56.9
200 " " 210	172.6	45.8	218.4	34.3	19.0	53.3
210 " " 220	114.1	27.6	141.6	20.2	14.3	34.5
220 " " 230	91.0	26.5	117.6	14.8	12.6	27.4
230 " " 240	83.9	19.8	103.7	13.2	9.8	23.0
240 " " 250	76.0	15.5	91.5	8.8	6.3	15.1
250 " " 260	81.9	15.8	97.7	11.2	6.1	17.3
260 " " 280	102.5	20.7	123.3	11.8	6.6	18.5
280 " " 300	87.1	14.8	101.9	6.5	5.3	11.8
300 " " 320	77.5	11.0	88.5	4.9	5.9	8.3
320 " " 340	44.7	7.2	51.9	4.8	4.7	4.7
340 " " 360	34.3	4.6	38.9	4.8	4.7	6.1
360 " " 380	32.3	4.7	36.9	4.4	*	6.0
380 " " 400	27.9	*	30.7	4.4	*	*
400 " " 450	35.1	4.0	39.1	4.4	*	*
450 " " 500	18.1	*	20.1	4.4	*	*
500 and over	53.6	6.8	60.4	5.3	4.5	8.3
Total	2,106.9	878.1	2,985.0	669.9	591.2	1,261.0
—dollars—						
Median earnings	205	160	193	161	144	155
Mean earnings	227	169	210	172	152	162
PART-TIME EMPLOYEES (c)						
—'000—						
Weekly earnings (\$)-						
Under 20	7.4	32.4	36.0	26.8	41.5	68.3
20 and under 40	7.4	19.6	23.4	48.5	32.5	80.9
40 " " 60	7.6	9.9	13.8	60.3	13.0	73.3
60 " " 80	4.9	8.7	12.3	80.0	11.7	91.7
80 " " 100	4.9	5.7	10.6	71.4	8.6	80.1
100 " " 110	6.2	4.9	7.7	41.4	5.7	47.2
110 " " 120	*	4.9	7.5	24.1	7.3	27.1
120 " " 130	*	4.9	6.4	24.1	5.8	28.4
130 " " 140	5.6	*	5.8	16.5	4.9	19.9
140 " " 150	*	*	5.8	13.1	4.9	15.5
150 " " 160	*	*	5.8	11.9	4.9	15.1
160 " " 170	*	*	5.8	8.4	4.9	10.2
170 and over	23.9	9.8	33.8	29.8	10.6	40.5
Total	59.2	98.0	157.2	456.6	141.7	598.3
—dollars—						
Median earnings	138	37	69	84	38	77
Mean earnings	158	65	100	90	65	84

(a) Includes permanently separated and de facto relationships. (b) Never married, widowed and divorced. (c) Since part-time employees are defined as those who usually work less than 35 hours and who did so during the survey week, these figures may include some school teachers, academic staff in universities, aircrew, etc.

ALL EMPLOYEES: WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1978

	Hours paid for—								Total
	1-19	20-29	30-34	35-39	40	41-44	45-48	49 and over	
MALES									
	—'000—								
<i>Weekly earnings (\$)</i>									
Under 20	33.4	*			*	*	*	*	40.6
20 and under 40	23.7	*			*	*	*	*	31.8
40 " " 60	13.2	*	5.4		5.9	6.1	5.2	*	29.0
60 " " 80	8.2	5.1			43.7				74.1
80 " " 100	4.6	7.6			48.7	5.1	5.2	8.4	84.9
100 " " 110		7.2	5.0		7.7	33.2	5.7	5.0	6.5
110 " " 120	4.7				9.3	37.2		*	63.5
120 " " 130		7.5	6.5		11.4	58.7	*	7.5	90.1
130 " " 140					14.0	76.2	7.4		113.5
140 " " 150		5.5	7.2		14.8	104.9	6.5	5.1	145.5
150 " " 160	4.8				23.2	154.2	11.9	7.7	216.4
160 " " 170		6.7	6.4		26.6	155.8	13.5	9.9	220.6
170 " " 180					28.1	126.5	17.9	11.3	200.7
180 " " 190		6.9	5.1		31.1	132.6	16.4	12.7	209.2
190 " " 200					27.9	108.9	15.5	13.4	185.5
200 " " 210	4.9	4.8	5.3		40.1	112.2	21.5	18.8	222.0
210 " " 220		*			34.3	66.6	8.9	14.2	143.7
220 " " 230		*	7.4		25.2	48.3	13.6	12.6	119.7
230 " " 240					23.3	41.0	9.5	10.4	104.1
240 " " 250					23.5	30.0	8.5	11.8	92.1
250 " " 260	5.2	5.4	8.2		19.9	32.6	11.8	13.6	97.4
260 " " 280					39.5	32.9	9.9	15.2	125.1
280 " " 300	*		6.3		24.6	29.4	10.4	12.4	101.3
300 " " 320	*				22.5	22.4	9.1	9.9	88.3
320 " " 340	*				14.6	12.4	5.7	*	51.2
340 " " 360	*	5.4			9.7	8.7	8.3	4.7	39.3
360 " " 380	*		6.0		8.9	7.4	*	*	37.3
380 " " 400	*				7.3	5.0	*	4.6	30.1
400 and over	*				17.1	17.4	8.6	11.7	60.7
Total	106.1	68.9	68.8	521.2	1,557.3	238.8	227.3	354.0	3,142.2
	—dollars—								
Median earnings	37	143	186	213	174	204	221	251	189
Mean earnings	71	157	195	225	183	220	237	284	204

ALL EMPLOYEES: WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1978 — continued

Weekly earnings (\$)-	Hours paid for-								Total
	1-19	20-29	30-34	35-39	40	41-44	45-48	49 and over	
FEMALES									
	—'000—								
Under 20	67.4	*	*	*					72.3
20 and under 40	81.5	*	*	*	4.6	*		*	86.4
40 " " 60	66.2	7.4	5.6	*		*		*	83.2
60 " " 80	72.1	19.8		11.3	26.8		4.7		140.9
80 " " 100	32.0	48.1	6.5	19.3	48.2	7.6			161.3
100 " " 110	11.1	30.0	9.5	16.4	36.4				108.2
110 " " 120	5.5	15.4	9.3	14.0	39.4	5.0			88.0
120 " " 130		15.0	10.5	20.4	58.2				115.7
130 " " 140	5.6	10.1	12.2	22.8	80.4	6.1	6.7	5.2	132.6
140 " " 150		6.7	11.5	21.1	73.1	6.7			123.9
150 " " 160	4.7	5.6	10.0	36.9	68.9	4.6			133.9
160 " " 170		6.0	*	48.8	63.8	5.0	6.6	7.5	131.3
170 " " 180			4.5	33.4	36.7				86.9
180 " " 190	4.9		*	32.8	31.3	5.7			76.2
190 " " 200		4.9	5.1	21.1	25.0	7.2	5.2	6.5	61.4
200 " " 210	*	5.2	4.5	21.0	24.7				61.3
210 " " 220	*		*	15.2	11.3		*		37.8
220 " " 230	*			9.4	9.7	5.1	*	5.6	27.8
230 " " 240	*	4.7	5.9	10.0	6.9		*		22.7
240 " " 250	*			5.9	4.6			*	16.5
250 " " 260	*			5.5	6.9			*	18.1
260 " " 280	*	*	*	7.3	6.0	5.3	4.7	*	20.6
280 and over	*	*	5.3	11.2	9.3			19.9	52.3
Total	354.8	183.4	115.7	386.4	672.3	60.1	31.0	55.6	1,859.3
	—dollars—								
Median earnings	49	105	142	166	146	156	170	211	136
Mean earnings	55	113	156	168	150	161	176	260	136

FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1978

	Age group (years)										Total	
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over		
MALES												
—'000—												
Weekly earnings (\$)-												
Under 110	144.4	19.7	11.5	9.7	7.0	5.1	6.5	5.9	5.6		219.3	
110 and under 120	23.3	14.5	4.5	6.8	5.3	6.3	6.0	7.0	5.3	5.0	6.0	58.6
120 " " 130	23.0	20.6	7.0									
130 " " 140	20.1	27.1	11.1	8.9	7.4	6.8	9.1	7.7	5.2	6.0	109.4	
140 " " 150	10.6	30.9	20.8	11.8	11.2	11.3	12.6	13.1	9.6	8.9	140.8	
150 " " 160	12.3	47.6	23.9	20.8	17.9	15.6	22.9	18.5	18.8	12.4	210.5	
160 " " 170	6.5	41.4	28.8	23.0	18.7	19.6	21.4	21.7	21.1	13.8	215.9	
170 " " 180	5.4	36.8	30.7	26.7	19.0	15.7	16.4	18.0	16.3	10.8	195.9	
180 " " 190	*	32.2	34.4	26.0	22.5	19.6	20.5	20.2	16.1	10.0	204.3	
190 " " 200	4.7	26.2	32.7	26.7	17.6	16.7	16.1	21.4	12.2	9.4	183.7	
200 " " 210	5.1	30.3	35.6	33.7	26.3	22.0	21.6	21.6	16.2	9.0	218.4	
210 " " 220		19.0	29.0	24.2	17.0	15.7	8.9	12.5	8.2	5.9	141.6	
220 " " 230		15.9	22.9	19.8	13.3	14.0	9.2	10.1	7.8	8.2	117.6	
230 " " 240		12.0	18.4	15.2	12.6	9.7	10.2	12.4	7.9		103.7	
240 " " 250		*	7.2	19.8	16.7	13.1	8.5	10.6	8.4	4.7	91.5	
250 " " 260	*	7.6	17.4	20.8	12.0	12.0	11.3	7.7	6.2	8.7	97.7	
260 " " 280	*	6.9	24.2	22.7	18.5	12.3	12.3	13.2	8.4	5.3	123.3	
280 " " 300	*	6.3	16.1	17.4	17.0	13.6	10.1	10.5	7.1		101.9	
300 " " 320	*	5.1	14.2	21.2	16.2	10.6	8.2	6.8	6.0	5.1	88.5	
320 " " 340	*		6.9	10.4	7.3	9.0	5.1	5.8	*		51.9	
340 " " 360	*	4.5	8.9	8.5	8.1	*	6.9	*	*	6.2	38.9	
360 " " 380	*			7.5	6.0	5.3	5.4	7.1	4.9		36.9	
380 " " 400	*	*	5.0	7.4	*	*	*	*	30.7			
400 " " 500	*	5.8	7.3	9.6	10.1	6.9	8.5	6.6	5.6	5.0	59.3	
500 and over	*		4.8	7.1	9.2	7.6	7.6	7.4	7.1		60.4	
Total	262.3	417.5	434.4	399.9	322.7	270.4	273.4	266.9	207.0	130.5	2,985.0	
—dollars—												
Median earnings	106	172	203	212	214	208	201	200	193	183	193	
Mean earnings	113	183	217	232	239	232	228	224	221	208	210	
FEMALES												
—'000—												
Weekly earnings (\$)-												
Under 120	171.1	30.8	9.5	8.4	12.0	9.1	9.5	7.3	5.7		266.6	
120 and under 130	18.5	22.7	7.1	6.8	5.3	7.3	7.8	6.9	7.3	4.5	87.1	
130 " " 140	13.3	31.0	12.3	9.1	13.1	10.0	10.6	7.4			4.7	112.9
140 " " 150	6.0	35.0	11.2	8.1	9.5	10.3	9.0	9.9	6.6	5.2	107.9	
150 " " 160	5.4	37.8	14.6	9.2	11.6	12.1	10.5	9.2	5.6		118.1	
160 " " 170	6.1	37.9	24.2	12.9	7.9	8.6	10.6	7.7	5.3	6.5	120.3	
170 " " 180		22.7	16.7	9.4	7.5	6.3	7.4	5.5	82.1			
180 " " 190		14.8	18.9	7.1	8.0	7.0	5.2	5.5	71.9			
190 " " 210	5.0	27.6	21.4	17.0	10.6	9.9	9.0	8.8	*	5.7	110.2	
210 and over		35.5	43.2	25.9	20.2	15.6	17.7	12.4	6.2		183.8	
Total	225.5	295.9	179.1	113.8	105.7	96.3	97.2	80.7	46.8	20.0	1,261.1	
—dollars—												
Median earnings	101	158	176	173	162	159	161	160	157	154	155	
Mean earnings	107	166	187	183	173	173	173	174	171	164	162	

FULL-TIME EMPLOYEES: NUMBER, MEAN WEEKLY EARNINGS IN ALL JOBS, BIRTHPLACE AND OCCUPATION, AUGUST 1978 — continued

Occupation	Males			Females		
	Number ('000)	Per cent of total	Mean weekly earnings (\$)	Number ('000)	Per cent of total	Mean weekly earnings (\$)
BORN IN AUSTRALIA						
Professional, technical, etc.	268.0	12.5	272	197.1	21.4	213
Administrative, executive and managerial	169.6	7.9	282	13.0	1.4	205
Clerical	243.8	11.3	201	405.4	44.1	154
Sales	137.2	6.4	197	91.9	10.0	132
Farm workers, etc.	108.2	5.0	153	5.1	0.6	92
Transport and communication	166.0	7.7	210	23.5	2.6	160
Tradesmen, production-process workers and labourers, n.e.c. (a)	946.4	44.1	187	90.7	9.9	133
Service, sport and recreation	108.9	5.1	206	93.2	10.1	138
<i>Total</i>	<i>2,148.1</i>	<i>100.0</i>	<i>209</i>	<i>919.8</i>	<i>100.0</i>	<i>162</i>
BORN IN MAIN ENGLISH-SPEAKING COUNTRIES (b)						
Professional, technical, etc.	58.8	15.8	296	31.3	20.7	224
Administrative, executive and managerial	36.5	9.8	288	*	*	*
Clerical	26.3	7.1	216	61.7	40.8	171
Sales	25.3	6.8	209	13.1	8.7	134
Farm workers, etc.	6.6	1.8	150	*	*	*
Transport and communication	23.8	6.4	221	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (a)	174.7	47.1	202	20.2	13.4	146
Service, sport and recreation	19.1	5.1	207	17.8	11.8	142
<i>Total</i>	<i>371.3</i>	<i>100.0</i>	<i>228</i>	<i>151.2</i>	<i>100.0</i>	<i>173</i>
BORN IN OTHER COUNTRIES						
<i>Germany, Federal Republic of—</i>						
Tradesmen, production-process workers and labourers, n.e.c. (a)	15.6	54.3	226	*	*	*
<i>Total</i>	<i>28.7</i>	<i>100.0</i>	<i>232</i>	<i>9.8</i>	<i>100.0</i>	<i>166</i>
<i>Greece—</i>						
Tradesmen, production-process workers and labourers, n.e.c. (a)	29.3	66.9	178	13.8	69.5	141
<i>Total</i>	<i>43.7</i>	<i>100.0</i>	<i>183</i>	<i>19.9</i>	<i>100.0</i>	<i>143</i>
<i>Italy—</i>						
Clerical	*	*	*	4.6	15.1	136
Tradesmen, production-process workers and labourers, n.e.c. (a)	65.3	73.4	178	17.3	57.2	136
Transport and Communication	5.7	6.4	183	*	*	*
Service, sport and recreation	6.1	6.9	162	5.7	18.8	133
<i>Total</i>	<i>89.0</i>	<i>100.0</i>	<i>185</i>	<i>30.2</i>	<i>100.0</i>	<i>137</i>
<i>Yugoslavia—</i>						
Tradesmen, production-process workers and labourers, n.e.c. (a)	48.9	85.9	193	18.3	68.2	148
Service, sport and recreation	*	*	*	4.6	17.2	158
<i>Total</i>	<i>56.9</i>	<i>100.0</i>	<i>194</i>	<i>26.9</i>	<i>100.0</i>	<i>151</i>
<i>Other countries—</i>						
Professional, technical, etc.	30.0	12.1	272	17.1	16.6	222
Administrative, executive and managerial	14.3	5.8	243	*	*	*
Clerical	22.3	9.0	192	32.5	31.4	166
Sales	8.7	3.5	209	*	*	*
Transport and communication	17.8	7.2	206	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (a)	135.3	54.7	193	29.3	28.3	135
Service, sport and recreation	15.8	6.4	185	17.3	16.8	152
<i>Total</i>	<i>247.3</i>	<i>100.0</i>	<i>206</i>	<i>103.3</i>	<i>100.0</i>	<i>163</i>

FULL-TIME EMPLOYEES: NUMBER, MEAN WEEKLY EARNINGS IN ALL JOBS, BIRTHPLACE AND OCCUPATION, AUGUST 1978 — continued

Occupation	Males			Females		
	Number ('000)	Per cent of total	Mean weekly earnings (\$)	Number ('000)	Per cent of total	Mean weekly earnings (\$)
TOTAL						
Professional, technical, etc.	365.5	12.2	275	249.4	19.8	215
Administrative, executive and managerial	229.1	7.7	281	18.2	1.4	201
Clerical	298.9	10.0	202	511.7	40.6	157
Sales	176.9	5.9	199	113.1	9.0	132
Farm workers, etc.	120.9	4.0	154	5.8	0.5	91
Transport and communication	219.6	7.4	210	28.6	2.3	159
Tradesmen, production-process workers and labourers, n.e.c. (a)	1,415.4	47.4	189	190.6	15.1	137
Service, sport and recreation	158.7	5.3	201	143.7	11.4	141
Total	2,985.0	100.0	209	1,261.1	100.0	162

(a) Includes miners and quarrymen. (b) Includes U.K., Ireland, Canada, South Africa, U.S.A. and New Zealand.
NOTE: See "Interpretation of Results" on page 47.

EARNINGS AND HOURS OF EMPLOYEES (EMPLOYER SURVEYS)

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken to obtain information on wage rates, actual weekly earnings (averages, distribution and composition) and hours of work. Sample surveys of employers, designed to provide statistics of average weekly and hourly earnings and hours of work, have been conducted in October each year over a long period. In 1974 an additional annual survey was introduced. Carried out in May each year, this survey provides statistics on the distribution and composition of earnings as well as averages. Information concerning the surveys conducted in May and October 1978 is given in the following pages.

Survey of Earnings and Hours of Employees—Distribution and Composition, May 1978

This survey was conducted in respect of the pay-period which included 22 May 1978. In general, where an establishment was closed down for part or the whole of that pay-period or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.

Survey design

The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by employers in accordance with instructions supplied by the Bureau. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

Scope

All employees were represented except—

- members of the permanent defence forces,
- employees in agriculture,
- employees in private households employing staff,
- waterside workers employed on a casual basis,
- persons employed by private employers (other than hospitals) not subject to payroll tax,
- employees on workers compensation.

All hospitals, whether subject to payroll tax or not, were represented in the survey but other exempt non-government bodies, such as religious and benevolent institutions, were excluded. At the time of the selection of the sample, payroll tax was payable by employers in the States and Territories paying \$48,000 (Queensland \$83,200) or more a year in wages and salaries.

Coverage

The survey covered all Australian and State Government departments and authorities and stratified random samples of local government authorities, hospitals and private employers subject to payroll tax.

Definitions

Employees comprise male and female employees (as defined under *scope*) who received pay for the specified pay-period.

All employees comprise full-time and part-time employees, including managerial, executive, professional and higher supervisory staff.

Full-time employees are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work for that pay-period were at least 30 hours. Included are full-time employees on short time, full-time employees who

began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

For private employees, *non-managerial employees* were defined to include foremen or supervisory employees, leading hands, apprentices, trainees or cadets, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for the private sector, were not further defined, and for the government sector were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

Weekly hours paid for refers to the hours for which payment was made. It comprises *ordinary time hours* and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

Ordinary time hours refers to award, standard or agreed hours of work. It includes stand-by or reporting time which is part of standard hours, and that part of paid annual leave, paid sick leave and long-service leave taken during the specified pay-period.

Weekly earnings refers to gross earnings before taxation and other deductions have been made. It comprises ordinary time earnings and overtime earnings. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

Ordinary time earnings refers to that part of weekly earnings which is attributable to ordinary time hours. It comprises award or agreed base rate of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

Award or agreed base rate of pay refers to the award, etc. rate of pay for ordinary time hours paid for and includes all allowances (other than overtime) specified in the award, etc.

Payment by measured result refers to payment for piecework or under commission, task bonus, or other incentive schemes, etc.

Other pay refers to ordinary time earnings not included in payment by measured result or in award or agreed base rate of pay described above. It includes at-

tendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

Median earnings is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.

Mean (or average) earnings is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

Reliability of the estimates

Since the estimates in this section are based on a sample, they may differ from the figures that would have been produced if the information had been obtained for all employees. 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 employers and employees was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employees had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in tables on pages 59-61. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000 the standard error is 1,800 (6 per cent); i.e. there are about two chances in three that a complete collection would give a figure within the range 28,200 to 31,800 and about nineteen chances in twenty that the figure would be between 26,400 and 33,600.

Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours). An example of the use of this table is as follows: The second table on page 62 indicates that average overtime earnings of full-time male non-managerial employees, aged 21 years and over (Australia) were \$18.10. Table B below shows the approximate standard error for this estimate to be 3.3 per cent (i.e. about 60 cents). There are about two chances in three that a complete collection would give a figure within the range \$17.50 to \$18.70 and about nineteen chances in twenty that the figure would be between \$16.90 and \$19.30.

The percentage standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about 1.5 times and those for the small States about 3 to 5 times as great as those for Australia.

The smaller the estimate the higher is the relative standard error. Estimates with a standard error greater

than 15 per cent have not been published, except those relating to overtime earnings and hours. For these categories all estimates with a standard error less than 20 per cent have been included. Estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

The standard errors for average weekly hours paid for are generally much lower than the corresponding figures shown in Table B for average weekly earnings.

For more detailed results of this and earlier surveys reference should be made to *Earnings and Hours of Employees, Distribution and Composition* (6306.0).

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA

Standard error	Size of estimate (persons)						
	7,000	10,000	20,000	30,000	40,000	60,000	100,000
Number	840	1,000	1,400	1,800	2,000	2,400	3,000
Per cent	12	10	7	6	5	4	3

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA (Per cent)

	Aged 21 years and over			Aged under 21 years			
	Manufacturing	Non-manufacturing	Total all industries	Manufacturing	Non-manufacturing	Total all industries	
Males—Overtime		3.6	5.1	3.3	8.5	7.5	5.6
Ordinary time		0.5	0.8	0.6	1.3	1.0	0.8
Total		0.6	0.7	0.5	1.4	1.0	0.9
Females—Overtime		5.8	9.7	7.0	18.1	8.7	7.9
Ordinary time		0.6	1.6	1.4	1.5	0.9	0.8
Total		0.6	1.5	1.3	1.5	0.9	0.8

ALL EMPLOYEES: WEEKLY EARNINGS, MAY 1978

	Males			Females			Persons		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
Weekly earnings (\$)-									
Under 10	14.4	0.5	0.5	8.4	0.6	0.6	10.9	0.3	0.3
10 and under 20	15.9	0.6	1.1	21.8	1.5	2.1	33.6	0.8	1.1
20 " " 30	14.9	0.6	1.7	23.2	1.6	3.7	39.1	0.9	2.0
30 " " 40	13.4	0.5	2.2	23.1	1.6	5.4	38.0	0.9	2.9
40 " " 50	13.9	0.5	2.7	21.2	1.5	6.8	34.6	0.8	3.8
50 " " 60	23.1	0.9	3.5	24.5	1.7	8.6	38.5	0.9	4.7
60 " " 70	28.0	1.0	4.6	31.6	2.2	10.8	54.6	1.3	6.0
70 " " 80	26.8	1.0	5.6	49.5	3.5	14.2	77.5	1.9	7.9
80 " " 90	27.8	1.0	6.6	45.9	3.2	17.4	72.7	1.8	9.7
90 " " 100	27.3	1.0	7.6	48.4	3.4	20.8	76.3	1.8	11.5
100 " " 110	28.8	1.1	8.7	55.6	3.9	24.7	82.9	2.0	13.5
110 " " 120	41.3	1.5	10.2	54.9	3.8	28.6	83.7	2.0	15.6
120 " " 130	55.7	2.1	12.3	69.4	4.9	33.4	110.7	2.7	18.3
130 " " 140	99.7	3.7	16.0	92.7	6.5	39.9	148.4	3.6	21.8
140 " " 150	155.7	5.8	21.7	111.7	7.8	47.7	211.4	5.1	27.0
150 " " 160	173.9	6.4	28.2	140.0	9.8	57.5	295.7	7.2	34.1
160 " " 170	174.6	6.5	34.7	133.8	9.4	66.8	307.7	7.5	41.6
170 " " 180	189.3	7.0	41.7	100.4	7.0	73.9	274.9	6.7	48.2
180 " " 190	165.0	6.1	47.8	74.9	5.2	79.1	264.1	6.4	54.6
190 " " 200	162.5	6.0	53.8	55.6	3.9	83.0	220.6	5.3	60.0
200 " " 210	153.6	5.7	59.5	46.6	3.3	86.3	209.2	5.1	65.1
210 " " 220	128.9	4.8	64.3	40.9	2.9	89.1	194.5	4.7	69.8
220 " " 230	116.8	4.3	68.6	32.4	2.3	91.4	161.3	3.9	73.7
230 " " 240	95.7	3.5	72.2	26.1	1.8	93.2	142.8	3.5	77.1
240 " " 250	100.2	3.7	75.9	18.5	1.3	94.5	114.2	2.8	79.9
250 " " 260	85.6	3.2	79.1	21.6	1.5	96.0	121.8	3.0	82.9
260 " " 270	70.1	2.6	81.6	12.0	0.8	96.8	97.5	2.4	85.2
270 " " 280	66.4	2.5	84.1	7.6	0.5	97.3	77.6	1.9	87.1
280 " " 290	48.9	1.8	85.9	7.7	0.5	97.9	74.1	1.8	88.9
290 " " 300	53.5	2.0	87.9	7.3	0.5	98.4	56.2	1.4	90.3
300 " " 310	35.5	1.3	89.2	7.7	0.5	98.9	58.5	1.4	91.7
310 " " 320	38.9	1.4	90.6	6.7	0.5	99.4	38.2	0.9	92.6
320 " " 330	33.1	1.2	91.9	6.7	0.5	99.4	43.4	1.1	93.7
330 " " 340	47.1	1.7	93.6	6.7	0.5	99.4	35.3	0.9	94.5
340 " " 360	43.4	1.6	95.2	8.2	0.6	100.0	49.8	1.2	95.7
360 " " 380	27.8	1.0	96.3	8.2	0.6	100.0	44.9	1.1	96.8
380 " " 400	47.5	1.8	98.0	8.2	0.6	100.0	29.0	0.7	97.5
400 " " 450	23.2	0.9	98.9	8.2	0.6	100.0	48.9	1.2	98.7
450 " " 500	11.1	0.4	99.3	8.2	0.6	100.0	23.7	0.6	99.3
500 " " 550	18.6	0.7	100.0	8.2	0.6	100.0	11.4	0.3	99.5
550 and over	18.6	0.7	100.0	8.2	0.6	100.0	19.1	0.5	100.0
Total	2,697.9	100.0	..	1,429.9	100.0	..	4,127.8	100.0	..
	—dollars—								
Median	203.70	..	..	152.30	..	..	182.70	..	..
Mean	216.90	..	..	149.00	..	..	193.40	..	..

FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a): WEEKLY EARNINGS, MAY 1978

	Males			Females		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
<i>Weekly earnings (\$)-</i>						
Under 120	6.6	0.3	0.3	14.4	1.7	1.7
120 and under 130	8.4	0.4	0.8	29.3	3.4	5.1
130 " " 140	22.5	1.2	2.0	55.2	6.5	11.6
140 " " 150	70.6	3.7	5.7	86.0	10.1	21.7
150 " " 160	125.6	6.6	12.3	123.0	14.4	36.1
160 " " 170	151.9	8.0	20.4	121.9	14.3	50.4
170 " " 180	155.9	8.2	28.6	91.4	10.7	61.1
180 " " 190	170.7	9.0	37.6	69.8	8.2	69.3
190 " " 200	150.0	7.9	45.5	50.1	5.9	75.2
200 " " 210	144.1	7.6	53.1	42.1	4.9	80.1
210 " " 220	138.8	7.3	60.4	38.6	4.5	84.6
220 " " 230	113.2	6.0	66.4	30.2	3.5	88.1
230 " " 240	98.1	5.2	71.6	24.5	2.9	91.0
240 " " 260	152.6	8.0	79.6	36.4	4.3	95.3
260 " " 280	115.3	6.1	85.7	15.8	1.9	97.2
280 " " 300	82.3	4.3	90.1	11.6	1.4	98.6
300 " " 320	56.6	3.0	93.0	13.2	1.5	100.0
320 " " 340	44.6	2.4	95.4			
340 " " 360	25.5	1.3	96.7			
360 " " 380	20.9	1.1	97.8			
380 " " 400	11.3	0.6	98.4			
400 " " 450	15.6	0.8	99.3			
450 and over	14.0	0.7	100.0			
Total	1,895.2	100.0	..	853.6	100.00	..
—dollars—						
Median	205.90	..	..	169.80	..	..
Mean	219.30	..	..	179.80	..	..
AGED UNDER 21 YEARS						
<i>Weekly earnings (\$)-</i>						
Under 70	11.3	5.2	5.2	6.5	3.1	3.1
70 and under 80	17.5	8.0	13.2	19.9	9.4	12.5
80 " " 90	16.5	7.5	20.7	17.5	8.3	20.8
90 " " 100	18.0	8.2	28.9	19.1	9.1	29.9
100 " " 110	17.2	7.9	36.8	26.3	12.5	42.4
110 " " 120	17.3	7.9	44.7	25.3	12.0	54.4
120 " " 130	19.7	9.0	53.7	24.0	11.4	65.8
130 " " 140	21.6	9.8	63.5	25.0	11.9	77.7
140 " " 150	17.2	7.8	71.3	16.3	7.7	85.4
150 " " 160	16.6	7.6	78.9	9.8	4.7	90.1
160 " " 180	18.6	8.5	87.4	12.2	5.8	95.9
180 " " 200	12.3	5.6	93.0	8.7	4.1	100.0
200 and over	15.8	7.2	100.0			
Total	219.5	100.0	..	210.4	100.0	..
—dollars—						
Median	126.10	..	..	116.30	..	..
Mean	130.10	..	..	118.30	..	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.

FULL-TIME NON-MANAGERIAL EMPLOYEES: WEEKLY EARNINGS, MAY 1978

	Males				Females			
	Private ('000)	Government ('000)	Total ('000)	Per cent of total	Private ('000)	Government ('000)	Total ('000)	Per cent of total
AGED 21 YEARS AND OVER								
<i>Weekly earnings (\$)-</i>								
Under 100	11.7		15.3	0.8	9.5		12.5	1.4
100 and under 110	} 8.9	} 15.5	} 11.9	} 0.6	} 6.7	} 19.2	} 8.0	} 0.9
110 " " 120								
120 " " 130	12.5		16.0	0.8	10.8		13.9	1.6
130 " " 140	25.0		30.4	1.5	52.3		59.1	6.6
140 " " 150	57.2	22.7	79.9	4.0	67.7	22.4	90.2	10.1
150 " " 160	84.6	51.2	135.8	6.7	84.4	41.5	125.9	14.0
160 " " 170	102.9	58.3	161.2	8.0	84.9	39.1	124.0	13.8
170 " " 180	97.8	66.0	163.8	8.1	57.7	35.1	92.8	10.4
180 " " 190	105.3	73.4	178.7	8.9	44.5	26.3	70.8	7.9
190 " " 200	93.7	61.6	155.3	7.7	25.2	25.6	50.8	5.7
200 " " 210	88.7	60.5	149.2	7.4	17.1	25.7	42.8	4.8
210 " " 220	84.7	57.8	142.5	7.1	12.7	26.2	38.9	4.3
220 " " 230	67.3	49.2	116.4	5.8	9.3	21.0	30.3	3.4
230 " " 240	58.2	43.1	101.3	5.0	5.7	19.1	24.8	2.8
240 " " 260	82.4	74.3	156.7	7.8	7.4	29.2	36.6	4.1
260 " " 280	63.3	56.7	120.1	6.0		12.9	15.9	1.8
280 " " 300	41.7	43.6	85.3	4.2		9.8	11.6	1.3
300 " " 320	30.1	28.5	58.6	2.9				
320 " " 340	22.0	23.9	45.9	2.3				
340 " " 360	16.2	10.4	26.6	1.3				
360 " " 380	12.1	9.3	21.4	1.1				
380 " " 400	7.4		11.9	0.6	6.7		11.5	1.5
400 " " 450	11.0	13.5	16.4	0.8				
450 and over	11.2		14.9	0.7				
Total	1,195.9	819.4	2,015.4	100.0	531.5	364.6	896.1	100.0

—dollars—

Median	199.80	210.10	204.00	..	160.60	189.50	168.40	..
Mean	213.10	222.10	216.70	..	163.30	197.30	177.20	..

AGED UNDER 21 YEARS

<i>Weekly earnings (\$)-</i>								
Under 70	13.7		15.7	6.6	7.9		8.7	4.0
70 and under 80	15.3	} 12.3	} 18.6	} 7.8	} 18.6	} 17.5	} 21.1	} 9.6
80 " " 90	15.8							
90 " " 100	14.4		17.8	7.5	16.2		18.4	8.4
100 " " 110	14.3		19.5	8.2	15.6		20.2	9.3
110 " " 120	14.3	} 13.5	} 18.2	} 7.6	} 19.1	} 17.2	} 26.7	} 12.2
120 " " 130	15.0							
130 " " 140	15.6		19.0	8.0	17.8		25.7	11.8
140 " " 150	16.7		21.2	8.9	15.0		24.3	11.1
150 " " 160	16.7	} 19.4	} 23.1	} 9.7	} 15.7	} 17.5	} 25.6	} 11.7
160 " " 180	12.4							
180 " " 200	12.4		18.1	7.6	8.9		16.6	7.6
200 and over	10.6		17.9	7.5	5.7		10.1	4.6
160 " " 180	12.7	} 17.2	} 19.6	} 8.2	} 19.1	} 19.1	} 12.3	} 5.6
180 " " 200	8.1							
200 and over	10.6		12.6	5.3	6.4		8.8	4.0
200 and over	10.6		16.5	6.9				
Total	175.2	62.5	237.7	100.0	147.2	71.4	218.5	100.0

—dollars—

Median	119.50	138.50	124.80	..	107.90	131.00	115.50	..
Mean	123.90	141.20	128.40	..	109.60	133.40	117.30	..

AVERAGE WEEKLY HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES INDUSTRIES, MAY 1978

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing—								
Food, beverages and tobacco	3.0	39.0	42.0	1.0	38.2	39.2	40.0	38.7
Textiles; clothing and footwear	3.6	39.1	42.7	0.7	38.5	39.2	40.0	39.0
Paper, printing, etc.	3.0	39.3	42.3	0.9	38.6	39.5	40.6	39.5
Chemical, petroleum and coal products	3.0	38.4	41.4	*	38.2	39.0	40.3	37.4
Metal products, machinery and equipment—								
Basic metal products	3.3	39.1	42.4	*	38.4	39.3	40.4	39.6
Fabricated metal products; other machinery, etc.	3.4	38.8	42.1	0.9	38.5	39.4	40.3	38.8
Transport equipment	2.1	39.1	41.2	0.7	38.8	39.5	39.9	39.3
Total metal products, etc.	2.9	38.9	41.9	0.9	38.5	39.4	40.2	39.0
Other	3.6	39.0	42.6	0.7	38.4	39.1	40.2	39.4
Total manufacturing	3.1	39.0	42.1	0.8	38.4	39.3	40.2	39.0
Non-manufacturing—								
Mining	5.2	37.1	42.2	*	38.3	39.0	41.4	40.6
Electricity, gas and water	1.9	39.0	40.9	*	36.6	37.2	39.4	37.3
Construction	2.5	39.2	41.7	0.4	37.8	38.2	40.5	37.9
Wholesale trade	1.7	38.9	40.6	0.3	37.8	38.2	40.3	38.6
Retail trade	1.5	39.7	41.2	0.5	38.8	39.3	40.8	39.9
Transport and storage; communication	3.0	38.0	41.0	0.8	37.1	37.9	39.2	37.9
Finance, business services	0.9	38.3	39.2	0.3	37.4	37.8	38.5	37.9
Public administration and defence; community services	1.0	37.7	38.6	0.3	37.0	37.2	38.7	38.3
Other	2.1	39.4	41.4	0.7	37.0	37.7	40.6	39.5
Total non-manufacturing	2.0	38.4	40.4	0.4	37.4	37.7	39.9	38.7
Total all industries	2.4	38.6	41.0	0.5	37.6	38.1	40.0	38.7

COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1978

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust	
	AGED 21 YEARS AND OVER									
—dollars—										
Males										
Overtime	19.50	18.30	15.60	12.50	22.80	14.10	27.10	22.10	18.10	
Ordinary time—										
Award or agreed base rate of pay	188.40	186.80	183.80	183.00	188.90	192.30	213.90	227.50	187.60	
Payment by measured result	5.70	2.90	3.80	3.60	3.90	*	*	*	4.20	
Other pay	6.80	8.60	7.30	5.20	4.40	2.70	*	1.70	6.80	
Total	220.40	216.60	210.60	204.20	220.00	214.10	252.20	252.00	216.70	
Females										
Overtime	3.80	2.90	2.90	2.40	3.20	3.60	*	*	3.30	
Ordinary time—										
Award or agreed base rate of pay	168.50	166.00	169.80	172.30	171.30	177.30	188.60	189.10	169.30	
Payment of measured result	1.50	3.50	*	*	*	*	*	*	1.90	
Other pay	3.80	2.60	2.50	1.40	1.40	0.80	3.90	0.50	2.80	
Total	177.60	175.10	176.00	177.40	176.40	182.30	197.10	192.00	177.20	
AGED UNDER 21 YEARS										
Males										
Overtime	7.30	6.00	5.80	4.90	6.50	*	11.40	4.20	6.40	
Ordinary time—										
Award or agreed base rate of pay	120.60	115.60	116.70	113.10	115.60	120.20	132.60	125.80	117.80	
Payment by measured result	2.30	*	*	*	*	*	*	*	1.70	
Other pay	2.40	3.40	*	2.20	1.50	1.80	*	*	2.70	
Total	132.70	125.70	128.80	121.10	124.40	128.00	147.60	131.60	128.50	
Females										
Overtime	2.10	1.30	1.30	2.00	1.30	*	*	*	1.70	
Ordinary time—										
Award or agreed base rate of pay	114.50	115.70	109.80	114.10	111.70	106.60	139.10	134.00	113.90	
Payment by measured result	*	*	*	*	*	*	*	*	0.50	
Other pay	1.90	1.30	*	0.50	0.80	*	*	*	1.20	
Total	119.00	118.80	112.80	116.90	113.80	109.80	151.70	135.70	117.40	

COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES INDUSTRIES, MAY 1978

	<i>Manufacturing</i>			<i>Metal products, machinery and equipment</i>				<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
	<i>Food, beverages and tobacco</i>	<i>Textiles clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Fabricated metal products; other machinery, etc.</i>		<i>Transport equipment</i>			
					<i>Basic metal products</i>	<i>Other machinery, etc.</i>				
AGED 21 YEARS AND OVER										
—dollars—										
Males										
Overtime	21.60	22.50	24.50	24.00	24.90	23.80	15.70	21.20	25.20	22.40
Ordinary time—										
Award or agreed base rate of pay	162.70	152.30	189.20	189.10	178.40	158.50	172.20	167.50	163.20	168.20
Payment by measured result	13.10	*	*	0.90	18.10	3.00	*	5.80	5.40	6.60
Other pay	6.30	9.60	12.10	11.90	*	15.60	*	11.30	9.10	10.10
Total	203.80	196.10	227.40	225.90	229.10	200.80	197.90	205.90	202.90	207.40
Females										
Overtime	5.90	4.20	5.20	*	*	5.60	4.20	5.40	4.10	4.90
Ordinary time—										
Award or agreed base rate of pay	145.60	126.00	151.90	156.50	161.90	139.70	146.60	143.20	142.00	140.30
Payment by measured result	*	*	*	*	*	3.40	*	3.60	2.50	6.70
Other pay	3.00	2.40	5.00	*	4.40	7.10	5.50	6.50	5.10	4.60
Total	157.40	150.80	162.40	169.00	177.90	155.80	159.60	158.60	153.70	156.60
AGED UNDER 21 YEARS										
Males										
Overtime	7.60	7.10	*	*	*	7.00	3.00	5.90	7.40	6.80
Ordinary time	126.80	109.90	118.50	128.80	136.70	106.30	116.90	115.70	113.10	117.50
Total	134.40	117.00	127.10	138.40	143.90	113.30	119.90	121.60	120.40	124.30
Females										
Overtime	*	*	*	*	*	*	*	*	3.60	2.40
Ordinary time	110.30	97.50	105.70	116.10	131.50	108.40	117.40	112.70	107.20	106.00
Total	114.40	99.10	108.30	116.30	134.30	110.20	118.80	114.60	110.80	108.50

COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES INDUSTRIES, MAY 1978
 —continued

<i>Non-manufacturing</i>											
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Cons- truction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communi- cation</i>	<i>Finance, business services</i>	<i>Public adminis- tration, etc.</i>	<i>Other</i>	<i>Total non- manufac- turing</i>	<i>Total all industries</i>
AGED 21 YEARS AND OVER											
—dollars—											
Males											
Overtime	46.90	15.50	19.60	13.20	9.80	24.30	6.70	8.10	14.80	16.00	18.10
Ordinary time—											
Award or agreed base rate of pay	208.00	203.80	188.50	172.90	159.60	204.00	192.00	221.40	178.10	197.20	187.60
Payment by measured result	30.90	*	*	3.30	8.70	*	4.30	*	*	3.00	4.20
Other pay	9.80	*	5.70	10.40	11.40	2.00	5.90	1.50	*	5.10	6.80
Total	295.50	227.40	214.40	199.80	189.50	231.00	209.00	231.00	199.10	221.40	216.70
Females											
Overtime	*	*	2.60	2.10	3.20	6.10	2.20	2.10	4.50	2.70	3.30
Ordinary time—											
Award or agreed base rate of pay	180.10	179.80	164.80	156.10	149.90	177.70	168.70	196.40	154.20	178.70	169.30
Payment by measured result	*	*	*	*	*	*	*	*	*	0.30	1.90
Other pay	*	*	*	5.60	3.90	1.40	4.80	0.50	2.10	2.20	2.80
Total	195.40	184.40	173.60	164.20	157.80	185.20	176.20	199.00	160.80	183.90	177.20
AGED UNDER 21 YEARS											
Males											
Overtime	21.60	*	6.90	4.90	5.90	*	1.60	3.50	9.70	6.20	6.40
Ordinary time	162.50	130.20	140.30	112.60	105.10	134.30	121.40	138.10	119.30	124.60	122.10
Total	184.10	135.50	147.20	117.50	111.00	144.20	123.00	141.60	129.00	130.80	128.50
Females											
Overtime	*	*	*	1.10	2.10	*	0.80	1.20	*	1.60	1.70
Ordinary time	137.00	123.30	112.40	110.00	99.30	126.70	115.40	134.00	118.10	117.50	115.60
Total	148.10	126.10	112.50	111.10	101.30	130.10	116.20	135.20	123.00	119.00	117.40

Survey of Earnings and Hours of Employees, October 1978

The tables on pages 66 to 71 contain some results of a survey of weekly earnings and hours which was conducted in respect of the pay-period that included 16 October 1978. In general, where an establishment was closed down for part or the whole of the specified pay-period, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of earnings and hours for the previous normal pay-period.

Survey design

Although the sample was not designed to provide estimates of the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,647,000 male and 1,432,000 female wage and salary earners, of whom 1,671,000 males and 905,000 females were in private employment.

Scope

All employees were represented except—

- members of the defence forces,
- employees in agriculture,
- employees in private households employing staff,
- waterside workers employed on a casual basis,
- persons employed by private employers (other than hospitals) not subject to payroll tax,
- employees on workers compensation.

Coverage

The survey covered stratified random samples of government departments and authorities, non-government hospitals (not subject to payroll tax) and other private employers.

At the time of the selection of the sample, payroll tax was payable by employers in the States and Territories paying more than \$60,000 a year in wages and salaries (\$100,000 a year in Queensland). In general, Australian Government bodies, religious and benevolent institutions, private hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Definitions

Employees comprise male and female employees who received pay for the pay-period which included 16 October 1978.

Adult employees comprise all employees 21 years of age and over, and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

Non-managerial employees were defined to include minor supervisory employees, leading hands and clerical and office staff, as well as ordinary wages employees. They exclude *managerial, executive, pro-*

fessional and higher supervisory staff, who were generally defined as those employees (i) who were ineligible to receive payment for overtime, or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For other definitions see pages 56 and 57.

Reliability of the estimates

As the estimates in this section are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers within the coverage of the survey had been included. 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 employers was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employers had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. The table on page 66 sets out approximate relative standard errors for a selection of average weekly earnings estimates.

The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings. Relative standard errors of estimates of average weekly earnings and hours for part-time employees are generally less than 10 per cent.

An example of the use of the table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees in Australia is shown in the table on page 67 as \$222.10. The approximate relative standard error of this estimate is 0.3 per cent (or approximately 70 cents rounded to the nearest ten cents). There are about two chances in three that a complete collection would give a figure within the range \$221.40 to \$222.80 and about nineteen chances in twenty that the figure would be within the range \$220.70 to \$223.50. For more detailed results of this and earlier surveys reference should be made to *Earnings and Hours of Employees* (6304.0).

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES, ALL INDUSTRIES

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES									
	—per cent—								
Adult males—									
Overtime earnings	4.2	3.9	5.8	4.9	5.4	8.5	9.2	11.5	2.3
Ordinary time earnings	0.5	0.6	0.6	0.7	0.7	0.7	1.8	1.4	0.3
Total earnings	0.6	0.6	0.7	0.7	0.8	0.6	1.6	1.3	0.3
Junior males—									
Overtime earnings	7.2	8.9	11.9	8.9	10.6	10.9	16.8	26.5	4.1
Ordinary time earnings	1.4	1.6	3.1	1.2	1.0	0.9	5.3	2.2	0.8
Total earnings	1.3	1.6	2.9	1.3	1.1	0.9	4.4	1.9	0.8
Adult females—									
Overtime earnings	7.1	10.2	7.4	11.4	10.0	10.0	26.9	9.0	4.6
Ordinary time earnings	0.7	0.7	0.8	0.8	0.8	1.2	2.3	1.4	0.4
Total earnings	0.7	0.7	0.8	0.8	0.8	1.2	2.0	1.3	0.4
Junior females—									
Overtime earnings	14.2	10.6	10.9	13.6	19.3	18.8	9.2	12.6	7.6
Ordinary time earnings	1.7	0.8	1.4	1.5	1.1	1.7	4.3	1.4	0.7
Total earnings	1.6	0.8	1.4	1.6	1.2	1.5	4.2	1.5	0.7

AVERAGE EARNINGS AND HOURS, FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1978

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles: clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Fabricated metal products; other machinery, etc.</i>		<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Males	206.80	189.20	224.30	234.60	227.00	191.30	199.00	201.70	194.90	204.50
Adults	212.50	195.60	234.80	237.20	235.10	202.60	206.60	211.30	204.40	213.10
Juniors	119.70	111.20	117.80	134.30	128.90	106.90	118.10	113.80	112.70	114.80
Females	157.70	146.00	157.20	168.30	177.80	152.70	167.40	157.90	149.70	154.60
Adults	162.70	152.40	162.90	170.50	183.20	157.00	171.00	162.20	155.90	159.70
Juniors	106.80	96.60	111.50	126.50	122.60	112.60	116.90	114.10	104.20	106.80
Persons	192.30	162.20	207.30	219.00	223.50	182.00	195.20	194.20	185.50	191.90
AVERAGE WEEKLY HOURS PAID FOR										
Males	42.2	41.8	42.1	41.7	41.6	41.3	41.2	41.3	41.2	41.5
Adults	42.3	42.0	42.2	41.8	41.8	41.4	41.3	41.5	41.3	41.7
Juniors	40.1	39.9	40.9	39.6	39.7	40.0	39.7	39.9	40.2	40.0
Females	39.1	38.8	39.1	38.6	39.6	39.2	40.2	39.4	38.9	39.1
Adults	39.2	38.8	39.1	38.6	39.7	39.2	40.2	39.4	38.9	39.1
Juniors	37.5	38.6	39.3	38.5	39.3	39.2	39.2	39.2	39.1	38.7
Persons	41.2	39.9	41.3	41.0	41.5	40.8	41.0	41.0	40.7	40.9
AVERAGE HOURLY EARNINGS (\$)										
Males	4.91	4.52	5.33	5.62	5.45	4.63	4.83	4.88	4.73	4.92
Adults	5.03	4.66	5.56	5.68	5.63	4.89	5.00	5.10	4.95	5.11
Juniors	2.98	2.79	2.88	3.39	3.25	2.67	2.98	2.86	2.80	2.87
Females	4.04	3.78	4.02	4.36	4.48	3.90	4.17	4.00	3.85	3.96
Adults	4.15	3.92	4.16	4.41	4.62	4.01	4.25	4.11	4.01	4.08
Juniors	2.84	2.50	2.84	3.29	3.12	2.87	2.98	2.91	2.66	2.76
Persons	4.66	4.06	5.01	5.34	5.39	4.46	4.76	4.74	4.56	4.69

AVERAGE EARNINGS AND HOURS, FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1978 — *continued*

<i>Non-manufacturing</i>											
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Cons- truction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communi- cation</i>	<i>Finance, business services</i>	<i>Public adminis- tration, etc.</i>	<i>Other</i>	<i>Total non- manufac- turing</i>	<i>Total all industries</i>
AVERAGE WEEKLY EARNINGS (\$)											
Males	293.70	230.00	212.70	202.80	171.30	224.90	203.70	233.00	199.80	217.60	213.40
Adults	298.50	237.10	218.90	211.70	187.60	232.70	217.30	236.70	207.00	226.30	222.10
Juniors	167.90	129.20	125.00	121.60	130.90	129.30	127.40	126.00	112.80	120.90	118.80
Females	195.50	172.60	160.80	167.00	138.40	179.20	155.10	193.20	157.10	173.10	169.00
Adults	206.60	188.70	172.90	176.80	158.70	187.60	172.00	201.00	163.70	186.10	179.80
Juniors	130.90	126.80	113.90	108.30	102.30	127.60	119.10	127.00	110.10	115.90	114.70
Persons	285.90	224.90	209.90	190.50	157.50	217.40	177.50	213.20	180.60	201.70	198.90
AVERAGE WEEKLY HOURS PAID FOR											
Males	40.0	40.1	41.2	40.7	40.9	40.7	38.9	38.7	40.7	40.1	40.6
Adults	40.0	40.2	41.3	40.7	41.0	40.8	39.0	38.7	40.8	40.2	40.6
Juniors	39.3	39.5	39.7	40.9	40.6	39.2	38.5	37.9	39.7	39.6	39.8
Females	38.5	37.4	37.9	38.5	39.5	38.8	37.8	37.5	38.3	38.1	38.3
Adults	38.6	37.3	37.8	38.4	39.5	38.8	37.6	37.4	38.4	37.9	38.2
Juniors	37.9	37.6	38.1	38.8	39.5	38.8	38.1	37.9	38.2	38.5	38.5
Persons	39.9	39.9	41.0	39.9	40.3	40.4	38.3	38.1	39.6	39.4	39.8
AVERAGE HOURLY EARNINGS (\$)											
Males	7.34	5.73	5.17	4.98	4.19	5.52	5.24	6.02	4.91	5.42	5.26
Adults	7.45	5.90	5.30	5.20	4.58	5.70	5.58	6.11	5.07	5.64	5.46
Juniors	4.27	3.27	3.15	2.97	2.56	3.30	3.31	3.32	2.84	3.05	2.99
Females	5.08	4.62	4.24	4.34	3.50	4.62	4.10	5.16	4.10	4.55	4.42
Adults	5.35	5.06	4.57	4.60	4.02	4.84	4.57	5.37	4.27	4.90	4.70
Juniors	3.45	3.37	2.99	2.79	2.59	3.29	3.13	3.35	2.88	3.01	2.98
Persons	7.17	5.64	5.12	4.77	3.91	5.38	4.64	5.60	4.55	5.12	5.00

AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1978

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles, clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
ADULT MALES										
Overtime earnings (\$)	31.70	23.10	26.60	26.30	32.70	22.20	21.70	24.40	23.30	25.60
Ordinary time earnings (\$)	180.80	172.50	208.20	210.80	202.40	180.40	184.90	186.90	181.20	187.50
Total earnings (\$)	212.50	195.60	234.80	237.20	235.10	202.60	206.60	211.30	204.40	213.10
Overtime hours	4.3	3.6	3.2	3.2	4.2	3.1	2.8	3.2	3.2	3.4
Ordinary time hours	38.0	38.4	39.1	38.6	37.6	38.3	38.5	38.2	38.1	38.3
Total hours	42.3	42.0	42.2	41.8	41.8	41.4	41.3	41.5	41.3	41.7
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Cons. truction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing industries</i>
ADULT MALES										
Overtime earnings (\$)	51.50	16.20	22.20	14.50	*	22.10	*	9.00	14.00	19.50
Ordinary time earnings (\$)	247.00	220.10	196.70	197.20	173.20	210.60	211.30	227.70	193.00	209.60
Total earnings (\$)	298.50	237.10	218.90	211.70	187.60	232.70	217.30	236.70	207.00	226.30
Overtime hours	5.2	1.9	2.7	2.0	2.0	2.7	0.8	1.0	2.0	2.5
Ordinary time hours	34.8	38.3	38.5	38.7	39.0	38.1	38.2	37.8	38.8	38.1
Total hours	40.0	40.2	41.3	40.7	41.0	40.8	39.0	38.7	40.8	40.2
	<i>Manufacturing</i>					<i>Non-manufacturing</i>			<i>Total all industries</i>	
JUNIOR MALES										
Overtime earnings (\$)	6.80					4.60			5.30	
Ordinary time earnings (\$)	108.10					116.30			113.50	
Total earnings (\$)	114.80					120.90			118.80	
Overtime hours	1.4					1.0			1.1	
Ordinary time hours	38.6					38.7			38.7	
Total hours	40.0					39.6			39.8	
ADULT FEMALES										
Overtime earnings (\$)	7.30					3.10			4.10	
Ordinary time earnings (\$)	152.40					183.00			175.70	
Total earnings (\$)	159.70					186.10			179.80	
Overtime hours	1.2					0.4			0.6	
Ordinary time hours	37.9					37.5			37.6	
Total hours	39.1					37.9			38.2	
JUNIOR FEMALES										
Overtime earnings (\$)	2.40					1.70			1.80	
Ordinary time earnings (\$)	104.30					114.30			113.00	
Total earnings (\$)	106.80					115.90			114.70	
Overtime hours	0.5					0.4			0.4	
Ordinary time hours	38.2					38.1			38.1	
Total hours	38.7					38.5			38.5	

AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1978

(\$)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
AVERAGE WEEKLY OVERTIME EARNINGS									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	26.70	23.60	17.50	22.10	29.90	21.20	17.70	10.40	24.40
Other	32.50	26.60	21.20	20.90	21.00	19.70	41.40	26.20	26.80
Total manufacturing	29.40	25.20	19.80	21.60	24.90	20.10	35.10	21.90	25.60
Non-manufacturing	18.90	14.10	17.80	10.60	19.70	11.80	26.20	12.60	16.70
Total all industries	22.30	18.50	18.30	14.50	20.90	14.10	26.50	13.20	19.50
Junior males	5.70	4.80	5.70	5.30	4.80	4.30	10.40	7.00	5.30
Adult females	4.80	4.40	2.40	4.30	3.00	2.60	2.70	3.50	4.10
Junior females	2.50	1.60	0.90	1.90	1.40	2.10	1.90	1.70	1.80
AVERAGE WEEKLY ORDINARY TIME EARNINGS									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	189.00	187.60	180.40	183.80	180.40	194.40	184.00	234.00	186.90
Other	192.60	188.80	182.90	178.90	181.80	185.20	197.70	223.60	188.10
Total manufacturing	190.70	188.20	182.00	181.80	181.20	187.70	193.90	226.30	187.50
Non-manufacturing	209.70	210.40	206.60	202.20	208.90	205.40	230.20	240.60	209.60
Total all industries	203.70	201.60	200.20	194.90	202.40	200.30	228.70	239.70	202.50
Junior males	114.30	113.60	113.80	110.30	111.30	113.30	131.50	121.60	113.50
Adult females	173.90	177.10	174.30	174.40	171.20	181.50	196.70	197.50	175.70
Junior females	115.00	115.80	106.80	115.10	107.60	108.00	122.10	123.00	113.00
AVERAGE WEEKLY TOTAL EARNINGS									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	215.70	211.20	197.90	205.90	210.30	215.70	201.70	244.40	211.30
Other	225.00	215.50	204.10	199.80	202.80	204.80	239.30	249.80	214.80
Total manufacturing	220.10	213.50	201.80	203.40	206.10	207.80	229.10	248.20	213.10
Non-manufacturing	228.70	224.50	224.70	212.80	228.60	217.10	254.70	253.20	226.30
Total all industries	225.90	220.20	218.80	209.50	223.30	214.50	253.70	252.90	222.10
Junior males	120.00	118.40	119.50	115.50	116.20	117.60	141.80	128.50	118.80
Adult females	178.70	181.50	176.80	178.70	174.20	184.10	199.40	201.00	179.80
Junior females	117.50	117.30	107.70	116.30	109.00	110.20	124.00	124.70	114.70

AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1978

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
AVERAGE OVERTIME HOURS PAID FOR									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	3.6	3.1	2.3	3.0	3.8	2.5	(a)	1.1	3.2
Other	4.2	3.6	2.7	3.0	3.0	2.6	5.6	3.2	3.5
Total manufacturing	3.9	3.4	2.6	3.0	3.4	2.6	4.7	2.7	3.4
Non-manufacturing	2.3	1.7	2.1	1.5	2.4	1.4	2.9	1.5	2.0
Total all industries	2.8	2.4	2.2	2.0	2.6	1.7	3.0	1.6	2.5
Junior males	1.2	1.0	1.2	1.1	1.0	1.0	1.9	*	1.1
Adult females	0.7	0.7	0.4	0.7	0.5	0.4	0.4	0.5	0.6
Junior females	0.5	0.3	0.2	0.4	0.3	0.5	0.4	0.4	0.4
AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	38.0	38.4	38.1	38.5	38.9	38.2	(a)	39.6	38.2
Other	38.5	38.3	37.9	38.2	38.4	38.7	39.1	39.2	38.3
Total manufacturing	38.2	38.3	38.0	38.4	38.6	38.6	39.0	39.3	38.3
Non-manufacturing	38.0	38.3	38.1	38.4	38.2	38.1	38.0	37.8	38.1
Total all industries	38.1	38.3	38.1	38.4	38.3	38.2	38.0	37.9	38.2
Junior males	38.4	38.9	38.6	38.8	38.8	38.9	38.4	38.8	38.7
Adult females	37.4	38.0	37.5	37.6	38.0	37.4	36.7	37.0	37.6
Junior females	37.9	38.1	38.5	37.8	38.6	38.6	37.0	37.7	38.1
AVERAGE WEEKLY TOTAL HOURS PAID FOR									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	41.5	41.5	40.4	41.6	42.6	40.8	(a)	40.7	41.5
Other	42.7	41.8	40.6	41.2	41.4	41.3	44.7	42.5	41.9
Total manufacturing	42.1	41.7	40.5	41.4	41.9	41.2	43.7	42.0	41.7
Non-manufacturing	40.3	40.0	40.2	39.9	40.6	39.5	40.5	39.3	40.2
Total all industries	40.8	40.7	40.3	40.4	40.9	40.0	40.6	39.5	40.6
Junior males	39.6	39.9	39.8	39.9	39.8	39.9	40.3	40.1	39.8
Adult females	38.1	38.6	37.9	38.4	38.5	37.8	37.2	37.5	38.2
Junior females	38.5	38.5	38.7	38.2	38.9	39.1	37.4	38.1	38.5

(a) Information not available because of relatively few employees reported.

AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1978

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	N.S.W	Vic.	Qld	S.A.	W.A	Tas	N.T	A.C.T.	Aust.
Males	225.60	223.70	216.80	208.60	219.00	214.50	254.70	264.30	222.50
Adults	234.40	233.40	227.40	218.20	229.80	223.50	260.50	274.30	232.10
Juniors	110.50	106.40	109.80	106.20	103.40	112.10	130.90	102.70	108.20
<i>Full-time employees</i>	<i>234.50</i>	<i>231.20</i>	<i>223.00</i>	<i>214.60</i>	<i>228.50</i>	<i>220.50</i>	<i>260.50</i>	<i>277.20</i>	<i>230.40</i>
Adults	242.90	239.60	232.60	223.20	237.90	229.40	265.70	284.10	239.10
Juniors	120.00	118.40	119.50	115.50	116.20	117.60	141.80	128.50	118.80
Females	152.10	153.80	141.60	144.20	135.20	143.40	179.80	172.40	149.50
Adults	159.30	162.80	154.20	152.20	144.80	151.60	186.70	180.90	158.30
Juniors	103.30	99.80	95.20	100.50	87.10	104.00	107.80	85.80	98.90
<i>Full-time employees</i>	<i>173.30</i>	<i>174.90</i>	<i>162.40</i>	<i>169.80</i>	<i>165.30</i>	<i>170.70</i>	<i>195.70</i>	<i>199.70</i>	<i>172.20</i>
Adults	182.30	185.00	179.80	181.10	177.80	188.00	202.00	205.30	183.10
Juniors	117.50	117.30	107.70	116.30	109.00	110.20	124.00	124.70	114.70
Persons	199.70	198.90	191.80	185.10	188.80	193.40	230.70	229.20	196.90
Adults	209.10	209.60	205.50	195.40	201.00	203.70	237.50	239.40	207.60
Juniors	106.90	103.10	101.90	103.30	94.90	108.30	120.00	94.50	103.50
<i>Full-time employees</i>	<i>215.80</i>	<i>213.90</i>	<i>205.70</i>	<i>201.10</i>	<i>210.10</i>	<i>208.70</i>	<i>241.40</i>	<i>251.20</i>	<i>212.90</i>
Adults	225.30	223.90	219.10	211.40	221.80	220.70	247.50	258.10	223.40
Juniors	118.80	117.90	113.30	115.90	112.70	114.10	133.80	126.90	116.80

AVERAGE EARNINGS AND HOURS: PART-TIME EMPLOYEES, OCTOBER 1978

			Adult females			Junior females
	Adult males	Junior males	Manu- facturing	Non- manu- facturing	Total all industries	
Average weekly earnings (\$)	76.80	27.70	86.90	83.70	83.90	30.40
Average weekly hours paid for	13.5	9.1	20.3	16.3	16.7	9.5
Average hourly earnings (\$)	5.67	3.06	4.29	5.12	5.03	3.18

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section contains estimates of average weekly earnings per employed male unit (see below), approximating the average earnings of civilian male employees.

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

Definition of earnings

The earnings figures used in the calculation of the averages shown in the table on page 72 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and juniors as well as adults, are included.

Earnings figures used in calculating the averages shown in the second table on page 72 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of juniors, part-time employees and managerial, executive, etc. staff.

Method of estimation

For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 85 per cent of wage and salary earners in these industries, as published monthly in *Civilian Employees* (6213.0). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

Male units

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the es-

timated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from annual surveys of weekly earnings and hours and other sources. Ratios used during 1978 are shown below. Ratios for earlier periods have been published in *Average Weekly Earnings* (6302.0).

As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio

for Australia is not used. Approximate weighted averages of the State and Territory ratios are shown in the table. Changes in ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$200 would be overstated by about 70 cents.

RATIOS OF FEMALE TO MALE AVERAGE EARNINGS

Quarter	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia (a)
	—per cent—								
1978—March	68	68	67	67	62	65	64	64	67
June	68	68	67	67	62	65	64	64	67
September	68	68	67	67	62	65	64	64	67
December	68	68	66	67	62	65	65	64	67

(a) Weighted average of the States and Territories

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a): STATES AND TERRITORIES

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T. (b)	A.C.T. (b)	Australia
	—dollars—								
1972-73	104.60	102.80	97.10	93.40	98.80	95.20	..	..	101.80
1973-74	121.20	118.80	113.50	110.40	115.00	110.50	..	..	118.30
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60
1976-77	193.60	191.10	184.50	179.50	190.80	181.20	216.70	237.70	190.70
1977-78	213.40	209.30	202.20	197.40	209.20	199.00	240.70	259.10	209.50

ORIGINAL SERIES

1976—									
Mar. qtr	168.50	165.50	158.20	154.40	164.80	151.20	185.50	208.30	165.30
June qtr	183.60	180.70	175.00	167.60	178.80	165.10	199.60	221.90	179.80
Sept. qtr	187.30	183.00	182.00	175.00	184.00	175.60	209.30	230.00	184.80
Dec. qtr	197.90	197.40	189.80	182.80	194.50	188.70	220.00	243.90	195.50
1977—									
Mar. qtr	187.20	183.50	174.00	172.80	186.50	175.10	212.40	228.10	183.80
June qtr	201.80	200.40	192.30	187.40	198.20	185.50	224.70	245.80	198.70
Sept. qtr	207.30	202.50	195.60	195.90	206.10	195.90	227.00	251.10	204.10
Dec. qtr	217.10	211.90	206.80	199.40	211.10	204.80	247.00	263.10	212.50
1978—									
Mar. qtr	209.80	204.80	195.30	190.20	205.70	194.00	238.30	255.10	205.10
June qtr	219.40	217.90	211.20	203.90	213.90	201.10	250.50	266.90	216.30
Sept. qtr	223.10	218.60	209.20	206.90	218.60	205.50	250.80	271.70	218.90
Dec. qtr	232.80	231.30	219.70	211.70	223.50	214.50	265.10	282.40	228.20

SEASONALLY ADJUSTED SERIES (c)

1976—									
Mar. qtr	172.90	170.20	164.60	158.60	169.70	156.40	187.10	211.60	169.90
June qtr	183.10	181.30	173.30	167.10	177.90	167.20	199.60	220.40	179.50
Sept. qtr	187.40	183.40	182.50	173.40	182.20	176.10	205.50	230.10	184.40
Dec. qtr	190.30	187.90	181.40	176.90	188.00	178.70	212.40	238.60	187.80
1977—									
Mar. qtr	194.50	192.40	185.00	180.00	195.00	183.90	218.40	235.10	192.30
June qtr	202.30	200.40	188.90	188.50	197.50	187.70	221.90	246.60	198.40
Sept. qtr	206.70	203.00	194.90	192.70	203.80	193.80	230.70	249.90	202.90
Dec. qtr	211.50	203.50	200.90	195.40	206.50	196.40	240.20	257.80	206.90
1978—									
Mar. qtr	215.60	212.50	204.10	195.70	212.80	201.80	243.40	261.60	211.80
June qtr	219.10	217.10	208.90	204.10	213.10	203.80	250.30	266.20	215.50
Sept. qtr	226.40	222.70	211.30	207.40	219.30	206.20	254.90	271.10	221.40
Dec. qtr	226.40	222.40	212.80	207.50	218.60	206.00	258.60	279.30	222.00

(a) See "Male units" on page 71. (b) Original series estimates have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods before 1974-75 are not available. (c) See "Seasonally adjusted estimates" on page 73.

Seasonally adjusted estimates

Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying numbers of pay-days in different quarters (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables.

The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (1308.0).

PRESCRIBED WAGE RATES

Wage rates indexes

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

The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Some awards included in the indexes are regarded as "paid rates" awards. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The wage rates indexes are based on the occupation structure existing in 1954, weights for each industry and each occupation being derived from two sample surveys made in that year. Revised indexes based on more up to date weighting patterns are being developed and are expected to be published in 1980.

The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period. The current index for adult males includes rates for 3,415 award designations pre-

scribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the 1954 surveys, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July and August 1974 issues of *Wage Rates and Earnings* (6312.0). The industry weighting pattern of the indexes was shown in *Labour Statistics* 1975 (6101.0) (page 80).

Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking, insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included. In the revision of the indexes provision is being made for the inclusion of movements in salaries.

The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in the second paragraph on this page. Relevant rates of prescribed minimum wages for adult males and adult females (see page 83) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance. From September 1978 the indexes include supplementary payments under the Metal Industry Award, Part 1, applicable in all States except Western Australia. In Western Australia, similar payments

under the corresponding award, the Western Australian Metal Trades Award (General), have been included from January 1976.

In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).

The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance.

Weekly wage rates for adult males cannot be compared directly with the average weekly earnings per employed male unit series shown on pages 71 to 72, because the latter includes the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly averages and include, in addition to wages and salaries at award etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified. The estimates of earnings of full-time adult male wage and salary earners excluding managers, etc., shown on page 69 still include all earnings other than overtime earnings and therefore cannot be compared directly with weekly wage rates. They also reflect changes in the importance of different industries and occupations.

Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For

details of wage rates and index numbers from 1939 reference should be made to the following publications.

Minimum Wage Rates, March 1939 to June 1965 (6313.0)

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

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

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

This publication contains figures up to December 1978. More recent figures may be obtained from the monthly publications *Wage Rates* (6312.0) and *Wage Rates Indexes (Preliminary)* (6311.0).

Updating of rates

The receipt of notifications of changes in wage rates continues for some considerable time after the dates of effect. Figures in this section are therefore subject to revision and are revised as necessary for periods up to twelve months. As such revisions are made they are included in the monthly publications (*see above*). Figures in this section were compiled from information received up to 10 April 1979. The figures shown for January and February 1978 will not be further revised.

WEEKLY WAGE RATES (a), 1978

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES: WAGE RATES (\$)							
January	149.96	147.62	152.76	145.84	148.66	147.70	149.15
February	152.23	149.79	155.03	148.01	150.74	149.86	151.37
March	152.27	149.78	155.06	148.02	150.76	149.86	151.39
April	152.22	149.80	155.06	148.00	150.79	149.86	151.37
May	152.22	149.80	155.06	147.99	150.80	149.86	151.37
June	154.10	151.77	157.05	149.85	152.59	151.77	153.29
July	154.12	151.77	157.05	149.85	152.62	151.79	153.30
August	<u>154.17</u>	<u>151.77</u>	<u>157.05</u>	<u>149.85</u>	152.68	<u>151.79</u>	<u>153.32</u>
September (b)	155.32	152.99	157.29	151.06	153.18	152.25	154.31
October (b)	155.36	152.99	157.29	151.07	153.21	152.25	154.32
November (b)	155.38	152.99	157.29	151.09	153.21	152.25	154.34
December (b)	161.68	158.91	163.46	156.97	157.57	158.14	160.32
ADULT MALES: INDEX NUMBERS (c)							
January	531.0	522.7	540.9	516.4	526.4	523.0	528.1
February	539.0	530.4	548.9	524.1	533.8	530.6	536.0
March	539.2	530.4	549.1	524.1	533.8	530.6	536.0
April	539.0	530.4	549.1	524.0	533.9	530.6	536.0
May	539.0	530.4	549.1	524.0	534.0	530.6	536.0
June	545.6	537.4	556.1	530.6	540.3	537.4	542.8
July	545.7	537.4	556.1	530.6	540.4	537.5	542.8
August	<u>545.9</u>	<u>537.4</u>	<u>556.1</u>	<u>530.6</u>	540.6	<u>537.5</u>	<u>542.9</u>
September (b)	550.0	541.7	556.9	534.9	542.4	539.1	546.4
October (b)	550.1	541.7	556.9	534.9	542.5	539.1	546.4
November (b)	550.2	541.7	556.9	535.0	542.5	539.1	546.5
December (b)	572.5	562.7	578.8	555.8	557.9	559.9	567.7
ADULT FEMALES: WAGE RATES (\$)							
January	138.78	138.97	140.76	139.06	137.29	134.91	138.91
February	140.86	141.16	142.86	141.13	139.10	136.93	141.01
March	140.86	141.16	142.86	141.20	139.10	136.93	141.02
April	140.86	141.24	142.86	141.20	139.37	136.93	141.06
May	140.86	141.24	142.86	141.20	139.43	136.93	141.06
June	142.69	143.06	144.71	143.03	141.03	138.73	142.88
July	142.69	143.06	144.71	143.03	141.31	138.73	142.89
August	<u>142.86</u>	<u>143.06</u>	<u>144.71</u>	<u>143.03</u>	141.31	<u>138.73</u>	<u>142.96</u>
September (b)	143.15	143.29	144.77	143.41	141.36	138.80	143.19
October (b)	143.15	143.29	144.77	143.41	141.64	138.80	143.21
November (b)	143.15	143.29	144.77	143.41	141.64	138.80	143.21
December (b)	148.87	148.97	150.54	149.12	146.59	144.34	148.88
ADULT FEMALES: INDEX NUMBERS (c)							
January	697.1	698.0	707.0	698.5	689.6	677.7	697.8
February	707.6	709.1	717.6	708.9	698.7	687.8	708.3
March	707.6	709.1	717.6	709.2	698.7	687.8	708.3
April	707.6	709.5	717.6	709.2	700.1	687.8	708.6
May	707.6	709.5	717.6	709.2	700.4	687.8	708.6
June	716.7	718.6	726.9	718.4	708.4	696.8	717.7
July	716.7	718.6	726.9	718.4	709.8	696.8	717.8
August	<u>717.6</u>	<u>718.6</u>	<u>726.9</u>	<u>718.4</u>	709.8	<u>696.8</u>	<u>718.1</u>
September (b)	719.0	719.7	727.2	720.3	710.0	697.2	719.3
October (b)	719.0	719.7	727.2	720.3	711.5	697.2	719.4
November (b)	719.0	719.7	727.2	720.3	711.5	697.2	719.4
December (b)	747.8	748.3	756.2	749.1	736.3	725.0	747.8

(a) Excludes rural industry; for females also exclude mining and quarrying and building and construction. Figures for March 1978 and subsequent months are subject to revision. (b) For States other than Western Australia includes supplementary payments in the Metal Industry Award, Part 1. See text on page 74. (c) Base: Weighted average minimum weekly wage rate, Australia, Year 1954=100.

WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, 1978 (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements, and index numbers of wage rates.

End of—	Manufacturing:										WAGE RATES (\$)				INDEX NUMBERS (f)			
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, and furniture, etc.	Paper, printing, etc.	Other manufacturing groups	Building and construction	Railway services	Road and air transport	Shipping and stevedoring (c)	Communication	Wholesale retail trade services	Public authority n.e.t., utility and business services	Amusement, hotels, personal service, industry groups (d)			
January	185.53	140.00	137.09	145.97	141.49	150.26	143.38	141.95	138.31	146.68	179.58	175.98	149.19	151.95	138.09	149.15		
February	188.83	142.10	139.13	148.15	143.51	152.49	145.51	144.06	140.35	148.97	182.08	178.91	151.44	154.18	140.12	151.37		
March	188.92	142.13	139.15	148.15	143.51	152.49	145.52	144.08	140.35	148.87	182.35	178.91	151.45	154.18	140.12	151.39		
April	188.24	142.12	139.15	148.15	143.51	152.49	145.54	144.08	140.35	148.87	182.35	178.91	151.45	154.32	140.20	151.37		
May	188.11	142.11	139.15	148.15	143.51	152.49	145.59	144.09	140.35	148.87	182.35	178.91	151.45	154.32	140.21	151.37		
June	189.83	143.95	141.01	150.13	145.24	154.47	147.49	145.96	142.15	150.80	184.71	181.21	153.46	156.30	141.97	153.29		
July	189.94	143.95	141.01	150.13	145.24	154.47	147.54	145.97	142.15	150.80	184.71	181.21	153.47	156.30	142.06	153.30		
August	189.99	143.95	141.02	150.13	145.47	154.49	147.58	146.00	142.15	150.80	184.71	181.21	153.50	156.37	142.07	153.32		
September (e)	190.21	147.23	141.08	150.58	145.51	154.90	148.33	147.75	142.16	151.31	184.83	181.21	153.89	156.37	142.07	154.31		
October (e)	190.51	147.24	141.08	150.58	145.51	154.90	148.37	147.76	142.16	151.31	184.83	181.21	153.89	156.37	142.14	154.32		
November (e)	190.81	147.24	141.08	150.58	145.51	154.90	148.37	147.77	142.16	151.31	184.85	181.21	153.89	156.37	142.15	154.34		
December (e)	198.78	152.97	146.72	156.75	150.83	161.03	154.18	153.56	147.31	158.15	192.18	188.39	160.12	162.53	147.93	160.32		
January	656.9	495.7	485.4	516.8	501.0	532.1	507.7	502.6	489.7	519.4	635.9	623.1	528.3	538.0	489.0	528.1		
February	668.6	503.1	492.6	524.6	508.1	539.9	515.2	510.1	497.0	527.5	644.7	633.5	536.2	545.9	496.1	536.0		
March	668.9	503.2	492.7	524.6	508.1	539.9	515.2	510.2	497.0	527.1	645.7	633.5	536.3	545.9	496.1	536.0		
April	666.5	503.2	492.7	524.6	508.1	539.9	515.3	510.2	497.0	527.1	645.7	633.5	536.3	546.4	496.4	536.0		
May	666.1	503.2	492.7	524.6	508.1	539.9	515.5	510.2	497.0	527.1	645.7	633.5	536.3	546.4	496.5	536.0		
June	672.2	509.7	499.3	531.6	514.3	547.0	522.2	516.8	503.3	534.0	654.0	641.6	543.4	553.4	502.7	542.8		
July	672.5	509.7	499.3	531.6	514.3	547.0	522.4	516.8	503.3	534.0	654.0	641.6	543.4	553.4	503.0	542.8		
August	672.7	509.7	499.3	531.6	515.1	547.0	522.5	516.9	503.3	534.0	654.0	641.6	543.5	553.7	503.1	542.9		
September (e)	673.5	521.3	499.5	533.2	515.2	548.5	525.2	523.2	503.4	535.8	654.5	641.6	544.9	553.7	503.1	546.4		
October (e)	674.5	521.3	499.5	533.2	515.2	548.5	525.4	523.2	503.4	535.8	654.5	641.6	544.9	553.7	503.3	546.4		
November (e)	675.6	521.4	499.5	533.2	515.2	548.5	525.4	523.2	503.4	535.8	654.5	641.6	544.9	553.7	503.3	546.4		
December (e)	703.9	541.7	519.5	555.0	534.1	570.2	545.9	543.7	521.6	560.0	680.5	667.0	567.0	575.5	523.8	567.7		

(a) Figures for March 1978 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, engineers and other officers. (d) Excludes rural industry. (e) When a break in a series is shown (indicated by —), the subsequent figures include supplementary payments in the Metal Industry Award, Part 1 (f) Base. Weighted average minimum weekly wage rate, Australia, year 1954=100.

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, 1978 (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of-	Manufacturing					Transport and communication	Wholesale and retail trade	Public authority (n.e.t.) community and business services	Amusement hotels, personal service, etc.	All industry groups (b)
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups					
WAGE RATES (\$)										
January	136.19	131.07	137.74	136.20	133.97	142.31	147.14	144.77	133.41	138.91
February	138.21	133.02	139.86	138.19	135.97	144.62	149.33	147.31	135.28	141.01
March	138.21	133.05	139.86	138.19	135.98	144.61	149.33	147.31	135.28	141.02
April	138.21	133.05	139.86	138.19	135.98	144.61	149.33	147.58	135.41	141.06
May	138.21	133.05	139.86	138.19	135.98	144.61	149.33	147.58	135.44	141.06
June	140.00	134.77	141.69	139.99	137.74	146.46	151.26	149.47	137.09	142.88
July	140.00	134.77	141.69	139.99	137.74	146.46	151.26	149.47	137.23	142.89
August	<u>140.00</u>	134.78	141.69	<u>140.08</u>	<u>137.77</u>	146.50	151.41	149.47	137.41	<u>142.96</u>
September (c)	142.28	134.78	141.69	140.43	138.25	146.50	151.42	149.47	137.41	143.19
October (c)	142.28	134.78	141.69	140.43	138.25	146.50	151.42	149.47	137.55	143.21
November (c)	142.28	134.78	141.69	140.43	138.25	146.50	151.42	149.47	137.55	143.21
December (c)	147.86	140.17	147.36	146.02	143.75	152.26	157.50	155.33	142.72	148.88
INDEX NUMBERS (d)										
January	684.1	658.4	691.9	684.2	673.0	714.9	739.1	727.2	670.1	697.8
February	694.2	668.2	702.5	694.2	683.0	726.5	750.1	740.0	679.5	708.3
March	694.2	668.3	702.5	694.2	683.0	726.4	750.1	740.0	679.5	708.3
April	694.2	668.3	702.5	694.2	683.0	726.4	750.1	741.3	680.2	708.6
May	694.2	668.3	702.5	694.2	683.0	726.4	750.1	741.3	680.3	708.6
June	703.3	676.9	711.7	703.2	691.9	735.7	759.8	750.8	688.6	717.7
July	703.3	676.9	711.7	703.2	691.9	735.7	759.8	750.8	689.3	717.8
August	<u>703.3</u>	677.0	711.7	<u>703.6</u>	<u>692.0</u>	735.9	760.6	750.8	690.2	<u>718.1</u>
September (c)	714.7	677.0	711.7	705.4	694.5	735.9	760.6	750.8	690.2	719.3
October (c)	714.7	677.0	711.7	705.4	694.5	735.9	760.6	750.8	690.9	719.4
November (c)	714.7	677.0	711.7	705.4	694.5	735.9	760.6	750.8	690.9	719.4
December (c)	742.7	704.1	740.2	733.5	722.1	764.8	791.2	780.2	716.9	747.8

(a) Figures for March 1978 and subsequent months are subject to revision. (b) Excludes rural industry, mining and quarrying; and building and construction. (c) See note (e) to table on page 76 (d) Base: Weighted Average minimum weekly wage rate, Australia, year 1954=100.

HOURLY WAGE RATES: ADULT MALES, ALL GROUPS (a) 1978

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

<i>End of-</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
WAGE RATES (cents)							
January	375.63	368.16	381.83	363.06	371.15	365.78	372.62
February	381.33	373.57	387.52	368.48	376.35	371.14	378.17
March	381.39	373.56	387.60	368.52	376.40	371.14	378.20
April	381.25	373.60	387.60	368.45	376.48	371.14	378.16
May	381.25	373.60	387.60	368.44	376.49	371.14	378.16
June	385.97	378.51	392.56	373.05	380.94	375.87	382.94
July	386.02	378.51	392.56	373.06	381.03	375.91	382.96
August	<u>386.14</u>	<u>378.51</u>	<u>392.56</u>	<u>373.06</u>	381.20	<u>375.91</u>	<u>383.02</u>
September (b)	389.11	381.64	393.19	376.13	382.48	377.15	385.56
October (b)	389.20	381.64	393.19	376.16	382.56	377.15	385.61
November (b)	389.27	381.64	393.19	376.20	382.57	377.15	385.64
December (b)	405.05	396.37	408.60	390.83	393.34	391.69	400.59
INDEX NUMBERS (c)							
January	530.9	520.4	539.7	513.2	524.6	517.0	526.7
February	539.0	528.0	547.7	520.8	531.9	524.6	534.5
March	539.1	528.0	547.8	520.9	532.0	524.6	534.6
April	538.9	528.1	547.8	520.8	532.1	524.6	534.5
May	538.9	528.1	547.8	520.8	532.1	524.6	534.5
June	545.5	535.0	554.9	527.3	538.4	531.3	541.3
July	545.6	535.0	554.9	527.3	538.6	531.3	541.3
August	<u>545.8</u>	<u>535.0</u>	<u>554.9</u>	<u>527.3</u>	538.8	<u>531.3</u>	<u>541.4</u>
September (b)	550.0	539.4	555.7	531.6	540.6	533.1	545.0
October (b)	550.1	539.4	555.7	531.7	540.7	533.1	545.0
November (b)	550.2	539.4	555.7	531.7	540.7	533.1	545.1
December (b)	572.5	560.2	577.5	552.4	556.0	553.6	566.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for March 1978 and subsequent months are subject to revision. (b) See note (b) to table on page 75 (c) Base: Weighted average minimum hourly wage rate, Australia, year 1954=100

HOURLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, (a) 1978

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

End of—	Manufacturing										Public authority n.e.i.				Amusement, hotels, personal service, etc. groups (c)
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw milling, furniture, etc.	Paper, printing, etc.	Other manufacturing groups	Building and construction	Railway services	Road and air transport	Communication	Wholesale and retail trade	Public authority n.e.i., community and business services		
WAGE RATES (cents)															
January	500.63	350.17	342.73	365.08	358.78	376.14	358.60	355.03	345.84	366.70	460.83	372.98	387.12	345.22	372.62
February	509.54	355.41	347.84	370.55	358.78	381.72	363.92	360.31	350.95	372.41	468.51	378.60	392.81	350.29	378.17
March	509.79	355.48	347.88	370.55	358.78	381.72	363.93	360.35	350.95	372.16	468.51	378.62	392.81	350.29	378.20
April	507.95	355.45	347.88	370.55	358.78	381.72	364.00	360.35	350.95	372.16	468.51	378.63	393.18	350.49	378.16
May	507.59	355.45	347.88	370.55	358.78	381.72	364.13	360.37	350.95	372.16	468.51	378.63	393.18	350.53	378.16
June	512.24	360.05	352.51	375.51	363.10	386.68	368.87	365.05	355.45	377.00	474.54	383.66	398.21	354.92	382.94
July	512.53	360.05	352.51	375.51	363.10	386.68	368.98	365.08	355.45	377.00	474.54	383.67	398.21	355.14	382.96
August	512.67	360.05	352.54	375.51	363.69	386.73	369.09	365.15	355.45	377.00	474.54	383.75	398.39	355.18	383.02
September (d)	513.26	368.25	352.69	376.62	363.77	387.75	370.98	369.54	355.48	378.28	474.54	384.72	398.39	355.18	385.56
October (d)	514.06	368.27	352.69	376.63	363.77	387.75	371.08	369.57	355.48	378.28	474.54	384.72	398.39	355.35	385.61
November (d)	514.87	368.28	352.69	376.63	363.77	387.75	371.08	369.57	355.48	378.28	474.54	384.72	398.39	355.38	385.64
December (d)	536.40	382.61	366.80	392.05	377.07	403.09	385.60	384.05	368.36	395.38	493.32	400.30	414.08	369.83	400.59
INDEX NUMBERS (e)															
January	707.6	494.9	484.4	516.0	500.0	531.7	506.9	501.8	488.8	518.3	651.3	527.2	547.2	487.9	526.7
February	720.2	502.3	491.6	523.7	507.1	539.5	514.4	509.3	496.0	526.4	662.2	535.1	555.2	495.1	534.5
March	720.6	502.4	491.7	523.7	507.1	539.5	514.4	509.3	496.0	526.0	662.2	535.2	555.2	495.1	534.6
April	718.0	502.4	491.7	523.7	507.1	539.5	514.5	509.3	496.0	526.0	662.2	535.2	555.7	495.4	534.5
May	717.4	502.4	491.7	523.7	507.1	539.5	514.7	509.4	496.0	526.0	662.2	535.2	555.7	495.5	534.5
June	724.0	508.9	498.3	530.8	513.2	546.5	521.4	516.0	502.4	532.9	670.7	542.3	562.8	501.7	541.3
July	724.4	508.9	498.3	530.8	513.2	546.5	521.5	516.0	502.4	532.9	670.7	542.3	562.8	502.0	541.3
August	724.6	508.9	498.3	530.8	514.0	546.6	521.7	516.1	502.4	532.9	670.7	542.3	563.1	502.0	541.4
September (d)	725.4	520.5	498.5	532.3	514.2	548.1	524.4	522.3	502.5	534.7	670.7	543.8	563.1	502.0	545.0
October (d)	726.6	520.5	498.5	532.3	514.2	548.1	524.5	522.3	502.5	534.7	670.7	543.8	563.1	502.3	545.0
November (d)	727.7	520.5	498.5	532.3	514.2	548.1	524.5	522.4	502.5	534.7	670.7	543.8	563.1	502.3	545.1
December (d)	758.2	540.8	518.4	554.1	533.0	569.7	545.0	542.8	520.6	558.8	697.3	565.8	585.3	522.7	566.2

(a) Figures for March 1978 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. (d) See note (e) to table on page 76. (e) Base: Weighted average minimum hourly wage rate, Australia, year 1954=100.

HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS (a), 1978

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

<i>End of—</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
WAGE RATES (cents)							
January	351.12	349.09	354.55	349.69	345.08	340.46	350.16
February	356.39	354.60	359.84	354.90	349.65	345.55	355.46
March	356.39	354.60	359.84	355.06	349.65	345.55	355.48
April	356.39	354.81	359.84	355.06	350.31	345.55	355.58
May	356.39	354.81	359.84	355.06	350.48	345.55	355.59
June	361.01	359.37	364.51	359.66	354.49	350.10	360.16
July	361.01	359.37	354.51	359.66	355.21	350.10	360.19
August	<u>361.45</u>	<u>359.37</u>	<u>354.51</u>	<u>359.66</u>	355.21	<u>350.10</u>	<u>360.38</u>
September (b)	362.17	359.94	364.65	360.62	355.31	350.27	360.96
October (b)	362.17	359.94	364.65	360.62	356.03	350.27	361.00
November (b)	362.17	359.94	364.65	360.62	356.03	350.27	361.00
December (b)	376.64	374.22	379.20	374.99	368.47	364.27	375.29
INDEX NUMBERS (c)							
January	699.9	695.8	706.7	697.0	687.8	678.6	697.9
February	710.4	706.8	717.2	707.4	696.9	688.8	708.5
March	710.4	706.8	717.2	707.7	696.9	688.8	708.5
April	710.4	707.2	717.2	707.7	698.3	688.8	708.7
May	710.4	707.2	717.2	707.7	698.6	688.8	708.8
June	719.6	716.3	726.5	716.9	706.6	697.8	717.9
July	719.6	716.3	726.5	716.9	708.0	697.8	717.9
August	<u>720.5</u>	<u>716.3</u>	<u>726.5</u>	<u>716.9</u>	708.0	<u>697.8</u>	<u>718.3</u>
September (b)	721.9	717.5	726.8	718.8	708.2	698.2	719.5
October (b)	721.9	717.5	726.8	718.8	709.7	698.2	719.6
November (b)	721.9	717.5	726.8	718.8	709.7	698.2	719.6
December (b)	750.7	745.9	755.8	747.4	734.4	726.1	748.0

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for March 1978 and subsequent months are subject to revision. (b) See note (b) to table on page 75. (c) Base: Weighted average minimum hourly wage rate, Australia, year 1954=100.

HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS (a), 1978

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

End of—	Manufacturing						Wholesale and retail trade	Public authority n.e.i., community and business services	Amusement, hotels, personal service, etc.	All industry groups
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups	Transport and communication				
WAGE RATES (cents)										
January	340.98	327.82	344.36	341.59	335.32	375.39	369.52	371.93	336.23	350.16
February	346.04	332.71	349.65	346.58	340.31	381.48	375.01	378.46	340.94	355.46
March	346.07	332.76	349.65	346.58	340.34	381.45	375.01	378.46	340.94	355.48
April	346.04	332.76	349.65	346.58	340.34	381.45	375.01	379.14	341.27	355.58
May	346.04	332.76	349.65	346.58	340.34	381.45	375.01	379.14	341.34	355.59
June	350.53	337.07	354.22	351.09	344.76	386.34	379.84	383.99	345.51	360.16
July	350.53	337.07	354.22	351.09	344.76	386.34	379.84	383.99	345.87	360.19
August	350.53	337.11	354.22	351.30	344.82	386.44	380.24	383.99	346.30	360.38
September (b)	356.23	337.11	354.22	352.19	346.03	386.44	380.26	383.99	346.30	360.96
October (b)	356.23	337.11	354.22	352.19	346.03	386.44	380.26	383.99	346.65	361.00
November (b)	356.23	337.11	354.22	352.19	346.03	386.44	380.26	383.99	346.65	361.00
December (b)	370.19	350.59	368.39	366.21	359.80	401.63	395.53	399.06	359.69	375.29
INDEX NUMBERS (c)										
January	679.6	653.4	686.4	680.9	668.4	748.2	736.5	741.3	670.2	697.9
February	689.7	663.2	696.9	690.8	678.3	760.4	747.5	754.3	679.6	708.5
March	689.7	663.3	696.9	690.8	678.4	760.3	747.5	754.3	679.6	708.5
April	689.7	663.3	696.9	690.8	678.4	760.3	747.5	755.7	680.2	708.7
May	689.7	663.3	696.9	690.8	678.4	760.3	747.5	755.7	680.4	708.8
June	698.7	671.9	706.0	699.8	687.2	770.1	757.1	765.4	688.7	717.9
July	698.7	671.9	706.0	699.8	687.2	770.1	757.1	765.4	689.4	717.9
August	698.7	671.9	706.0	700.2	687.3	770.3	757.9	765.4	690.3	718.3
September (b)	710.1	671.9	706.0	702.0	689.7	770.3	757.9	765.4	690.3	719.5
October (b)	710.1	671.9	706.0	702.0	689.7	770.3	757.9	765.4	691.0	719.6
November (b)	710.1	671.9	706.0	702.0	689.7	770.3	757.9	765.4	691.0	719.6
December (b)	737.9	698.8	734.3	729.9	717.2	800.5	788.4	795.4	716.9	748.0

(a) Excludes rural industry, mining and quarrying and building and construction. Figures for March 1978 and subsequent months are subject to revision. (b) See note (c) to table on page 76. (c) Base: Weighted average hourly wage rate, Australia, year 1954=100.

Distribution of weekly wage rates

The table below shows the distribution of weekly wage rates included in the wage rates indexes, the weighted averages and medians of the indexes, and the percentage of index weights for wage rates equal to the various minimum wages. The figures relate to wage rates used in the compilation of the wage rates

indexes, the scope and coverage of which are fully explained and defined on pages 73 and 74. The median divides a distribution into two equal groups, one group having rates equal to or above the median and the other having rates equal to or below it, each group having 50 per cent of the relevant weights. Medians were calculated from ungrouped data.

DISTRIBUTION OF WEEKLY WAGE RATES: WAGE RATES INDEXES, DECEMBER 1978 (a)

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

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
ADULT MALES							
Weekly wage rates (\$)—	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 125.00	1.5	0.3	1.9	1.3	6.4	0.1	1.5
125.00 to 129.99	3.3	2.5	0.4	3.1	3.5	1.7	2.6
130.00 to 134.99	7.3	7.0	1.0	7.5	8.6	7.2	6.4
135.00 to 139.99	8.8	10.3	8.5	6.7	8.2	10.0	9.0
140.00 to 144.99	7.6	7.6	5.4	10.6	3.1	13.6	7.4
145.00 to 149.99	7.6	5.7	8.2	7.3	7.6	6.8	7.1
150.00 to 154.99	8.1	15.0	16.5	12.0	8.9	10.4	11.6
155.00 to 159.99	11.2	12.0	7.0	14.8	17.0	16.7	11.8
160.00 to 164.99	13.2	12.3	12.4	11.6	7.0	6.5	12.0
165.00 to 169.99	3.7	7.1	8.2	3.6	1.6	2.9	5.1
170.00 to 174.99	3.8	2.6	4.4	3.6	2.7	5.0	3.5
175.00 to 179.99	4.4	2.4	5.3	3.7	8.7	2.3	4.1
180.00 to 184.99	3.7	1.7	3.1	3.4	1.4	1.8	2.8
185.00 to 189.99	3.0	4.3	3.0	6.5	9.3	6.6	4.2
190.00 to 194.99	2.8	1.8	7.4	2.8	2.0	5.5	3.2
195.00 to 199.99	4.4	3.0	2.9	0.3	0.6	0.8	3.0
200.00 to 219.99	2.2	3.7	2.3	0.6	2.0	0.8	2.4
220.00 and over	3.6	0.9	2.3	0.7	1.6	1.4	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean) (\$)	161.33	158.91	163.46	156.96	157.30	158.14	160.17
Median (\$)	158.60	155.99	160.70	155.40	155.20	155.00	157.00
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	—	—	—	—	—	—	—
State awards, etc.	1.2	—	2.4	2.4	1.5	0.4	1.3
All awards, etc.	0.5	—	1.8	0.7	1.3	0.1	0.6
ADULT FEMALES							
Weekly wage rates (\$)	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 125.00	1.1	1.1	1.0	2.5	1.1	1.4	1.2
125.00 to 129.99	0.9	3.2	2.3	4.2	7.7	8.2	2.6
130.00 to 134.99	5.0	7.1	3.7	7.2	12.0	4.5	6.1
135.00 to 139.99	27.2	29.0	18.5	17.9	10.1	27.5	25.3
140.00 to 144.99	13.2	12.1	11.2	8.0	8.5	23.3	12.2
145.00 to 149.99	3.2	5.6	4.9	5.1	5.8	2.5	4.4
150.00 to 154.99	8.4	5.8	24.3	8.9	26.8	4.0	10.1
155.00 to 159.99	24.8	10.1	3.3	27.2	25.1	23.9	17.8
160.00 to 164.99	8.2	11.1	23.5	15.7	1.5	2.3	10.8
165.00 to 169.99	7.1	2.4	6.6	1.4	0.6	0.6	4.6
170.00 to 174.99	0.5	10.9	0.4	0.7	0.1	0.9	3.9
175.00 to 179.99	0.2	1.5	0.4	1.0	0.5	0.9	0.7
180.00 and over	0.2	0.3	0.2	0.2	0.1	0.1	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean) (\$)	148.56	148.75	150.54	148.99	146.58	144.34	148.67
Median (\$)	149.20	141.10	151.84	154.77	151.80	140.70	148.40
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	0.5	1.8	—	1.0	—	—	1.0
State awards, etc.	0.4	—	1.5	1.2	—	2.8	0.5
All awards, etc.	0.5	1.0	1.0	1.1	—	1.4	0.7

(a) Figures in this table may not agree with corresponding averages for December 1978 shown in other tables of this Section which include later revised figures.

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

The tables on this page give details of basic wages, minimum wages and increases in award total wages operative in 1978. Figures for earlier periods are published in previous issues of *Labour Statistics* and in the monthly publication *Wage Rates*(6312.0).

STATE BASIC WAGES: WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 12 December 1978	73.80	64.50	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a) 31 May 1974	48.50	43.50
Queensland	(c) 11 December 1978	80.50	64.80	Tasmania	(a) 12 December 1978	77.50	77.50

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division—Eastern District (including Brisbane). District allowances are added for other areas—Southern Division (Western District) \$1.05, Mackay Division 90c, Northern Division (Eastern District) \$1.05, and Northern Division (Western District) \$3.25 a week. For adult female basic wages the allowances are 75 per cent of these amounts.

MINIMUM WAGE: WEEKLY RATES (\$)—ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	"Six capital cities"	Canberra	Darwin (b)
1978—28 February	114.80	113.90	111.70	113.50	114.00	114.60	114.00	114.20	117.30
7 June	116.30	115.40	113.20	115.00	115.50	116.10	115.50	115.70	118.80
12 December	121.00	120.00	117.70	119.60	120.10	120.70	120.10	120.30	123.60

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$2.00 per week less.

MINIMUM WAGE: WEEKLY RATES (\$)—STATE AWARDS

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 12 December 1978	121.00	121.00	South Australia	(a) 12 December 1978	119.60	119.60
Victoria	(a) 12 December 1978	120.00	120.00	Western Australia	(a) 12 December 1978	123.00	120.10
Queensland (b)	11 December 1978	120.50	120.50	Tasmania	(a) 12 December 1978	121.90	121.90

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to first table on this page.

GENERAL INCREASES IN AWARD TOTAL WAGES—ADULT MALES AND ADULT FEMALES

Federal awards		Victorian Wages Board determinations		South Australian State awards	
Date operative (a)	Increase	Date operative (a)	Increase	Date operative (a)	Increase
1978—28 February	(b)1.5 per cent	1978—28 February	(b)1.5 per cent	1978—28 February	(b)1.5 per cent
7 June	1.3 per cent	7 June	1.3 per cent	7 June	1.3 per cent
12 December	4.0 per cent	12 December	4.0 per cent	12 December	4.0 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 1.5 per cent up to a maximum of \$2.60 per week.

PRESCRIBED HOURS OF WORK

prescribed in awards, determinations and collective agreements. The figures have been derived from the same sources as for the wage rates indexes (see page 73) and by using the same procedures, definitions, bases, etc.

The following table shows weighted average standard hours of work (excluding overtime) in a full week as

PRESCRIBED WEEKLY HOURS OF WORK, DECEMBER 1978

<i>Industry group</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust</i>
ADULT MALES							
Mining and quarrying	35.75	40.00	37.88	40.00	38.16	39.12	37.06
Manufacturing—							
Engineering, metals, vehicles, etc.	39.99	39.97	39.98	40.00	39.97	40.00	39.98
Textiles, clothing and footwear	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Sawmilling, furniture, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paper, printing, etc.	40.00	39.94	40.00	40.00	39.21	40.00	39.95
Other manufacturing	40.00	39.96	40.00	39.91	40.09	39.97	39.98
<i>All manufacturing groups</i>	<i>39.99</i>	<i>39.98</i>	<i>39.99</i>	<i>39.98</i>	<i>39.97</i>	<i>40.00</i>	<i>39.98</i>
Building and construction	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Road and air transport	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Communication	38.17	38.27	38.27	37.77	38.27	38.17	38.19
Wholesale and retail trade	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Public authority n.e.i. and community and business services	39.23	38.93	39.52	39.23	39.58	39.39	39.25
Amusement, hotels, personal service, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All industry groups (a)	39.71	39.90	39.82	39.90	39.78	39.87	39.80
ADULT FEMALES							
Manufacturing—							
Engineering, metal, vehicles, etc.	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, clothing and footwear	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, drink and tobacco	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other manufacturing	39.79	39.94	40.00	39.86	40.00	40.00	39.87
<i>All manufacturing groups</i>	<i>39.92</i>	<i>39.97</i>	<i>40.00</i>	<i>39.97</i>	<i>40.00</i>	<i>40.00</i>	<i>39.95</i>
Transport and communication	38.04	37.94	37.81	37.84	37.87	36.28	37.91
Wholesale and retail trade	39.55	40.00	40.00	40.00	40.00	40.00	39.82
Public authority n.e.i. and community and business services	38.49	39.25	39.24	39.19	39.44	37.68	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
All industry groups (b)	39.53	39.81	39.70	39.77	39.78	39.63	39.67

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

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, PRINCIPAL OCCUPATIONS

The rates of pay and hours of work in the tables in this section have been taken from awards, determinations and collective agreements of industrial tribunals and in some cases from unregistered collective agreements operative at 31 December 1978. The occupations shown are a sample of those appearing in the six-monthly publication *Award Rates of Pay and Prescribed Hours of Work*(6316.0). Rates shown are those payable in the capital cities except for those in primary production and coal mining and shipping.

The rates of pay quoted are those which had been notified by 10 April 1979 and may be subject to revision due to retrospective adjustments to awards, etc.

For some occupations more than one wage rate is quoted, indicating that there are different classes or grades of work or that different rates are payable according to locality. Where only two rates are

specified, they are shown in the form \$141.40 and \$145.90. In other cases the rates are shown in the form \$137.20—\$151.20, indicating that, in addition to the two rates specified, certain intermediate rates are also prescribed.

The weekly rates shown are generally those prescribed in awards, etc. for a full week's work (excluding overtime). Where it is not possible to quote such rates, hourly or daily rates are shown. Prescribed rates of minimum wage for adult males and adult females (see page 83) are used where applicable. For most occupations the hours constituting a full week's work (excluding overtime) are 40; where the weekly hours prescribed differ from 40 they are shown in footnotes to the tables.

The wage rates and hours of work shown in these tables have been compiled for statistical purposes only, and any inquiries regarding specific rates prescribed for particular occupations should be addressed to the appropriate industrial tribunal.

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1978

Industry and occupation	New	Victoria	Queensland	South	Western	Tasmania
	South Wales			Australia	Australia	
—dollars—						
Primary Production						
Fruit picker	133.30	133.30	120.50	133.30	..	133.30
General station hand (a)	136.40	136.40	(b) 139.90	136.40	136.40	136.40
Shearer per 100 flock						
sheep (c)	61.67	61.67	62.11	61.67	61.67	61.67
Shed hand (c)	184.00	184.00	215.31	184.00	184.00	184.00
Coal Mining (d)						
Labourer	(e) 158.30	..(e) 192.20-193.80	..	..	(e) 188.20	(e) 156.40
Machine miner	(e) 176.30	..(e) 210.80-212.40	(f) 194.10-205.50	..	(e) 214.66	(e) 176.10
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
—dollars—						
Engineering, etc. (g)						
Boilermaker	164.50	163.40	(h) 169.50	162.80	175.80	164.40
Fitter and/or turner	164.50	163.40	(h) 169.50	162.80	175.80	164.40
Labourer	128.80	127.50	(h) 138.50	127.00	130.50	128.60
Machinist, 2nd class	147.00	145.60	145.70	144.90	151.10	146.80
Process worker	135.60	134.40	134.50	133.80	142.50	135.50
Storeman	143.40	142.40	142.50	142.00	159.30	143.30
Welder, 1st class	164.50	163.40	(h) 170.80	162.80	175.80	164.40
Textiles, Footwear						
Footwear manufacturing	137.20-151.20	137.20-151.20	137.20-151.20	137.20-151.20	147.60	137.20-151.20
Labourer, woollen mills	131.80	131.80	131.90	131.80	131.80	131.80
Food Manufacturing						
Bread carter	163.20	151.80	160.60	159.20	152.70-156.60	155.70-169.10
Bread doughmaker	170.10	183.60	162.40	162.90	181.70	186.40
General hand—butter, cheese and milk processing	147.70	142.40	144.10	150.40	153.00	137.10
General hand—jam, fruit and vegetable preserving	142.50	142.50	141.10	142.50	133.60	142.50
Slaughterman (beef)	(i)	172.70	187.70	193.76	171.30	200.10
Slaughterman (mutton)	(i)	172.70	187.70	174.86	171.30	192.50
Furniture Making						
Cabinet maker	164.90	152.40	171.00	151.80	178.20	153.50
Wood machinist	164.90	132.50-152.40	171.00	132.10-151.80	158.30-183.20	133.40-153.50

(a) Without keep (b) No limitation of hours prescribed. (c) Shearers' and wool pressers' hours are 40 a week, shed hands' hours are the same as shearers', with such additional time as may be necessary to finish picking up fleeces, etc. Should the time engaged picking up, etc. exceed 30 minutes a day all additional time is paid as overtime. Rates shown are "not found" rates. "Found" rates are \$28.41 a week less, except in Queensland where they are \$45.35 a week less. (d) An additional amount for attendance allowance is payable for each full fortnightly pay-period worked. (e) 35 hours. (f) Open cut mining (dragline and shovel operator). (g) For cities other than Perth (and Brisbane where (h) appears) rates include supplementary payments in the Metal Industry Award, Part 1. Rates for Perth include supplementary payments in the Metal Trades (General) Award. (h) Does not include supplementary payments (i) Piece work rates.

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1978—continued

<i>Industry and Occupation</i>	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
	—dollars—					
Sawmilling and Timber Yards						
Benchman, No. 1	159.60	158.70	165.30	157.90	159.00	159.50
Circular sawyer	141.40-145.90	140.20-144.60	..	139.70-143.90	144.40-147.20	141.30-145.50
Log yardman	133.20	132.20	155.00	131.50	128.30	133.00
General Printing						
Machine Compositor	168.20	166.90	164.40	166.50	167.00	168.10
Machine operator	160.80	159.50	156.70	159.10	159.60	160.60
Newspaper Printing						
Machine compositor						
Day work	211.10	217.80	(a) 213.60	213.00	(b) 219.80	213.00
Night work	(b) 246.50	(b) 254.80	(a) 249.70	(b) 247.50	(c) 255.66	(b) 247.50
Machinist						
Day work	173.50-202.50	211.30	(a)206.30-213.60	203.50-207.30	(b) 205.20	203.50-207.30
Night work	(b) 208.90-237.50	(b) 248.30	(a)242.40-249.70	(a)238.00-241.80	(c) 241.06	(b)238.00-241.80
Other Manufacturing						
Brickmaking labour	147.10	151.00	144.40	144.10	147.70	148.90
General factory employee						
asbestos cement goods	166.90	149.20	161.70	161.20	158.90	125.90
Electricity linesman	178.00-188.20	152.80-169.80	173.10	164.40-179.70	164.20-171.90	144.30-158.90
Moulder, cement goods	153.60	151.30-153.60	152.80	120.30	141.20	151.70
Building (d)						
Bricklayer	224.64	224.64	224.64	212.53	196.40	212.53
Builder's labourer, skilled	208.35-218.46	208.35	208.35	196.28-206.40	184.80	196.53
Carpenter	224.64	224.64	224.64	212.53	197.60	212.53
Painter	224.64	224.64	224.64	212.53	194.40	212.53
Plumber	233.73	246.67	196.40	(e) 213.40	197.60	190.60
Roof tiler	224.64	224.64	224.64	212.53	162.90	212.53
Railway Services						
Fettler, labourer, etc.	130.60-133.30	130.60	150.68	142.35	120.33	134.90
Locomotive engine driver	171.85-182.05	170.10-180.20	191.02-197.32	192.70-202.70	168.00-170.20	192.70-202.70
Porter	128.10-135.90	128.10-135.90	148.52-152.48	135.20-145.45	120.30-127.60	132.35-154.95
Guard	144.70-157.50	144.00-157.50	177.92-188.00	145.45-158.15	135.90-145.40	147.80-159.10
Road Transport						
Motor mechanic	154.10	153.00	169.50	152.40	175.80	154.00
Motor truck driver						
Truck 1.2 tonnes or less	(f) 179.60	159.70	155.90	159.00	(g) 153.00	160.90
Truck over 1.2 to 3 tonnes	(h) 183.90	162.50	158.30	151.60	(i) 155.20	163.40
Truck over 3 to 6 tonnes	(j) 185.00-189.80	164.90	160.90	164.20	(k) 157.60	166.60
Bus driver, one-man operator (l)	160.15	153.70	171.28-173.52	158.30	180.20	158.60
Shipping and Stevedoring						
Able seamen, cargo vessels (m)	293.19-297.63	293.19-297.63	293.19-297.63	293.19-297.63	293.19-297.63	293.19-297.63
Wharf labourer, permanent (n)	199.60	199.60	199.60	199.60	199.60	199.60
Communication						
Mail officer	160.70	160.70	160.70	160.70	160.70	160.70
Lineman, grade 1	154.50-165.50	154.50-165.50	154.50-165.50	154.50-165.50	154.50-165.50	154.50-165.50
Telecommunications tradesman	182.47	182.47	182.47	182.47	182.47	182.47
Wholesale and Retail Trade						
Retail butcher	161.30	160.00	157.40	159.40	160.00	173.90
Commercial traveller (o)	183.10	171.40	169.20	174.50	172.50	155.40-189.30
Clerk, retail stores	159.70	171.37	163.60	157.00-198.40	160.50	126.80-158.70
Shop assistant	158.20	155.99	158.10	156.29	157.70	126.80-158.70
Storeman, retail stores	154.60	149.20	152.50	144.70	153.60	145.20

(a) 39 hours. (b) 38 hours. (c) 36 hours. (d) The rates shown for Sydney, Melbourne, Adelaide and Hobart are weekly equivalents of hourly rates. They include allowances for excess fares and travelling time, sick leave, statutory holidays, following the job, etc. (e) Weekly rates prescribed for a full week's work (excluding overtime). (f) Manufacturers gross vehicle weight up to 6,500 lb. (g) Truck 25 cwt or less. (h) Manufacturers gross vehicle over 10,250 lb to 13,750 lb. (i) Truck over 25 cwt to 3 tons. (j) Manufacturers gross vehicle weight over 13,750 lb to 27,250 lb. (k) Truck over 3 tons to 6 tons. (l) Government operated services only (m) 8 hours a day. Rates include keep and accommodation valued at \$8.15 a week. (n) 35 hours. (o) Local or city.

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1978—continued

<i>Industry and occupation</i>	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
—dollars—						
Public Authority (N.E.I.) and Community and Business Services						
Australian Public Service (a)						
Clerk, Class 1, 21 years	160.66	160.66	160.66	160.66	160.66	160.66
Clerical assistant	144.73-190.79	144.73-190.79	144.73-190.79	144.73-190.79	144.73-190.79	144.73-190.79
Fireman (b)	183.75-222.50	197.87-221.50	188.90-232.80	210.27-250.61	215.44-234.27	187.62-236.94
Hospital cook	166.40-171.60	154.20-184.10	166.10	144.80-151.20	173.30-192.30	174.17-180.04
Clerk, 21 years, private offices	157.00	168.30	151.10	157.00	150.10	127.40
Graduate engineer	198.00-265.24	198.00-265.24	198.00-265.24	198.00-265.24	198.00-265.24	198.00-265.24
Hotels, Personal Service, etc.						
Hotel barman (c)	144.80	143.60	140.90	141.60-147.70	136.30	143.70
General hand, laundries	147.10	139.00	142.50	147.40	143.50	147.10
Cook, restaurant (c)	148.20	148.10	145.40	148.20	134.80	144.00
Waiter, restaurant (c)	138.30	138.40	140.70	138.60	130.30	137.50
Lift attendant	147.60	151.20	139.80	148.50	138.50	149.60
Office cleaner (day)	147.20	147.80	139.90	143.80	141.40	149.60

For footnotes see table below.

AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT FEMALES, 31 DECEMBER 1978

<i>Industry and occupation</i>	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
—dollars—						
Manufacturing						
Process worker, engineering (d)	135.60	134.40	134.50	133.80	142.50	135.50
Dry cleaning presser	144.80	144.80	144.80	144.80	144.80	144.80
Footwear manufacturing	138.70	138.70	138.70	138.70	138.70	138.70
Dressmaking machinist	140.00	140.00	140.00	140.00	140.00	140.00
Knitting mill machinist	138.00	138.00	138.10	138.00	138.00	138.00
General hand—jam, fruit and vegetable preserving	142.50	142.50	134.50	142.50	125.20	142.50
Bedding machinist	130.20	136.20	122.80	135.70	127.40	137.10
General hand, printing	131.10	132.00	129.30	131.20	132.10	133.00
Transport and Communication						
Air hostess (e)	175.60-237.20	175.60-237.20	175.60-237.20	175.60-237.20	175.60-237.20	175.60-237.20
Telephonist	(f) 151.48	(f) 151.48	(f) 151.48	(f) 151.48	(g) 151.48	(g) 151.48
Bus conductress (h)	131.80-137.60	136.60	..	..	159.30	..
Retail Trade						
Clerk	151.60	167.90	163.60	157.00	150.10	126.80-158.70
Shop assistant	158.20	155.99	152.50	156.29	157.50	126.80-158.70
Public Authority (N.E.I.) and Community and Business Services						
Australian Public Service (a)						
Accounting machinist, grade 1	152.86	152.86	152.86	152.86	152.86	152.86
Typist	152.86	152.86	152.86	152.86	152.86	152.86
Hospitals (c)						
Cook	166.40-171.60	154.20-184.10	166.10-175.70	174.90-180.00	173.30-192.30	163.35-180.04
Kitchenmaid	150.40	151.10	150.60	160.30	151.80	156.83
Nurse (qualified), 1st year	182.60	186.40	179.80	184.42	196.20	178.20
Nursing aide	149.40-169.50	156.00-169.70	156.40-175.60	143.60-150.40	148.40	162.70-166.40
Clerk, 21 years, private offices	147.30	168.30	151.10	157.00	150.10	126.80
Typist, private offices	147.30	168.30	151.10	157.00	152.60	126.80
Hotels, Personal Service, etc.						
Office cleaner, day	145.00-146.20	147.80	139.90	(i) 143.80	141.40	149.60
Hairdresser	161.40	168.72	150.40	156.71	150.30	166.00
Barmaid, hotels (c)	144.80	143.60	140.90	141.60-147.70	134.40	143.70
Waitress, restaurant (c)	138.30	138.40	140.70	138.60	130.30	137.50
Cook, restaurant (c)	148.20	148.10	145.40	148.20	134.80	144.00

(a) 36½ hours (b) 42 hours per week over an eight-week roster cycle (c) Rates of pay represent the weekly cash payment, where board and lodging is not provided. (d) Rates for cities other than Perth include supplementary payments in the Metal Industry Award Part I. Rates for Perth include supplementary payments in the Metal Trades (General) Award. (e) Duty hours shall not exceed—(i) 11 in any one day; (ii) 48 in any one week; (iii) 80 in any two weeks. (f) 34 hours in main exchange, 36 hours in suburban exchanges. (g) 36 hours. (h) Government operated services only. (i) 38 hours.