

## CHAPTER 3. WAGES AND HOURS

### Rates of wage and hours of work

#### 1. General

The collection of data for minimum rates of wage in the various occupations in each State was first undertaken by this Bureau in 1913. Particulars were ascertained primarily from awards, determinations and collective industrial agreements under Commonwealth and State Acts and related to the minimum wage prescribed. In those cases where no award, determination or registered collective agreement was in force the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. This applied mainly in the earlier years; in recent years nearly all occupations included have been covered by awards, etc. In a few cases occupations covered by unregistered collective agreements have been included where such agreements are dominant in the industries to which they refer. From the particulars so obtained, indexes of 'nominal' (i.e. minimum) weekly wage rates were calculated for a number of industry groups until the end of 1959. The index for each industry group was the unweighted average of wage rates for selected occupations within the group. These industry indexes were combined into an aggregate index by using industry weights as current in or about 1911.

Results were first published for 1913 in Labour Report No. 2, pages 28-43. Within a few years the scope of these indexes was considerably extended (see Labour Report No. 5, pages 44-50). On the basis then adopted, weighted average minimum weekly and hourly wage rates and hours of work were published quarterly from September 1917 to June 1959 in the *Quarterly Summary of Australian Statistics*, and these were summarised annually in the Labour Report. Less detailed particulars of wage rates were also ascertained for each year back to 1891, and these were published in earlier issues of the Labour Report.

Earlier in 1960 these indexes were replaced by a new series constructed on the basis of data obtained from investigations which were commenced in 1954, as described in the following paragraphs.

#### 2. Indexes of minimum weekly and hourly wage rates and standard hours of work

This section contains indexes (with base: year 1954=100) of weighted average minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are 15 industry groups for adult males and 8 industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911=1,000 for males and April 1914=1,000 for females) published in issues of the Labour Report prior to No. 47, 1959.

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. Relevant rates of prescribed *minimum wage for adult males* (see Appendix XII) are used where applicable. The ten per cent additions to minimum wage rates for adult males, the first of which were prescribed in some Western Australian State awards in October 1970, are included in the wage rates. 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. In the majority of cases the rates used in the indexes are prescribed in awards or determinations of Commonwealth or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations

made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights.

The weighting patterns in the indexes for adult males and adult females are shown in the following table where total weights have been scaled to 10,000. Because the *Shipping and Stevedoring* industry group is not used in the compilation of weighted average minimum hourly wage rates or weighted average standard hours of work for adult males, totals have been shown excluding this industry group.

#### WAGE RATES INDEXES: WEIGHTING PATTERN, 31 DECEMBER 1972

*Weights for industry groups in each State, used in the compilation of weighted average minimum weekly and hourly wage rates, and weighted average standard hours of work, scaled to totals of 10,000.*

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>ADULT MALES</b>							
Mining and quarrying . . . . .	183	28	57	8	48	16	340
Manufacturing—							
Engineering, metals, vehicles, etc.	1,009	670	191	258	90	49	2,267
Textiles, clothing and footwear . . .	123	189	18	16	8	8	362
Food, drink and tobacco . . . . .	231	214	141	52	29	22	689
Sawmilling, furniture, etc. . . . .	128	87	74	24	38	19	370
Paper, printing, etc. . . . .	111	85	28	18	12	19	273
Other manufacturing . . . . .	389	304	70	84	55	18	920
<i>All manufacturing groups . . . . .</i>	<i>1,991</i>	<i>1,549</i>	<i>522</i>	<i>452</i>	<i>232</i>	<i>135</i>	<i>4,881</i>
Building and construction . . . . .	458	319	215	124	115	67	1,298
Railway services . . . . .	183	126	148	55	58	15	585
Road and air transport . . . . .	156	101	53	31	23	9	373
Shipping and stevedoring . . . . .	95	58	44	32	20	18	267
Communication . . . . .	138	97	51	29	23	12	350
Wholesale and retail trade . . . . .	530	386	198	123	126	39	1,402
Public authority (n.e.i.) and community and business services . . . . .	91	62	45	19	28	5	250
Amusement, hotels, personal service, etc. . . . .	102	79	25	22	18	8	254
<b>All industry groups (a) . . . . .</b>	<b>3,927</b>	<b>2,805</b>	<b>1,358</b>	<b>895</b>	<b>691</b>	<b>324</b>	<b>10,000</b>
All industry groups (excluding shipping and stevedoring)(a) . . . . .	3,832	2,747	1,314	863	671	306	9,733
<b>ADULT FEMALES</b>							
Manufacturing—							
Engineering, metals, vehicles, etc.	412	277	41	96	15	9	850
Textiles, clothing and footwear . . .	864	1,057	157	82	55	38	2,253
Food, drink and tobacco . . . . .	233	228	70	53	29	29	642
Other manufacturing . . . . .	482	338	76	67	29	12	1,004
<i>All manufacturing groups . . . . .</i>	<i>1,991</i>	<i>1,900</i>	<i>344</i>	<i>298</i>	<i>128</i>	<i>88</i>	<i>4,749</i>
Transport and communication . . . . .	219	163	88	47	29	11	557
Wholesale and retail trade . . . . .	1,045	695	339	245	204	73	2,601
Public authority (n.e.i.) and community and business services . . . . .	423	304	146	58	79	15	1,025
Amusement, hotels, personal service, etc. . . . .	493	248	137	79	82	29	1,068
<b>All industry groups (b) . . . . .</b>	<b>4,171</b>	<b>3,310</b>	<b>1,054</b>	<b>727</b>	<b>522</b>	<b>216</b>	<b>10,000</b>

(a) Excludes rural industry. (b) Excludes rural industry; mining and quarrying; and building and construction.

The industry classification used in the current indexes, shown in the table on page 79, does not differ basically from the previous classification, the alterations being largely in the arrangement of groups. A comparison was given in Labour Report No. 47, page 23. The former Pastoral, agricultural, etc. group is not included in the current indexes and the domestic part of the group 'Amusement, hotels, personal service, etc.' is excluded because of coverage difficulties.

The minimum wage rates and standard hours of work used in the new indexes are for representative occupations within each industry and have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The index for adult males includes rates for 3,415 award designations. However, 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 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates and hours 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.

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, linesmen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

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. The proportion of employees covered by Commonwealth and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

Weekly wage rates for adult males cannot be compared directly with average weekly earnings per employed male unit shown on page 104, because the latter include 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 or annual 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. 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.

Tables showing particulars of wage rates and index numbers from 1939 (for adult males), and 1951 (for adult females) to December 1972 will be found in sections VI and VII of the Appendix. Further particulars of wage rates and index numbers will be found in the statistical bulletins, *Minimum Wage Rates*, March 1939 to June 1965 and *Wage Rates Indexes*, June 1965 to June 1968. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc. figures for July 1972 and subsequent months are subject to revision.

In sections VIII and IX of the Appendix, particulars of award rates of pay and prescribed hours of work are given for a large number of the more important occupations in each industry group in Australia.

### 3. Weekly wage rates, adult males

(i) *Industry groups, States.* The following table shows the weighted average minimum weekly rates of wage, for a full week's work (excluding overtime), payable to adult male workers, at 31 December 1972, together with corresponding index numbers in each of the principal industry groups.

**WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS(a)**  
**31 DECEMBER 1972**

*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*

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE(b)</b> ( $\$$ )							
Mining and quarrying(c)	74.97	67.37	79.52	61.98	64.10	73.58	73.22
Manufacturing—							
Engineering, metals, vehicles, etc.	64.10	65.53	68.44	63.55	64.94	66.87	64.92
Textiles, clothing and footwear	62.45	63.30	64.43	61.66	63.71	60.00	62.94
Food, drink and tobacco	65.76	65.40	62.64	61.85	64.38	61.44	64.52
Sawmilling, furniture, etc.	63.11	60.85	63.45	60.85	62.03	59.56	62.20
Paper, printing, etc.	70.48	72.83	77.38	72.49	77.10	64.43	71.93
Other manufacturing	66.22	65.94	64.86	65.17	65.29	60.48	65.76
<i>All manufacturing groups</i>	64.90	65.45	66.04	63.81	65.04	63.32	65.06
Building and construction	70.53	73.77	66.39	68.56	66.96	67.19	69.96
Railway services	64.14	60.11	68.76	62.91	61.33	65.66	64.09
Road and air transport	70.47	66.92	63.41	62.16	66.20	66.63	67.47
Shipping and stevedoring(d)	72.47	72.85	72.32	71.81	73.89	72.34	72.54
Communication	86.82	87.10	86.42	86.18	86.86	84.80	86.72
Wholesale and retail trade	67.46	68.10	68.18	65.51	64.56	66.05	67.27
Public authority (n.e.i.) and community and business services	68.13	69.09	70.09	62.03	64.27	70.01	67.87
Amusement, hotels, personal service, etc.	62.27	59.92	60.43	57.93	58.24	59.61	60.61
<b>All industry groups(a)</b>	<b>67.52</b>	<b>67.42</b>	<b>68.16</b>	<b>65.41</b>	<b>65.72</b>	<b>66.46</b>	<b>67.23</b>

**INDEX NUMBERS**

*(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)*

Mining and quarrying(c)	265.5	238.6	281.6	219.5	227.0	260.5	259.3
Manufacturing—							
Engineering, metals, vehicles, etc.	227.0	232.0	242.4	225.0	229.9	236.8	229.9
Textiles, clothing and footwear	221.1	224.1	228.1	218.3	225.6	212.4	222.8
Food, drink and tobacco	232.9	231.6	221.8	219.0	227.9	217.6	228.5
Sawmilling, furniture, etc.	223.5	215.4	224.7	215.5	219.6	210.9	220.2
Paper, printing, etc.	249.5	257.9	274.0	256.7	273.0	228.1	254.7
Other manufacturing	234.5	233.5	229.7	230.8	231.2	214.2	232.8
<i>All manufacturing groups</i>	229.8	231.8	233.8	225.9	230.3	224.2	230.4
Building and construction	249.7	261.2	235.1	242.8	237.1	237.9	247.7
Railway services	227.1	212.8	243.5	222.8	217.2	232.5	226.9
Road and air transport	249.5	237.0	224.5	220.1	234.4	235.9	238.9
Shipping and stevedoring(d)	256.6	257.9	256.1	254.3	261.6	256.1	256.9
Communication	307.4	308.4	306.0	305.2	307.6	300.3	307.1
Wholesale and retail trade	238.9	241.1	241.4	231.9	228.6	233.9	238.2
Public authority (n.e.i.) and community and business services	241.2	244.6	248.2	219.6	227.6	247.9	240.3
Amusement, hotels, personal service, etc.	220.5	212.2	214.0	205.1	206.2	211.1	214.6
<b>All industry groups(a)</b>	<b>239.1</b>	<b>238.7</b>	<b>241.4</b>	<b>231.6</b>	<b>232.7</b>	<b>235.3</b>	<b>238.1</b>

(a) Excludes rural industry. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers.

(ii) *Summary, States.* The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work (excluding overtime) at the date specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown.

**WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS<sup>(a)</sup>**

*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.
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**RATES OF WAGE<sup>(b)</sup>**

(£)

December 1939 . . . . .	10.01	9.71	9.94	9.41	10.05	9.22	9.83
"  1945 . . . . .	12.25	12.11	11.81	11.60	12.03	11.56	12.06
"  1950 . . . . .	20.62	20.18	19.52	19.79	20.06	19.80	20.20
"  1955 . . . . .	30.52	29.56	28.35	28.50	30.01	29.36	29.70
"  1960 . . . . .	36.28	34.99	35.07	34.22	35.81	35.15	35.50
"  1965 . . . . .	41.08	40.34	41.66	39.48	40.49	40.73	40.76
"  1968 . . . . .	49.46	48.86	49.01	48.23	47.72	48.98	48.98
"  1969 . . . . .	52.38	51.74	51.91	50.76	50.69	52.00	51.86
"  1970 . . . . .	54.40	53.68	55.07	52.12	55.99	54.49	54.20
1971—January . . . . .	58.14	57.45	58.65	55.53	56.97	58.04	57.70
February . . . . .	58.34	57.62	58.75	55.65	57.63	58.56	57.91
March . . . . .	58.35	57.65	58.76	55.71	57.85	58.58	57.95
April . . . . .	58.48	57.75	58.96	55.99	57.88	58.60	58.08
May . . . . .	58.62	57.94	59.05	56.42	57.93	58.63	58.24
June . . . . .	58.83	58.20	59.34	56.73	58.07	58.81	58.49
July . . . . .	59.09	58.84	59.43	56.90	58.49	58.19	58.82
August . . . . .	60.48	59.84	60.29	58.13	59.71	59.50	59.98
September . . . . .	60.91	60.26	60.51	58.56	59.94	59.80	60.36
October . . . . .	61.09	60.70	61.64	58.93	61.49	60.30	60.86
November . . . . .	61.23	61.07	61.90	59.10	61.72	60.77	61.10
December . . . . .	61.70	61.40	62.91	59.38	61.98	60.86	61.56
1972—January . . . . .	61.78	61.60	62.92	59.44	62.05	60.97	61.67
February . . . . .	62.02	62.00	63.13	59.86	62.20	61.33	61.96
March . . . . .	62.21	62.09	63.88	59.99	62.38	61.42	62.19
April . . . . .	62.41	62.16	63.92	60.00	62.38	61.44	62.30
May . . . . .	64.72	64.49	65.10	62.46	62.96	64.49	64.37
June . . . . .	65.10	64.81	65.46	62.69	63.89	64.69	64.76
July . . . . .	65.34	65.38	65.68	62.80	64.15	64.73	65.07
August . . . . .	65.44	65.46	65.92	62.82	64.21	64.73	65.17
September . . . . .	66.14	66.29	66.28	63.99	64.42	65.17	65.86
October . . . . .	66.23	66.38	66.36	64.37	64.83	65.50	66.00
November . . . . .	66.86	66.71	67.41	64.74	65.32	65.83	66.56
December . . . . .	67.52	67.42	68.16	65.41	65.72	66.46	67.23

(a) Excludes rural industry. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

## WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(a)—continued

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.
<b>INDEX NUMBERS</b>							
(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)							
December 1939 . . . . .	35.4	34.4	35.2	33.3	35.6	32.6	34.8
"  1945 . . . . .	43.4	42.9	41.8	41.1	42.6	40.9	42.7
"  1950 . . . . .	73.0	71.4	69.1	70.1	71.0	70.1	71.5
"  1955 . . . . .	108.1	104.7	100.4	100.9	106.3	104.0	105.2
"  1960 . . . . .	128.5	123.9	124.2	121.2	126.8	124.5	125.7
"  1965 . . . . .	145.5	142.8	147.5	139.8	143.4	144.2	144.3
"  1968 . . . . .	175.1	173.0	173.5	170.8	169.0	173.4	173.4
"  1969 . . . . .	185.5	183.2	183.8	179.7	179.5	184.1	183.6
"  1970 . . . . .	192.6	190.1	195.0	184.6	198.2	192.9	191.9
1971—January . . . . .	205.9	203.4	207.7	196.6	201.7	205.5	204.3
February . . . . .	206.6	204.0	208.0	197.1	204.1	207.4	205.0
March . . . . .	206.6	204.1	208.1	197.3	204.8	207.4	205.2
April . . . . .	207.1	204.5	208.8	198.3	204.9	207.5	205.7
May . . . . .	207.6	205.2	209.1	199.8	205.1	207.6	206.2
June . . . . .	208.3	206.1	210.1	200.9	205.6	208.2	207.1
July . . . . .	209.2	208.3	210.4	201.5	207.1	208.9	208.3
August . . . . .	214.1	211.9	213.5	205.8	211.4	210.7	212.4
September . . . . .	215.7	213.4	214.3	207.3	212.2	211.8	213.7
October . . . . .	216.3	214.9	218.2	208.7	217.7	213.5	215.5
November . . . . .	216.8	216.2	219.2	209.3	218.5	215.2	216.4
December . . . . .	218.5	217.4	222.8	210.3	219.5	215.5	218.0
1972—January . . . . .	218.8	218.1	222.8	210.5	219.7	215.9	218.4
February . . . . .	219.6	219.5	223.5	212.0	220.2	217.2	219.4
March . . . . .	220.3	219.9	226.2	212.4	220.9	217.5	220.2
April . . . . .	221.0	220.1	226.3	212.5	220.9	217.6	220.6
May . . . . .	229.2	228.3	230.5	221.2	222.9	228.3	227.9
June . . . . .	230.5	229.5	231.8	222.0	226.2	229.0	229.3
July . . . . .	231.4	231.5	232.6	222.4	227.2	229.2	230.4
August . . . . .	231.7	231.8	233.4	222.4	227.4	229.2	230.7
September . . . . .	234.2	234.7	234.7	226.6	228.1	230.7	233.2
October . . . . .	234.5	235.0	235.0	227.9	229.6	231.9	233.7
November . . . . .	236.7	236.2	238.7	229.2	231.3	233.1	235.7
December . . . . .	239.1	238.7	241.4	231.6	232.7	235.3	238.1

(a) Excludes rural industry. Figures for months subsequent to June 1972 are subject to revision—see page 81.

(iii) *Industry groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural industry. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

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

Industry group	End of December—						
	1939	1955	1960	1965	1970	1971	1972

**RATES OF WAGE(b)**  
 (\$)

Mining and quarrying(c)	10.99	36.68	41.47	48.54	60.83	69.04	73.22
Manufacturing—							
Engineering, metals, vehicles, etc.	9.98	29.48	35.02	39.71	51.88	59.89	64.92
Textiles, clothing and footwear	9.31	28.50	34.04	38.62	50.92	57.33	62.94
Food, drink and tobacco	9.91	29.58	35.22	40.53	52.98	58.81	64.52
Sawmilling, furniture, etc.	9.75	28.88	34.62	39.55	51.84	58.30	62.20
Paper, printing, etc.	10.46	31.25	37.92	43.09	57.47	65.81	71.93
Other manufacturing	9.64	29.13	34.72	39.71	52.34	59.97	65.76
All manufacturing groups	9.87	29.41	35.05	39.92	52.36	59.77	65.06
Building and construction	9.92	29.55	35.75	41.42	56.67	63.70	69.96
Railway services	9.45	29.09	34.65	39.91	51.32	58.34	64.09
Road and air transport	9.91	29.42	35.25	40.69	54.65	61.48	67.47
Shipping and stevedoring(d)	9.10	27.69	34.46	39.79	60.54	64.66	72.54
Communication	9.78	31.65	38.49	47.45	68.95	77.29	86.72
Wholesale and retail trade	9.85	29.78	35.71	40.54	53.82	61.57	67.27
Public authority (n.e.i.) and community and business services	9.19	28.98	34.81	40.27	54.11	62.52	67.87
Amusement, hotels, personal service, etc.	9.41	28.36	33.73	38.55	49.16	56.73	60.61
All industry groups(a)	9.83	29.70	35.50	40.76	54.20	61.56	67.23

**INDEX NUMBERS**

(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)

Mining and quarrying(c)	38.9	129.9	146.8	171.9	215.4	244.4	259.3
Manufacturing—							
Engineering, metals, vehicles, etc.	35.3	104.4	124.0	140.6	183.7	212.1	229.9
Textiles, clothing and footwear	33.0	100.9	120.5	136.7	180.3	203.0	222.8
Food, drink and tobacco	35.1	104.7	124.7	143.5	187.6	208.2	228.5
Sawmilling, furniture, etc.	34.5	102.3	122.6	140.0	183.6	206.4	220.2
Paper, printing, etc.	37.0	110.7	134.3	152.6	203.5	233.0	254.7
Other manufacturing	34.1	103.2	122.9	140.6	185.3	212.3	232.8
All manufacturing groups	34.9	104.0	124.1	141.4	185.4	211.6	230.4
Building and construction	35.1	104.6	126.6	146.6	200.7	225.6	247.7
Railway services	33.5	103.0	122.7	141.3	181.7	206.6	226.9
Road and air transport	35.1	104.2	124.8	144.1	193.5	217.7	238.9
Shipping and stevedoring(d)	32.2	98.1	122.0	140.9	214.3	229.0	256.9
Communication	34.6	112.1	136.3	168.0	244.1	273.7	307.1
Wholesale and retail trade	34.9	105.4	126.4	143.5	190.6	218.0	238.2
Public authority (n.e.i.) and community and business services	32.5	102.6	123.2	142.6	191.6	221.4	240.3
Amusement, hotels, personal service, etc.	33.3	100.4	119.4	136.5	174.1	200.9	214.6
All industry groups(a)	34.8	105.2	125.7	144.3	191.9	218.0	238.1

(a) Excludes rural industry. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers.

(iv) *Components of wage rate.* A dissection of weighted average minimum weekly wage rates for adult males into the three components of the minimum wage, i.e. basic wage, margin and loading, was compiled for months to June 1967 and published in previous issues of the Labour Report. Compilation of averages of components for months subsequent to June 1967 was not possible because of the decision of the Commonwealth Conciliation and Arbitration Commission to eliminate basic wages and margins from its awards (see page 134).

(v) *Commonwealth awards, etc. and State awards, etc.* Weighted average minimum weekly wage rates for adult males covered by Commonwealth awards, etc. and for those covered by State awards, etc. (as defined below) are shown separately for Australia in the following table. Figures for each State are shown in section VI of the appendix. For the purpose of this dissection *Commonwealth awards, etc.* include awards of, or collective agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator; and *State awards, etc.* include awards or determinations of, or collective agreements registered with, State industrial tribunals together with certain unregistered collective agreements where these are dominant in the particular industries to which they refer.

**WEEKLY WAGE RATES: ADULT MALES, AUSTRALIA<sup>(a)</sup>  
COMMONWEALTH AND STATE AWARDS, ETC.<sup>(b)</sup>**

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

(\$)

End of—	Commonwealth awards, etc. <sup>(b)</sup>	State awards, etc. <sup>(b)</sup>	All awards, etc.	End of—	Commonwealth awards, etc. <sup>(b)</sup>	State awards, etc. <sup>(b)</sup>	All awards, etc.
December—				1971—			
1939 . . . . .	9.70	9.98	9.83	July . . . . .	58.59	59.08	58.82
1945 . . . . .	12.07	12.05	12.06	August . . . . .	60.10	59.85	59.98
1950 . . . . .	20.18	20.23	20.20	September . . . . .	60.60	60.10	60.36
1955 . . . . .	29.40	30.02	29.70	October . . . . .	60.96	60.76	60.86
1960 . . . . .	35.14	35.88	35.50	November . . . . .	61.17	61.03	61.10
1965 . . . . .	40.44	41.10	40.76	December . . . . .	61.34	61.81	61.56
1968 . . . . .	49.39	48.54	48.98	1972—			
1969 . . . . .	52.10	51.61	51.86	January . . . . .	61.41	61.96	61.67
1970 . . . . .	53.77	54.65	54.20	February . . . . .	61.94	61.99	61.96
1971 . . . . .	61.20	61.50	61.35	March . . . . .	62.03	62.36	62.19
1972 . . . . .	66.46	66.43	66.45	April . . . . .	62.06	62.56	62.30
1971—				May . . . . .	64.53	64.20	64.37
January . . . . .	57.45	57.97	57.70	June . . . . .	64.75	64.76	64.76
February . . . . .	57.72	58.11	57.91	July . . . . .	64.91	65.25	65.07
March . . . . .	57.74	58.16	57.95	August . . . . .	64.92	65.44	65.17
April . . . . .	57.84	58.35	58.08	September . . . . .	65.94	65.77	65.86
May . . . . .	58.03	58.47	58.24	October . . . . .	66.06	65.94	66.00
June . . . . .	58.44	58.53	58.49	November . . . . .	66.36	66.79	66.56
				December . . . . .	67.16	67.30	67.23

(a) Excludes rural industry. The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) For definitions, see text above.

## 4. Weekly wage rates, adult females

(i) *Industry groups, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers, for a full week's work, at 31 December 1972 in each of the principal industry groups.

**WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS<sup>(a)</sup>**  
31 DECEMBER 1972

*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*

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE<sup>(b)</sup></b>							
<b>(\$)</b>							
Manufacturing—							
Engineering, metals, vehicles, etc.	56.84	55.26	53.99	53.30	51.05	51.69	55.63
Textiles, clothing and footwear	46.95	46.15	47.72	47.97	48.76	43.83	46.66
Food, drink and tobacco	50.90	47.62	47.36	45.98	45.80	45.13	48.45
Other manufacturing	50.81	50.91	51.34	49.10	48.89	45.93	50.66
<i>All manufacturing groups</i>	50.39	48.50	49.19	49.60	48.38	45.33	49.35
Transport and communication	57.12	57.52	59.83	59.05	60.94	63.64	58.16
Wholesale and retail trade	56.32	54.17	54.60	51.67	53.00	50.52	54.66
Public authority (n.e.i.) and community and business services	55.89	58.33	54.70	50.15	52.01	55.92	54.82
Amusement, hotels, personal service, etc.	52.23	49.19	46.57	45.26	50.70	47.25	50.03
<b>All industry groups<sup>(a)</sup></b>	<b>53.00</b>	<b>51.09</b>	<b>52.23</b>	<b>50.48</b>	<b>51.80</b>	<b>49.05</b>	<b>51.96</b>

**INDEX NUMBERS**

*(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)*

Manufacturing—							
Engineering, metals, vehicles, etc.	285.5	277.6	271.2	267.8	256.4	259.7	279.5
Textiles, clothing and footwear	235.8	231.8	239.7	240.9	244.9	220.2	234.4
Food, drink and tobacco	255.7	239.2	237.9	231.0	230.0	226.7	243.4
Other manufacturing	255.2	255.7	257.9	246.6	245.6	230.7	254.4
<i>All manufacturing groups</i>	253.1	243.6	247.1	249.1	243.0	227.7	247.9
Transport and communication	286.9	288.9	300.6	296.6	306.1	319.7	292.1
Wholesale and retail trade	282.9	272.1	274.3	259.6	266.2	253.7	274.6
Public authority (n.e.i.) and community and business services	280.7	293.0	274.8	251.9	261.3	280.9	280.4
Amusement, hotels, personal service, etc.	262.3	247.1	233.9	227.3	254.7	237.3	251.3
<b>All industry groups<sup>(a)</sup></b>	<b>266.2</b>	<b>256.6</b>	<b>262.4</b>	<b>253.6</b>	<b>260.2</b>	<b>246.4</b>	<b>261.0</b>

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Summary, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work (excluding overtime) in each State and Australia at the dates specified. Index numbers with the weighted average wage for Australia for the year 1954 as base (= 100) are also shown. This series has not been compiled for the years prior to 1951.

**WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(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—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE(b)</b>							
(\$)							
December 1951 . . . . .	17.23	17.22	16.12	17.02	16.25	16.56	17.03
.. 1955 . . . . .	20.97	21.04	19.42	20.18	19.78	20.00	20.69
.. 1960 . . . . .	26.12	24.66	23.93	24.29	25.12	23.88	25.17
.. 1965 . . . . .	29.93	28.46	29.17	27.75	28.70	27.94	29.10
.. 1968 . . . . .	35.53	34.52	34.70	33.60	34.13	33.46	34.85
.. 1969 . . . . .	38.69	37.08	37.64	35.94	36.68	36.94	37.70
.. 1970 . . . . .	40.68	38.65	40.60	37.51	40.02	38.17	39.68
1971—January . . . . .	43.58	41.25	43.20	40.09	40.63	40.72	42.30
February . . . . .	44.05	41.61	43.55	40.34	40.84	41.28	42.69
March . . . . .	44.05	41.66	43.55	40.51	40.94	41.28	42.73
April . . . . .	44.12	41.88	43.68	41.66	41.02	41.56	42.94
May . . . . .	44.26	42.05	43.86	42.35	41.17	41.76	43.13
June . . . . .	44.33	42.21	43.94	42.46	41.61	41.86	43.25
July . . . . .	44.81	43.65	44.22	42.79	42.15	41.89	44.02
August . . . . .	46.43	43.88	44.35	43.21	42.23	41.98	44.82
September . . . . .	47.69	45.07	45.23	43.69	42.86	42.38	45.91
October . . . . .	48.13	45.26	45.28	43.74	44.08	42.59	46.23
November . . . . .	48.43	45.52	45.92	43.84	44.20	44.23	46.56
December . . . . .	49.18	45.68	46.53	44.16	45.13	44.35	47.06
1972—January . . . . .	49.57	46.29	46.65	44.73	45.80	44.78	47.52
February . . . . .	49.75	46.70	46.68	44.85	46.79	45.43	47.81
March . . . . .	49.78	46.76	47.15	44.92	47.33	45.56	47.93
April . . . . .	49.93	46.76	47.17	44.92	47.35	45.56	48.00
May . . . . .	51.99	48.87	48.62	46.96	47.96	47.56	49.93
June . . . . .	52.10	49.80	48.68	46.96	49.21	47.56	50.35
July . . . . .	52.26	50.19	49.33	47.23	49.39	47.74	50.65
August . . . . .	52.36	50.21	49.35	47.30	49.67	47.77	50.72
September . . . . .	52.60	50.59	49.95	49.78	49.69	47.81	51.20
October . . . . .	52.65	50.71	50.21	50.13	50.62	47.86	51.36
November . . . . .	52.74	50.92	52.05	50.32	50.81	48.79	51.70
December . . . . .	53.00	51.09	52.23	50.48	51.80	49.05	51.96

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

**WEEKLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)—continued**  
*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.
<b>INDEX NUMBERS</b>							
<i>(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)</i>							
December 1951 . . . . .	86.6	86.5	81.0	85.5	81.6	83.2	85.6
"  1955 . . . . .	105.3	105.7	97.6	101.3	99.3	100.5	103.9
"  1960 . . . . .	131.2	123.9	120.2	122.0	126.2	120.0	126.4
"  1965 . . . . .	150.4	143.0	146.5	139.4	144.1	140.4	146.2
"  1968 . . . . .	178.5	173.4	174.3	168.8	171.4	168.1	175.0
"  1969 . . . . .	194.4	186.2	189.0	180.5	184.2	185.6	189.4
"  1970 . . . . .	204.3	194.2	203.9	188.4	201.0	191.7	199.3
1971—January . . . . .	218.9	207.2	217.0	201.4	204.1	204.5	212.5
February . . . . .	221.3	209.0	218.8	202.6	205.1	207.3	214.5
March . . . . .	221.3	209.2	218.8	203.5	205.7	207.3	214.6
April . . . . .	221.6	210.4	219.4	209.3	206.1	208.7	215.7
May . . . . .	222.3	211.2	220.3	212.7	206.8	209.8	216.7
June . . . . .	222.7	212.0	220.7	213.3	209.0	210.3	217.3
July . . . . .	225.1	219.3	222.1	214.9	211.7	210.4	221.1
August . . . . .	233.2	220.4	222.8	217.1	212.1	210.9	225.1
September . . . . .	239.6	226.4	227.2	219.5	215.3	212.9	230.6
October . . . . .	241.8	227.3	227.4	219.7	221.4	213.9	232.2
November . . . . .	243.3	228.7	230.6	220.2	222.0	222.2	233.9
December . . . . .	247.0	229.5	233.7	221.8	226.7	222.8	236.4
1972—January . . . . .	249.0	232.5	234.3	224.7	230.0	224.9	238.7
February . . . . .	249.9	234.6	234.5	225.3	235.0	228.2	240.2
March . . . . .	250.0	234.9	236.9	225.6	237.7	228.9	240.8
April . . . . .	250.8	234.9	237.0	225.6	237.8	228.9	241.1
May . . . . .	261.2	245.5	244.2	235.9	240.9	238.9	250.8
June . . . . .	261.7	250.1	244.5	235.9	247.2	238.9	252.9
July . . . . .	262.5	252.1	247.8	237.2	248.1	239.8	254.4
August . . . . .	263.0	252.2	247.9	237.6	249.5	239.9	254.8
September . . . . .	264.2	254.1	250.9	250.0	249.6	240.1	257.2
October . . . . .	264.5	254.7	252.2	251.8	254.2	240.4	258.0
November . . . . .	264.9	255.8	261.4	252.7	255.2	245.1	259.7
December . . . . .	266.2	256.6	262.4	253.6	260.2	246.4	261.0

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81.

(iii) *Industry groups, Australia.* The following table shows for Australia the weighted average minimum weekly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average wage for all groups for the year 1954 as base (= 100).

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

*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*

Industry group	End of December—					
	1951	1960	1965	1970	1971	1972

**RATES OF WAGE(b)**  
(\$)

Manufacturing—						
Engineering, metals, vehicles, etc.	17.09	24.98	28.56	40.24	49.40	55.63
Textiles, clothing and footwear	17.12	24.07	27.25	36.59	43.21	46.66
Food, drink and tobacco	16.58	24.63	28.29	38.22	43.45	48.45
Other manufacturing	16.88	24.80	28.44	37.79	44.90	50.66
<i>All manufacturing groups</i>	16.99	24.46	27.88	37.72	44.71	49.35
Transport and communication	17.75	26.02	31.43	44.19	51.97	58.16
Wholesale and retail trade	17.11	26.36	30.59	42.12	49.68	54.66
Public authority (n.e.i.) and community and business services	17.01	25.78	30.64	41.92	49.76	55.82
Amusement, hotels, personal service, etc.	16.68	24.50	28.23	37.97	46.03	50.03
<i>All industry groups(a)</i>	17.03	25.17	29.10	39.68	47.06	51.96

**INDEX NUMBERS**

(Base: Weighted Average Weekly Wage Rate, Australia, Year 1954 = 100)

Manufacturing—						
Engineering, metals, vehicles, etc.	85.9	125.5	143.5	202.1	248.1	279.5
Textiles, clothing and footwear	86.0	120.9	136.9	183.8	217.0	234.4
Food, drink and tobacco	83.3	123.7	142.1	192.0	218.2	243.4
Other manufacturing	84.8	124.6	142.9	189.8	225.6	254.4
<i>All manufacturing groups</i>	85.4	122.9	140.0	189.5	224.6	247.9
Transport and communication	89.2	130.7	157.9	222.0	261.0	292.1
Wholesale and retail trade	85.9	132.4	153.6	211.6	249.5	274.6
Public authority (n.e.i.) and community and business services	85.4	129.5	153.9	210.6	249.9	280.4
Amusement, hotels, personal service, etc.	83.8	123.1	141.8	190.7	231.2	251.3
<i>All industry groups(a)</i>	85.6	126.4	146.2	199.3	236.4	261.0

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

**5. Hourly wage rates, Adult males**

(i) *Industry groups, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult male workers at 31 December 1972.

**HOURLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS(a)**  
**31 DECEMBER 1972**

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

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE(b)</b>							
(cents)							
Mining and quarrying(c)	209.73	168.43	209.92	154.95	167.96	188.11	197.59
Manufacturing—							
Engineering, metals, vehicles, etc.	160.26	163.82	171.11	158.87	162.34	167.18	162.30
Textiles, clothing and footwear	156.13	158.25	161.08	154.16	159.28	150.00	157.34
Food, drink and tobacco	164.64	163.50	156.61	154.63	160.94	153.61	161.38
Sawmilling, furniture, etc.	157.77	152.11	158.63	152.13	155.07	148.91	155.49
Paper, printing, etc.	176.19	182.33	193.46	181.22	196.65	161.08	180.05
Other manufacturing	165.55	165.00	162.16	163.31	162.85	151.33	164.46
<i>All manufacturing groups</i>	162.28	163.67	165.10	159.60	162.68	158.32	162.68
Building and construction	176.33	184.43	165.98	171.41	167.40	167.96	174.91
Railway services	160.35	150.42	171.89	157.29	153.32	164.16	160.25
Road and air transport	176.18	167.30	158.52	155.39	165.49	166.57	168.67
Communication	217.04	217.75	216.06	217.67	217.16	214.18	217.06
Wholesale and retail trade	168.66	170.24	170.46	163.77	161.41	165.12	168.17
Public authority (n.e.i.) and community and business services	173.68	177.46	177.34	158.12	162.38	177.74	172.92
Amusement, hotels, personal service, etc.	155.67	149.80	151.07	144.83	145.61	149.03	151.53
<b>All industry groups(a)</b>	<b>169.44</b>	<b>168.40</b>	<b>170.52</b>	<b>163.09</b>	<b>164.33</b>	<b>165.56</b>	<b>168.25</b>

**INDEX NUMBERS**

*(Base: Weighted Average Hourly Wage Rate, Australia, Year 1954 = 100)*

Mining and quarrying(c)	296.4	238.1	296.7	219.0	237.4	265.9	279.3
Manufacturing—							
Engineering, metals, vehicles, etc.	226.5	231.5	241.9	224.6	229.5	236.3	229.4
Textiles, clothing and footwear	220.7	223.7	227.7	217.9	225.1	212.0	222.4
Food, drink and tobacco	232.7	231.1	221.4	218.6	227.5	217.1	228.1
Sawmilling, furniture, etc.	223.0	215.0	224.2	215.0	219.2	210.5	219.8
Paper, printing, etc.	249.0	257.7	273.4	256.1	277.9	227.7	254.5
Other manufacturing	234.0	233.2	229.2	230.8	230.2	213.9	232.5
<i>All manufacturing groups</i>	229.4	231.3	233.4	225.6	229.9	223.8	229.9
Building and construction	249.2	260.7	234.6	242.3	236.6	237.4	247.2
Railway services	226.6	212.6	243.0	222.3	216.7	232.0	226.5
Road and air transport	249.0	236.5	224.1	219.6	233.9	235.4	238.4
Communication	306.8	307.8	305.4	307.7	306.9	302.7	306.8
Wholesale and retail trade	238.4	240.6	240.9	231.5	228.1	233.4	237.7
Public authority (n.e.i.) and community and business services	245.5	250.8	250.7	223.5	229.5	251.2	244.4
Amusement, hotels, personal service, etc.	220.0	211.7	213.5	204.7	205.8	210.7	214.2
<b>All industry groups(a)</b>	<b>239.5</b>	<b>238.0</b>	<b>241.0</b>	<b>230.5</b>	<b>232.3</b>	<b>234.0</b>	<b>237.8</b>

(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 months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc.

(ii) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult males in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average wage for Australia for the year 1954 as base (= 100).

**HOURLY WAGE RATES: ADULT MALES, ALL GROUPS(a)**  
Weighted average minimum hourly rates payable and index numbers of hourly rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE(b)</b>							
(cents)							
December 1939 . . . .	22.90	22.03	22.91	21.21	22.62	20.95	22.42
"  1945 . . . .	28.03	27.54	27.19	26.43	27.36	26.42	27.54
"  1950 . . . .	51.63	50.48	48.83	49.53	50.29	49.52	50.58
"  1955 . . . .	76.57	74.06	71.02	71.40	75.42	73.71	74.47
"  1960 . . . .	90.91	87.57	87.79	85.61	89.89	88.08	88.92
"  1965 . . . .	102.91	100.95	104.35	98.78	101.56	102.11	102.07
"  1968 . . . .	123.68	122.08	122.38	120.39	119.48	122.88	122.44
"  1969 . . . .	130.87	129.22	129.57	126.62	126.84	129.55	129.53
"  1970 . . . .	136.08	133.91	137.49	129.74	140.09	135.50	135.35
1971—January . . . .	145.46	143.36	146.47	138.27	142.39	144.38	144.12
February . . . .	145.97	143.79	146.71	138.59	144.10	145.76	144.67
March . . . .	146.00	143.88	146.76	138.73	144.65	145.78	144.76
April . . . .	146.35	144.14	147.25	139.47	144.73	145.83	145.11
May . . . .	146.70	144.62	147.47	140.56	144.87	145.92	145.52
June . . . .	147.58	145.30	148.40	141.37	145.24	146.48	146.30
July . . . .	148.23	146.91	148.61	141.79	146.28	146.95	147.16
August . . . .	151.80	149.47	150.84	144.95	149.42	148.31	150.13
September . . . .	152.90	150.53	151.41	146.02	150.01	149.11	151.10
October . . . .	153.37	151.65	154.32	146.99	154.02	150.42	152.40
November . . . .	153.72	152.58	155.00	147.43	154.61	151.67	153.01
December . . . .	154.93	153.44	157.60	148.17	155.26	151.92	154.19
1972—January . . . .	155.15	153.94	157.62	148.29	155.44	152.22	154.46
February . . . .	155.75	154.95	158.16	149.39	155.83	153.16	155.21
March . . . .	156.24	155.20	160.09	149.71	156.28	153.41	155.80
April . . . .	156.76	155.37	160.18	149.74	156.28	153.45	156.07
May . . . .	162.27	160.93	162.63	155.47	157.23	160.33	160.93
June . . . .	163.24	161.75	163.56	156.08	159.62	160.86	161.90
July . . . .	163.86	163.20	164.12	156.35	160.30	160.97	162.70
August . . . .	164.10	163.40	164.73	156.40	160.45	160.98	162.96
September . . . .	165.91	165.51	165.65	159.42	160.98	162.14	164.73
October . . . .	166.15	165.75	165.87	160.40	162.05	163.01	165.11
November . . . .	167.75	166.60	168.59	161.36	163.31	163.89	166.54
December . . . .	169.44	168.40	170.52	163.09	164.33	165.56	168.25

(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 months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

HOURLY WAGE RATES: ADULT MALES, ALL GROUPS(a)—continued  
 Weighted average minimum hourly rates payable and index numbers of hourly rates

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>INDEX NUMBERS</b>							
(Base: Weighted Average Hourly Wage Rate, Australia, Year 1954 = 100)							
December 1939 . . . . .	32.4	31.1	32.4	30.0	32.0	29.6	31.7
" 1945 . . . . .	39.6	38.9	38.4	37.4	38.7	37.3	38.9
" 1950 . . . . .	73.0	71.4	69.0	70.0	71.7	70.0	71.5
" 1955 . . . . .	108.2	104.7	100.4	100.9	106.6	104.2	105.3
" 1960 . . . . .	128.5	123.8	124.1	121.0	127.1	124.5	125.7
" 1965 . . . . .	145.5	142.7	147.5	139.6	143.5	144.3	144.3
" 1968 . . . . .	174.8	172.5	173.0	170.2	168.9	173.7	173.1
" 1969 . . . . .	185.0	182.6	183.1	179.0	179.3	183.1	183.1
" 1970 . . . . .	192.3	189.3	194.3	183.4	198.0	191.5	191.3
1971—January . . . . .	205.6	202.6	207.0	195.4	201.3	204.1	203.7
February . . . . .	206.3	203.2	207.4	195.9	203.7	206.0	204.5
March . . . . .	206.4	203.4	207.4	196.1	204.4	206.1	204.6
April . . . . .	206.9	203.7	208.1	197.1	204.6	206.1	205.1
May . . . . .	207.4	204.4	208.4	198.7	204.8	206.2	205.7
June . . . . .	208.6	205.4	209.7	199.8	205.3	207.0	206.8
July . . . . .	209.5	207.6	210.1	200.4	206.8	207.7	208.0
August . . . . .	214.6	211.3	213.2	204.9	211.2	209.6	212.2
September . . . . .	216.1	212.8	214.0	206.4	212.0	210.8	213.6
October . . . . .	216.8	214.3	218.1	207.8	217.7	212.6	215.4
November . . . . .	217.3	215.7	219.1	208.4	218.5	214.4	216.3
December . . . . .	219.0	216.9	222.8	209.4	219.4	214.7	217.9
1972—January . . . . .	219.3	217.6	222.8	209.6	219.7	215.2	218.3
February . . . . .	220.1	219.0	223.6	211.1	220.3	216.5	219.4
March . . . . .	220.8	219.4	226.3	211.6	220.9	216.8	220.2
April . . . . .	221.6	219.6	226.4	211.6	220.9	216.9	220.6
May . . . . .	229.4	227.5	229.9	219.7	222.2	226.6	227.5
June . . . . .	230.7	228.6	231.2	220.6	225.6	227.4	228.8
July . . . . .	231.6	230.7	232.0	221.0	226.6	227.5	230.0
August . . . . .	232.0	231.0	232.8	221.1	226.8	227.5	230.3
September . . . . .	234.5	233.9	234.1	225.3	227.5	229.2	232.8
October . . . . .	234.8	234.3	234.4	226.7	229.0	230.4	233.4
November . . . . .	237.1	235.5	238.3	228.1	230.8	231.7	235.4
December . . . . .	239.5	238.0	241.0	230.5	232.3	234.0	237.8

(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 months subsequent to June 1972 are subject to revision—see page 81.

(iii) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural industry, and shipping and stevedoring. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

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

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

Industry group	End of December—						
	1939	1955	1960	1965	1970	1971	1972
<b>RATES OF WAGE(b)</b>							
(cents)							
Mining and quarrying(c)	26.54	92.84	104.92	122.84	159.04	186.29	197.59
Manufacturing—							
Engineering, metals, vehicles, etc.	22.70	73.69	87.54	99.28	129.69	149.73	162.30
Textiles, clothing and footwear	21.14	71.25	85.11	96.55	127.30	143.32	157.34
Food, drink and tobacco	22.55	73.97	88.11	101.38	132.52	147.08	161.38
Sawmilling, furniture, etc.	22.16	72.21	86.54	98.87	129.61	145.76	155.49
Paper, printing, etc.	23.87	78.22	94.92	107.88	143.85	164.74	180.05
Other manufacturing	21.92	72.87	86.83	99.32	130.89	149.98	164.46
<i>All manufacturing groups</i>	22.44	73.54	87.65	99.83	130.92	149.46	162.68
Building and construction	22.56	73.87	89.37	103.54	141.67	159.25	174.91
Railway services	21.48	72.75	86.65	99.80	128.34	145.88	160.25
Road and air transport	22.42	73.57	88.12	101.72	136.63	153.70	168.67
Communication	22.27	79.18	96.35	118.77	172.58	193.45	217.06
Wholesale and retail trade	22.12	74.44	89.27	101.34	134.54	153.93	168.17
Public authority (n.e.i.) and community and business services	21.57	73.84	88.68	102.59	137.85	159.29	172.92
Amusement, hotels, personal service, etc.	21.05	70.89	84.33	96.38	122.91	141.84	151.53
<b>All industry groups(a)</b>	<b>22.42</b>	<b>74.47</b>	<b>88.92</b>	<b>102.07</b>	<b>135.35</b>	<b>154.19</b>	<b>168.25</b>

**INDEX NUMBERS**

*(Base: Weighted Average Hourly Wage Rate, Australia, Year 1954 = 100)*

Mining and quarrying(c)	37.5	131.2	148.3	173.6	224.8	263.3	279.3
Manufacturing—							
Engineering, metals, vehicles, etc.	32.1	104.2	123.7	140.3	183.3	211.6	229.4
Textiles, clothing and footwear	29.9	100.7	120.3	136.5	179.9	202.6	222.4
Food, drink and tobacco	31.9	104.6	124.5	143.3	187.3	207.9	228.1
Sawmilling, furniture, etc.	31.3	102.1	122.3	139.7	183.2	206.0	219.8
Paper, printing, etc.	33.7	110.6	134.2	152.5	203.3	232.9	254.5
Other manufacturing	31.0	103.0	122.7	140.4	185.0	212.0	232.5
<i>All manufacturing groups</i>	31.7	103.9	123.9	141.1	185.1	211.3	229.9
Building and construction	31.9	104.4	126.3	146.3	200.2	225.1	247.2
Railway services	30.4	102.8	122.5	141.1	181.4	206.2	226.5
Road and air transport	31.7	104.0	124.6	143.8	193.1	217.2	238.4
Communication	31.5	111.9	136.2	167.9	243.9	273.4	306.8
Wholesale and retail trade	31.3	105.2	126.2	143.2	190.2	217.6	237.7
Public authority (n.e.i.) and community and business services	30.5	104.4	125.3	145.0	194.8	225.2	244.4
Amusement, hotels, personal service, etc.	29.8	100.2	119.2	136.2	173.7	200.5	214.2
<b>All industry groups(a)</b>	<b>31.7</b>	<b>105.3</b>	<b>125.7</b>	<b>144.3</b>	<b>191.3</b>	<b>217.9</b>	<b>237.8</b>

(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 months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc.

6. Hourly wage rates, Adult females

(i) *Industry groups, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult female workers at 31 December 1972, in the principal industry groups, and corresponding index numbers.

**HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS(a)**  
31 DECEMBER 1972

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

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
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**RATES OF WAGE(b)**  
(cents)

Manufacturing—							
Engineering, metals, vehicles, etc.	142.21	138.62	134.96	133.26	127.63	129.23	139.29
Textiles, clothing and footwear	117.50	115.38	119.29	119.92	121.91	109.57	116.70
Food, drink and tobacco	127.26	119.04	118.40	114.95	114.49	112.83	121.14
Other manufacturing	127.68	127.45	128.34	123.17	122.23	114.84	127.04
<i>All manufacturing groups</i>	<i>126.22</i>	<i>121.35</i>	<i>122.96</i>	<i>124.09</i>	<i>120.95</i>	<i>113.33</i>	<i>123.52</i>
Transport and communication	150.16	151.59	158.27	156.06	160.94	175.41	153.42
Wholesale and retail trade	142.39	135.43	136.51	129.19	132.49	126.29	137.27
Public authority (n.e.i.) and community and business services	145.18	148.61	139.40	127.97	131.89	148.43	143.40
Amusement, hotels, personal service, etc.	132.54	123.16	116.71	113.57	127.01	118.48	126.09
<b>All industry groups(a)</b>	<b>134.10</b>	<b>128.34</b>	<b>131.57</b>	<b>126.94</b>	<b>130.20</b>	<b>123.78</b>	<b>130.97</b>

**INDEX NUMBERS**

(Base: Weighted Average Hourly Wage Rate, Australia, Year 1954 = 100)

Manufacturing—							
Engineering, metals, vehicles, etc.	283.4	276.3	269.0	265.6	254.4	257.6	277.6
Textiles, clothing and footwear	234.2	230.0	237.8	239.0	243.0	218.4	232.6
Food, drink and tobacco	253.7	237.3	236.0	229.1	228.2	224.9	241.5
Other manufacturing	254.5	254.0	255.8	245.5	243.6	228.9	253.2
<i>All manufacturing groups</i>	<i>251.6</i>	<i>241.9</i>	<i>245.1</i>	<i>247.3</i>	<i>241.1</i>	<i>225.9</i>	<i>246.2</i>
Transport and communication	299.3	302.2	315.5	311.1	320.8	349.6	305.8
Wholesale and retail trade	283.8	269.9	272.1	257.5	264.1	251.7	273.6
Public authority (n.e.i.) and community and business services	289.4	296.2	277.9	255.1	262.9	295.8	285.8
Amusement, hotels, personal service, etc.	264.2	245.5	232.6	226.4	253.2	236.2	251.3
<b>All industry groups(a)</b>	<b>267.3</b>	<b>255.8</b>	<b>262.3</b>	<b>253.0</b>	<b>259.5</b>	<b>246.7</b>	<b>261.1</b>

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Summary, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult female workers in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

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

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

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE(b)</b>							
(cents)							
December 1951	43.58	43.25	40.60	42.81	40.85	41.86	42.92
" 1955	53.04	52.86	48.93	50.73	49.71	50.56	52.16
" 1960	66.09	61.94	60.28	61.08	63.14	60.37	63.44
" 1965	75.74	71.50	73.48	69.77	72.13	70.52	73.36
" 1968	89.88	86.71	87.40	84.50	85.79	84.44	87.84
" 1969	97.89	93.14	94.80	90.37	92.19	93.23	95.04
" 1970	102.92	97.10	102.26	94.32	100.59	96.32	100.03
1971—January	110.26	103.63	108.82	100.80	102.14	102.76	106.63
February	111.46	104.52	109.69	101.43	102.65	104.17	107.62
March	111.46	104.64	109.69	101.88	102.91	104.17	107.71
April	111.62	105.22	110.02	104.76	103.11	104.87	108.24
May	111.99	105.64	110.47	106.49	103.50	105.39	108.73
June	112.15	106.03	110.68	106.77	104.60	105.64	109.03
July	113.37	109.65	111.38	107.59	105.94	105.70	110.95
August	117.47	110.24	111.72	108.66	106.16	105.93	112.98
September	120.67	113.22	113.93	109.86	107.74	106.95	115.72
October	121.77	113.70	114.05	110.00	110.80	107.48	116.53
November	122.52	114.35	115.66	110.25	111.09	111.62	117.36
December	124.43	114.75	117.21	111.06	113.45	111.91	118.63
1972—January	125.41	116.28	117.51	112.49	115.12	113.01	119.80
February	125.87	117.32	117.57	112.79	117.62	114.64	120.53
March	125.94	117.45	118.78	112.95	118.97	114.98	120.82
April	126.34	117.45	118.83	112.95	119.02	114.98	120.99
May	131.54	122.76	122.48	118.09	120.54	120.04	125.86
June	131.81	125.09	122.63	118.09	123.70	120.04	126.93
July	132.21	126.08	124.25	118.76	124.14	120.47	127.68
August	132.48	126.12	124.29	118.94	124.85	120.55	127.86
September	133.08	127.09	125.81	125.17	124.91	120.65	129.05
October	133.20	127.38	126.46	126.07	127.23	120.77	129.46
November	133.44	127.91	131.10	126.53	127.72	123.13	130.33
December	134.10	128.34	131.57	126.94	130.20	123.78	130.97

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

## HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS(a)—continued

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

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>INDEX NUMBERS</b>							
(Base: Weighted Average Hourly Rate, Australia, Year 1954=100)							
December 1951	86.9	86.2	80.9	85.3	81.4	83.4	85.6
" 1955	105.7	105.3	97.5	101.1	99.1	100.8	104.0
" 1960	131.7	123.5	120.1	121.7	125.8	120.3	126.4
" 1965	151.0	142.5	146.5	139.1	143.8	140.6	146.2
" 1968	179.2	172.8	174.2	168.4	171.0	168.3	175.1
" 1969	195.1	185.7	189.0	180.1	183.8	185.8	189.4
" 1970	205.1	193.5	203.8	188.0	200.5	192.0	199.4
1971—January	219.8	206.6	216.9	200.9	203.6	204.8	212.5
February	222.2	208.3	218.6	202.2	204.6	207.6	214.5
March	222.2	208.6	218.6	203.1	205.1	207.6	214.7
April	222.5	209.7	219.3	208.8	205.5	209.0	215.7
May	223.2	210.6	220.2	212.3	206.3	210.1	216.7
June	223.5	211.3	220.6	212.8	208.5	210.6	217.3
July	226.0	218.6	222.0	214.5	211.2	210.7	221.2
August	234.1	219.7	222.7	216.6	211.6	211.1	225.2
September	240.5	225.7	227.1	219.0	214.8	213.2	230.7
October	242.7	226.6	227.3	219.3	220.9	214.2	232.3
November	244.2	227.9	230.5	219.7	221.4	222.5	233.9
December	248.0	228.7	233.6	221.4	226.1	223.1	236.5
1972—January	250.0	231.8	234.2	224.2	229.5	225.3	238.8
February	250.9	233.8	234.3	224.8	234.4	228.5	240.2
March	251.0	234.1	236.7	225.1	237.1	229.2	240.8
April	251.8	234.1	236.8	225.1	237.2	229.2	241.2
May	262.2	244.7	244.1	235.4	240.3	239.3	250.9
June	262.7	249.3	244.4	235.4	246.6	239.3	253.0
July	263.5	251.3	247.7	236.7	247.4	240.1	254.5
August	264.1	251.4	247.7	237.1	248.9	240.3	254.9
September	265.3	253.3	250.8	249.5	249.0	240.5	257.2
October	265.5	253.9	252.1	251.3	253.6	240.7	258.0
November	266.0	255.0	261.3	252.2	254.6	245.4	259.8
December	267.3	255.8	262.3	253.0	259.5	246.7	261.1

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see page 81.

(iii) *Industry groups, Australia.* The following table shows for Australia weighted average minimum hourly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average wage for all groups for the year 1954 as base (= 100).

**HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS(a), AUSTRALIA**  
*Weighted average minimum hourly rates payable and index numbers of hourly rates*

Industry group	End of December—					
	1951	1960	1965	1970	1971	1972
<b>RATES OF WAGE(b)</b> (cents)						
Manufacturing—						
Engineering, metals, vehicles, etc.	42.79	62.53	71.51	100.75	123.68	139.29
Textiles, clothing and footwear.	42.82	60.20	68.17	91.53	108.07	116.70
Food, drink and tobacco.	41.44	61.58	70.73	95.55	108.62	121.14
Other manufacturing	42.32	62.20	71.34	94.77	112.62	127.04
<i>All manufacturing groups</i>	42.53	61.22	69.78	94.40	111.90	123.52
Transport and communication	46.82	68.62	82.90	116.57	137.08	153.42
Wholesale and retail trade	42.97	66.19	76.81	105.77	124.75	137.27
Public authority (n.e.i.) and community and business services	43.69	66.21	78.71	107.69	127.83	143.40
Amusement, hotels, personal service, etc.	42.04	61.77	71.14	95.70	116.00	126.09
<b>All industry groups(a)</b>	<b>42.92</b>	<b>63.44</b>	<b>73.36</b>	<b>100.03</b>	<b>118.63</b>	<b>130.97</b>
<b>INDEX NUMBERS</b> (Base: Weighted Average Hourly Wage Rate, Australia, Year 1954=100)						
Manufacturing—						
Engineering, metals, vehicles, etc.	85.3	124.6	142.5	200.8	246.5	277.6
Textiles, clothing and footwear	85.3	120.0	135.9	182.4	215.4	232.6
Food, drink and tobacco.	82.6	122.7	141.0	190.4	216.5	241.5
Other manufacturing	84.4	124.0	142.2	188.9	224.5	253.2
<i>All manufacturing groups</i>	84.8	122.0	139.1	188.2	223.0	246.2
Transport and communication	93.3	136.8	165.2	232.4	273.2	305.8
Wholesale and retail trade	85.6	131.9	153.1	210.8	248.7	273.6
Public authority (n.e.i.) and community and business services	87.1	132.0	156.9	214.6	254.8	285.8
Amusement, hotels, personal service, etc.	83.8	123.1	141.8	190.7	231.2	251.3
<b>All industry groups(a)</b>	<b>85.6</b>	<b>126.4</b>	<b>146.2</b>	<b>199.4</b>	<b>236.5</b>	<b>261.1</b>

(a) Excludes rural industry; mining and quarrying; and building and construction. Figures for months subsequent to June 1972 are subject to revision—see pag. 81. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

### 7. Standard hours of work

(i) *General.* In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on pages 100-3.

The main features of the reduction of hours to 44 and later to 40 per week are summarised below. In considering such changes it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

(ii) *The 44-hour Week.* No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision

was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins J.), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and re-introduced the 48-hour week in the case of the above-mentioned two unions then working 44 hours. During 1924 the Queensland Parliament passed legislation to operate from 1 July 1925, granting the 44-hour week standard to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4 January 1926.

In 1927, after an exhaustive inquiry, the Commonwealth Court of Conciliation and Arbitration granted a 44-hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. Applications for the shorter hours by other unions were, however, treated individually, the nature of the industry, the problem of production, the financial status and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland no legislation was passed to reduce the standard hours of work so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to 44 hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

(iii) *The 40-hour Week. (a) Standard Hours Inquiry, 1947.* Soon after the end of the 1939-45 War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1 July 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1 January 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment on 8 September 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January 1948. The Queensland Act was passed, and was proclaimed on 10 October 1947. On 27 October 1947, the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards of that State. The Court of Arbitration of Western Australia on 6 November 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1 January 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of work were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

(b) *Basic Wage and Standard Hours Inquiry, 1952-53.* In the 1952-53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that one of the chief causes of the high costs and inflation had been the loss of production due to the introduction of the 40-hour week. This claim was rejected by the Court as it considered that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week.

(c) *Basic Wage and Standard Hours Inquiry, 1961.* In this Inquiry the Commonwealth Conciliation and Arbitration Commission was asked by the employers to increase the number

of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equal to two hours pay at ordinary rates, and to effect certain other consequential variations. This was to have been a temporary measure, effective for four years, after which time weekly hours would have reverted to 40, but the increased wage would have remained. The application was rejected by the Commission.

(iv) *Weighted average standard weekly hours of work. (a) Industry groups, States.* The 40-hour week has operated in Australia generally from 1 January 1948, and in New South Wales from 1 July 1947 (see page 99). However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or between States. The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) prescribed in awards, determinations and collective agreements for a full working week in respect of adult males and adult females at 31 December 1972.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): INDUSTRY GROUPS(a)**  
31 DECEMBER 1972

*Weighted average standard hours of work (excluding overtime) for a full working week*

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>ADULT MALES</b>							
Mining and quarrying(b)	35.75	40.00	37.88	40.00	38.16	39.12	37.06
Manufacturing—							
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
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>	39.99	39.99	40.00	39.98	39.98	40.00	39.99
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Communication	40.00	40.00	40.00	39.59	40.00	39.59	39.95
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 other groups(c)	40.00	40.00	40.00	40.00	40.00	40.00	40.00
<b>All industry groups(d)</b>	<b>39.78</b>	<b>39.97</b>	<b>39.89</b>	<b>39.96</b>	<b>39.85</b>	<b>39.93</b>	<b>39.87</b>
<b>ADULT FEMALES</b>							
Manufacturing—							
Engineering, metals, 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>	39.92	39.97	40.00	39.97	40.00	40.00	39.95
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	37.67	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
<b>All industry groups(e)</b>	<b>39.53</b>	<b>39.81</b>	<b>39.70</b>	<b>39.77</b>	<b>39.78</b>	<b>39.63</b>	<b>39.67</b>

(a) The hours of work shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends. (b) For mining, standard hours of work used are those prescribed for the principal mining centres. (c) Engineering, metals, vehicles, etc.; textiles, clothing and footwear; sawmilling, furniture, etc.; building and construction; road and air transport; and wholesale and retail trade. (d) 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 average hours of work are not available. (e) Excludes rural industry; mining and quarrying; and building and construction.

(b) *Summary, States.* The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) in a full working week for adult males during the period March 1939 to December 1972 and for adult females during the period March 1951 to December 1972. Index numbers are given for each State with the weighted average hours of work for Australia for the year 1954 as base (= 100).

Dates have been selected so as to indicate when the more important changes occurred.

#### WEEKLY HOURS OF WORK (EXCLUDING OVERTIME)(a)

*Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work*

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
<b>ADULT MALES—HOURS OF WORK(b)</b>							
March 1939 . . . . .	43.81	44.46	43.55	44.62	44.57	44.32	44.10
September 1941 . . . . .	43.76	44.02	43.51	43.92	44.12	43.95	43.85
September 1947 . . . . .	41.83	43.82	43.48	43.83	43.95	43.73	43.00
March 1948 . . . . .	40.02	40.03	40.01	40.11	40.06	40.22	40.04
September 1953 . . . . .	39.95	39.97	39.98	39.96	39.89	39.99	39.96
August 1970 . . . . .	39.86	39.97	39.94	39.96	39.85	39.95	39.91
June 1971 . . . . .	39.78	39.97	39.89	39.96	39.85	39.93	39.87
December 1972 . . . . .	39.78	39.97	39.89	39.96	39.85	39.93	39.87

#### ADULT MALES—INDEX NUMBERS

*(Base: Weighted Average Hours of Work, Australia, Year 1954 = 100)*

March 1939 . . . . .	109.6	111.3	109.0	111.7	111.5	110.9	110.4
September 1941 . . . . .	109.5	110.2	108.9	109.9	110.4	110.0	109.7
September 1947 . . . . .	104.7	109.7	108.8	109.7	110.0	109.4	107.6
March 1948 . . . . .	100.2	100.2	100.1	100.4	100.3	100.7	100.2
September 1953 . . . . .	100.0	100.0	100.0	100.0	99.8	100.1	100.0
August 1970 . . . . .	99.8	100.0	99.9	100.0	99.7	100.0	99.9
June 1971 . . . . .	99.5	100.0	99.8	100.0	99.7	99.9	99.8
December 1972 . . . . .	99.5	100.0	99.8	100.0	99.7	99.9	99.8

#### ADULT FEMALES—HOURS OF WORK(b)

March 1951 . . . . .	39.54	39.81	39.70	39.77	39.87	39.56	39.68
June 1953 . . . . .	39.53	39.81	39.70	39.77	39.78	39.56	39.67
December 1972 . . . . .	39.53	39.81	39.70	39.77	39.78	39.63	39.67

#### ADULT FEMALES—INDEX NUMBERS

*(Base: Weighted Average Hours of Work, Australia, Year 1954 = 100)*

March 1951 . . . . .	99.7	100.4	100.1	100.3	100.5	99.7	100.0
June 1953 . . . . .	99.6	100.4	100.1	100.3	100.3	99.7	100.0
December 1972 . . . . .	99.6	100.4	100.1	100.3	100.3	99.9	100.0

(a) Weighted average standard weekly hours of work for all industry groups except rural industry, and shipping and stevedoring. The former is not included in the index and for the latter definite particulars are not available. For females, mining and quarrying, and building and construction are also excluded.  
 (b) The hours of work shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends.

(c) *Industry groups, Australia.* The following tables show for Australia, for adult males and adult females, the weighted average standard weekly hours of work (excluding overtime) in the principal industry groups at the dates specified. Corresponding index numbers are also shown with the weighted average for all groups for the year 1954 as base (= 100).

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT MALES  
INDUSTRY GROUPS (a), AUSTRALIA**

*Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work*

Industry group	End of—						
	March 1939	Sept. 1947	March 1948	Sept. 1953	Aug. 1970	June 1971	Dec. 1972
<b>HOURS OF WORK(b)</b>							
Mining and quarrying(c)	41.49	40.80	39.62	39.52	38.24	37.06	37.06
Manufacturing—							
Engineering, metals, vehicles, etc.	44.03	43.43	40.01	40.00	40.00	40.00	40.00
Textiles, clothing and footwear	44.25	43.69	40.02	40.00	40.00	40.00	40.00
Food, drink and tobacco	44.21	42.70	40.04	39.98	39.98	39.98	39.98
Sawmilling, furniture, etc.	44.10	43.53	40.00	40.00	40.00	40.00	40.00
Paper, printing, etc.	43.90	42.94	40.06	39.95	39.95	39.95	39.95
Other manufacturing	44.05	42.80	40.08	39.98	39.98	39.98	39.98
<i>All manufacturing groups</i>	44.08	43.21	40.03	39.99	39.99	39.99	39.99
Building and construction	44.07	42.71	40.00	40.00	40.00	40.00	40.00
Railway services	43.99	43.96	40.06	39.99	39.99	39.99	39.99
Road and air transport	45.09	43.11	40.62	40.00	40.00	40.00	40.00
Communication	43.92	43.92	39.97	39.97	39.95	39.95	39.95
Wholesale and retail trade	44.76	42.64	40.13	40.00	40.00	40.00	40.00
Public authority (n.e.i.) and community and business services	42.62	41.17	39.39	39.25	39.25	39.25	39.25
Amusement, hotels, personal service, etc.	45.12	43.56	40.29	40.00	40.00	40.00	40.00
<i>All industry groups(a)</i>	44.10	43.00	40.04	39.96	39.91	39.87	39.87

**INDEX NUMBERS**

*(Base: Weighted Average Hours of Work, Australia, Year 1954 = 100)*

Mining and quarrying(c)	103.8	102.1	99.1	98.9	95.7	92.7	92.7
Manufacturing—							
Engineering, metals, vehicles, etc.	110.2	108.7	100.1	100.1	100.1	100.1	100.1
Textiles, clothing and footwear	110.7	109.3	100.2	100.1	100.1	100.1	100.1
Food, drink and tobacco	110.6	106.9	100.2	100.0	100.0	100.0	100.0
Sawmilling, furniture, etc.	110.4	108.9	100.1	100.1	100.1	100.1	100.1
Paper, printing, etc.	109.9	107.5	100.3	100.0	100.0	100.0	100.0
Other manufacturing	110.2	107.1	100.3	100.0	100.0	100.0	100.0
<i>All manufacturing groups</i>	110.3	108.1	100.2	100.1	100.1	100.1	100.1
Building and construction	110.3	106.9	100.1	100.1	100.1	100.1	100.1
Railway services	110.1	110.0	100.3	100.1	100.1	100.1	100.1
Road and air transport	112.8	107.9	101.7	100.1	100.1	100.1	100.1
Communication	109.9	109.9	100.0	100.0	100.0	100.0	100.0
Wholesale and retail trade	112.0	106.7	100.4	100.1	100.1	100.1	100.1
Public authority (n.e.i.) and community and business services	106.7	103.0	98.6	98.2	98.2	98.2	98.2
Amusement, hotels, personal service, etc.	112.9	109.0	100.8	100.1	100.1	100.1	100.1
<i>All industry groups(a)</i>	110.4	107.6	100.2	100.0	99.9	99.8	99.8

(a) Excludes rural industry; and shipping and stevedoring. (b) The hours of work shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends. (c) For mining, standard hours of work used are those prescribed for the principal mining centres.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT FEMALES  
INDUSTRY GROUPS (a), AUSTRALIA**

*Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work*

Industry group	Hours of work(b)			Index numbers(c)		
	End of—			End of—		
	March 1951	June 1953	Dec. 1972	March 1951	June 1953	Dec. 1972
Manufacturing—						
Engineering, metals, vehicles, etc . . . . .	39.94	39.94	39.94	100.7	100.7	100.7
Textiles, clothing and footwear . . . . .	39.98	39.98	39.98	100.8	100.8	100.8
Food, drink and tobacco . . . . .	40.00	40.00	40.00	100.8	100.8	100.8
Other manufacturing . . . . .	39.87	39.87	39.87	100.5	100.5	100.5
<i>All manufacturing groups . . . . .</i>	<i>39.95</i>	<i>39.95</i>	<i>39.95</i>	<i>100.7</i>	<i>100.7</i>	<i>100.7</i>
Transport and communication . . . . .	37.91	37.91	37.91	95.6	95.6	95.6
Wholesale and retail trade . . . . .	39.82	39.82	39.82	100.4	100.4	100.4
Public authority (n.e.i.) and community and business services . . . . .	38.97	38.93	38.92	98.2	98.1	98.1
Amusement, hotels, personal service, etc. . . . .	39.73	39.66	39.68	100.2	100.0	100.0
<b>All industry groups(c) . . . . .</b>	<b>39.68</b>	<b>39.67</b>	<b>39.67</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) The hours of work shown should not be regarded as actual current averages, but as indexes expressed in hours, indicative of trends. (c) Base: *Weighted Average Hours of Work, Australia, Year 1954 = 100.*

### AVERAGE WEEKLY EARNINGS

The estimates in this section are derived from particulars of employment and wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only. In addition to salary and wage payments at award rates, the total earnings figures used in the calculation of average weekly earnings include the earnings of employees not covered by awards, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period, etc.

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 determined by the estimated ratio of female to male average earnings. Different ratios, based on information from the annual surveys of weekly earnings and hours, from a sample survey carried out in November 1969 and from other sources, have been used for individual States. In making the estimates for September quarter 1966 and subsequent periods which were shown in previous issues the ratios used were as follows: New South Wales (including the Australian Capital Territory) 54 per cent, Victoria 53, Queensland 52, South Australia (including the Northern Territory) 50, Western Australia 49 and Tasmania 49. However, small differences in these ratios have very little effect on the earnings figures; a one per cent rise in the ratio reduces average weekly earnings of \$100 by about 35 cents.

Equal pay provisions in Commonwealth and State awards, etc. and the judgment in the National Wage Case in mid-1972, by which wage increases of equal amounts were granted to males and females, affected the ratios, and the need for some revision was indicated. Important information permitting such a revision has been provided by the October 1972 survey of weekly earnings and hours and the ratios for all States have now been revised for the period from March quarter 1971. In addition, new ratios have been adopted for Western Australia for the year 1968 (48 per cent) and for Tasmania for the year 1970 (50 per cent).

The new ratios for the years 1971 to 1973 are as follows:

<i>Period</i>	<i>N.S.W.(a)</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.(b)</i>	<i>W.A.</i>	<i>Tas.</i>
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
1971—Whole year . . . . .	55	54	53	51	48	51
1972—March and June qtrs	56	55	54	52	50	52
Sept. and Dec. qtrs	57	56	54	53	51	53
1973—March qtr . . . . .	58	58	54	53	51	54
June qtr . . . . .	58	58	54	53	51	54

(a) Includes the Australian Capital Territory.

(b) Includes the Northern Territory.

The number of male units used in calculating average weekly earnings for Australia is the sum of the estimates for the States, and therefore a separate ratio of female to male average earnings for Australia as a whole is not used. The weighted averages of the State ratios are approximately as follows: September quarter 1966 to December quarter 1970, 52.5 per cent; year 1971, 53.5 per cent; March and June quarters 1972, 54.5 per cent; September quarter 1972 to March quarter 1973, 55.5 per cent; June quarter 1973, 56.5 per cent.

The quarterly figures in money terms 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 for all quarters are affected by the varying incidence of pay-days in successive quarters. Allowance for the varying incidence of pay-days and for seasonal factors has been made in calculating the seasonally adjusted estimates shown in the tables. It should also be noted that seasonal adjustment factors were estimated from a series adjusted to allow for the effects of major awards and determinations of Commonwealth and State industrial authorities. The effects of these awards and determinations are retained in the seasonally adjusted data. A detailed description of the methods of seasonal adjustment can be found in *Seasonally Adjusted Indicators 1973* (Reference No. 1.10).

NOTE. At the 1971 population census all trainee teachers were for the first time classified as not in the labour force. Previously those enrolled at government teachers colleges (and in some cases at other institutions also) had been included. Trainees affected by the reclassification have now been excluded together with their allowances, from the calculation of average weekly earnings from September quarter 1971. The effect of their exclusion has been to increase average earnings figures in all States by approximately 30 cents.

**AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT<sup>(a)</sup>**  
(**\$**)

Period	N.S.W. (b)	Vic.	Qld	S.A. (c)	W.A.	Tas.	Australia	
							Original	Seasonally adjusted (d)
1966-67 . . . . .	63.50	63.90	57.10	57.60	59.20	58.40	61.70	..
1967-68 . . . . .	67.00	67.60	60.20	61.10	63.90	61.90	65.30	..
1968-69 . . . . .	72.70	72.10	64.30	65.20	68.80	65.60	70.20	..
1969-70 . . . . .	78.80	78.10	69.20	70.90	75.50	70.70	76.10	..
1970-71 . . . . .	87.70	86.10	77.70	78.20	84.80	78.40	84.50	..
1971-72 <sup>(e)</sup> . . . . .	96.50	93.60	86.90	86.70	93.60	86.90	93.00	..
1972-73 . . . . .	105.10	102.60	96.90	94.30	99.00	94.50	101.50	..
1966—September quarter . . . . .	62.40	63.20	56.30	57.30	59.10	56.60	60.90	60.70
December " . . . . .	64.60	65.50	59.00	58.40	60.40	60.30	63.10	61.10
1967—March " . . . . .	61.30	60.70	54.50	56.00	57.50	56.70	59.30	62.00
June " . . . . .	65.40	66.00	58.60	58.60	59.90	60.00	63.50	63.20
September " . . . . .	65.70	66.80	59.10	60.30	62.20	60.20	64.20	64.30
December " . . . . .	68.10	69.80	62.30	62.00	64.80	64.30	66.90	64.90
1968—March " . . . . .	65.20	64.40	57.40	59.60	62.40	60.10	63.10	65.40
June " . . . . .	69.00	69.30	61.80	62.20	66.40	63.10	67.10	66.80
September " . . . . .	69.70	69.60	61.80	63.70	66.90	62.80	67.60	67.80
December " . . . . .	75.30	74.00	66.10	66.60	69.90	68.40	72.30	69.80
1969—March " . . . . .	70.50	70.30	61.90	63.80	67.30	63.50	68.30	71.60
June " . . . . .	75.20	74.60	67.30	66.60	71.20	67.50	72.60	72.20
September " . . . . .	76.20	76.00	67.60	67.30	73.30	68.80	73.90	73.70
December " . . . . .	81.60	80.80	71.50	72.90	78.00	73.90	78.70	75.10
1970—March " . . . . .	74.90	74.30	65.90	68.10	72.70	66.10	72.50	76.90
June " . . . . .	82.30	81.10	71.90	73.50	78.00	74.10	79.10	78.80
September " . . . . .	83.50	82.10	73.90	76.10	80.50	74.20	80.70	80.10
December " . . . . .	89.70	87.50	79.10	78.70	85.70	80.30	86.10	82.00
1971—March " . . . . .	84.70	83.40	75.70	76.20	82.70	74.40	81.80	86.90
June " . . . . .	92.90	91.20	82.40	82.00	89.80	84.50	89.50	88.30
September <sup>(e)</sup> " . . . . .	92.70	91.30	83.10	85.00	92.90	82.10	90.00	90.20
December " . . . . .	100.10	96.60	89.30	88.80	96.30	90.00	96.00	91.70
1972—March " . . . . .	92.70	88.90	84.00	83.40	91.00	83.70	89.20	93.30
June " . . . . .	100.60	97.40	91.40	89.70	94.40	91.30	96.70	95.20
September " . . . . .	99.40	99.00	92.60	89.80	95.30	90.30	96.80	98.10
December " . . . . .	108.10	105.50	98.70	96.20	99.30	98.80	104.10	100.00
1973—March " . . . . .	101.00	97.70	93.10	91.30	96.60	88.10	97.50	102.50
June " . . . . .	111.70	107.90	103.50	100.00	104.90	100.90	107.60	106.00

(a) See explanation on page 103. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory. (d) For details of the methods used in seasonally adjusting this and other series see *Seasonally Adjusted Indicators, 1973* (Reference No. 1.10). (e) See Note on page 104.

Because of the adoption of a new definition of the labour force at the June 1966 population census, there is a break in comparability between June and September quarters of 1966 in the employment series used in the calculation of average weekly earnings. For this and other reasons (in particular, the lack of precise information about the ratios of female to male earnings in the several States for 1965-66 and earlier years), it is not possible to make a comparable series of State estimates for periods prior to September quarter 1966. However, in order to provide a broad indication of trends over a longer period, estimates for Australia as a whole have been calculated for the period back to September quarter 1961 by methods and on a basis that are as nearly as possible comparable with those used for the current series.

**AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT<sup>(a)</sup>, AUSTRALIA**  
(**\$**)

Period	Original	Seasonally adjusted (b)	Period	Original	Seasonally adjusted (b)
1961-62 . . . . .	47.60	..	1963—September quarter	49.80	50.30
1962-63 . . . . .	48.90	..	December " . . . . .	54.10	51.70
1963-64 . . . . .	51.50	..	1964—March " . . . . .	49.10	51.30
1964-65 . . . . .	55.30	..	June " . . . . .	52.80	52.10
1965-66 . . . . .	57.90	..	September " . . . . .	54.10	53.80
1961—September quarter	46.70	47.10	December " . . . . .	57.50	55.20
December " . . . . .	49.20	47.40	1965—March " . . . . .	53.00	55.80
1962—March " . . . . .	45.70	48.00	June " . . . . .	56.60	56.30
June " . . . . .	48.80	48.30	September " . . . . .	57.60	57.10
September " . . . . .	47.90	48.40	December " . . . . .	59.60	57.50
December " . . . . .	50.50	48.60	1966—March " . . . . .	55.50	58.20
1963—March " . . . . .	46.90	49.30	June " . . . . .	58.70	58.40
June " . . . . .	50.30	49.70			

(a) See explanatory notes on page 103. (b) See footnote (d) on page 105.

For current statistics in this series reference should be made to the quarterly publication *Average Weekly Earnings* (Reference No. 6.18).

### Surveys of wage rates, earnings and hours

#### 1. General

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken by this Bureau. The object of these surveys has been to obtain information on wage rates, actual weekly earnings and hours of work on a more comprehensive scale than previously available in Australia. A summary of the scope and coverage of each of these surveys is shown below.

#### 2. Survey of wage rates and earnings, September 1960

This survey, relating to the last pay-period in September, 1960, obtained information as to marginal rates of wage and actual weekly earnings of adult male employees (excluding part-time and casual employees). In addition to the exclusion of government and semi-government employees, and private employees in rural industry and in private domestic service, the survey did not cover the following—shipping and stevedoring industries; the motion picture industry; certain businesses such as those of accountants, consulting engineers, etc.; and trade associations, etc. The survey was based on a stratified random sample of private employers in other industries who were subject to pay-roll tax.

The survey was designed to provide accurate particulars only for Australia as a whole; hence no State details are available. For details of the results of the survey see Labour Report No. 50, pages 80-83.

#### 3. Survey of weekly earnings, October 1961

This survey related to the last pay-period in October 1961 and provided information about the distribution of actual weekly earnings of adult male employees (excluding part-time and casual employees). The survey did not cover government or semi-government employees or private employees in rural industry or in private domestic service. The survey was based on a stratified random sample of private employers in other industries who were subject to pay-roll tax.

State details were restricted to the two major groups, manufacturing and non-manufacturing; those for Australia were obtained for eight separate industry groups. For details of the results of the survey see Labour Report No. 50, pages 83-86.

#### 4. Survey of weekly earnings, October 1965

A survey of weekly earnings of male employees who worked full-time was conducted for the last pay-period in October 1965. The survey was conducted by means of: (a) a sample of private employers subject to pay-roll tax (that is those paying more than \$400 a week in wages and salaries); (b) a complete coverage of Commonwealth and State government departments and semi-government authorities; and (c) a sample of Local government authorities. It related to certain specified industry groups only. Employees in the Northern Territory and the Australian Capital Territory and waterside workers employed on a casual basis were excluded from the survey.

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees in various weekly earnings groups and a dissection of total weekly earnings paid to full-time adult males into: (i) overtime earnings, (ii) ordinary time earnings at 'Award etc. rates' (divided into (a) payment by measured result and (b) other) as defined. The survey also provided figures of average weekly earnings for full-time adult male and junior male employees. Separate details were obtained for (i) Managerial, executive, professional and higher supervisory staff, and (ii) other full-time male employees.

Full results, including separate details for States, for government employees, and for private employees, together with definitions and explanatory notes were included in Labour Reports Nos. 52 and 53.

#### 5. Survey of weekly earnings (size distribution), May 1971.

This survey of weekly earnings of adult male employees was conducted for the pay-period which included 12 May 1971. The survey was conducted by means of stratified random samples of (a) private employers subject to pay-roll tax (that is those, other than exempt employers, paying more than \$400 a week in wages and salaries), (b) public hospitals, and (c) local government authorities; and in addition a complete coverage of (d) Commonwealth and State government departments, government authorities and semi-government bodies. Excluded from the survey were employees of private employers not subject to pay-roll tax; employees in rural industry and private domestic service; employees of religious, benevolent and other similar organisations exempt from pay-roll tax (other than public hospitals and government institutions); and waterside workers employed on a casual basis.

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees (paid for a full week) in various total weekly earnings groups, average weekly total earnings for these employees, and a dissection of average weekly total earnings into average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial, executive, professional and higher supervisory staff, and (b) other full-time adult male employees. Similar statistics were last obtained from a survey of weekly earnings in October 1965 (*see above*) but that survey did not have as wide an industry scope as this current survey.

Because this survey was confined to full-time adult male employees *paid for a full working week*, and for other reasons, the average weekly earnings for private employees obtained from the survey are not directly comparable with the average earnings for full-time adult males obtained from the annual October surveys of weekly earnings and hours (*see pages 107-9*).

Detailed survey results classified by industry groups and by States, and distinguishing government and private employment, together with definitions and explanatory notes were included in Labour Report No. 56, 1971 (pages 117-170).

#### 6. Surveys of weekly earnings and hours, October 1962 to 1964, 1966 to 1972:

(i) *General.* Sample surveys in respect of most private employers subject to pay-roll tax (i.e. those paying more than \$400 per week in wages and salaries) have been conducted as at the last pay-period in October during recent years. Results of the 1972 survey for private employees and comparisons with some of the earlier surveys are contained herein.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc. staff) was obtained from the surveys beginning with October 1966 survey. The figures of average overtime earnings and average overtime hours shown in the tables on pages 114-6 do not relate only to those employees who worked overtime, but are averages for all employees in the specified category whether or not they worked overtime.

Figures of average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are presented for males and females (adult and junior) separately by industry groups and by States. They reflect the effects of differences (and of changes between points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc.); and in the incidence of incentive schemes, piecework and profit-sharing scheme payments, etc.

In general, where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the nearest normal pay-period.

(ii) *Scope of surveys.* The results shown in the tables on pages 112-8 and 334-55 are based on returns from stratified random samples of private employers subject to pay-roll tax. Employees in rural industry and in private domestic service are excluded because most employers in these two industries are not subject to pay-roll tax. Also excluded from these survey results are: employees of government and semi-government authorities; employees of religious, benevolent and other similar organisations exempt from pay-roll tax; and all employees in the Northern Territory and the Australian Capital Territory. The earnings and hours of waterside workers employed on a casual basis are excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys. Waterside workers on weekly hire employed under the new permanent employment scheme are included in the surveys.

Approximately 5,100 private employers were included in the October 1972 survey. Although the sample was not designed to give estimates of the number of employees represented, it has been calculated that it was representative of approximately 1,810,000 male and 860,000 female wage and salary earners, and that the proportions of these employees by category were approximately as follows:

	<i>Males per cent</i>	<i>Females per cent</i>
Full-time managerial, executive, professional and higher supervisory staff .. .. .	14.0	3.0
All other full-time employees—		
Adults .. .. .	73.0	63.0
Juniors .. .. .	8.0	16.0
Part-time employees—		
Adults .. .. .	4.0	16.0
Juniors .. .. .	1.0	2.0
<b>Total employees represented by sample .. .. .</b>	<b>100.0</b>	<b>100.0</b>

(iii) *Reliability of the estimates.* The extent of the detail published for this survey has been determined after considering estimated measures of sampling variability. As the survey results shown herein are based on a sample, the estimates of earnings and hours that have been obtained may differ by chance from figures that would have been obtained from a complete census of all employers. One measure of the likely difference is given by the standard error of the estimates. There are about two chances in three that a sample estimate will differ

by less than one standard error from the results which would be obtained from a comparable complete collection; and about nineteen chances in twenty that the difference will be less than two standard errors. For example, with the estimate of \$96.00 for average weekly earnings for full-time adult male non-managerial employees in Australia for October 1972, which according to the table below has an approximate standard error of 0.2 per cent (or \$0.20 rounded to the nearest ten cents), there are two chances in three that a complete collection would give a figure within the range \$95.80 to \$96.20, and nineteen chances in twenty that the figure would be within the range \$95.60 to \$96.40.

Approximate percentage standard errors for average weekly earnings for full-time male and female managerial, etc. staff and non-managerial employees in each State and Australia are shown in the following table. The percentage standard errors for average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in this 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.

The standard errors are themselves based on the survey results and consequently are also subject to sampling variability. The figures do not give a precise measure but an indication of the standard error of any particular estimate obtained from the survey.

In general, the standard errors for the published estimates of average weekly earnings, average weekly hours and average hourly earnings are less than 2.5 per cent. The standard errors for the published figures of average weekly overtime earnings and hours for full-time non-managerial employees and for average weekly earnings and hours for part-time employees are generally less than 10 per cent.

**APPROXIMATE PERCENTAGE STANDARD ERRORS  
AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES  
ALL INDUSTRY GROUPS, STATES, OCTOBER 1972**

(Percentages)

	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>AVERAGE WEEKLY EARNINGS, FULL-TIME MANAGERIAL, ETC. STAFF</b>							
Males . . . . .	0.7	1.0	1.2	1.4	1.4	1.8	0.5
Females . . . . .	2.0	1.8	4.0	4.0	3.4	7.0	1.2
<b>AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES</b>							
Adult males—							
Overtime earnings . . . . .	1.7	1.8	3.0	4.0	4.4	3.8	1.1
Ordinary time earnings . . . . .	0.3	0.4	0.6	0.6	0.9	0.7	0.2
Total earnings . . . . .	0.4	0.4	0.7	0.7	1.1	0.8	0.2
Junior males—							
Overtime earnings . . . . .	5.6	5.6	6.8	9.0	9.2	7.4	3.0
Ordinary time earnings . . . . .	0.9	0.9	1.1	1.2	2.0	1.9	0.5
Total earnings . . . . .	1.0	1.0	1.2	1.5	2.1	1.7	0.6
Adult females—							
Overtime earnings . . . . .	3.8	4.9	9.2	6.6	18.1	8.6	2.8
Ordinary time earnings . . . . .	0.5	0.6	0.9	0.9	1.0	0.9	0.3
Total earnings . . . . .	0.5	0.6	0.9	0.9	0.9	0.8	0.3
Junior females—							
Overtime earnings . . . . .	7.0	7.1	13.9	16.4	19.8	14.8	4.6
Ordinary time earnings . . . . .	0.7	0.9	1.1	1.1	1.2	3.3	0.4
Total earnings . . . . .	0.7	0.9	1.2	1.2	1.3	3.0	0.4

(iv) *Comparability of results.* In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The industry classification adopted for the 1972 and previous earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 and 1966 population censuses. Because the October 1962 survey was based on a different industry classification only broad comparison with more recent surveys is possible (see tables on pages 406-14 of the Appendix). A comparison of some of the results of the surveys of 1962 to 1972 (excluding 1965) is shown in Section XIV of the Appendix. Further results are shown in the appendix to *Labour Report No. 56, 1971* pages 394-414.

The October 1965 Survey of Weekly Earnings was a special purpose survey on a different basis to the surveys compared in this section and, therefore, its results are not shown herein (see page 107).

In the surveys of October 1962, 1963 and 1964 employees 'whose hours of work were not known' were reported with managerial, etc., staff. Beginning with the October 1966 survey employers were asked to report these employees in their correct classification, and if necessary estimate their hours of work. It is considered that any reporting differences will have had only a slight effect on comparability of the surveys.

For some comparative purposes it will be useful to bear in mind that the full effect of the October 1968 general award wage increases of \$1.35 a week is unlikely to have been reflected in wages and salaries paid during the last pay-period in October 1968. These increases operated as from the beginning of the first pay-period commencing on or after 25 October 1968 in the case of awards, etc. of the Commonwealth Conciliation and Arbitration Commission and of each of the State tribunals except Queensland and South Australia, where the operative date was 28 October 1968 (see pages 141 to 143).

The allocation of employees between *Managerial, executive, professional and higher supervisory staff* and *All other full-time employees* (as defined) depends upon the employers' interpretation of the definitions (see below).

(v) *Definitions.* The following definitions refer to terms used in the surveys and in the tables in this section:

*Employees* refer to male and female employees who received pay for the last pay-period in October.

*Adults* include all employees 21 years of age and over and those employees who, although under 21 years of age, were paid at the adult rate for their occupation.

*Juniors* are those employees under 21 years of age who were not paid at the adult rate for their occupation.

*Full-time employees* are those employees who ordinarily work 30 hours or more a week and who received pay for the last pay-period in October. 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, long service leave and paid holidays taken during the specified pay-period.

*Part-time employees* are those employees who ordinarily work less than 30 hours a week and who received pay for the last pay-period in October. Employees on short-time who normally work 30 hours or more a week were classified as full-time employees.

*Other than managerial, etc. staff* includes minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *Managerial, executive, professional and higher supervisory staff* who, for private employees, were not further defined.

*Weekly earnings* refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long service leave and paid holidays

taken during the specified pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the specified pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc.; commission; annual or periodical bonuses, etc. Retrospective payments are excluded.

*Overtime earnings* refers to that part of gross weekly earnings (as defined above) for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff. The figures of average overtime earnings shown in the tables on pages 114-5 do not relate only to those employees who worked overtime but are averages for all employees in the specified category whether or not they worked overtime.

*Ordinary time earnings* refers to that part of gross weekly earnings (as defined above) for award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and the payments for annual and other leave taken during the specified week.

*Weekly man-hours paid for* refers to the sum of man-hours for which payment was made. It includes overtime hours, ordinary time hours, paid stand-by or reporting time; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. For employees paid other than weekly, hours are converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, man-hours are based on agreed hours. Hours of work were not reported for managerial, etc. staff.

*Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

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

(vi) *Average earnings and hours, industry groups—States and Australia*

The tables in the following pages show average earnings and hours for adult and junior male and female employees obtained from the October 1972 survey. Average weekly earnings for male and female managerial, etc. staff are shown on page 117. Separate details for part-time employees (as defined) are shown on page 118.

**AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1972(c)**

Industry group	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Adult males	Junior males	Adult fe- males	Junior fe- males	Adult males	Junior males	Adult fe- males	Junior fe- males	Adult males	Junior males	Adult fe- males	Junior fe- males
<b>Manufacturing—</b>												
Extracting, refining and founding of metals . . .	103.90	53.20	65.60	44.40	44.0	40.4	40.0	39.3	2.36	1.32	1.64	1.13
Engineering and metal- working . . .	96.20	45.80	64.10	42.20	43.3	40.4	39.9	39.4	2.22	1.13	1.60	1.07
Ships, vehicles, parts and accessories . . .	93.40	44.90	65.90	44.40	42.2	39.8	40.0	39.7	2.21	1.13	1.65	1.12
<i>Founding, engineering,     vehicles, etc. . .</i>	<i>96.70</i>	<i>46.80</i>	<i>64.40</i>	<i>42.80</i>	<i>43.1</i>	<i>40.3</i>	<i>39.9</i>	<i>39.4</i>	<i>2.24</i>	<i>1.16</i>	<i>1.61</i>	<i>1.09</i>
Textiles, clothing and foot- wear . . .	89.00	44.30	53.90	33.20	43.4	39.8	39.3	38.6	2.05	1.11	1.37	0.86
Food, drink and tobacco . .	91.00	47.20	57.90	38.40	43.2	40.4	39.8	38.9	2.11	1.17	1.45	0.99
Paper, printing, book- binding and photography . .	101.60	50.90	59.10	36.20	42.5	41.0	39.7	38.8	2.39	1.24	1.49	0.93
Chemicals, dyes, explosives, paints, non-mineral oils . .	101.70	53.60	61.90	43.50	42.9	40.7	38.6	38.5	2.37	1.32	1.60	1.13
Other . . .	93.70	42.90	58.70	39.90	43.9	40.8	39.7	39.8	2.13	1.05	1.48	1.00
<i>Manufacturing groups . . .</i>	<i>95.40</i>	<i>46.50</i>	<i>58.80</i>	<i>37.60</i>	<i>43.2</i>	<i>40.4</i>	<i>39.6</i>	<i>39.0</i>	<i>2.21</i>	<i>1.15</i>	<i>1.48</i>	<i>0.96</i>
<b>Non-manufacturing—</b>												
Mining and quarrying . . .	125.30	68.00	70.30	46.10	43.5	41.6	38.9	38.8	2.88	1.63	1.81	1.19
Building and construction . .	107.10	50.60	64.30	37.90	44.2	40.8	39.1	39.6	2.42	1.24	1.64	0.96
Transport and storage . . .	104.30	52.50	67.80	42.10	44.1	41.9	39.5	39.4	2.36	1.25	1.72	1.07
Finance and property . . .	99.80	53.00	67.20	44.10	39.3	39.0	37.7	38.1	2.54	1.36	1.78	1.16
Wholesale trade, primary produce dealing, etc. . .	88.20	44.80	61.50	40.50	41.5	40.6	38.7	39.1	2.12	1.10	1.59	1.04
Retail trade . . .	80.80	42.60	59.20	36.10	41.5	41.0	39.6	39.8	1.94	1.04	1.49	0.91
Other industries(d) . . .	91.20	47.60	63.70	40.10	42.1	39.7	38.9	37.7	2.17	1.20	1.64	1.06
<i>Non-manufacturing     groups . . .</i>	<i>96.70</i>	<i>47.40</i>	<i>62.70</i>	<i>39.80</i>	<i>42.4</i>	<i>40.5</i>	<i>38.9</i>	<i>38.9</i>	<i>2.28</i>	<i>1.17</i>	<i>1.61</i>	<i>1.02</i>
<i>All industry groups(e) . . .</i>	<i>96.00</i>	<i>47.00</i>	<i>60.70</i>	<i>39.20</i>	<i>42.9</i>	<i>40.5</i>	<i>39.3</i>	<i>38.9</i>	<i>2.24</i>	<i>1.16</i>	<i>1.55</i>	<i>1.01</i>

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1972. For definitions, particulars of scope of the survey, etc., see pages 107-11. (d) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry and private domestic service.

## AVERAGE EARNINGS AND HOURS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL ETC. STAFF)(a): INDUSTRY GROUPS, STATES, OCTOBER 1972(b)

State	Average weekly earnings (\$)					Average weekly hours paid for					Average hourly earnings (\$)				
	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)	Manufacturing			Non-manufacturing	All industry groups(c)
	Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total			Founding, engineering, vehicles, etc.	Other	Total		
New South Wales	99.70	98.70	99.20	100.00	99.60	43.4	43.4	43.4	42.1	42.8	2.30	2.27	2.28	2.37	2.32
Victoria	97.10	94.30	95.60	93.60	94.90	43.4	43.6	43.5	42.0	43.0	2.24	2.16	2.20	2.23	2.21
Queensland	88.30	88.60	88.59	96.20	92.90	41.8	42.2	42.1	42.5	42.3	2.11	2.10	2.10	2.26	2.20
South Australia	91.90	88.80	90.80	87.40	89.50	42.3	43.8	42.8	42.4	42.7	2.17	2.03	2.12	2.06	2.10
Western Australia	92.10	90.30	91.10	103.00	98.50	43.4	44.1	43.9	44.4	44.2	2.12	2.05	2.08	2.32	2.23
Tasmania	100.20	83.90	88.30	88.50	88.40	42.4	41.9	42.1	41.4	41.7	2.36	2.00	2.10	2.14	2.12
Australia(d)	96.70	94.20	95.40	96.70	96.00	43.1	43.4	43.2	42.4	42.9	2.24	2.17	2.21	2.28	2.24

## ADULT MALES

New South Wales	48.90	46.60	48.00	49.30	48.70	40.1	39.8	40.0	40.1	40.1	1.22	1.17	1.20	1.23	1.22
Victoria	47.00	48.30	47.60	47.90	47.80	40.4	41.4	40.9	40.7	40.8	1.16	1.17	1.16	1.18	1.17
Queensland	45.50	43.80	44.50	47.40	46.10	40.1	39.6	39.8	40.5	40.2	1.14	1.11	1.12	1.17	1.15
South Australia	47.50	46.60	47.10	44.70	46.00	40.5	41.8	41.1	41.2	41.2	1.17	1.11	1.15	1.08	1.12
Western Australia	37.20	42.10	39.50	43.30	41.80	40.4	41.9	41.1	40.9	41.0	0.92	1.00	0.96	1.06	1.02
Tasmania	40.30	46.80	44.50	44.20	44.30	40.2	39.8	40.0	40.0	40.0	1.00	1.17	1.11	1.10	1.11
Australia(d)	46.80	46.30	46.50	47.40	47.00	40.3	40.6	40.4	40.5	40.5	1.16	1.14	1.15	1.17	1.16

## JUNIOR MALES

New South Wales	66.80	59.00	61.50	66.30	63.90	40.1	39.7	39.8	38.6	39.2	1.67	1.49	1.54	1.72	1.63
Victoria	64.00	55.60	57.60	62.80	59.50	39.8	39.3	39.4	38.7	39.2	1.61	1.41	1.46	1.62	1.52
Queensland	57.20	53.80	54.50	57.60	56.60	39.9	39.2	39.4	39.6	39.5	1.43	1.37	1.39	1.45	1.43
South Australia	60.70	53.20	56.30	56.60	56.40	40.2	39.2	39.6	39.0	39.3	1.51	1.36	1.42	1.45	1.44
Western Australia	55.20	53.90	54.20	58.40	57.30	39.3	40.2	40.0	39.8	39.9	1.41	1.34	1.35	1.47	1.44
Tasmania	61.90	53.00	54.10	56.50	55.30	39.6	38.8	38.8	38.9	39.2	1.56	1.37	1.39	1.44	1.42
Australia(d)	64.40	56.60	58.80	62.70	60.70	39.9	39.5	39.6	38.9	39.3	1.61	1.43	1.48	1.61	1.55

## ADULT FEMALES

New South Wales	39.40	41.40	40.90	*	*	38.9	38.9	38.9	*	*	1.01	1.06	1.05		
Victoria	38.20	41.80	40.70	*	*	39.0	38.6	38.7	*	*	0.98	1.08	1.05		
Queensland	33.90	37.50	36.90	*	*	39.0	39.4	39.3	*	*	0.87	0.95	0.94		
South Australia	36.50	38.20	37.70	*	*	39.2	38.9	39.0	*	*	0.93	0.98	0.97		
Western Australia	35.80	36.10	36.00	*	*	39.6	38.8	38.9	*	*	0.91	0.93	0.93		
Tasmania	35.40	35.00	35.10	*	*	38.6	39.6	39.3	*	*	0.92	0.89	0.89		
Australia(d)	42.80	36.30	37.60	39.80	39.20	39.4	38.9	39.0	38.9	38.9	1.09	0.93	0.96	1.02	1.01

## JUNIOR FEMALES

New South Wales	*	*	39.40	41.40	40.90	*	*	38.9	38.9	38.9	*	*	1.01	1.06	1.05
Victoria	*	*	38.20	41.80	40.70	*	*	39.0	38.6	38.7	*	*	0.98	1.08	1.05
Queensland	*	*	33.90	37.50	36.90	*	*	39.0	39.4	39.3	*	*	0.87	0.95	0.94
South Australia	*	*	36.50	38.20	37.70	*	*	39.2	38.9	39.0	*	*	0.93	0.98	0.97
Western Australia	*	*	35.80	36.10	36.00	*	*	39.6	38.8	38.9	*	*	0.91	0.93	0.93
Tasmania	*	*	35.40	35.00	35.10	*	*	38.6	39.6	39.3	*	*	0.92	0.89	0.89
Australia(d)	42.80	36.30	37.60	39.80	39.20	39.4	38.9	39.0	38.9	38.9	1.09	0.93	0.96	1.02	1.01

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Last pay-period in October 1972. For definitions, particulars of scope of the survey, etc., see pages 107-11. (c) Excludes rural industry, and private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

\* information not available because the figures are subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS AUSTRALIA(c), OCTOBER 1972(d)**

Industry groups	Average weekly earnings (\$)			Average weekly hours paid for			Average weekly earnings(\$)			Average weekly hours paid for		
	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total
<b>ADULT MALES</b>												
<b>JUNIOR MALES</b>												
Manufacturing—												
Extracting, refining and founding of metals	16.60	87.30	103.90	5.3	38.6	44.0	4.20	49.10	53.20	1.9	38.4	40.4
Engineering and metal-working	15.40	80.70	96.20	4.9	38.4	43.3	3.80	42.10	45.80	2.1	38.3	40.4
Ships, vehicles, parts and accessories	12.20	81.20	93.40	3.8	38.4	42.2	2.50	42.40	44.90	1.4	38.4	39.8
<i>Founding, engineering, vehicles, etc.</i>	14.80	82.00	96.70	4.7	38.4	43.1	3.50	43.30	46.80	1.9	38.4	40.3
Textiles, clothing and footwear	13.00	76.00	89.00	4.8	38.7	43.4	3.20	41.10	44.30	1.9	37.9	39.8
Food, drink and tobacco	14.90	76.00	91.00	4.9	38.2	43.2	5.80	41.40	47.20	3.0	37.3	40.4
Paper, printing, book-binding and photography	11.60	90.00	101.60	3.5	39.1	42.5	3.80	47.10	50.90	2.0	39.0	41.0
Chemicals, dyes, explosives, paints, non-mineral oils	14.40	87.30	101.70	4.3	38.6	42.9	4.30	49.30	53.60	2.1	38.5	40.7
Other	15.70	77.90	93.70	5.4	38.5	43.9	4.50	38.40	42.90	2.8	38.0	40.8
<i>Manufacturing groups</i>	14.60	80.80	95.40	4.8	38.5	43.2	4.00	42.60	46.50	2.2	38.2	40.4
Non-manufacturing—												
Mining and quarrying	24.00	101.20	125.30	6.9	36.6	43.5	8.30	59.70	68.00	3.9	37.7	41.6
Building and construction	20.20	87.00	107.10	5.7	38.6	44.2	3.40	47.20	50.60	1.7	39.2	40.8
Transport and storage	20.20	84.10	104.30	6.2	37.9	44.1	6.70	45.80	52.50	3.4	38.4	41.9
Finance and property	2.50	97.40	99.80	0.7	38.5	39.3	0.90	52.10	53.00	0.4	38.6	39.0
Wholesale trade, primary produce dealing, etc.	7.80	80.40	88.20	2.6	38.9	41.5	2.90	41.80	44.80	1.7	38.9	40.6
Retail trade	5.50	75.30	80.80	2.0	39.5	41.5	2.70	40.00	42.60	1.7	39.4	41.0
Other industries(e)	9.60	81.60	91.20	3.4	38.7	42.1	2.90	44.70	47.60	1.5	38.2	39.7
<i>Non-manufacturing groups</i>	12.30	84.40	96.70	3.8	38.6	42.4	2.80	44.60	47.40	1.6	39.0	40.5
All industry groups(f)	13.60	82.40	96.00	4.3	38.5	42.9	3.40	43.60	47.00	1.9	38.6	40.5
<b>ADULT FEMALES</b>												
<b>JUNIOR FEMALES</b>												
Manufacturing groups	3.70	55.00	58.80	1.8	37.8	39.6	1.40	36.20	37.60	1.0	38.0	39.0
Non-manufacturing groups	1.80	60.80	62.70	0.8	38.1	38.9	0.70	39.10	39.80	0.5	38.5	38.9
All industry groups(f)	2.80	57.90	60.70	1.3	38.0	39.3	0.90	38.30	39.20	0.6	38.4	38.9

(a) Average weekly overtime and ordinary time earnings and hours are averages for all employees represented in the survey (see page 111). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Excludes Northern Territory and Australian Capital Territory. (d) Last pay-period in October 1972. For definitions, particulars of scope of the survey, etc., see pages 107-11. (e) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (f) Excludes rural industry, and private domestic service.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS STATES, OCTOBER 1972(c)**

State	Adult males				Junior males	Adult females	Junior females
	Manufacturing			Non-manufacturing	All industry groups(d)	All industry groups(d)	All industry groups(d)
	Founding, engineering, vehicles, etc.	Other	Total manufacturing				

**AVERAGE WEEKLY OVERTIME EARNINGS(a) (\$)**

New South Wales	15.50	15.60	15.60	12.70	14.30	3.30	3.10	0.90
Victoria	16.10	14.60	15.20	10.10	13.30	3.60	2.90	0.90
Queensland	12.40	13.00	12.80	13.60	13.30	3.10	1.90	0.80
South Australia	11.50	13.70	12.30	9.40	11.10	4.30	2.50	1.10
Western Australia	13.00	14.30	13.80	17.80	16.30	2.90	2.30	0.70
Tasmania	11.80	9.00	9.70	7.40	8.50	2.10	1.80	0.80
Australia(e)	14.80	14.50	14.60	12.30	13.60	3.40	2.80	0.90

**AVERAGE WEEKLY ORDINARY TIME EARNINGS(a) (\$)**

New South Wales	84.20	83.10	83.70	87.20	85.20	45.40	60.90	40.00
Victoria	81.10	79.70	80.40	83.50	81.50	44.20	56.60	39.90
Queensland	75.90	75.70	75.80	82.60	79.60	43.00	54.70	36.10
South Australia	80.40	75.20	78.50	78.00	78.30	41.70	54.00	36.60
Western Australia	79.10	76.00	77.30	85.20	82.20	38.90	54.90	35.30
Tasmania	88.30	74.90	78.50	81.10	79.90	42.20	53.50	34.30
Australia(e)	82.00	79.70	80.80	84.40	82.40	43.60	57.90	38.30

**AVERAGE WEEKLY TOTAL EARNINGS (\$)**

New South Wales	99.70	98.70	99.20	100.00	99.60	48.70	63.90	40.90
Victoria	97.10	94.30	95.60	93.60	94.90	47.80	59.50	40.70
Queensland	88.30	88.60	88.50	96.20	92.90	46.10	56.60	36.90
South Australia	91.90	88.80	90.80	87.40	89.50	46.00	56.40	37.70
Western Australia	92.10	90.30	91.10	103.00	98.50	41.80	57.30	36.00
Tasmania	100.20	83.90	88.30	88.50	88.40	44.30	55.30	35.10
Australia(e)	96.70	94.20	95.40	96.70	96.00	47.00	60.70	39.20

(a) Average weekly overtime and ordinary time earnings are averages for all employees represented in the survey (see page 111). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff (c) Last pay-period in October 1972. For definitions, particulars of scope of the survey, etc., see pages 107-11. (d) Excludes rural industry, and private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS(a), FULL-TIME  
EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b)  
INDUSTRY GROUPS, STATES, OCTOBER 1972(c)**

State	Adult males					Junior males	Adult females	Junior females
	Manufacturing			Non-manufacturing	All industry groups(d)	All industry groups(d)	All industry groups(d)	All industry groups(d)
	Founding, engineering, vehicles, etc.	Other	Total manufacturing					
<b>AVERAGE WEEKLY OVERTIME HOURS PAID FOR(a)</b>								
New South Wales	4.9	5.0	5.0	3.9	4.5	1.7	1.3	0.6
Victoria	5.2	5.0	5.1	3.2	4.3	2.0	1.4	0.6
Queensland	4.0	4.2	4.1	4.0	4.0	1.7	0.9	0.6
South Australia	3.6	4.9	4.1	3.3	3.8	2.6	1.2	0.7
Western Australia	4.3	5.1	4.8	5.6	5.3	1.9	1.3	0.5
Tasmania	3.5	3.0	3.2	2.2	2.7	1.3	0.9	0.8
<b>Australia(e)</b>	<b>4.7</b>	<b>4.8</b>	<b>4.8</b>	<b>3.8</b>	<b>4.3</b>	<b>1.9</b>	<b>1.3</b>	<b>0.6</b>
<b>AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR(a)</b>								
New South Wales	38.5	38.4	38.5	38.2	38.4	38.3	37.9	38.3
Victoria	38.2	38.6	38.5	38.9	38.6	38.9	37.8	38.2
Queensland	37.8	38.0	37.9	38.5	38.3	38.5	38.6	38.7
South Australia	38.7	38.9	38.3	39.1	38.9	38.6	38.2	38.3
Western Australia	39.2	39.0	39.1	38.7	38.9	39.1	38.6	38.4
Tasmania	38.8	38.9	38.9	39.2	39.0	38.7	38.2	38.5
<b>Australia(e)</b>	<b>38.4</b>	<b>38.5</b>	<b>38.5</b>	<b>38.6</b>	<b>38.5</b>	<b>38.6</b>	<b>38.0</b>	<b>38.4</b>
<b>AVERAGE WEEKLY TOTAL HOURS PAID FOR</b>								
New South Wales	43.4	43.4	43.4	42.1	42.8	40.1	39.2	38.9
Victoria	43.4	43.6	43.5	42.0	43.0	40.8	39.2	38.7
Queensland	41.8	42.2	42.1	42.5	42.3	40.2	39.5	39.3
South Australia	42.3	43.8	42.8	42.4	42.7	41.2	39.3	39.0
Western Australia	43.4	44.1	43.9	44.4	44.2	41.0	39.9	38.9
Tasmania	42.4	41.9	42.1	41.4	41.7	40.0	39.1	39.3
<b>Australia(e)</b>	<b>43.1</b>	<b>43.4</b>	<b>43.2</b>	<b>42.4</b>	<b>42.9</b>	<b>40.5</b>	<b>39.3</b>	<b>38.9</b>

(a) Average weekly overtime and ordinary time hours are averages for all employees represented in the survey (see page 111). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Last pay-period in October 1972. For definitions, particulars of scope of the survey, etc., see pages 107-11. (d) Excludes rural industry, and private domestic service. (e) Excludes Northern Territory and Australian Capital Territory.

**AVERAGE WEEKLY EARNINGS**  
**FULL-TIME MANAGERIAL, EXECUTIVE, ETC. STAFF<sup>(a)</sup>**  
**OCTOBER 1972<sup>(b)</sup>**  
**(\$)**

**MALE MANAGERIAL, ETC., STAFF<sup>(a)</sup>**  
**INDUSTRY GROUPS, AUSTRALIA<sup>(c)</sup>**

Industry group	October 1972
<b>Manufacturing—</b>	
Extracting, refining and founding of metals . . . . .	171.40
Engineering and metalworking . . . . .	150.00
Ships, vehicles, parts and accessories . . . . .	142.40
<i>Founding, engineering, vehicles, etc.</i> . . . . .	150.30
Textiles, clothing and footwear . . . . .	142.70
Food, drink and tobacco . . . . .	146.70
Paper, printing, bookbinding and photography . . . . .	151.60
Chemicals, dyes, explosives, paints, non-mineral oils . . . . .	167.30
Other . . . . .	145.30
<i>Manufacturing groups</i> . . . . .	149.50
<b>Non-manufacturing—</b>	
Mining and quarrying . . . . .	190.00
Building and construction . . . . .	150.60
Transport and storage . . . . .	143.10
Finance and property . . . . .	173.40
Wholesale trade, primary produce dealing, etc. . . . .	146.40
Retail trade . . . . .	124.70
Other industries <sup>(d)</sup> . . . . .	138.70
<i>Non-manufacturing groups</i> . . . . .	147.40
<b>All industry groups<sup>(e)</sup></b> . . . . .	<b>148.20</b>

**MANAGERIAL, ETC., STAFF<sup>(a)</sup>**  
**INDUSTRY GROUPS, STATES**

State	Manufacturing groups	Non-manufacturing groups	All industry groups <sup>(e)</sup>
<b>MALES</b>			
New South Wales . . . . .	157.10	154.00	155.30
Victoria . . . . .	149.50	150.40	150.00
Queensland . . . . .	134.30	137.10	136.30
South Australia . . . . .	141.00	129.20	133.70
Western Australia . . . . .	133.20	145.10	141.60
Tasmania . . . . .	136.70	129.60	132.20
<b>Australia<sup>(c)</sup></b> . . . . .	<b>149.50</b>	<b>147.40</b>	<b>148.20</b>
<b>FEMALES</b>			
<b>Australia<sup>(c)</sup></b> . . . . .	<b>87.30</b>	<b>88.00</b>	<b>87.80</b>

<sup>(a)</sup> Private employees only. Includes managerial, executive, professional and higher supervisory staff. For definitions, particulars of scope of the survey, etc., see pages 107-11. <sup>(b)</sup> Last pay-period in October 1972. <sup>(c)</sup> Excludes Northern Territory and Australian Capital Territory. <sup>(d)</sup> Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. <sup>(e)</sup> Excludes rural industry, and private domestic service.

**AVERAGE EARNINGS AND HOURS  
PART-TIME EMPLOYEES<sup>(a)</sup>, INDUSTRY GROUPS  
AUSTRALIA<sup>(b)</sup>: OCTOBER 1972<sup>(c)</sup>**

	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)
Adult males—			
All industry groups <sup>(d)</sup> . . .	29.60	14.3	2.06
Junior males—			
All industry groups <sup>(d)</sup> . . .	8.00	7.9	1.02
Adult females—			
Manufacturing groups . . .	31.00	20.3	1.53
Non-manufacturing groups . . .	29.90	17.1	1.75
All industry groups <sup>(d)</sup> . . .	30.10	17.6	1.71
Junior females—			
All industry groups <sup>(d)</sup> . . .	6.80	6.8	1.00

(a) Private employees only. Part-time employees are those who normally work less than 30 hours a week. For definitions, particulars of scope of the survey, etc., see pages 107-11. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October 1972. (d) Excludes rural industry, and private domestic service.

## Arbitration and Wages Board Acts and associated legislation

### 1. General

Particulars regarding the operation of Commonwealth and State Acts for the regulation of wages, hours and conditions of work were first compiled for the year 1913 and particulars for later years have appeared in subsequent issues of the Labour Report.

### 2. Laws regulating industrial matters

The principal Acts in force regulating rates of wage, hours of labour and working conditions generally in both Commonwealth and State jurisdictions at the end of 1972 are listed below:

#### COMMONWEALTH

*Conciliation and Arbitration Act 1904-1972*  
*Public Service Arbitration Act 1920-1972*  
*Coal Industry Act 1946-1966*  
*Stevedoring Industry Act 1956-1971*  
*Navigation Act 1912-1972*

#### STATES

New South Wales . . . Industrial Arbitration Act, 1940 as amended to 1971  
 Coal Industry Act, 1946 as amended to 1971

Victoria . . . . . *Labour and Industry Act 1958 as amended to 1972*

Queensland . . . . . *'The Industrial Conciliation and Arbitration Acts, 1961 to 1964'*

South Australia . . . Industrial Code, 1967-1972  
 Industrial Conciliation and Arbitration Act, 1972  
 Public Service Arbitration Act, 1968-1970

Western Australia . . *Industrial Arbitration Act, 1912-1971*  
*Mining Act, 1904-1971*  
*Public Service Arbitration Act, 1966-1970*

Tasmania . . . . . *Wages Boards Act 1920 as amended to 1970*  
*Public Service Tribunal Act 1958 as amended to 1971*

### 3. Methods of administration

#### (i) Commonwealth

(a) *Conciliation and Arbitration Act*. Under placitum (xxxv) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to 'conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State'. The Parliament has made such a law, namely, the Conciliation and Arbitration Act.

This Act defines 'an industrial dispute' as '(a) a dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (b) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes (c) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (d) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (e) a claim which an organisation is entitled to submit to the Commission under section eleven A of the *Public Service Arbitration Act 1920-1972* (see page 123) or an application or matter which the Public Service Arbitrator has refrained from hearing, or from further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter a dispute as to industrial matters which extends beyond the limits of any one State'.

The Conciliation and Arbitration Act was extensively amended by Act No. 44 of 1956. This amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters under the Act, and the Commonwealth

Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. In recent years a number of other amendments have been made to the Act, the latest amending Act being No. 37 of 1972. A summary of the provisions of the *Conciliation and Arbitration Act 1904-1972* is given in the following paragraphs.

(b) *The Commonwealth Industrial Court.* The Commonwealth Industrial Court is at present composed of a Chief Judge and six other Judges and the Act provides that the jurisdiction of the Commonwealth Industrial Court shall be exercised by not less than three Judges except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to a dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility for membership of an organisation, disputes between an organisation and its members (except disputes regarding the requirements and performance of the rules of an organisation), and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than three Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court. In general, decisions of the Industrial Court are final; however, in certain cases, an appeal lies to the High Court, but only when the latter grants leave to appeal. Provision is made for the registration of employer and employee associations. In matters involving disputed elections in organisations, the Court may direct the Registrar to make investigations, and if necessary order a new election. The Act also provides for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organisation. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court on matters arising under this Act or the *Public Service Arbitration Act 1920-1972*, the parties may, if they wish and the Court grants leave, be represented by officials.

(c) *The Commonwealth Conciliation and Arbitration Commission.* The Commonwealth Conciliation and Arbitration Commission at the end of 1972 was composed of a President, eight Deputy Presidents and twenty Commissioners of whom eight have been designated as Arbitration Commissioners and twelve as Conciliation Commissioners. The presidential members of the Commission must have been solicitors or barristers of the High Court or of the Supreme Court of a State or Territory of the Commonwealth of not less than five years standing; or must have had experience at a high level in industry, commerce, industrial relations or the service of a government or an authority of a government; or must have, not less than five years previously, obtained a degree or similar qualification in law, economics, industrial relations or some other relevant field of study.

The Commonwealth Conciliation and Arbitration Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (a) effecting a reconciliation between the parties to industrial disputes; (b) preventing and settling industrial disputes by amicable agreement; and (c) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The amending Act of 1972 provided for the separation of the Commission's functions of conciliation and arbitration and for the appointment of Conciliation Commissioners and Arbitration Commissioners. The role of Presidential Members has been expanded beyond the hearing of reserved matters, appeals and references, to include involvement in settling individual disputes. The Act provided for the establishment of panels or 'task forces' within the Commission. Under this system the President assigns an industry or a group of industries.

to a panel of the Commission consisting of a Presidential Member, at least one Arbitration Commissioner and at least one Conciliation Commissioner. As far as practicable, the functions of the Commission in relation to that industry or group of industries are exercised by members of that panel.

When an industrial dispute occurs or is likely to occur, the Act provides that the Conciliation Commissioner shall take steps for the prompt prevention or settlement of that dispute. If agreement is reached, the parties may make a memorandum of their agreement and request the Conciliation Commissioner to certify that memorandum as an award, or they may request him to make an award or order giving effect to their agreement. The Conciliation Commissioner must satisfy himself that the agreement reached by the parties is in the public interest.

If the parties do not reach agreement the Conciliation Commissioner reports to the Presidential Member responsible for the panel. An Arbitration Commissioner or the Presidential Member then proceeds by arbitration to deal with the dispute or matters still in dispute. If the parties decide to resolve their differences at this stage, an award can be made by the Commission as if it were made pursuant to the conciliation process.

Only a Full Bench of the Commission constituted by at least three Presidential Members nominated by the President has the power to make awards, or to certify agreements, concerning standard hours, national wage cases, the minimum wage, equal pay principles, annual leave and long service leave. When the Full Bench is constituted to deal with appeals and references and the reserved matters listed above, it must consider the public interest in its decisions. In particular the Full Bench must have regard to the state of the national economy and the likely effects on the economy of any award it might make. A Presidential Member has the power to include in any award a provision directing persons not to hinder observance of the award.

An industrial dispute being heard by a Conciliation or Arbitration Commissioner or a Presidential Member may be referred to the Commission on the ground of public interest. If a party to a dispute makes an application for such a reference, the Commissioner or Presidential Member shall consult with the President, who may direct that the Full Bench constituted by at least three members nominated by the President, each of whom is either a Presidential Member or an Arbitration Commissioner, and at least two of whom are Presidential Members, shall hear and determine the dispute, or that part referred to it. In this hearing the Commission may have regard to evidence given and arguments adduced in arbitration proceedings prior to the hearing, and it may refer a part of the dispute to a Presidential Member or an Arbitration Commissioner for determination. The President may, before the Commission has been constituted for the referred dispute, authorise a Presidential Member or an Arbitration Commissioner to take evidence on the Commission's behalf.

An appeal against the decision of a Presidential Member or Arbitration Commissioner shall be heard by at least three members nominated by the President, each of whom is either a Presidential Member or an Arbitration Commissioner, and at least two of whom are Presidential Members. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of the Full Bench, so that it can have this evidence before it when it commences its hearing.

When matters relating to appeals or references to the Commission under both or either of the Conciliation and Arbitration Act and the Public Service Arbitration Act are being heard, and the Commission is not constituted by the same persons for these matters, the President may, if he is of the opinion that they involve a question in common, direct that the Commission in joint session (i.e. comprised of those persons who constituted the Commission in the separate matters) may take evidence and hear argument on that question.

Provision is also made in the Act for a Presidential Member and a Conciliation Commissioner assigned by the President of the Commission to handle industrial matters in connection with the maritime industries, the Snowy Mountains area and the stevedoring industry, except in those matters that must be dealt with by a Full Bench.

The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-State, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Commission may also make an award in relation to an industrial dispute involving such employees. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organisation, or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the *Public Service Arbitration Act 1920-1972*, not being the *Compensation (Commonwealth Employees) Act 1971-1972*, the *Commonwealth Employees' Furlough Act 1943-1968*, the *Superannuation Act 1922-1971* or any other prescribed Act.

The Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an award of the Commonwealth Conciliation and Arbitration Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

Up to 1972 the Act empowered the Commission to order that a vote be taken of the members of an organisation where it considered that this would assist the settlement of a dispute. The amending Act of 1972 extended this provision to enable the Commission to order a ballot where a dispute is threatened, pending or probable. This Act also introduced provisions covering the amalgamation of organisations registered under the Act. The total scheme of amalgamation must be submitted to the Registrar who hears objections to the scheme. When all objections have been decided, the Registrar refers the amalgamation to a ballot of the union members involved. For amalgamation to succeed, at least half of the eligible union membership of each organisation must vote in the ballot and more than half of those voting formally in each organisation must be in favour of amalgamation.

(d) *Flight Crew Officers' Industrial Tribunal*. An amendment of the Conciliation and Arbitration Act operative from November 1967 provided for the appointment of a person to be the Flight Crew Officers' Industrial Tribunal which is empowered to prevent or settle industrial disputes involving flight crew officers (i.e. pilots, navigators, and flight engineers of aircraft). Provision is made for the appointment by the tribunal of a conciliation committee consisting of an equal number of representatives of employers and flight crew officers with the person appointed to be the tribunal as chairman. A person was first appointed as tribunal in February 1968.

(e) *Coal Industry Tribunal*. The Coal Industry Tribunal was established under the *Commonwealth Coal Industry Act 1946* and the *New South Wales Coal Industry Act, 1946* to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes between the Australian Coal and Shale Employees' Federation and employers in the coal-mining industry.

Special war-time bodies were created to deal with specific aspects of the coal industry, reference to which was made in earlier issues of the Labour Report (see No. 40, page 53). Under amending legislation passed jointly by the Commonwealth and New South Wales Parliaments in 1951, the Tribunal was vested with authority to deal with all interstate industrial disputes in the coal-mining industry, irrespective of the trade union involved, and, in the case of New South Wales, intra-State disputes also. The Tribunal consists of one person, who may appoint two assessors nominated by the parties to advise him in matters relating to any dispute. Subsidiary authorities are the Local Coal Authorities and Mine

Conciliation Committees, who may be appointed to assist in the prevention and settlement of certain disputes. An amendment to the Commonwealth Coal Industry Act, passed in 1952, makes it obligatory for the Tribunal to use conciliation and arbitration to settle industrial disputes.

(f) *Commonwealth Public Service Arbitrator.* Wages, hours of work and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator and three Deputy Public Service Arbitrators, under powers conferred by the *Public Service Arbitration Act 1920-1972*. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration as part of the ordinary work of that Court. In 1920, however, the control was transferred to the Arbitrator, who is appointed by the government for a term of seven years, and who need not have legal qualifications. In 1969 two Deputy Public Service Arbitrators were appointed.

Provision is made for an organisation of employees in the Public Service to submit a claim to the Commonwealth Conciliation and Arbitration Commission with the consent of the Public Service Arbitrator or where the Arbitrator has, other than on the ground of triviality, refrained from hearing or determining the claim.

Appeals from decisions of the Arbitrator or of the Deputy Arbitrators may be made to the Commission.

(g) *Australian Capital Territory.* Since May 1949 industrial matters in the Australian Capital Territory have been dealt with by authorities established by the Commonwealth Conciliation and Arbitration Act. Matters outside the jurisdiction of a Commissioner, assigned to the Australian Capital Territory, are dealt with by the Commonwealth Industrial Court and the Commonwealth Conciliation and Arbitration Commission.

From 1922 to 1949 industrial matters in the territory were regulated by a local Industrial Board. Details of the provisions relating to the Board during its period of jurisdiction may be found in earlier issues of the Labour Report (*see* No. 36, page 51).

#### (ii) *States*

(a) *New South Wales.* The controlling authority is the Industrial Commission of New South Wales, which, at the end of 1972, consisted of a President and seven other Judges. Subsidiary tribunals are the Conciliation Commissioners, and Conciliation Committees constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. The Apprentices Act, 1969 conferred specific powers on the Industrial Commission in relation to certain apprenticeship matters. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(b) *Victoria.* The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and the Industrial Appeals Court, the latter presided over by a judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

(c) *Queensland.* Legal control was first instituted in 1907 with the passing of the Wages Board Act. 'The Industrial Conciliation and Arbitration Act of 1961' established the Industrial Conciliation and Arbitration Commission and preserved and continued in existence the Industrial Court. The Industrial Court is constituted by the President (a judge of the Supreme Court of Queensland) sitting alone, and the Full Industrial Court by the President and two Commissioners. The Conciliation and Arbitration Commission is constituted by a Commissioner sitting alone and the Full Bench of the Commission by at least three Commissioners. Not more than five Commissioners shall be appointed. A Commissioner shall not be capable of being a member of the Executive Council or of the Legislative

Assembly, and shall not take part in the management of any business. For further details of the provisions of 'The Industrial Conciliation and Arbitration Act of 1961' see Labour Report No. 49, pages 52-54.

(d) *South Australia.* In South Australia, from July 1966, the system of control consisted of an Industrial Commission, an Industrial Court, and Conciliation Committees. The Industrial Commission is composed of a President, two Deputy Presidents and four Commissioners and has power to make awards. The President and Deputy Presidents of the Commission are also President and Deputy Presidents, respectively, of the Industrial Court which deals with legal matters and workmen's compensation. The four Commissioners are chairmen of each of the Conciliation Committees consisting of an equal number of representatives of employers and employees. These committees issue awards. Where complete agreement cannot be reached in these committees the Chairman sits as a Commissioner to determine the unresolved matters. An Industrial Magistrate, first appointed in 1969, deals with claims for breaches of industrial awards and agreements. Provision is made for references and appeals to the Full Commission.

(e) *Western Australia.* Legal control dates back to 1900. The present system of control comprises the Western Australian Industrial Commission consisting of five Commissioners, and the Western Australian Industrial Appeal Court consisting of three Supreme Court judges who are nominated by the Chief Justice of Western Australia. A Commissioner may, in relation to any dispute or other matter, refer such matters to the Commission in Court Session. Similarly, appeals from decisions of a single Commissioner are heard by three other Commissioners acting as the Commission in Court Session, but such hearings are restricted to the evidence and matters raised in the proceedings before the single Commissioner. Appeals from the Commission to the Industrial Appeal Court are limited to matters which are erroneous in law or in excess of jurisdiction. The Court has power to impose penalties for disobedience of orders made by the Commission.

The Western Australian Coal Industry Tribunal has power to determine any industrial matter in the coal-mining industry. It consists of a chairman and four other members (two representatives each of employers and employees). Boards of Reference may be appointed by the Tribunal and from 1 February 1964 decisions of the Tribunal may be reviewed by the Industrial Commission in Court Session.

(f) *Tasmania.* The authority consists of Wages Boards for separate industries, comprising a chairman (who is common to all Wages Boards), appointed by the Governor, and equal numbers of representatives of employers and employees, appointed by the Minister administering the Act. The system was instituted in 1910.

#### 4. New legislation and special reports

Information concerning the main provisions of various industrial Acts in force throughout Australia was given in earlier Labour Reports, and brief reviews are furnished, in each issue, of the more important aspects of new industrial legislation having special application to the terms of awards or determinations. Acts passed in the year 1972 are covered in this issue, although some of these acts did not operate till 1973. The principal changes in workers' compensation legislation are incorporated in the section under that heading in this Labour Report.

##### (i) *Commonwealth*

(a) The *Stevedoring Industry (Temporary Provisions) Act 1972* came into operation on 7 June 1972 and extended the period of operation of the Act to 30 June 1973.

(b) The *Seamen's Compensation Act 1972* came into operation on 2 November 1972 and increased the rates of compensation payable to seamen in certain cases.

(c) The *Public Service Act 1972* came into operation on 24 March 1972 and amended certain provisions of the Principal Act relating to transfers, promotions and appeals of employees in the Commonwealth Public Service.

(d) The *Public Service Arbitration Act 1972*, which came into operation on 24 April 1972, sets out the procedures to be followed when an industrial situation, as defined by the Act, occurs in relation to employment in the Commonwealth Public Service.

(e) The *Conciliation and Arbitration Act 1972*, assented to on 2 June 1972, extensively amended the *Conciliation and Arbitration Act 1904-1970*. The provisions of the Act which

substantially altered the conciliation and arbitration procedures came into operation on 4 August 1972; the provisions in relation to amalgamation of organisations operated from 26 May 1972; and all other provisions came into operation on 2 June 1972. For a summary of the main provisions of the Act, see pages 182-5.

(f) The *Compensation (Commonwealth Employees) Act 1972* which came into operation on 2 November 1972 increased rates of compensation payable to Commonwealth employees. For a summary of the provisions of the Act, see pages 235-47.

(ii) *New South Wales*

(a) The *Public Service (Amendment) Act, 1972*, which came into operation on 11 April 1972 provides for the appointment of persons employed under the *Teaching Service Act, 1970* to the State Public Service without examination or probation. The Act also enables certain persons to be ranked or classed as permanent heads of departments of the Public Service and enables the Public Service Board to delegate certain powers, authorities, duties and functions to those persons.

(b) The *Teaching Service (Amendment) Act, 1972*, which came into operation on 6 March 1972 provides for the appointment of persons employed under the *Public Service Act, 1902* to the Teaching Service.

(iii) *Victoria*

(a) The *Workers Compensation Act 1972* came into operation on 9 May 1972 and increased the rates of compensation payable to workmen in certain cases and amended the *Principal Act* such that it no longer excludes persons whose earnings are in excess of \$6,000 a year from the workers to whom it applies. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

(b) The *Labour and Industry (Amendment) Act 1972*, which came into operation on 1 February 1973, amended the *Principal Act* by extending the trading hours of chemists' shops, petrol shops and pet shops, and the baking hours of bakers. The Act also provided for increased safety guards, etc. for machinery and for tractors.

(c) The *Public Service (Amendment) Act 1972* which came into operation on 9 May 1972 provides for the preservation of rights of officers holding government office.

(iv) *Queensland*

(a) 'The *Apprenticeship Act Amendment Act of 1972*', assented to on 19 December 1972, enabled Queensland to adopt a uniform list of apprenticeship trade titles which have been agreed to by the various States.

(b) *Sick leave.* On 7 July 1972 the Industrial Conciliation and Arbitration Commission of Queensland handed down a decision relating to sick leave provisions to be inserted in awards and industrial agreements. The provisions decided by the Commission include: (a) a standard of not less than eight days' sick leave (previously one week) for each completed year of work; (b) a pro-rata payment for less than one year of employment at the rate of one day's sick leave for each six weeks (previously two months) of such period; (c) payment for a maximum of thirteen weeks (previously seven weeks) absence from work through illness in any one year; (d) continuity of employment is deemed to be unbroken by leave which is granted by the employer or by the termination of employment for any period up to three months provided the employee is re-employed by the same employer.

(c) *Accident pay.* On 23 May 1972 the Industrial Conciliation and Arbitration Commission of Queensland varied the *Building Trades Award—State* to provide for the payment of *Accident Pay* to construction workers such payments to operate on and from 9 May 1972. As from 3 July 1972 these provisions were extended to cover all building trades employees of the State government employed under the terms of that award. Subsequently, similar provisions were granted in respect of other Queensland awards and industrial agreements.

On 25 July 1972 the Commission declared by way of a general ruling that all awards and industrial agreements of the Commission provide for the payment of *Accident Pay* to all employees. This payment may be in the form of two cents per hour (or eighty cents per week of forty hours), such a payment to be regarded as part of the employee's wage rate for all purposes of the award or agreement. Alternatively the employer may make a weekly payment which is payable up to twenty-six weeks from the date of injury. This weekly amount being the difference between the weekly amount of compensation paid to the employee pursuant to

'The Workers Compensation Acts, 1916 to 1966' and the weekly award rate to which the employee is entitled at the date of injury. The general ruling is operative on and from 1 August 1972.

(v) *South Australia*

(a) The Industrial Conciliation and Arbitration Act, 1972 came into operation on 4 January 1973. It replaces sections of the Industrial Code dealing with the conduct of State industrial tribunals and includes important amendments to provisions for sick leave, annual leave and unjust dismissals. The Act extends the jurisdiction of the Industrial Commission, giving it power to make an award in respect of any person (subject to certain minor exceptions) employed for remuneration or reward. A new provision in the Act is that the definition of 'employee' has been extended to take in some people previously classified as independent contractors. The Act provides that all employees be entitled to cumulative sick leave of at least ten days on full pay each year. The Act gives the discretion to the Industrial Commission to grant preference in employment to members of registered trade unions, subject to such conditions as it considers fair and reasonable.

The Act repeals the Trade Union Act, 1876 but re-enacts the provision that an association, although it may be in restraint of trade, is not unlawful and members thereof are not liable for prosecution for conspiracy. The Act authorises the Full Commission to grant equal pay when adult females are performing work of the same or like nature and of equal value. The Act also gives the Industrial Court jurisdiction to hear any question about whether the dismissal of an employee was harsh, unjust or unreasonable and, if thought fit, to order re-instatement.

(b) The Long Service Leave Act Amendment Act, 1972, which came into operation on 1 January 1973, amends the qualifying period for long service leave for employees (not covered by awards of the Commonwealth Conciliation and Arbitration Commission) from 15 years to 10 years. The obligation to grant long service leave is imposed on all employers in South Australia. For a summary of the provisions of this Act, see page 155.

(c) The Industrial Safety, Health and Welfare Act, 1972 came into operation on 7 December 1972. It replaces sections of the Industrial Code dealing with safety, health and welfare of persons employed or engaged in industry, and the safety of persons affected by industry. This Act is an enabling Act and detailed provisions will be made by way of regulations.

(d) The Industrial Code Amendment Act, 1972, which came into operation on 30 November 1972, repealed some sections of the principal Act which are now covered by the Industrial Conciliation and Arbitration Act, 1972 (see (a) above). It also amended certain provisions of the Principal Act relating to definitions, exempted shops, baking hours, offences, and inspectors.

(vi) *Western Australia*

(a) The *Public and Bank Holidays Act, 1972*, which came into operation on 31 October 1972, rationalised Bank and Public Holidays and gave the Governor power to appoint special public or bank holidays and to alter the day appointed for bank or public holidays.

(b) The *Public Service Amendment Act, 1972* which came into operation on 26 May 1972, amended provisions of the Principal Act to allow the accumulation of annual leave in excess of three years entitlement in certain cases.

(c) The *Factories and Shops Act Amendment Act, 1972*, some sections of which came into operation on 15 December 1972, amended provisions of the Principal Act relating to the appointment and powers of inspectors. Other sections amended certain provisions relating to public and bank holidays, the definition of 'exempted shops' and the trading hours of certain enterprises.

(vii) *Tasmania*

(a) The *Workers' Compensation Act 1972*, which operated from 22 December 1972, amended the Principal Act to give rates of weekly compensation payments for total or partial incapacity cases equal to either average weekly earnings or the ordinary time rate of pay of the worker for the work in which he was engaged immediately before the period of incapacity, whichever is the greater. For a summary of the provisions of this Act, see pages 235-47.

(b) The *Long Service Leave Act 1972*, which operates from 17 January 1973, reduces the qualifying period required for pro rata long service leave to seven years in certain circumstances. It also introduces provisions regarding continuous service with related companies and alters the provisions regarding appeals in the matter of certificates issued by the Secretary of Labour. For a summary of the provisions of this Act, see page 157.

(c) The *Service Payments (Public Hospitals) Act 1972*, which came into operation on 1 July 1972, provides for the payment of weekly service payments (based on length of service) to all employees in public hospitals, such payments to operate from the beginning of the first pay-period to commence on or after 1 July 1972.

(viii) *Northern Territory*

(a) The *Northern Territory (Administration) Act 1972*, which came into operation on 2 June 1972, extended the jurisdiction of the Commonwealth Conciliation and Arbitration Commission in the Northern Territory to industrial disputes involving persons in employment whether or not they are in an *industry* in the constitutional sense of that word.

(b) The *Workmen's Compensation Ordinance 1972*, which came into operation on 1 June 1972, amended certain provisions of the Principal Ordinance allowing increased compensation to be paid in some cases. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

(c) The *Workmen's Compensation Ordinance (No. 2) 1972*, which came into operation on 20 July 1972, increased the coverage of the Principal Ordinance. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

(d) The *Workmen's Compensation Ordinance (No. 3) 1972*, which came into operation on 16 August 1972, increased compensation payments for certain injuries. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

(e) The *Public Service Ordinance 1972*, which came into operation on 13 March 1972, amended certain provisions of the Principal Ordinance relating to furlough.

(f) The *Public Service Ordinance (No. 2) 1972* assented to on 5 December 1972 amended certain provisions of the Principal Ordinance relating to salaries and salary increments, the power to create and abolish offices and the filling of vacancies.

(ix) *Australian Capital Territory*

(a) The *Seat of Government (Administration) Act 1972*, which came into operation on 2 June 1972, extended the jurisdiction of the Commonwealth Conciliation and Arbitration Commission in the Australian Capital Territory to industrial disputes involving persons in employment whether or not they are in an *industry* in the constitutional sense of the word.

(b) The *Trading Hours Ordinance 1972* which came into operation on 3 August 1972 rendered souvenirs, post cards, art works and reproductions of art works exempt goods and as such subject to no limitations on trading hours.

(c) The *Workmen's Compensation Ordinance 1972*, which came into operation on 26 October 1972, amended certain provisions of the Principal Ordinance relating to the payment of compensation. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

(d) The *Workmen's Compensation Ordinance (No. 2) 1972*, which came into operation on 23 November 1972, increased compensation payments in certain cases. For a summary of workers' compensation provisions as at 31 December 1972, see pages 235-47.

## Incidence of industrial awards, determinations and collective agreements, May 1968

### 1. General

A survey of the incidence of industrial awards, determinations and collective agreements was conducted for the last pay-period in May 1968. Detailed results of this survey are published in Labour Report No. 55, 1970 (pages 163-76). The table on page 131 shows a summary of the results of this survey. Surveys on the same subject were conducted in April 1954 and May 1963. Detailed results of the May 1963 survey are published in Labour Report No. 53, 1967 (pages 52-4). A table giving broad comparisons of the 1954, 1963 and 1968 surveys is shown on page 193.

This latest survey obtained estimates of the number of employees whose wages, salaries and conditions of work were:

- (a) normally varied in accordance with variations in an award, or determination made by, or a collective agreement registered with—
  - (i) Commonwealth industrial authorities; and
  - (ii) State industrial authorities;
- (b) normally varied in accordance with variations in unregistered collective agreements; and
- (c) not normally varied in accordance with any variation in an award, determination or collective agreement.

In the published results employees recorded in categories (b) and (c) above have generally been grouped together.

Definitions and instructions used in the survey are shown on page 130. A copy of the form used in the survey was reproduced in the mimeographed bulletin, *Survey of the Incidence of Industrial Awards, Determinations and Collective Agreements, May 1968* published on 19 June 1969.

Where operations in an establishment ceased or were seriously curtailed due to an industrial dispute, breakdown, fire, etc. during the last pay-period in May 1968, the employer was asked to supply particulars for the nearest normal pay-period.

### 2. Coverage

The results of this survey are based on returns collected from: (i) a stratified random sample of most private employers subject to pay-roll tax (i.e. those paying more than \$400 a week in wages and salaries); (ii) all public hospitals and marketing boards; (iii) all Commonwealth government and State government departments and semi-government authorities; and (iv) a stratified random sample of Local government bodies.

In the published results employees in categories (i) and (ii) above have been grouped together.

Excluded from the survey were all employees in rural industry, in private domestic service, and in the Northern Territory and the Australian Capital Territory. Employees of private employers in hotels, cafes, personal service, etc; and employees of private employers not subject to pay-roll tax were also excluded.

The results of the survey were representative of 2,310,000 male and 944,000 female wage and salary earners. Included in these totals were 764,000 male and 220,000 female wage and salary earners reported on returns from government and semi-government authorities (Commonwealth, State and Local). Returns were received from 4,732 private employers.

The sample of private employers had to be restricted to those subject to pay-roll tax. The industry classification of these employers was generally according to major activity. Mainly for these reasons the survey estimates of total numbers of private and government employees do not correspond to totals of employment in the specified industry groups.

As the private employer and Local government parts of the survey were based on samples, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers in these fields was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

### 3. Comparability of results

In addition to affecting the results of this survey, sampling variability also affects comparison between this survey and the surveys of May 1963 and April 1954.

The industry classification adopted for this latest survey is that used for the 1966 Population Census. The May 1963 and April 1954 surveys were based on a different industry classification and for this and other reasons the results of the three surveys are not strictly comparable. A broad comparison of the results of the April 1954, May 1963 and May 1968 surveys is shown on page 132.

The changing proportions (over time) of employees reported as affected by Commonwealth awards, etc. and by State awards, etc. reflect changes in industry and occupational structure (including the creation of new industries); changes in the coverage of individual Commonwealth and State awards, etc.; and the creation of new awards, etc. for employees not previously affected by awards, etc.

### 4. Definitions

The following definitions refer to terms used in this survey and in the tables of this section.

*Male and female employees* refers to those who were on the pay-roll during the last pay-period in May 1968. It includes managerial, executive, professional and higher supervisory staff as well as other employees.

*Commonwealth awards, etc.* refers to awards or determinations made by, and collective agreements registered with, the Commonwealth Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers' Industrial Tribunal.

*State awards, etc.* refers to awards or determinations made by, and collective agreements registered with, State industrial tribunals.

*Employees affected by awards, etc.* refers to employees whose wages, salaries and conditions of work are normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Employers were asked to report under this heading employees (including piece-workers) whose wages, salaries and conditions of work were better than those prescribed by an award, etc. (including those whose over-award pay was subject to an unregistered collective agreement) if their wages, etc. were normally varied in accordance with variations in an award, etc.

*Other employees* refers to employees whose wages, salaries and conditions of work are not normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Included in this category are employees whose wages, salaries and conditions of work are normally varied in accordance with unregistered collective agreements.

*Collective agreements* (whether registered or not) are agreements made by an employer or a group of employers with a group or organisation of employees. *Unregistered collective agreements* are those collective agreements that are not registered with any Commonwealth or State industrial authority.

Details of employees affected by industrial awards, determinations and registered collective agreements, classified by the main industrial authorities in the Commonwealth and each State are presented in the following table. For further information on the results of the May 1968 survey including details of employees affected by specified awards, determinations or collective agreements, see Labour Report No. 55, 1970 (pages 163-76).

The table on page 132 shows the percentage of employees affected by awards, etc. for each State and Australia in April 1954, May 1963 and May 1968.

**PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC.  
OF VARIOUS INDUSTRIAL AUTHORITIES: AUSTRALIA(a), MAY 1968**

	Males		Females		Persons	
	2,310,000		944,000		3,254,000.	
Number of employees represented in survey	per cent	per cent	per cent	per cent	per cent	per cent
<b>Employees affected by awards, determinations and registered collective agreements—</b>						
<b>Commonwealth awards, etc.—</b>						
Commonwealth Conciliation and Arbitration Commission	} 36.3	43.8	} 26.3	31.0	} 33.5	40.1
Coal Industry Tribunal						
Flight Crew Officers' Industrial Tribunal						
Public Service Arbitrator	7.5		4.8		6.7	
<b>New South Wales State awards, etc.—</b>						
Industrial Commission of New South Wales, etc.(b)	15.9		21.2		17.5	
Public Service Board of New South Wales	1.6		3.4		2.1	
<b>Victorian State awards, etc.—</b>		17.5		24.7		19.6
Wages Boards; Industrial Appeals Court	5.3		13.9		7.8	
Public Service Board	} 1.8	7.1	} 2.9	16.8	} 2.1	9.9
Teachers Tribunal						
Police Service Board						
<b>Queensland State awards, etc.—</b>						
Industrial Conciliation and Arbitration Commission	..		..		..	
<b>South Australian State awards, etc.—</b>		8.3		7.2		8.0
Industrial Commission; Conciliation Committees	2.2		4.0		2.7	
Public Service Arbitrator	} 0.5	2.7	} 1.0	5.0	} 0.7	3.4
Teachers Salaries Board						
Local Government Officers Classification Board						
<b>Western Australian State awards, etc.—</b>						
The Western Australian Industrial Commission	} 4.5	5.1	} 4.0	4.8	} 4.3	5.0
Western Australian Coal Industry Tribunal						
Public Service Arbitrator						
Railways Classification Board	0.6		0.8		0.7	
Government School Teachers Tribunal						
<b>Tasmanian State awards, etc.—</b>						
Wages Boards	0.7		1.0		0.8	
Public Service Tribunal	0.4		1.0		0.6	
<b>Other employees—</b>		1.1		2.0		1.4
Affected by unregistered collective agreements	1.6		0.8		1.4	
Other	12.8		7.6		11.3	
<b>Total</b>		14.4		8.4		12.7
		100.0		100.0		100.0

(a) Excludes Northern Territory and Australian Capital Territory. For definitions, particulars of coverage of the survey, etc., see pages 129-30. Because of rounding, figures may not add to totals. (b) Includes subsidiary tribunals.

PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC.—STATES, APRIL 1954, MAY 1963 AND MAY 1968

State	Employees affected by awards, etc.						Other employees			Total		
	Commonwealth			State			April 1954	May 1963	May 1968	April 1954	May 1963	May 1968
	April 1954	May 1963	May 1968	April 1954	May 1963	May 1968						
<b>MALES</b>												
New South Wales	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent
Victoria	43.5	40.4	40.9	45.4	46.3	45.5	11.1	13.3	13.6	100.0	100.0	100.0
Queensland	59.4	57.3	57.7	27.4	27.9	24.6	13.2	14.8	17.7	100.0	100.0	100.0
South Australia	19.4	17.8	24.1	73.5	72.4	64.3	7.1	9.8	11.6	100.0	100.0	100.0
Western Australia	57.1	55.7	58.0	29.8	29.0	28.6	13.1	15.3	13.4	100.0	100.0	100.0
Tasmania	12.5	13.3	16.9	77.1	76.5	70.7	10.4	10.2	12.4	100.0	100.0	100.0
Australia (a)	52.6	47.4	49.8	31.7	37.5	36.2	15.7	15.1	14.0	100.0	100.0	100.0
	44.3	42.3	43.8	44.3	44.4	41.8	11.4	13.3	14.4	100.0	100.0	100.0
<b>FEMALES</b>												
New South Wales	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent
Victoria	36.5	27.2	29.9	56.0	63.9	63.3	7.5	8.9	6.8	100.0	100.0	100.0
Queensland	47.7	44.3	39.9	45.2	47.0	50.8	7.1	8.7	9.3	100.0	100.0	100.0
South Australia	23.1	18.8	21.0	72.1	74.0	70.7	4.8	7.2	8.3	100.0	100.0	100.0
Western Australia	31.9	23.7	27.9	54.3	62.3	60.9	13.8	14.0	11.2	100.0	100.0	100.0
Tasmania	18.7	14.8	15.7	71.8	74.4	76.1	9.5	10.8	8.2	100.0	100.0	100.0
Australia (a)	34.0	35.4	24.8	53.1	53.1	63.6	12.9	11.5	11.6	100.0	100.0	100.0
	37.2	31.0	31.0	54.9	59.7	60.6	7.9	9.3	8.4	100.0	100.0	100.0
<b>PERSONS</b>												
New South Wales	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent	per cent
Victoria	41.7	36.7	37.7	48.2	51.2	50.7	10.1	12.1	11.7	100.0	100.0	100.0
Queensland	56.3	53.5	52.0	32.3	33.5	33.0	11.4	13.0	15.0	100.0	100.0	100.0
South Australia	20.2	18.0	23.4	73.2	72.8	65.9	6.6	9.2	10.8	100.0	100.0	100.0
Western Australia	51.4	47.7	50.1	35.4	37.3	37.1	13.2	15.0	12.8	100.0	100.0	100.0
Tasmania	13.9	13.6	16.6	75.9	76.0	72.1	10.2	10.4	11.3	100.0	100.0	100.0
Australia (a)	48.2	44.7	42.7	36.8	41.1	44.1	15.0	14.2	13.3	100.0	100.0	100.0
	42.5	39.3	40.1	47.0	48.5	47.3	10.5	12.2	12.7	100.0	100.0	100.0

(a) Excludes Northern Territory and Australian Capital Territory.

NOTE.—For definitions, particulars of coverage of the surveys, etc., see pages 129-30.

## Determination of wage rates in Australia

### 1. General

Prior to June 1967 when the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from Commonwealth awards and to introduce total wages (*see page 134*), the concept of a basic or living wage was common to wage rates determined by industrial authorities in Australia. Initially the concept of a basic wage (for adult males) was interpreted as the wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, later it was generally accepted that the basic wage should be fixed at the highest amount which the economy could sustain and that the dominant factor was the capacity of the community to carry the resultant wage levels. Basic wages were determined for adult females as well as for adult males.

In addition to the basic wage, secondary wage payments including margins for skill, etc. and various kinds of loadings peculiar to the occupation or industry were determined by industrial authorities. The basic wage and the secondary wage made up the minimum wage rate for a particular occupation.

In the following paragraphs is set out a brief history of the determination of wage rates in Australia by Commonwealth and State industrial authorities. For more detailed information including the history of basic wage determination in Australia *see previous issues of the Labour Report*.

### 2. Commonwealth basic wage and wage margins

The principle of a living or basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, but it was not until the year 1907 that a wage as such was declared by a Court in Australia. The declaration was made by Mr Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, who defined the standard of a 'fair and reasonable' minimum wage for unskilled labourers as that appropriate to 'the normal needs of the average employee, regarded as a human being living in a civilised community'. The rate declared by the President in his judgment (known as the 'Harvester Judgement') was 70c a day or \$4.20 a week for Melbourne, the amount considered reasonable for 'a family of about five'.

The Harvester standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards, and practically the above rates continued until the year 1913 when the Court used the 'A' Series of retail price index numbers (*see page 5*) to vary the rates in proportion to variations in the index. The practice of making automatic quarterly adjustments to the basic wage in proportion to variations in retail price index numbers was introduced in 1921. This practice of automatic quarterly adjustments continued until September 1953 (*see page 5*).

In 1922 the Commonwealth Court added to the basic wage a general loading of 30c a week known as the 'Powers 3s.', which continued to be payable until 1934. Between February 1931 and May 1934 the basic wage, along with all wage rates under the jurisdiction of the Court, was reduced by ten per cent because of the economic depression. In May 1933 the Court adopted the 'D' Series of retail price index numbers (*see page 5*) for future quarterly adjustments of the basic wage. As a result of the Basic Wage Inquiry 1934 the ten per cent reduction in wages referred to above ceased to operate upon the introduction of new basic wage rates, the 'Powers 3s.' loading was discontinued, and the 'C' Series retail price index numbers (*see page 5*) were adopted for automatic quarterly adjustment of the basic wage.

In June 1937 the Commonwealth Court of Conciliation and Arbitration added to the basic wage fixed non-adjustable loadings, referred to as 'Prosperity' loadings, which ranged from 30c to 60c a week. The basis of the adjustment of the adjustable ('needs') portion of the basic wage was transferred from the 'C' Series to a special 'Court' Series of retail price

index numbers, based upon the 'C' Series (*see* page 5). As a result of a judgment of the Court in December 1939 quarterly adjustments of the basic wage were made operative from the beginning of the first pay-period to commence in February, May, August and November, one month earlier than the then current practice.

Basic wage increases were refused as a result of the Basic Wage Inquiry 1940 but in his judgment the Chief Judge of the Commonwealth Court suggested a comprehensive scheme of child endowment. (The Commonwealth Child Endowment Act came into operation in July 1941—*see* page 158). Interim increases of 60c and 70c a week to basic wage rates were granted by the Court in December 1946. For the purpose of automatic quarterly adjustments a new 'Court Index (Second Series)' (*see* page 5) was created. As a result of the Basic Wage Inquiry 1949–1950, which finalised the case begun in 1940 and continued in 1946, the basic wage for adult males was increased by \$2 a week, the 'Prosperity' loadings of 1937 (*see above*) were standardised at 50c a week and declared an adjustable part of the basic wage, the basic wage for adult females became seventy-five per cent of the male rate, and a new 'Court Index (Third Series)' (*see* page 5) was introduced for automatic adjustment purposes; all these variations operated from the beginning of the first pay-period in December 1950.

Automatic quarterly adjustments of the basic wage were discontinued by the Court in September 1953 as a result of the Basic Wage and Standard Hours Inquiry 1952–1953.

Between 1956 and 1966 increases in Commonwealth basic wages were granted by the Commonwealth Court of Conciliation and Arbitration or by its successor the Commonwealth Conciliation and Arbitration Commission. The weekly increases, which were applied to all Commonwealth adult male basic wages were as follows: \$1, June 1956; \$1, 15 May 1957; 50c, 21 May 1958; \$1.50, 11 June 1959; \$1.20, 7 July 1961; \$2, 19 June 1964; and \$2, 11 July 1966. Commonwealth adult female basic wages were increased at the same time. The basic rates operative in July 1966 were a result of the Basic Wage, Margins and Total Wage Cases of 1966 which fixed rates for the capital cities ranging from \$31 to \$33.50 a week for adult males and from \$23.25 to \$25.10 a week for adult females. These rates continued to operate until the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 to eliminate basic wages and margins from Commonwealth awards and introduce total wages to operate from the beginning of the first pay-period commencing on or after 1 July 1967 (*see below*). Section X of the Appendix contains tables of Commonwealth basic wage rates for adult males and adult females.

For particulars regarding female basic wage rates *see* earlier issues of the Labour Report including No. 46, pages 75–81.

Details of equal pay provisions in Commonwealth awards are shown on pages 136–8.

For detailed information concerning the determination of basic wages in the Northern Territory and the Australian Capital Territory *see* earlier issues of the Labour Report. Basic wages for the Northern Territory and the Australian Capital Territory since December 1950 are shown in Section X of the Appendix.

As a result of a decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, basic wages and margins were eliminated from Commonwealth awards and total wages were introduced with effect from the beginning of the first pay-period to commence on or after 1 July 1967. For information on the general determination of wage margins in the Commonwealth jurisdiction *see* earlier issues of the Labour Report. Major decisions affecting wage margins in Commonwealth awards were made in 1954, 1959, 1963, 1965, 1966 and 1967.

### 3. Commonwealth total wages

In the national wage cases of 1964 and 1965 applications by employers that basic wages and margins should be deleted from Commonwealth awards and total wages introduced were rejected by the Commonwealth Conciliation and Arbitration Commission.

However, in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966 the Commission decided to defer the conversion of the wage structure to the basis of a single wage pending further consideration of the present structure of marginal rates and further argument. As a result of the National Wage Cases of 1967, in which the employers again applied for a total wage, the Commonwealth Conciliation and Arbitration Commission announced the elimination of basic wages and margins from Commonwealth awards and the introduction of total wages. The total wages were arrived at by adding an amount of \$1 a week to the weekly award wages for each adult male and adult female classification to operate from the beginning of the first pay-period to commence on or after 1 July 1967.

Trade unions unsuccessfully challenged in the High Court the abolition of basic wages and the adoption of total wages by the Commonwealth Commission.

On 4 October 1968 in its decision in the National Wage Case 1968 the Commonwealth Conciliation and Arbitration Commission increased all wage rates for adults (male and female) in Commonwealth awards by \$1.35 a week. The minimum wage for adult males was increased by the same amount. Male and female juniors including apprentices received proportionate increases. The variations came into operation from the beginning of the first pay-period commencing on or after 25 October 1968.

On 1 December 1969 the Commonwealth Conciliation and Arbitration Commission made the following decisions in the National Wage Case 1969. An increase of 3 per cent was awarded to total award wages of adult males and females other than the minimum wage for adult males which was increased by \$3.50 a week. Male and female juniors and apprentices also received a 3 per cent increase in their wage rates. All these variations operated from the beginning of the first pay-period commencing on or after 19 December 1969. The Commission also made some general observations about wage fixation in the Federal sphere which, the Commission stated, might be of assistance to those who work under Federal awards and to those who participate in making them.

On 14 December 1970 the Commonwealth Conciliation and Arbitration Commission, in its decision in the National Wage Case 1970, awarded a 6 per cent increase to total wage rates in Commonwealth awards, other than the rates of minimum wage for adult males, which were increased by \$4.00 a week. These variations operated from the beginning of the first pay-period commencing on or after 1 January 1971.

On 5 May 1972 the Commonwealth Conciliation and Arbitration Commission, in its decision in the National Wage Case 1971-72, increased total wage rates for adult males and adult females in Commonwealth awards by \$2.00 a week, and the minimum wage for adult males by \$4.70 a week. These variations operated from the beginning of the first pay-period commencing on or after 19 May 1972.

On 15 December 1972 the Commission issued its decision in the National Wage and Equal Pay Cases 1972. It decided that all matters in which national wage and minimum wage increases were sought be adjourned until 13 March 1973. The claim that the minimum wage for adult males be applied to adult females was rejected. The Commission decided to apply to all of its awards the principle of 'equal pay for work of equal value' for females (see page 136). On 8 May 1973, after further consideration of the outstanding claims, the Commission, in its decision in the National Wage Case 1972-73, increased current Commonwealth award rates for adult males and adult females by 2 per cent plus a flat amount of \$2.50 per week. These variations operate from the beginning of the first pay-period commencing on or after 29 May 1973.

#### 4. Commonwealth minimum wages

In July 1966 the Commonwealth Conciliation and Arbitration Commission in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966 inserted in Commonwealth awards provisions for minimum wages for adult males. The Commission said it had given

detailed consideration to lower paid classifications in the Metal Trades Award and had decided to grant some immediate relief to low wage earners. The Commission in its judgment said it intended to insert a new provision in awards by which it would be prescribed that no adult male employee should be paid, as a weekly wage for working the standard hours of work, an amount less than the minimum wage i.e. his appropriate basic wage rate plus \$3.75 a week. The minimum wage was prescribed for adult male employees only and was applied for all purposes of the award for example, in calculation of overtime and other penalty rates, piece-work, casual employment, sick leave and annual leave.

The Commission stated that the provision for a minimum wage for adult male employees was designed to meet the circumstances of employees in the lowest classifications who were in receipt of award rates and no more. It was not intended to affect the wage of any employee who was already receiving the prescribed minimum through over-award payment. The provision for minimum wages for adult males operated from the beginning of the first pay-period to commence on or after 11 July 1966. The minimum wages for adult males inserted in Commonwealth awards ranged from \$34.75 to \$37.25 a week for capital cities. These rates were increased by \$1 a week as a result of the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, the increases to operate from the beginning of the first pay-period commencing on or after 1 July 1967. Increases of \$1.35 a week operated from the beginning of the first pay-period commencing on or after 25 October 1968 as a result of the National Wage Case 1968. As a result of the National Wage Case 1969, rates of minimum wage for adult males were increased by \$3.50 a week from the beginning of the first pay-period commencing on or after 19 December 1969. An increase of \$4.00 a week, as a result of the National Wage Case 1970, operated from the beginning of the first pay-period commencing on or after 1 January 1971. As a result of the National Wage Case 1971-72, rates of minimum wage for adult males were increased by \$4.70 a week, operative from the beginning of the first pay-period commencing on or after 19 May 1972. In its decision in the National Wage and Equal Pay Cases 1971-72, the Commission adjourned all matters in which national wage and minimum wage increases were sought until 13 March 1973. The claim that the minimum wage for adult males be applied to adult females was rejected because, as the Commission stated in its decision, 'ever since the minimum wage has been the subject of debate it has been presented by the unions and considered by the Commission as including a family component'. In its decision in the National Wage Case 1972-73 the Commission increased the rates of minimum wage for adult males by \$9 per week from the beginning of the first pay-period commencing on or after 29 May 1973. Rates of minimum wage for adult males in Commonwealth awards are shown in Section XII of the Appendix.

##### **5. Equal pay, Commonwealth awards, etc.**

(a) **Equal Pay Cases 1969.** Two benches of the Commonwealth Conciliation and Arbitration Commission sat jointly from 25 February 1969 to 22 May 1969 to take evidence and hear argument on trade union claims for equal pay between the sexes in the Equal Pay Cases 1969. Both benches of the Commission reached a common conclusion and on 19 June published their decision and reasons for their decision. The Commission said it was prepared to implement the principle of equal pay for equal work by introducing into Commonwealth awards and determinations the principles contained in State Acts on equal pay. The Commission stated that no increases should be granted to adult females without an examination of the work done. It also suggested a number of principles to be applied in deciding applications for equal pay. The Commission decided that implementation of equal pay should be spread over a period so that female rates of pay affected by this decision should become equal to the male rate from the beginning of the first pay-period to commence on or after 1 January 1972. For more detailed information on this decision see previous issues of the Labour Report.

(b) **Equal Pay Case 1972.** On 15 December 1972 the Commonwealth Conciliation and Arbitration Commission, in its decision in the National Wage and Equal Pay Cases 1972, outlined the principle of 'equal pay for work of equal value' for adult and junior females, which is to be applied to all Commonwealth awards and determinations. The Commission stated that the principle meant the fixation of award rates of pay be a consideration of the work performed irrespective of the sex of the worker. The eventual outcome would be a single award rate for an occupational group or classification payable to both male and female employees.

The following is an extract from the decision of the Commission in this case.

1. The principle of 'equal pay for work of equal value' will be applied to all awards of the Commission. By 'equal pay for work of equal value' we mean the fixation of award wage rates by a consideration of the work performed irrespective of the sex of the worker. The principle will apply to both adults and juniors. Because the male minimum wage takes account of family considerations it will not apply to females.
2. Adoption of the new principle requires that female rates be determined by work value comparisons without regard to the sex of the employees concerned. Differentiations between male rates in awards of the Commission have traditionally been founded on work value investigations of various occupational groups or classifications. The gap between the level of male and female rates in awards generally is greater than the gap, if any, in the comparative value of work performed by the two sexes because rates for female classifications in the same award have generally been fixed without a comparative evaluation of the work performed by males and females.
3. The new principle may be applied by agreement or arbitration. The eventual outcome should be a single rate for an occupational group or classification which rate is payable to the employee performing the work whether the employee be male or female. Existing geographical differences between rates will not be affected by this decision.
4. Implementation of the new principle by arbitration will call for the exercise of the broad judgment which has characterised work value inquiries. Different criteria will continue to apply from case to case and may vary from one class of work to another. However, work value inquiries which are concerned with comparisons of work and fixation of award rates irrespective of the sex of employees may encounter unfamiliar issues. In so far as those issues have been raised we will comment on them. Other issues which may arise will be resolved in the context of the particular work value inquiry with which the arbitration is concerned.'
5. We now deal with issues which have arisen from the material and argument placed before us and which call for comment or decision.
  - (a) The automatic application of any formula which seeks to by-pass a consideration of the work performed is, in our view, inappropriate to the implementation of the principle which we have adopted. However, pre-existing award relativities may be a relevant factor in appropriate cases.
  - (b) Work value comparisons should, where possible, be made between female and male classifications within the award under consideration. But where such comparisons are unavailable or inconclusive, as may be the case where the work is performed exclusively by females, it may be necessary to take into account comparisons of work value between female classifications within the award and/or comparisons of work value between female classifications in different awards. In some cases comparisons with male classifications in other awards may be necessary.
  - (c) The value of the work refers to worth in terms of award wage or salary fixation, not worth to the employer.

- (d) Although a similarity in name may indicate a similarity of work, it may be found on closer examination that the same name has been given to different work. In particular this situation may arise with generic classifications. A similar situation may arise with respect to junior employees. Whether in such circumstances it is appropriate to establish new classifications or categories will be a matter for the arbitrator.
  - (e) In consonance with normal work value practice it will be for the arbitrator to determine whether differences in the work performed are sufficiently significant to warrant a differentiation in rate and if so what differentiation is appropriate. It will also be for the arbitrator to determine whether restrictions on the performance of work by females under a particular award warrant any differentiation in rate based on the relative value of the work. We should however, indicate that claims for differentiation based on labour turnover or absenteeism should be rejected.
  - (f) The new principle will have no application to the minimum wage for adult males which is determined on factors unrelated to the nature of the work performed.
6. Both the social and economic consequences of our decision will be considerable and implementation will take some time. It is our intention that rates in all awards of this Commission and all determinations under the Public Service Arbitration Act should have been fixed in accordance with this decision by 30 June 1975. Under normal circumstances, implementation should take place by three equal instalments so that one-third of any increase is payable no later than 31 December 1973, half of the remainder by 30 September 1974 and the balance by 30 June 1975. This programme is intended as a norm and we recognise that special circumstances may exist which require special treatment.
7. Nothing we have said is intended to rescind the 1969 principles applicable to equal pay for equal work which will continue to apply in appropriate cases. We have taken this step because an injustice might be created in cases based on equal pay for equal work where females could become entitled immediately to male rates under those principles.'

### **Determination of wage rates in State awards, etc.**

**1. New South Wales.** The first determination of a standard living wage for adult male employees under New South Wales State awards operated from 16 February 1914, when the Court of Arbitration fixed the rate at \$4.80 a week for the metropolitan area. The first living wage for adult females (\$3.00 a week) was declared by the Board of Trade to operate from 17 December 1918.

From 1926 to 1937 basic wage rates were determined by the Industrial Commission of New South Wales. From July 1927 a State scheme of child endowment became operative in New South Wales and this continued until superseded by the Commonwealth Government scheme in July 1941 (*see* page 157).

From October 1937 to October 1955 the State adult male basic wage for Sydney was the same as the Commonwealth basic wage for Sydney. From the beginning of the first pay-period in November 1955 the State basic wage was automatically adjusted each quarter in accordance with movements in retail price index numbers. (Automatic adjustment of Commonwealth basic wages was discontinued in September 1953.) These automatic adjustments continued until October 1964 when legislation provided that the Commonwealth basic wage for Sydney should apply in State awards and industrial agreements to operate from the beginning of the first pay-period which commenced on or after 19 June 1964.

Between October 1937 and November 1950 the State adult female basic wage for Sydney was fifty-four per cent of the adult male rate. In December 1950 the adult female rate became seventy-five per cent of the adult male rate. In 1959 legislation provided that, for male and female employees performing work of the same or like nature and of equal value, the Industrial Commission may prescribe in State awards the same basic wage and secondary wage. For these females the basic wage increased from 80 per cent of male basic wage in January 1959 to 100 per cent of the male basic wage in January 1963 (*see* page 146).

In March 1967 the Industrial Commission in Court Session, when considering the adoption of Commonwealth marginal increases for State awards, stated that the general principle in future would be to inject Commonwealth wage increases on economic grounds into the State award structure. Following the increase of \$1 a week in total wages in Commonwealth awards in July 1967, the Industrial Commission increased award rates of wages and salaries for adult males and adult females by the addition of a fixed loading of \$1 per week, described as 'July 1967 economic loading', to take effect from the beginning of the first pay-period to commence on or after 1 July 1967. Subsequently legislation increased the basic wage for adult males from \$33.50 to \$34.50 per week and for adult females from \$25.10 to \$26.10 per week to operate from 1 January 1968. The increase of \$1 per week in each basic wage absorbed the 'July 1967 economic loading' which was omitted from State awards and agreements. The legislation also provided for the adjustment of wage rates in State awards by the Industrial Commission subsequent to a decision of the Commonwealth Conciliation and Arbitration Commission to vary Commonwealth wage rates wholly or partly on economic grounds. Changes in the State basic wage for adult males should not be more than the amount of increase in Commonwealth minimum wages for adult males and the increase in the adult female basic wage not less than seventy-five per cent of the increase in the male basic wage. The Industrial Commission and Conciliation Committees were given power to include provisions for a minimum wage for adult males or for adult females in State awards.

The Industrial Commission of New South Wales increased the basic wages for adult males and adult females by \$1.35 a week from the beginning of the first pay-period commencing on or after 25 October 1968. The weekly basic wage rates then became \$35.85 for adult males and \$27.45 for adult females.

The Industrial Commission determined on 12 December 1969 that rates of wages for timeworkers in State awards should increase by 3 per cent and this resulted in increased basic wages, margins and certain loadings. The adult male basic wage increased by \$1.05 to \$36.90 a week and the adult female basic wage by 85c to \$28.30 a week. These increases operated on and from 19 December 1969. Marginal rates for adult males and adult females were increased by 3 per cent as also were certain loadings (e.g. shift allowances, leading hand allowances). Junior rates of pay were also increased by 3 per cent. These variations operated from the beginning of the first pay-period commencing on or after 19 December 1969.

On 21 December 1970 the Industrial Commission of New South Wales determined that the basic wage for adult males be increased by \$2.20 to \$39.10 a week, and the basic wage for adult females be increased by \$1.70 to \$30.00 a week, as from 1 January 1971. The Commission also determined that the marginal rates of pay in awards be increased by 6 per cent, to operate from the beginning of the first pay-period to commence on or after 1 January 1971.

On 19 May 1972 the Industrial Commission of New South Wales determined that the basic wage for adult males be increased by \$2.00 to \$41.00 a week, and the basic wage for adult females be increased by \$2.00 to \$32.00 a week, to operate on 19 May 1972.

Subsequent to the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Case 1972-73 (*see* page 135) the Industrial Commission of New South Wales determined that the basic wage for adult males be increased to \$44.40 and for adult females to \$35.10 from 29 May 1973. The Commission also determined that the weekly rates of pay in awards be increased by 2 per cent plus \$2.50 from the beginning of the first pay-period to commence on or after 29 May 1973.

Further information on New South Wales basic wages was published in previous issues of the Labour Report. State basic wage rates for Sydney are published in Section XI of the Appendix.

Details of equal pay in State awards, etc., are shown on page 146.

2. **Victoria.** In Victoria, Wages Boards constituted for each industry group or calling from representatives of employers and employees with an independent chairman determine rates of wage and conditions of work.

Except for the period November 1953 to August 1956, when automatic quarterly adjustments to the basic wage in Wages Board determinations operated, Wages Boards in determining wage rates had adopted Commonwealth basic wage rates. The basic wage rates of August 1956 continued to operate until June or July 1959 when the Commonwealth rates for Melbourne, determined as a result of the 1959 Basic Wage Inquiry, were incorporated into Wages Board determinations.

Subsequent to the decisions of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 (*see* page 134), the Industrial Appeals Court decided that basic wages and margins for adult males and adult females should be deleted from Wages Board determinations and wage rates expressed as total wages to operate from the beginning of the first pay-period in July 1967. At the same time total wages for both adult males and adult females were increased by \$1 a week.

Total wages for both adult males and adult females in Wages Board determinations were further increased by \$1.35 a week operative from the beginning of the first pay-period commencing on or after 25 October 1968.

On 23 December 1969 the Industrial Appeals Court ordered that wage rates in Wages Board determinations should be increased by 3 per cent operative from the beginning of the first pay-period commencing on or after 19 December 1969. The Court also ordered that a minimum wage for adult males of \$42.30 a week should operate in all determinations from the same operative date.

On 11 January 1971 the Industrial Appeals Court, following the 1970 National Wage Case decision (*see* page 135) granted a 6 per cent increase to all wage rates prescribed by Wages Board determinations, except the minimum wage for adult males which was increased by \$4.00 to \$46.30 a week. These increases operated from the first pay-period to commence on or after 1 January 1971, except for determinations of the Shearing Industry Board and the Agricultural and Pastoral Workers Board which operated from 4 January 1971.

On 6 June 1972 the Industrial Appeals Court incorporated the decision of the National Wage Case 1971-72 (*see* page 135) into the majority of Wages Board determinations. Adult rates of pay were increased by \$2.00 a week and the adult male minimum wage was increased by \$4.70 to \$51.00 a week. These increases operated from the beginning of the first pay-period commencing on or after 19 May 1972, except for determinations of the Shearing Industry Board and the Agricultural and Pastoral Workers Board which operated from 22 May 1972.

Subsequent to the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Case 1972-73 (*see* page 135), the Industrial Appeals Court increased total wages for both adult males and adult females in Wages Board determinations by 2 per cent plus \$2.50 per week and the minimum wage for adult males by \$9.00 to \$60.00 a week. These increases operated from the beginning of the first pay-period commencing on or after 29 May 1973.

For further information on basic wages in Victorian Wages Board determinations *see* previous issues of the Labour Report. Basic wage rates for adult males and adult females from November 1953 are published in Section XI of the Appendix.

Details of equal pay provisions in Wages Board determinations, etc., are shown on page 146.

3. **Queensland.** The first formal declaration of a basic wage in Queensland determined a basic wage of \$8.50 for adult males and \$4.30 for adult females to operate from 1 March 1921. Prior to this declaration the rate of \$7.70 a week for adult males had been generally recognised in awards as the 'basic' or 'living' wage.

Since 1961 the full bench of the Industrial Conciliation and Arbitration Commission consisting of not less than three Commissioners has power to make declarations as to the basic wage for males and females and the standard hours of work. The basic wage for adult males must be sufficient to maintain an employee, his wife and family of three children in a fair and average standard of comfort. The basic wage for adult females shall be not less than is sufficient to enable an employee to support herself in a fair and average standard of comfort. All persons interested must be given an opportunity to be heard before any general declaration as to the basic wage is made, and the Commission must take into consideration any probable economic effect of such declaration. From 1 May 1961 the basic wage for adult females has been seventy-five per cent of the male rate.

In March 1965 the Commission stated that it had been decided as a matter of policy that, in the future, it did not propose to deal with an application to vary the basic wage solely because of a change in the Consumer Price Index, unless such a change warranted an alteration of forty cents or more in the basic wage for adult males.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by \$1 a week in July 1967 (*see* page 135), the Industrial Commission increased award rates of pay for both adult males and adult females by \$1 a week to operate from 3 July 1967.

The Industrial Conciliation and Arbitration Commission decided on 25 October 1968 that the increase of \$1.35 a week for adult males and adult females granted by the Commonwealth Conciliation and Arbitration Commission (*see* page 135) should flow to Queensland State awards, and that the increases should be added to basic wages and operate from 28 October 1968. The Commission also decided that the basic wage concept should be maintained and that the \$1 increase granted to adult males and females in July 1967 should be absorbed in the basic wages.

The Industrial Conciliation and Arbitration Commission of Queensland on 12 December 1969 declared that basic wages should be increased by \$1.10 for adult males and by 80c for adult females as from 22 December 1969. The Commission further declared by way of a general ruling that the ascertainable marginal content of each adult male and female wage or salary rate should be increased by 3 per cent from the same date of operation. The rates of pay for juniors were increased proportionally to the adult increases.

On 13 May 1970 the Industrial Conciliation and Arbitration Commission of Queensland declared by way of a general ruling that on and from 8 May 1970 a guaranteed minimum wage for adult males of \$42.80 a week for the Eastern District of the Southern Division (including Brisbane) would apply in all awards and industrial agreements. This rate was increased to \$46.80 a week from 4 January 1971, to \$51.80 from 29 May 1972, to \$52.80 from 19 February 1973, and to \$60.50 from 29 May 1973. For other areas of the State, district allowances were added to these rates (*see below*).

On 17 December 1970 the Industrial Conciliation and Arbitration Commission of Queensland declared that as from 4 January 1971 basic wage rates should be increased by \$2.20 a week for adult males and by \$1.70 a week for adult females. It further declared that as from the same date the ascertainable marginal content of each adult male and female wage or salary rate should be increased by 6 per cent and the guaranteed minimum wage for adult males be increased by \$4.00 a week. The basic wage rates payable in the Southern Division (Eastern District) including Brisbane then became \$38.85 a week for adult males and \$29.75 a week for adult females. For basic wages in other areas of the State, district allowances are added to these rates (*see below*).

The Industrial Conciliation and Arbitration Commission of Queensland declared on 13 December 1971 that as from 20 December 1971 the basic wage in Queensland should be increased by 95c a week for adult males and by 75c a week for adult females.

On 15 March 1972 the Industrial Conciliation and Arbitration Commission of Queensland decided that as from 20 March 1972 the basic wage in Queensland be increased by 80c a week for adult males and 60c a week for adult females.

The Industrial Conciliation and Arbitration Commission of Queensland declared on 26 May 1972 that as from 29 May 1972 the basic wage in Queensland should be increased by 40 cents a week for adult males and 75 cents a week for adult females and the guaranteed minimum wage for adult males be increased by \$4.70 to \$51.50 a week.

On 15 February 1973 the Industrial Conciliation and Arbitration Commission of Queensland declared that as from 19 February 1973 the basic wage in Queensland should be increased by \$1.30 a week for adult males and \$1.00 a week for adult females, and the guaranteed minimum for adult males be increased by \$1.30 to \$52.80 a week.

Following the decision in the National Wage Case 1972-73 (see page 135), the Industrial Conciliation and Arbitration Commission of Queensland declared that as from 29 May 1973 the basic wages in Queensland should be increased to \$44.20 a week for adult males and to \$34.90 for adult females; that the marginal rates of pay in awards be increased by 2 per cent; and the guaranteed minimum wages for adult males be increased by \$7.70 to \$60.50 a week.

The basic wage rates payable in the Southern Division (Eastern District) including Brisbane were \$42.30 a week for adult males and \$32.85 a week for adult females operative from 19 February 1973. For basic wages in other areas of the State, district allowances are added to these rates as follows: Southern Division (Western District), \$1.05; Mackay Division, 90c; Northern Division (Eastern District), \$1.05; and Northern Division (Western District), \$3.25 a week. Allowances for adult females are seventy-five per cent of the above allowances for adult males.

For further particulars of basic wage determination in Queensland see previous issues of the Labour Report. Tables of basic wages are published in Section XI of the Appendix.

Details of equal pay in State awards, etc., are shown on page 146.

4. **South Australia.** The first declaration of a living wage for adult male employees in the metropolitan area was \$7.95 a week operative from 4 August 1921. The first adult female living wage of \$3.50 a week operated from 1 September 1921.

Before July 1966 the Board of Industry had power to declare, after public inquiry, living wages to be paid to adult males and adult females. Since that date the power has been vested in the Industrial Commission constituted by a President and two Commissioners. However the South Australian Industrial Code also provides for the declaration of living wages by proclamation to prevent unjustifiable differences between State and Commonwealth rates of wages. This latter method has been used in recent years to declare living wages.

The State living wage for adult males was the same as the Commonwealth basic wage for Adelaide from February 1950 to July 1967, when basic wages were deleted from Commonwealth awards and total wages introduced. The State living wage for adult females was the same as the Commonwealth basic wage for Adelaide from December 1950 to July 1967 and was seventy-five per cent of the adult male rate.

Following the increase of \$1 a week in total wages in Commonwealth awards in July 1967 (see page 135), by proclamation the State living wages for both adult males and adult females were increased by \$1 a week to operate from 3 July 1967. Further increases of \$1.35 a week were proclaimed to operate from 28 October 1968. The rates then became \$34.65 for adult males and \$26.55 for adult females.

The South Australian Industrial Commission granted the following increases in State awards from 22 December 1969. An 'economic loading' of 3 per cent of the sum of the living wage plus margins was included in all awards and the minimum wage for adult males (see below) was increased by \$3.50 to \$41.90 a week.

On 23 December 1970, the Industrial Commission of South Australia made the following decisions, to operate from 4 January 1971. The economic loading of 3 per cent awarded in December 1969 was absorbed in the living wage and margins; new living wages of \$37.85 a

week for adult males and \$29.00 a week for adult females were determined; marginal rates were further increased by 6 per cent; and the minimum wage for adult males was increased by \$4.00 to \$45.90 a week.

On 16 May 1972 the Industrial Commission of South Australia declared that on and from 19 May 1972 the State living wage would be \$39.85 a week for adult males and \$31.00 a week for adult females and that the minimum wage for adult males be increased by \$4.70 to \$50.60 a week.

Subsequent to the decision in the National Wage Case 1972-73 (*see* page 135), the Industrial Commission of South Australia made the following decisions, operative from 29 May 1973. The living wages of adult males and adult females were increased to \$43.15 and \$34.10 a week respectively; marginal rates of pay in State awards were increased by 2 per cent; and the minimum wage for adult males was increased by \$9.00 to \$59.60 a week.

For further information on South Australian living wages *see* previous issues of the Labour Report. Tables of living wages are published in Section XI of the Appendix.

In September 1966 following a test case, the South Australian Industrial Commission adopted the concept of a minimum wage for adult males (*see* page 135 on Commonwealth minimum wage). In a few weeks following this decision, the minimum wage, which had been fixed at \$36.05 a week, was written into other State awards. On and from 3 July 1967 the minimum wage for adult males was increased to \$37.05 a week, and to \$38.40 a week from 28 October 1968. From 22 December 1969 the minimum wage for adult males was increased to \$41.90 a week, to \$45.90 a week from 4 January 1971, to \$50.60 a week from 19 May 1972, and to \$59.60 from 29 May 1973.

Details of equal pay in State awards, etc., are shown on page 146.

**5. Western Australia.** The first declaration of the basic wage by the Court of Arbitration operated from 1 July 1926 when rates of \$8.50 for adult males and \$4.59 for adult females were fixed.

Before December 1966 the Western Australian Industrial Commission in Court Session consisting of three Commissioners (previously the Court of Arbitration) could declare a basic wage at any time on its own motion and must do so when requested by a majority of industrial unions or by the Western Australian Employers' Federation, with the limitation that no new determination should be made within twelve months of the preceding inquiry. Legislation also provided that the Commission (or the Court) might make adjustments to the basic wage each quarter after considering retail price index numbers.

From August 1931 to September 1964 separate basic wages were declared for three areas of the State, namely—(a) the metropolitan area, (b) south-west land division, and (c) gold-fields areas and other parts of the State. In September 1964 when the Commission increased the basic wage after an inquiry one rate was declared for the whole of the State.

In December 1951 the basic wages for adult females became sixty-five per cent of the corresponding male rate, and in January 1960 this proportion was increased to seventy-five per cent. In each case marginal rates of pay for females were reduced or deleted to offset the increase in the female basic wage.

In December 1966 legislation provided that the Western Australian basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceeded the State rates (\$33.50 a week for adult males and \$25.13 a week for adult females) operative from 24 October 1966.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by \$1 a week from July 1967 (*see* page 135), the Industrial Commission made the following decisions. Wage rates for adult males, not in receipt of the minimum weekly wage, and for adult females were increased by sixty cents a week by way of a special loading. The minimum weekly wage for adult males (*see* page 144) payable under certain awards was increased by \$1 a week. These increases operated from the beginning of the first pay-period commencing on or after 1 July 1967.

In October 1968 the Western Australian Industrial Commission decided upon application by trade unions, to increase by \$1.35 a week the special loading of 60c (*see above*) payable to adult males and adult females, to operate from the beginning of the first pay-period commencing on or after 25 October 1968. At the same time the Commission increased the minimum wage for adult males from \$37.55 to \$38.90 a week.

Legislation operative from 22 November 1968 fixed the basic wage for adult males at \$35.45 and for adult females at \$27.08 a week. These new rates absorbed the special loading of \$1.95 a week which was deleted from awards. The legislation also provided for the Commission to review the basic wage at least every twelve months, the variations in the basic wage to take effect only after the expiration of twelve months from the last valuation unless there were special reasons.

The Western Australian Industrial Commission on 21 November 1969 increased the adult male basic wage by \$1.00 to \$36.45 a week and the adult female basic wage by 80c to \$27.88 a week operative from 24 November 1969.

On 26 October 1970 the Western Australian Industrial Commission determined that the basic wage for adult males be increased to \$38.45 a week, the basic wage for adult females to \$29.40 a week and the minimum wage for adult males to \$49.00 a week, all operative from 26 October 1970. The Commission also decided that awards would provide for additions to award rates for adult males to raise their wage rates for ordinary hours of work to 110 per cent of the sum of the basic wage and margin. This provision would not apply to those adult males who were already in receipt of this amount by virtue of award provisions or otherwise. This provision would operate from the date of amendment of each award, the first such amendment being inserted into awards in October 1970.

On 22 October 1971 the Western Australian Industrial Commission increased the basic wage by \$1.00 a week for adult males and \$1.50 a week for adult females. The Commission also prescribed an increase of \$2.50 a week in the minimum wage for adult males. These increases were to take effect as from 26 October 1971.

On 23 June 1972 the Western Australian Industrial Commission determined that the basic wage for adult males be increased to \$40.45 a week, the basic wage for adult females to \$32.40 a week, and the minimum wage for adult males to \$53.50 a week, all operative on and from 26 June 1972.

On 5 June 1973 the Western Australian Industrial Commission in a review of the basic wage, as a result of the decision in the National Wage Case 1972-73, increased the basic wage for adult males to \$44.00 a week and for adult females to \$36.00 a week, and the minimum wage for adult males to \$57.00 a week. These increases were operative from 8 June 1973. In July 1973, in a basic wage inquiry, the Commission increased the basic wage for adult females to \$39.00 a week and the minimum wage for adult males to \$61.50 a week operative from 17 September 1973.

More detailed information on State basic wages in Western Australia appears in earlier issues of the Labour Report. Basic wage rates for the metropolitan area are published in Section XI of the Appendix.

In April 1967 the Western Australian Industrial Commission first included in State awards provision for a minimum wage for adult males (*see page 135*). The amount, which was then fixed at \$36.55 a week, was increased to \$37.55 a week in July 1967 (*see above*). However, at that time, provision for minimum wages only applied in eight or nine State awards. It was not until the end of 1967 that nearly all State awards had been amended to provide for a minimum wage for adult males. From the beginning of the first pay-period commencing on or after 25 October 1968, the Commission increased the minimum wage for adult males from \$37.55 to \$38.90 a week. Following the decision in the National Wage Case 1969 (*see page 135*) the Western Australian Industrial Commission increased the minimum wage for adult males in State awards by \$3.50 to \$42.40 a week operative from the beginning of the first pay-period commencing on or after 19 December 1969. From 26 October 1970, the Western Australian Industrial Commission increased the minimum wage for adult males to \$49.00 a week. The minimum wage for adult males was further increased to \$51.50 a week from 26 October 1971 and to \$53.50 a week from 26 June 1972.

An amendment to the Industrial Arbitration Act operative from 22 November 1968 requires the Western Australian Industrial Commission upon application, to insert in awards provision for equal pay for male and female workers performing work of the same or like nature and of equal value (*see* page 147).

6. *Tasmania.* Wages Boards are constituted for a number of industries from representatives of employers and employees with an independent chairman (common to all Wages Boards) with power to determine rates of wage in each industry.

Except for the period February 1956 to August 1956, when Wages Boards adjusted basic wages in accordance with movements in retail price index numbers, Wages Boards generally adopted Commonwealth basic wage rates. From August 1956 the basic wages in determinations remained unchanged until July 1959 when the rates were made the same as the Commonwealth basic wages.

In January 1961 Wages Boards adopted the basic wage for Hobart as the uniform rate applicable throughout the State. During 1962 a number of Wages Boards provided in their determinations for the automatic adoption of Commonwealth basic wages as and when they varied.

In July and August 1967 subsequent to the increase of \$1 in total wages in Commonwealth awards, Wages Boards varied their determinations by increasing basic wages for adult males and adult females by \$1 a week.

In November 1968 the Chairman of Wages Boards recommended a \$1.35 increase in the basic wage for adult males and adult females in Wages Board determinations. The new basic wages operative from the beginning of the first pay-period commencing on or after 15 October 1968 became \$35.75 a week for adult males and \$27.40 for adult females.

Wages Board determinations were further amended as follows, these variations operating from the beginning of the first pay-period commencing on or after 19 December 1969. The adult male basic wage was increased by \$1.05 to \$36.80 a week and the adult female basic wage by 80c to \$28.20 a week. Margins were increased by 3 per cent.

On 19 January 1971 the Chairman of Wages Boards announced that determinations of all Tasmanian Wages Boards were to be amended as follows. The basic wage was increased to \$39.00 a week for adult males and to \$29.90 a week for adult females. All margins prescribed in determinations were increased by 6 per cent and the minimum wage for adult males (*see below*) increased by \$4.00 to \$47.00 a week. These variations operated from the beginning of the first pay-period commencing on or after 1 January 1971.

On 13 June 1972 the Chairman of Wages Boards announced that the determinations of all Tasmanian Wages Boards were to be amended by increasing the basic wage for adult males to \$41.00 a week, the basic wage for adult females to \$31.90 a week and the minimum wage for adult males to \$51.70 a week. These variations operated from the beginning of the first pay-period commencing on or after 19 May 1972.

Following the decision in the National Wage Case 1972-73 (*see* page 135), the Wages Board varied their determinations by increasing basic wages for adult males and adult females to \$43.50 and \$34.40 a week respectively; increasing all marginal rates of pay by 2 per cent of the sum of the basic wage and margin; and increasing the minimum wage for adult males by \$9.00 to \$60.70 per week. These variations operated from the beginning of the first pay-period commencing on or after 29 May 1973.

Further details of basic wages in Tasmanian Wages Board determinations were published in earlier issues of the Labour Report. Hobart basic wage rates adopted by Wages Boards from February 1956 are published in Section XI of the Appendix.

The concept of a minimum wage for adult males (*see* page 135) was first adopted for State Wages Board determinations in July 1967 following a hearing of a test case by the Electrical Trades Wages Board. During the three months following this decision the minimum wage for adult males, which was fixed at \$38.15 a week, was adopted by other Wages Boards where applicable. The minimum wage for adult males was increased to \$40.45 a week from the beginning of the first pay-period commencing on or after 15 October 1968. The rate became \$43.00 a week from the beginning of the first pay-period commencing on or after 19 December 1969, and from the beginning of the first pay-period commencing on or after 1 January 1971 the minimum wage for adult males was increased to \$47.00 a week.

From the beginning of the first pay-period commencing on or after 19 May 1972 the minimum wage for adult males was increased to \$51.70 a week and from the beginning of the first pay-period commencing on or after 29 May 1973 it was increased to \$60.70 a week.

Details of equal pay in operation in Tasmania are shown on page 147.

### 7. Equal pay, State awards, etc.

(a) *New South Wales.* The Industrial Arbitration (Female Rates) Amendment Act, 1958, which became operative on 1 January 1959, provided that upon application the Industrial Commission of New South Wales or a Conciliation Committee shall include in awards and industrial agreements provision for equal pay between the sexes. Where the Commission or Committee is satisfied that conditions of work are comparable (in terms described in the Act) between males and females they shall prescribe the same marginal or secondary rates of wage. As from 1 January 1959 the basic wage for these adult females would be 80 per cent of the basic wage for adult males. Thereafter this proportion would be increased annually by 5 per cent so that on 1 January 1963 the basic wage would be the same as that for adult males. When provision for equal pay was prescribed in 1959 and succeeding years the basic wage would be the same as if the provision had been made applicable in 1959 and increased annually. The provisions for equal pay do not apply to persons engaged in work essentially or usually performed by females but upon which males may also be employed.

(b) *Victoria.* Although no specific equal pay legislation has been enacted in Victoria, certain wage tribunals have introduced the equal pay concept. At the end of 1972, 98 Wages Boards had prescribed adult wage rates only; the effect of this being that adult females (if any) employed under the determinations of these Boards are entitled to receive the adult rate of pay. The determinations of 20 other Wages Boards contain equal pay rates for one or more classifications. Thirty-six Wages Boards have implemented the Commonwealth equal pay decision of 1969 (see page 136). Equal pay has been phased into the pay structure of the Victorian Teaching Service, and equality was accomplished on 1 January 1971. Appropriate positions in the Victorian Public Service also carry an equal salary for males and females.

(c) *Queensland.* 'The Industrial Conciliation and Arbitration Acts, 1961 to 1964' provides that 'the same wages shall be paid to persons of either sex performing the same work or producing the same return of profit to their employer'. The Industrial Conciliation and Arbitration Commission of Queensland in a number of its awards has granted the same rates of pay to both male and female employees where evidence has been produced in support of the application. Up to the end of 1972 equal pay had been awarded to—tram conductresses, pharmaceutical chemists, dental technicians, dentists, caretakers, lift attendants, musicians, physiotherapists, printing industry employees, professional employees, medical officers, radiographers, certain shop assistants, sugar chemists, teachers, barmaids in hotels, police-women, employees in aerated water factories, cooks in government hospitals and motels and boarding houses, nurses in mental hospitals, drink waitresses in motels and certain females employed under the Mechanical Opticians' Award—State. In the Public Service equal pay was awarded to clerks, clerical assistants, general assistants, female cadets, library assistants and librarians as from 1 January 1972.

(d) *South Australia.* The Industrial Code, 1967 as amended, gave the South Australian Industrial Commission power to insert into an award or industrial agreement, upon appropriate application, provision for equal rates of pay for males and females performing work of the same or a like nature and of equal value. The rates for females affected by this provision were to be increased progressively over a five year period so as to be 100 per cent of the appropriate male rate from 1 January 1972.

The Industrial Conciliation and Arbitration Act, 1972 (see page 126) which operated from 4 January 1973, repeals, inter alia, the equal pay provisions of the Industrial Code. This Act no longer retains the limitations that equal pay does not apply to work essentially or usually performed by females but upon which male employees may also be employed. In addition, the Industrial Commission is no longer required to consider whether female workers are doing the same range and volume of work and under the same conditions as males when determining whether females perform work of the same or like nature and of equal

value. Either a Presidential Member or a Commissioner may decide whether female employees in all areas of work (including those areas which are mainly performed by females) should be awarded equal pay.

(e) *Western Australia.* The *Industrial Arbitration Act Amendment Act, 1968* provides that the Western Australian Industrial Commission is required, upon application, to insert in awards provision for equal pay for male and female workers performing work of the same or like nature and of equal value. This Act does not extend to Public Servants nor to those employed under Commonwealth awards. If application for equal pay was made before 30 June 1970 the difference in male and female basic wages would be removed not later than 1 January 1972. The equal pay provisions originally did not apply to persons engaged in work essentially or usually performed by female workers but upon which males may be employed. This restriction was removed in 1971. Equal pay is now paid to females in a wide variety of occupations including teachers, nurses, hospital salaried and wages employees, state government employment, bar workers and bus conductresses.

(f) *Tasmania.* The *Public Service (Equal Pay) Act 1966* provides for the application to the Tasmanian Public Service and other statutory authorities subject to the *Public Service Tribunal Act 1958* of the principle of equal pay, as between the sexes, for the performance of work of the same or a like nature and of equal value.

Upon application being made to the Public Service Tribunal and that authority being satisfied that the work performed by male and female employees is of the same or like nature and of equal value, the same marginal or scales of wage shall be prescribed irrespective of the sex of the employees. The basic wage for females affected by this Act, then 75 per cent of the male rate, is to be increased annually, from 1 January 1968, by five per cent of the male basic wage rate until parity is reached on 1 January 1972.

An award or any provision of an award, which applies to employees engaged in work essentially or usually performed by females, is expressly excluded from the equal pay provisions of the Act.

### Annual leave

#### 1. General

The majority of employees in Australia receive at least three weeks paid annual leave. The following paragraphs outline the position under Commonwealth and State awards and industrial legislation as at the end of 1972.

#### 2. Commonwealth

The judgment delivered by the Commonwealth Court of Conciliation and Arbitration, in the Commercial Printing Case of 1936, granting one week's annual leave with full pay to employees in the industry, has usually been regarded as the first statement in the Commonwealth jurisdiction of the principles involved in deciding whether or not annual leave should be awarded. Over a period of time annual leave was introduced industry by industry when and if the Judge responsible for the industry considered it proper.

In 1945 the question of annual leave was before the Court and the Court in its judgment set out what it considered to be the principles to be applied in all applications for an extension of the annual leave period to fourteen days. Alteration of particular awards was left to the discretion of the single judge who heard the application.

Since 1960, three inquiries have been held following union claims to increase paid annual leave from two to three weeks in Commonwealth awards. A summary of these cases is given below. For further particulars see earlier issues of the Labour Report including No. 49 (pages 139-142) and No. 51.

(i) *Three Weeks Annual Leave Inquiry 1960.* In its judgment of 14 December 1960 the Commonwealth Conciliation and Arbitration Commission rejected claims by trade unions for an increase in paid annual leave from two to three weeks. The Commission stated that it had dismissed the application because of the then present economic situation.

(ii) *Three Weeks Annual Leave Inquiry 1962.* On 30 May 1962 the Commission announced its decision in this inquiry. The Commission stated that it was its intention to increase paid annual leave to three weeks generally in secondary industry, subject to special cases, as

soon as the Commission was satisfied that the economy was in a position to cope with the effects of such an increase. The proceedings were then adjourned until February 1963.

(iii) *Three Weeks Annual Leave Inquiry* 1963. The hearing of an application for three weeks annual leave, which had been adjourned from May 1962 (see page 147), continued jointly with the hearings in the Margins Case 1963. In its judgment in April 1963 the Commission announced that the Metal Trades Award would be varied to allow employees who had completed twelve months continuous service by or after 30 November 1963 a period of twenty-one consecutive days leave. Proportionate leave for periods of employment of one month and over was granted in respect of employment after 1 June 1963. The application of the new standard of annual leave for secondary industry in other Commonwealth Awards was a matter for individual Commissioners upon application for variation.

In October 1963 the Commission rejected an application by employers for leave to be taken in two periods of seven and fourteen days respectively; and that the time after accrual, within which leave must be taken, should be extended to nine months when leave is taken in one period and to twelve months when leave is taken in more than one period.

In December 1971, the Commonwealth Conciliation and Arbitration Commission rejected claims by the union for four weeks' leave, and for an extra week's pay while on leave. The decision on the claim for an increase in the award amount of weekly payment when on leave was deferred until after the hearing of the National Wage Cases 1971-72. On 7 June 1972 the Commission handed down its decision on this claim. It decided that, in general, payments for annual leave should include, in addition to normal award rates of pay, over-award payments for ordinary hours of work, shift-work premiums, service grants, and certain allowances (industry, climatic, regional, etc., leading hand, first-aid, tool, and qualification allowances). Generally speaking employers paying an annual leave bonus would not be required to pay both the bonus and the above payments. Overtime payments, disability rates such as confined spaces and dirty work, and certain allowances (camping, travelling, car and meal allowances) should generally be excluded from annual leave payments. The provisions in each award are to be considered separately, together with the appropriate date of operation. For those awards under which the application was made in this case, the date of operation was set as 1 November 1972.

As from 1 January 1973 employees of the Commonwealth Government were granted four weeks' annual leave.

(iv) *Australian Territories*. Annual leave provisions for private employees covered by awards in the Northern Territory and the Australian Capital Territory are subject to the jurisdiction of the Commonwealth Conciliation and Arbitration Commission. (See paragraphs (i) to (iii) above.)

### 3. New South Wales

Employees in New South Wales in private industry, other than those covered by Federal awards, were granted three weeks annual leave by the Annual Holidays (Amendment) Act, 1958. In February 1964 the State Government granted its employees four weeks annual leave effective from 1 January 1964.

The Annual Holidays (Amendment) Act, 1964 assented to on 29 September 1964 provided that annual holiday pay for employees covered by provisions of the Annual Holidays Act, 1944-1964, would be calculated on the basis of the employee's ordinary pay and not on current award rates. The amending Act defined ordinary pay as including bonuses, commissions, etc., but as excluding shift work allowances, overtime or other penalty rates. The Act provided that a worker should receive notice of one month, instead of seven days, before proceeding on annual leave.

### 4. Victoria

Following the decision of the Commonwealth Conciliation and Arbitration Commission in May 1963 (see above) individual Wages Boards commenced to alter provisions of their determinations to grant employees an extra week's leave. By September 1963 the majority of Boards had included three weeks annual leave in their determinations, and since then this has become the standard minimum provision.

As from 1 January 1973 employees of the State Public Service were granted four weeks annual leave. The majority of workers in State Government instrumentalities now receive an extra three days leave over the Christmas–New Year period.

#### 5. Queensland

In June 1963 the Full Bench of the Industrial Conciliation and Arbitration Commission granted an extra week's annual leave to employees with twelve months continuous service on or after 30 November 1963. This move implemented a previous decision of the Commission in which it was decided, as a matter of policy, to grant increased leave to persons already enjoying two weeks leave.

The decision applied to day workers and non-continuous shift workers receiving two weeks leave; continuous shift workers receiving three weeks leave; and day workers and shift workers receiving additional leave in lieu of extra payment for working on statutory holidays. The order became effective as from 1 June 1963.

It was decided that the terms of the decision of the Commonwealth Conciliation and Arbitration Commission, as handed down in April 1963 were to apply to awards of the Industrial Conciliation and Arbitration Commission of Queensland with the exception that, in the State awards, *pro rata* payment for leave not taken at the termination of employment was to be expressed as hours per month. The Commission added that those industries or employers who felt that the condition of an industry warranted exemption or exclusion from such additional leave, should make an application showing justification for the exemption or exclusion as the onus rested upon that industry or employer to do so.

The decision did not apply to employees in primary industry, apart from the sugar industry, or those in western areas but by the end of March 1964 three weeks leave had been granted to these employees.

As from 1 January 1973 employees of the State Public Service were granted four weeks annual leave.

#### 6. South Australia

The Full Bench of the South Australian Industrial Court in May 1963 announced an increased standard of annual leave in the State, adopting the standard fixed by the Commonwealth Conciliation and Arbitration Commission.

The Court pointed out that it had embraced three weeks as the general standard for annual leave for the time being. There would not be any automatic extension as the Court would decide the application for each industry as it arose to ensure that comparable industrial justice would be applied to the various groups of employees in the State.

The Court, as a general indication as to its attitude, expressed the view that annual leave should be taken at a time fixed either by agreement or, if this is not possible, at a time fixed by the employer. The leave should be allowed in two parts and one part must be of at least two weeks duration. These, however, were factors which could vary from award to award and their determination would depend on the needs of the particular industry.

The Public Service Act Amendment Act, 1970–1971 provided for the increase of the annual leave entitlement for State employees from three to four weeks with the proviso that the so-called 'grace days' previously granted between Christmas and the New Year will be absorbed into the entitlement unless the Public Service Board directs otherwise.

The Industrial Conciliation and Arbitration Act, 1972 (*see page 126*) which operated from 4 January 1973, provides that the general standard of annual leave as determined by the Full Industrial Commission shall be granted to every full-time employee whose wages or conditions of employment are not governed by a Commonwealth or State award or agreement. It further provides that every worker whether bound by an award or not would be entitled to *pro rata* leave irrespective of the reason for termination of employment. The Commission is empowered to consider any application for an award prescription although the standard remains at three weeks for general employees and four weeks for continuous shift workers.

## 7. Western Australia

Following a general inquiry concerning Annual Leave and Public Holidays, the Court of Arbitration in June 1963 adopted three weeks as the new standard for the normal period of annual leave in State awards, with four weeks for seven-day shift workers. The date of operation was the same as that decided by the Commonwealth Conciliation and Arbitration Commission.

Existing awards and agreements which already provided annual leave in excess of the Court's standard were to be examined separately to ascertain whether special circumstances existed to justify leave greater than the normal standard. The standard number of public holidays was retained at ten with the provision that where an award provided for more than ten public holidays a year, that award, unless the union consented to a reduction to ten, would be excluded from the above order amending the annual leave provisions until it was established that special circumstances justified the continuance of the greater number of holidays.

In November 1963 the Court refused an application by employers for the right to split the annual leave into two parts since it decided to follow the decision of most other State tribunals and allow the additional leave in conformity with conditions similar to those prescribed by the Commonwealth Conciliation and Arbitration Commission. The right to split the leave would only be allowed by the Court in exceptional circumstances, unless all the parties concerned agreed to the inclusion of such a provision.

## 8. Tasmania

Following an amendment to the Wages Board Act in 1961, Wages Boards were permitted to grant employees up to three weeks paid recreational leave. In June 1962 the determination of the Ironmongers' Wages Board provided that the entitlement to annual leave, on and from 1 January 1963, where the year of employment ended after 31 December 1962, would be fourteen consecutive days, together with a period during working hours equal to 3½ hours for each completed month of employment after 31 December 1962. Employees whose year of employment commenced after 31 December 1963 would be eligible for three weeks annual leave. Subsequently, other Wages Boards amended their determinations to provide for three weeks annual leave.

Generally, most Wages Boards adopted provisions to enable leave to be taken in one consecutive period within six months from the end of the preceding year of employment or, if the employer and employee agree, in two separate periods, the lesser of which shall be of not less than seven consecutive days.

## Long service leave

### 1. General

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of Commonwealth and State industrial legislation and awards, etc. In most cases thirteen weeks leave after fifteen years continuous service has been provided. A brief summary is given in the following paragraphs. The transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

### 2. Commonwealth

(i) *General.* Until May 1964 the Commonwealth Conciliation and Arbitration Commission had not included provision for long service leave in its awards and had refrained from determining disputes relating to this subject except in the case of the Northern Territory and the Australian Capital Territory (see page 152). Consequently, till then, the provisions of the various State Acts relating to long service leave applied to workers covered by awards of the Commonwealth. The applicability of long service leave provisions under State law to workers under Commonwealth awards had been tested before the High Court and the Privy Council and such provisions had been held to be valid.

The Commission's position was set out in its decision, issued on 16 September 1959, regarding disputes on the inclusion, in the Graphic Arts (Interim) Award, 1957, of provisions for long service leave. It stated that it should refrain, until further order, from determining the disputes so far as they concerned long service leave and that if, in future, the Commission decided that long service leave on a national basis was desirable, it was open to proceed to the making of an award on the matter.

In June 1963 the Commission when dealing with applications by employers in the graphic arts and metal trades awards for insertion of long service leave provisions, rejected union submissions that it should refrain from making such provisions and decided that the matters should proceed to hearing. The two matters were listed together for hearing in August 1963. In May 1964 the Commission announced its decision and the main points are set out below.

Long service leave entitlement would be calculated on the basis of thirteen weeks for twenty years of unbroken employment, in respect of employment before 11 May 1964 (or in New South Wales, 1 April 1963) and at the rate of thirteen weeks for fifteen years in respect of service after 11 May 1964 (or in New South Wales, 1 April 1963). After further periods of ten years employees would be entitled to an additional *pro rata* period of leave calculated on the same basis. Those employees who completed an unbroken contract of employment of ten years but less than fifteen years and whose employment was terminated by death, or by the employer for any cause other than serious and wilful misconduct, or by the employee on account of illness, incapacity or domestic or other pressing necessity, would be entitled to *pro rata* payment.

Exemptions obtained by employers under State legislation, except in South Australia, would continue, pending further order of the Commission. Any long service leave allowed, or payment in lieu thereof made, before 11 May 1964 under a State law or long service leave scheme would be taken into account for the purpose of these awards.

The rate of payment while on leave would be the current award rates applicable at the date on which the employee commenced leave. This rate, however, would be subject to basic wage changes and marginal adjustments which occurred during the leave period. The position of piece-workers and part-time and casual workers was reserved for further consideration.

The leave is to be taken after twenty-eight days notice by the employer in one continuous period, or, if the employer and the employee agree, in not more than three separate periods for the first thirteen weeks entitlement and in not more than two separate periods for any subsequent entitlement. Employees on long service leave were not to engage in any employment for hire or reward with other employers respondent to the awards, and employers under the awards were not to employ any such employees who were known to be on leave.

Contracts of employment cannot be terminated by the employer to avoid leave obligations imposed by the awards or through a slackness of trade if the employee is re-employed within six months, or for any other reason if the worker is re-employed within two months. Interruption or termination of employment arising directly or indirectly from an industrial dispute would be deemed as not breaking continuity of employment, provided the employee returned to work in accordance with the settlement terms of the dispute but the period of absence from duty would not count for long service leave purposes. Apprentices who entered into a contract of employment within a period of twelve months after the completion of an apprenticeship with the employer may include the period of apprenticeship in their entitlement to long service leave from that employer. Service with the Commonwealth armed forces or the Civil Construction Corps established under the *National Security Act* 1939-1946 would be counted as employment with the employer by whom the employee was last employed prior to service with either of these forces.

In November 1964 several unions applied to the Commonwealth Conciliation and Arbitration Commission for cancellation of the long service leave provisions of the graphic arts and metal trades awards. On 3 December 1964 the Full Bench of the Commission dismissed the unions' application.

In December 1964 several employer organisations in the graphic arts and metal trades industries applied for orders varying the provisions of the long service leave awards in these industries to make them applicable to all their employees whether or not they were members of those trade unions respondent to the awards. The applications were opposed by the unions on the ground that the Commission had no jurisdiction to make such an order for non-unionists. In its judgment of 23 December 1964 the Commission unanimously agreed that these awards should be varied to extend long service leave to all employees.

In December 1964 the Commission also announced other variations in the long service leave provisions of the metal trades and graphic arts awards. An employer would not be required to grant an employee long service leave until the amount of leave to which he was entitled equalled thirteen weeks in respect of the first period of entitlement and eight and two-thirds weeks in respect of any subsequent period of entitlement. The term 'thirteen weeks' was substituted for the words 'three months' in accordance with the Commission's decision of May 1964. These variations came into effect on and from 1 December 1964.

In November 1964 the Commission also awarded long service leave to employees in other industries. These awards operated from 1 December 1964 and were similar in scope to those mentioned above.

(ii) *Australian Territories.* Long service leave codes for employees covered by Northern Territory and Australian Capital Territory awards were originally prescribed in December 1961 by the Commonwealth Conciliation and Arbitration Commission in Presidential Session. The Commission decided that employees should be granted three months long service leave after twenty years service with one employer, even if part of this service was outside the Territory. In addition, the Australian Capital Territory code prescribed that employees presently employed might 'go back for a period of 25 years in regard to the calculation of their present or future entitlement of long service leave'. In December 1964 the Commission amended the majority of awards covering employees in the Northern Territory and the Australian Capital Territory by granting long service leave on the basis of thirteen weeks after fifteen years service. In August 1965 a number of those awards were made a common rule in these Territories.

(iii) *Stevedoring Industry.* The *Stevedoring Industry Act 1962* which came into force in November 1962 amended the *Stevedoring Industry Act 1956-1961* (see Labour Report No. 49, page 145) by extending the eligibility and qualifying periods of the long service leave provisions of the Act. No changes were made to the entitlement for long service leave which remained at thirteen weeks after twenty years qualifying service and six and a half weeks for each subsequent ten years qualifying service.

The *Stevedoring Industry Act 1966* which came into operation in October 1966 amended the *Stevedoring Industry Act 1956-1965* respecting long service leave for registered waterside workers. The period of qualifying service for an entitlement to leave was reduced from twenty to fifteen years. As before, there is a further entitlement upon completion of each subsequent ten years qualifying service. The number of days in a waterside worker's entitlement is calculated on the basis of one day for each eighty qualifying days in his qualifying service before 1 January 1966, one day for each sixty after 31 December 1965, and, commencing January 1966, one twenty-sixth of a day for each twelve consecutive working days at the port at which he is registered if each of the twelve is a qualifying day for him. In the main, a waterside worker's qualifying days are days on which he works or makes himself available for work or is absent on a specified ground and, subject to specified exceptions, his qualifying service is the period of his continuous registration as a waterside worker. The maximum entitlement upon completion of fifteen years qualifying service is fifteen weeks and three days. Other provisions enable a registered waterside worker who before the commencement of the amending Act had completed more than fifteen but less than twenty years qualifying service, upon completion of twenty years qualifying service, to take the thirteen weeks leave to which he would be entitled if the former provisions remained in force. The amount by which thirteen weeks exceeds the amount to which, in the absence of this special provision, he would be entitled under the new provisions is to be deducted from his next entitlement.

### 3. New South Wales

Long service leave was first introduced for the majority of workers by the Industrial Arbitration (Amendment) Act, 1951, which provided such leave for workers under State awards. This Act was replaced by the Long Service Leave Act, 1955, which extended the benefits to any worker within the State. Leave provided for was three months for twenty years continuous service with the same employer.

In 1963 the Long Service Leave Act, 1955, was amended by the Long Service Leave (Amendment) Act, 1963, which took effect from 1 April 1963 and in 1967 by the Long Service Leave (Amendment) Act, 1967, which became operative from 18 December 1967. The provisions of the Act apply to workers in the whole State with the exception of those employed in the Public Service or in certain Government undertakings as these were already receiving long service leave benefits either on more favourable terms or under another Act.

Under the amended Act the term 'ordinary time rate of pay' (i.e. the rate of pay for which employees were to be paid for their long service leave) was defined to exclude payments for shift work, overtime and other penalty rates. Bonus, incentive, or other similar payments received in the twelve months immediately preceding the taking of long service leave are to be apportioned on a weekly basis and added to the ordinary weekly rate of pay. If remuneration is partly or wholly by other than a fixed ordinary time rate of pay, an average ordinary weekly rate is to be calculated for the period actually worked in the preceding twelve months.

The amending Acts reduced the qualifying period for long service leave from twenty to fifteen years and also provided that those employees who have completed (a) at least ten years but less than fifteen years service and whose services are terminated for any reason; or (b) a minimum of five years service as an adult and whose services are terminated by the employer for any reason other than the worker's serious and wilful misconduct, or by the employee through illness, incapacity, or domestic or other pressing necessity, or by death of the employee, are eligible for payment for long service leave on the *pro rata* basis of three months for fifteen years service. The term 'service as an adult' is defined as meaning service with an employer during which the employee received a rate of pay either (a) not less than the lowest rates fixed under an award or industrial agreement for an adult male or female in the same trade, classification or calling as the worker; or (b) a rate of pay not less than the rate prescribed by the award for a journeyman in the same trade, classification or calling; or (c) if no award or calling covers the occupation, then the period of service with the employer on and from the age of twenty-one years.

For workers whose service with an employer began before the amending Act of 1963 and who were entitled to long service leave, the amount of such leave was to be the sum of the amounts calculated on the old (1955 Act) and the new (1963 Act) bases according to periods of service before and as from the commencement of the 1963 Act.

Workers on completing their apprenticeship with an employer, were now allowed twelve months, instead of six, to enter into a contract of employment with the employer and the period of apprenticeship is to be included for the purposes of determining period of service with that employer.

Previously, employers had been granted exemptions by the Industrial Commission of New South Wales from the long service leave provisions of the 1955 Act on the understanding that they grant workers benefits in the nature of long service leave under a scheme which would not place workers in a less favourable position than that specified in the Act. As from 1 April 1964 no such exemptions would be granted unless long service leave is provided in the scheme. To enable the review of exemptions under the former Act the Industrial Commission, either on its own motion or that of an industrial union of employers or employees, or an employer concerned, would review the terms of any exemptions previously granted and if the benefits under the scheme, the subject of the exemption, were not as favourable as those specified in the amending legislation, or if it was no longer in the best interests of the workers concerned that the exemption should continue, then the Commission may—(i) vary either the terms of the exemption or any conditions necessary for the granting of the exemption; or (ii) revoke the exemption.

The amending Act of 1967 specifies inter-company relationships for which the transfer of an employee from one company to another does not constitute a break in continuity of service for long service leave. Continuity of service for long service leave entitlement with an employer will be maintained, in respect of service in the armed forces, only if there was an entitlement to apply for reinstatement with the employer on the termination of such service. Provision is also made for the taking wholly or partly in advance of not less than one month of long service leave, if employer and employee agree.

The Long Service Leave (Metalliferous Mining Industry) Act, 1963 was assented to on 13 December 1963 and came into operation on 1 January 1964. The object of the Act was to confer on certain workers in the metalliferous mining industry the right to three months long service leave after ten years service. The Act stated that a worker covered by its provisions would not be eligible to entitlements under the Long Service Leave Act, 1955-1963.

Workers' entitlement to long service leave under the Act would be on the basis of three months for twenty years for service prior to the commencement of the Act and three months for ten years for service thereafter. The remaining provisions of the Act substantially followed provisions of the Long Service Leave Act, 1955-1967.

The Public Service and Other Statutory Bodies (Extended Leave) Amendment Act, 1971 which came into operation on 1 January 1971 made changes to the long service leave provisions of the New South Wales Public Service. An officer of the N.S.W. Public Service is now entitled to two months leave on full pay (or four months on half pay) after ten years of service; and to leave proportionate to the length of service after the first ten years of service calculated on the basis of five months on full pay (or ten months on half pay) for each ten years served after the first ten years.

#### 4. Victoria

The *Factories and Shops (Long Service Leave) Act 1953* first provided for long service leave for workers in Victoria, the provisions of this Act being subsequently incorporated in the Labour and Industry Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Labour and Industry (Long Service Leave) Act 1964*, assented to on 15 December 1964, amended the provisions of the *Labour and Industry Act 1958* as amended (to 1963) by providing long service leave on the basis of thirteen weeks after fifteen years continuous service. The Act became effective from 1 January 1965.

On the completion of fifteen years of continuous service (previously twenty) an employee is entitled to thirteen weeks long service leave on ordinary pay. Further periods of five years service give the employee four and a third weeks leave (previously three and a quarter weeks). Employees who have completed more than fifteen years continuous service and whose employment is terminated for any reason (other than by death), are entitled to leave equal to one-sixtieth of the period of continuous employment (previously one-eightieth). Payment in lieu of long service leave on the death of an employee is made to his personal representative. Termination of employment for the following reasons means an entitlement to leave equal to one-sixtieth of the period of continuous employment for employees who have completed at least ten years continuous service—firstly, by the employer on grounds other than serious and wilful misconduct, and secondly, by the employee on account of illness, incapacity, or domestic or any other pressing necessity, where the illness, incapacity or necessity is of such a nature as to justify the termination of employment.

Periods of employment before 1 January 1965 are counted at only three-quarters of their face value in calculating years for entitlement.

Prior to the amending Act leave could be taken in one period or, by agreement between the employer and the employee, in two periods. The amending legislation provided that the first period of leave may, by agreement, be taken in two or three separate periods and any subsequent leave in two separate periods.

Following amendment to the Public Service Act in May 1964, public servants became entitled to four and a half months long service leave after fifteen years service (instead of six months after twenty years).

The *Labour and Industry (Long Service Leave) Act 1969*, which operated from 16 December 1969, provided that any female employee absent from employment for a period not exceeding twelve months due to any pregnancy is deemed not to have broken the continuity of her employment for long service leave purposes. However the period of absence is not counted as part of time worked.

### 5. Queensland

In 1952 the Industrial Conciliation and Arbitration Act was amended to include long service leave provisions for employees within the jurisdiction of the Industrial Court, and the Act was amended again in 1955 to extend these provisions to any employee in respect of whose employment there was not in force an award or industrial agreement under the Act and to seasonal workers in sugar mills and meat works. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Payment for leave was prescribed as the rate of pay received at the time of leave.

'The Industrial Conciliation and Arbitration Acts Amendment Act of 1964', amended the long service leave provisions of 'The Industrial Conciliation and Arbitration Acts, 1961 to 1963'. Under the amended provisions, which operated on and from 11 May 1964, employees are entitled to thirteen weeks leave after fifteen years continuous service. Employees who completed at least ten years service and whose services were terminated either by the employee or the employer, for any cause other than serious misconduct, are entitled to leave on a *pro rata* basis. Subsequent periods of leave, after the first period of thirteen weeks, became due on the completion of further periods of fifteen years service. An employee who, after completing fifteen years service, continues serving a further five years and whose employment is terminated, either by himself or by an employer, for any cause other than serious misconduct, is eligible for a further amount of leave on a proportionate basis.

### 6. South Australia

The Long Service Leave Act, 1957, which prescribed long service leave for employees of seven consecutive days in the eighth and in each subsequent year of continuous service, was repealed by the Long Service Leave Act, 1967. This Act, which became operative from 16 November 1967, provided for thirteen calendar weeks leave after fifteen years continuous service with the same employer and for eight and two thirds weeks leave for each subsequent complete period of ten years service. After seven and before fifteen completed years of service (of which at least five years must be as an adult) the worker was entitled, on proper termination of employment other than for serious and wilful misconduct, to proportionate payment in lieu of leave for the period worked.

The Long Service Leave Act Amendment Act, 1972 which came into operation on 1 January 1973, entitles employees in respect of continuous service after 1 January 1972 to thirteen weeks leave for each ten years of service. After seven and before ten completed years of service (whether as an adult or junior) the worker is entitled, on proper termination of employment other than for serious and wilful misconduct, to proportionate payment in lieu of leave for the period worked.

An employer may be exempted by the Industrial Commission from the leave entitlement provisions of the Act, provided that the employees are entitled under some other scheme to long service leave benefits not less favourable than those provided by the Act.

In respect to service prior to 1 January 1972 the entitlement is calculated at the rate of thirteen weeks for fifteen years service for the period 1 January 1966 to 31 December 1971 and at the rate of thirteen weeks for twenty years service for the employment period up to 31 December 1965. An employer shall not be required to grant leave until the worker's total entitlement is thirteen weeks.

Entitlements may be enforced by bringing proceedings before the Industrial Commission.

### 7. Western Australia

The Long Service Leave Act was passed in 1958, but did not apply to employees whose conditions of work were regulated under the Western Australian Industrial Arbitration Act. The Court of Arbitration of Western Australia, in an order dated 1 April 1958, incorporated, in most of the awards and agreements within its jurisdiction, provisions similar to those in the Long Service Leave Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

A general inquiry into long service leave, public holidays, annual leave and hours was held by the Court in 1961. In its judgment, delivered on 5 May 1961, the Court rejected the major claims by the parties relating to long service leave. However, it deleted a sub-clause of the 1958 Order which entitled an employer to offset any payment in respect of long service leave under the Order against any payment by him to any long service leave scheme, superannuation scheme, pension scheme, retiring allowance scheme, provident fund or the like or under any combination thereof operative at 1 April 1958.

On 23 September 1964 the Western Australian Industrial Commission in Court Session by agreement, varied the Printing (Newspapers) Award to provide thirteen weeks long service leave after fifteen years, with eight and two-thirds weeks after further periods of ten years service. The order became effective from 1 October 1964. Employees who have completed at least ten years service are entitled to *pro rata* leave if their employment was terminated either by (i) death; (ii) the employer for any reason other than serious misconduct; or (iii) the worker on account of sickness, injury, or domestic or other pressing necessity. Workers whose service commenced before 1 October 1964 are entitled to leave calculated on the basis of thirteen weeks after twenty years for service before 1 October 1964 and, for service commencing on or after 1 October 1964, on the basis of thirteen weeks after fifteen years service. Payment for the period of leave is the ordinary rate applicable to the worker as prescribed by the award. In the case of casual and part-time workers, payment is the ordinary time rate for the number of hours usually worked up to, but not exceeding, the prescribed standard. The rate of pay does not include shift premiums, overtime, bonuses, or piece or bonus work, or any system of payment by results. The worker is to receive at least one month's notice of the date from which the leave is to be taken. Workers must not, while on leave, engage in any employment for hire or reward or they will lose their entitlement to payment for leave.

A special board of reference was constituted to hear and determine any disputes or matters arising under the award. On 29 September 1964 the Commission amended the long service leave provisions of the majority of awards and agreements to incorporate the above provisions.

Long service leave on the same terms as the above provisions was incorporated in the *Long Service Leave Amendment Act (No. 2), 1964*, assented to on 12 November 1964. Exemption from the provisions of the Act previously granted to employers may, from time to time, be added to, varied or revoked by a board of reference in order to ensure that the long service leave scheme remains more favourable than the benefits prescribed under the legislation. The provisions of the Act, granting employers the right to offset any payment in respect of long service leave by contributions to any scheme for long service, superannuation, pension, retiring allowance or provident fund, were repealed. Appeals against determinations of a board of reference would be heard by the Western Australian Industrial Commission in Court Session.

### 8. Tasmania

The *Long Service Leave Act 1956* provided for thirteen weeks leave for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Long Service Leave Act* 1964, assented to on 17 December 1964 provided long service leave of thirteen weeks in respect of the first fifteen years continuous employment and eight and two-thirds weeks for every additional ten years continuous employment. On termination of employment a further *pro rata* period of leave is granted, calculated from the date of the last accrual of entitlement. Employees who have completed at least ten years service and whose services are terminated either by the employer for any reason other than serious and wilful misconduct or by the employee on account of illness, incapacity, or domestic or other pressing necessity, are eligible for leave on a proportionate basis. Periods of service before 17 December 1964 are calculated on the old basis (i.e. thirteen weeks after twenty years service).

Employees on leave are paid the rate received at the commencement of the long service leave, adjusted for any variations in the rate of pay which occur while the employee is on leave.

The amending legislation provided that exemptions from the Act would not be granted unless the retirement scheme provided for the granting of long service leave. Exemptions already granted could be cancelled or amended by the Chief Inspector.

The *Long Service Leave Act* 1968 came into operation on 24 July 1968. The Act provides for the continuance of exempted schemes in existence at the time of the 1964 amendment to the principal Act. It also provides that an employee, who has completed less than fifteen years service with his employer, and whose employment ceases because he has reached the age of retirement or on account of illness or death, may be paid *pro rata* leave after eight years service.

The *Long Service Leave Act* 1972 which came into operation on 17 January 1973 reduced the qualifying period required for payment of *pro rata* long service leave to seven years where an employee dies or his employment ceases because he has reached the age of retirement, because of illness, incapacity, or domestic or other pressing necessity, or where services are terminated by the employer for any reason other than serious or wilful misconduct. The Act also provides that continuous service with 'related' companies is to be regarded as continuous service for the purposes of the Act. Appeals to a magistrate concerning certificates issued by the Secretary for Labour are to be permitted only after the matter has been determined at a dispute hearing before the Secretary for Labour.

The *Long Service Leave (Casual Employment) Act* 1971 came into operation on 22 March 1972. This Act provides for the making of long service payments to certain persons employed in casual employment as specified in the Act.

### Child endowment in Australia

In June 1927 the Commonwealth Government called a conference of State Premiers to consider a national scheme of child endowment. After discussion, the matter was referred to a Royal Commission appointed by the Commonwealth Government.

The Commission submitted its report in December 1928. The findings and recommendations were given in Labour Report No. 19.

At a conference of Commonwealth and State Ministers held in May 1929 the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme financed entirely from the proceeds of taxation. It agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment.

It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with by the State Governments.

In 1941 the Commonwealth Government introduced a scheme of child endowment throughout Australia. Appropriate steps were then taken for the termination of existing schemes operating in New South Wales and the Commonwealth Public Service. The New South Wales system of child endowment operated from July 1927 to July 1941 and the Commonwealth Public Service system from November 1920 until July 1941. Details of these schemes appeared in earlier issues of the Labour Report (*see* No. 36, page 103).

From 1 July 1941 when the Commonwealth Child Endowment scheme was introduced, the rate of endowment for children under 16 years of age was 50c a week for each child in excess of one in a family and for each child in an approved institution. The rate was increased to 75c a week from 26 June 1945 and to \$1.00 a week from 9 November 1948. Endowment of 50c a week for the first child under 16 years in a family was provided for by an amendment of the legislation in June 1950. From January 1964 the rate was increased to \$1.50 a week for the third and subsequent children under 16 years in families and for each child in an institution, and that amount also became payable for full-time students between 16 and 21 years. Increased rates for the fourth and subsequent children under 16 years in families were introduced from September 1967. The rate for the fourth child was increased to \$1.75 a week with cumulative increases of 25c for each subsequent child. From October 1971 increased rates for the third and subsequent children under 16 in families, and for all children under 16 in institutions were introduced (*see* below). At present the main features of the scheme are as follows.

Any person who is a permanent resident of Australia and has the custody, care and control of one or more children under the age of 16 years, or of student children over 16 years but under 21 years, who are not in employment or engaged in work on their own account, or an approved institution of which children are inmates, is qualified to receive an endowment in respect of each such child. There is no means test.

Since October 1971 the rates are:

- (a) first or only child under 16 years in a family, 50c a week;
- (b) second child under 16 years in a family, \$1 a week;
- (c) third child under 16 years in a family and each child in an approved institution, \$2.00 a week;
- (d) fourth child under 16 years in a family \$2.25 and for each subsequent child under 16 years progressive increases of 25c, making \$2.50 for the fifth child, \$2.75 for the sixth, and so on.

Endowment for student children is paid at the rate of \$1.50 a week, for each eligible student child between 16 and 21 years.

There is a twelve months residential requirement for claimants and children who were not born in Australia, but this is waived if the Department of Social Services is satisfied that the claimant and the child are likely to remain permanently in Australia.

Under certain conditions endowment may be paid to Australians who are temporarily absent overseas.

A summary of the operations of this scheme at 30 June 1968 to 1972 is given below.

## CHILD ENDOWMENT: AUSTRALIA

Particulars	At 30 June—				
	1968	1969	1970	1971	1972
<b>Children under 16 years—</b>					
<b>Endowed families—</b>					
No. of claims . . . . .	1,669,629	1,701,914	1,749,734	1,797,628	1,843,478
No. of children . . . . .	3,689,839	3,764,421	3,844,590	3,918,654	3,981,780
<b>Approved institutions—</b>					
No. of institutions . . . . .	491	493	456	469	485
No. of children . . . . .	27,239	25,699	20,069	19,248	20,199
<b>Student children—</b>					
<b>Endowed families—</b>					
No. of claims . . . . .	158,488	187,500	194,576	196,999	209,466
No. of children . . . . .	173,076	205,208	214,146	217,301	231,931
<b>Approved institutions—</b>					
No. of institutions . . . . .	106	101	106	124	135
No. of children . . . . .	699	714	573	727	590
<b>Total endowed children</b> . . . . .	<b>3,890,853</b>	<b>3,996,042</b>	<b>4,079,378</b>	<b>4,155,930</b>	<b>4,234,500</b>
<b>Amount paid to endowees and institutions(a)</b>					
Children under 16 years . . \$'000	173,808	177,511	(b)203,561	181,436	198,292
Student children . . . . \$'000	14,112	15,752	16,582	17,031	18,317
<b>Annual liability—</b>					
Children under 16 years . . \$'000	182,845	185,975	188,317	190,493	216,835
Student children . . . . \$'000	13,552	16,059	16,746	17,004	18,137
<b>Average annual rate of endowment per endowed family—</b>					
Children under 16 years . . \$	108.24	108.10	106.73	105.13	116.48
Student children . . . . \$	85.18	85.37	85.85	86.04	86.37
<b>Average number of endowed children per endowed family—</b>					
Children under 16 years . . . .	2.21	2.21	2.20	2.18	1.94
Student children . . . . .	1.09	1.09	1.10	1.10	1.11
<b>Number of endowed children in each 10,000 of population—</b>					
Children under 16 years . . . .	3,090	3,081	3,079	3,070	3,073
Student children . . . . .	144	167	171	170	179

(a) During year ended 30 June. (b) Expenditure for this year includes five twelve-weekly payments instead of the usual four twelve-weekly payments for endowments paid to the credit of bank accounts.