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**EMPLOYMENT BENEFITS**

**AUSTRALIA**

**AUGUST 1986**

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- PHONE INQUIRIES • *about these statistics*—contact Mr Michael Maynard on Canberra (062) 52 6661 or any ABS State office.  
 • *about other statistics and ABS services*—contact **Information Services** on Canberra (062) 52 6007, 52 6627, 52 5402 or any ABS State office.
- MAIL INQUIRIES • *write to Information Services*, ABS, P.O. Box 10, Belconnen, A.C.T. 2616 or any ABS State office.
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## EXPLANATORY NOTES

**Introduction**

The monthly Population Survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1986 labour force survey conducted throughout Australia.

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

**Scope**

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

**Definitions**

4. The *employment benefits* included in the survey are a selection of concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary. The definitions of the particular benefits which were included in the survey are given in paragraphs 8 to 25. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over-award payments, bonuses or payments in lieu of leave.

5. All benefits were being received by the employee at the time of the survey, with two exceptions:

(a) in the case of four particular benefits—holiday expenses (paragraph 8), low-interest finance (paragraph 9), goods and services (paragraph 10), shares (paragraph 19)—the benefits had been taken up *at some time* while the employee had been working for the current employer;

(b) in the cases of sick leave (paragraph 23), annual leave (paragraph 24), and long-service leave (paragraph 25), the provision of, rather than the receipt of, the particular type of leave to the employee is defined as an employment benefit.

6. All benefits covered by this survey were received or provided while the employee was working for the current employer. However, not all benefits came directly from the current employer. Some benefits received by or provided to employees from other sources as a result of their employment in a particular occupation or industry have been included in the tables (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

7. For those benefits defined in paragraphs 8 to 22, the mere availability of an entitlement to the benefit was not sufficient reason for inclusion in the estimates in this publication; only those that were used or taken up were

counted. For those benefits defined in paragraphs 23 to 25 estimates in this publication refer to the provision of leave, regardless of whether this leave had actually been used.

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

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

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

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

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

13. *Telephone.* Payment or subsidisation, by the employer, of private telephone charges.

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

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

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

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

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

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

20. *Study leave.* Time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.

21. *Superannuation.* Membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer and even if the employer did not contribute to the fund. There were an additional 452,700 employees covered by schemes not arranged or provided by their employers.

22. *Children's education expenses.* Payment in full or in part by the employer of any expenses incurred in the education of an employee's child(ren), e.g. tuition fees, books.

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

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

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

26. *Hours worked in main job* referred to actual hours worked during the survey week.

27. *Full-time employees* are those who usually worked 35 hours or more each week (in all jobs) and others who, although usually working less than 35 hours each week, worked 35 hours or more during the survey week.

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

29. The *main job* was defined as the job in which most hours were usually worked. A person who held more than one job was classified to the industry and occupation of their main job.

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

### Results of the survey

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

32. Additional tables available but not included in this publication are listed on page 20. A preliminary publication (6332.0) containing a summary of the results of the survey was released on 24 November 1986.

33. Results of similar surveys, the first conducted in February to May 1979, have been given in previous issues of this publication.

34. It is proposed that this survey will next be conducted in August 1987.

### Discontinuities in the series

35. Estimates contained in this publication are based on a revised labour force questionnaire introduced in April 1986. The definition of employment was expanded, resulting in decreases in the estimates of unemployed persons and persons not in the labour force. Further information is contained in *The Labour Force, Australia* (6203.0) and in an information paper *Questionnaires used in the Labour Force Survey* (6232.0).

36. Classification of occupation according to the Australian Standard Classification of Occupations (ASCO) 1986 was introduced in the August 1986 survey, replacing the Classification and Classified List of Occupations (CCLO), used in previous surveys. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia, August 1986* (6203.0).

37. To provide a link between the two classifications, a matrix has been produced and is shown in Table 41 of *The Labour Force, Australia, August 1986* (6203.0). This matrix shows the relationship between ASCO and CCLO at the broadest classification level (the Major Group). The estimates in the matrix are based on a sub-sample of respondents to the May 1986 Labour Force Survey.

### Reliability of the estimates

38. Estimates in this publication are subject to sampling and non-sampling errors. For more information refer to the Technical note.

### Related publications

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

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

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

*Working Conditions, Australia, February to May 1979* (6335.0)

*Alternative Working Arrangements, Australia, March to May 1982 (6341.0)—issued irregularly*

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

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

40. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a

*Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue* and *Publications Advice* are available from any ABS office.

**Symbols and other usages**

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

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

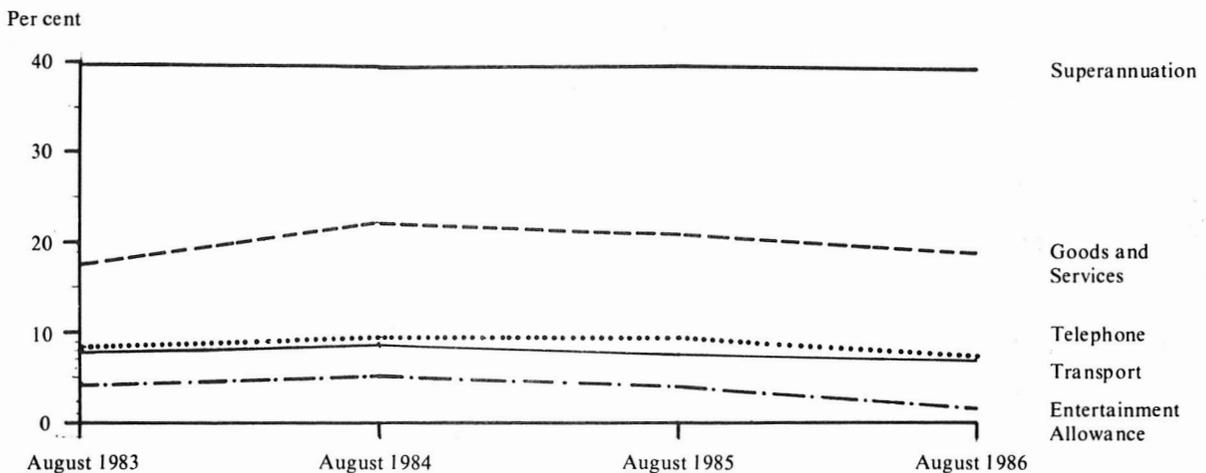
## SUMMARY OF FINDINGS

### Employment benefits, 1983-1986

The proportion of wage and salary earners (employees) receiving the most common types of employment benefits has remained steady for the past three years although the significance of individual benefits has varied somewhat over the three years. Annual leave and sick leave types of employment benefits were received by over eighty per cent of employees and long-service leave benefit was given to over six in every ten employees. Other types of employment benefits were provided to a smaller proportion of employees; the superannuation type of benefit remained steady at just under forty per cent, goods and services varied between 17.6 and 21.4 per cent of employees, and all other types of employment benefits had lower proportions.

The incidence of certain benefits has changed significantly between 1983 and 1986. After the 1984 survey where the proportion of employees in receipt of most individual benefits peaked, marked declines have been recorded. Employees in receipt of a goods and services type of benefit have declined steadily from 21.4 per cent of all employees in August 1984 to 18.9 per cent in August 1986. Similarly the proportion of employees who received an entertainment allowance type of benefit decreased from 4.3 per cent in August 1985 to 1.8 per cent in August 1986.

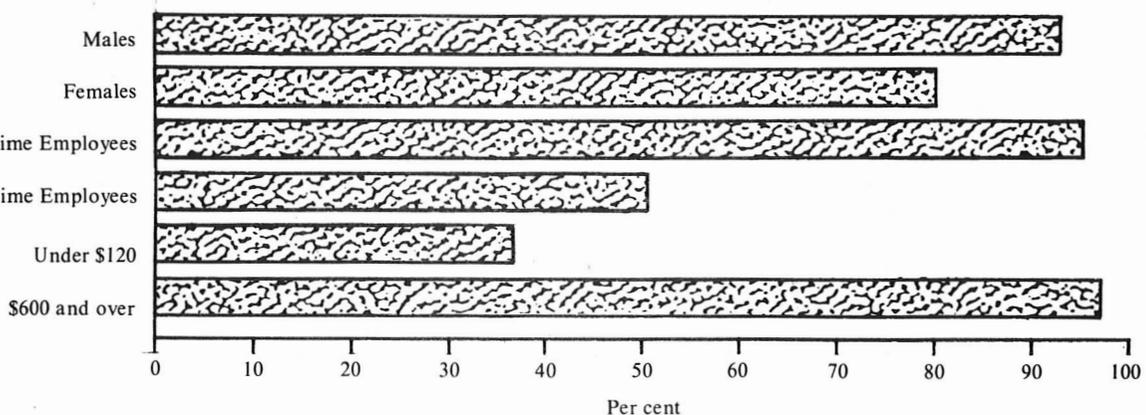
DIAGRAM 1. SELECTED EMPLOYMENT BENEFITS, 1983-1986  
(Source of data: Table 1)



### Employment benefits, August 1986

In August 1986, 87.7 per cent of employees received one or more types of employment benefits. This proportion varied by age and sex from a high of 96.1 per cent of all male employees aged 45 to 54, to a low of 68.5 per cent of all female employees aged 15 to 19. Employees who worked full-time were more likely to be in receipt of an employment benefit (95.9 per cent) than those working part-time (50.3 per cent). Similarly the proportion of employees in receipt of one or more types of employment benefit rose with weekly income from main job. While only 35.8 per cent of employees earning less than \$120 per week received an employment benefit, the proportion increased rapidly to 77.5 per cent of employees earning between \$120 and \$200 per week and to a high of 97.4 per cent of employees who earned \$600 or more per week from their main job.

DIAGRAM 2. PROPORTION OF EMPLOYEES WHO RECEIVED ONE OR MORE EMPLOYMENT BENEFITS, SELECTED CHARACTERISTICS  
(Source of data: Tables 2 and 6)



### Annual leave as an employment benefit

Annual leave is the most common type of employment benefit with 81.5 per cent of persons employed at August 1986 receiving it. The provision of annual leave and sick leave are closely linked with 97.7 per cent of all recipients of annual leave also receiving sick leave. The annual leave type of employment benefit is mainly associated with full-time workers, 92.5 per cent of whom get this type of employment benefit compared with only 31.7 per cent of all part-time workers. Similarly the proportion of persons receiving this type of employment benefit increased with weekly earnings from main job.

The majority of employees in receipt of an annual leave benefit received four weeks leave per year (77.8 per cent). While the largest proportion of employees in each occupation group received four weeks annual leave the variation was marked. The clerk occupation group had the highest proportion of employees in receipt of four weeks annual leave (88.8 per cent) with only 6.4 per cent receiving five weeks or more per year, compared with employees in the professional occupation group who had a relatively low proportion in receipt of four weeks annual leave (56.2 per cent) and a large proportion receiving five or more weeks per year (40.0 per cent).

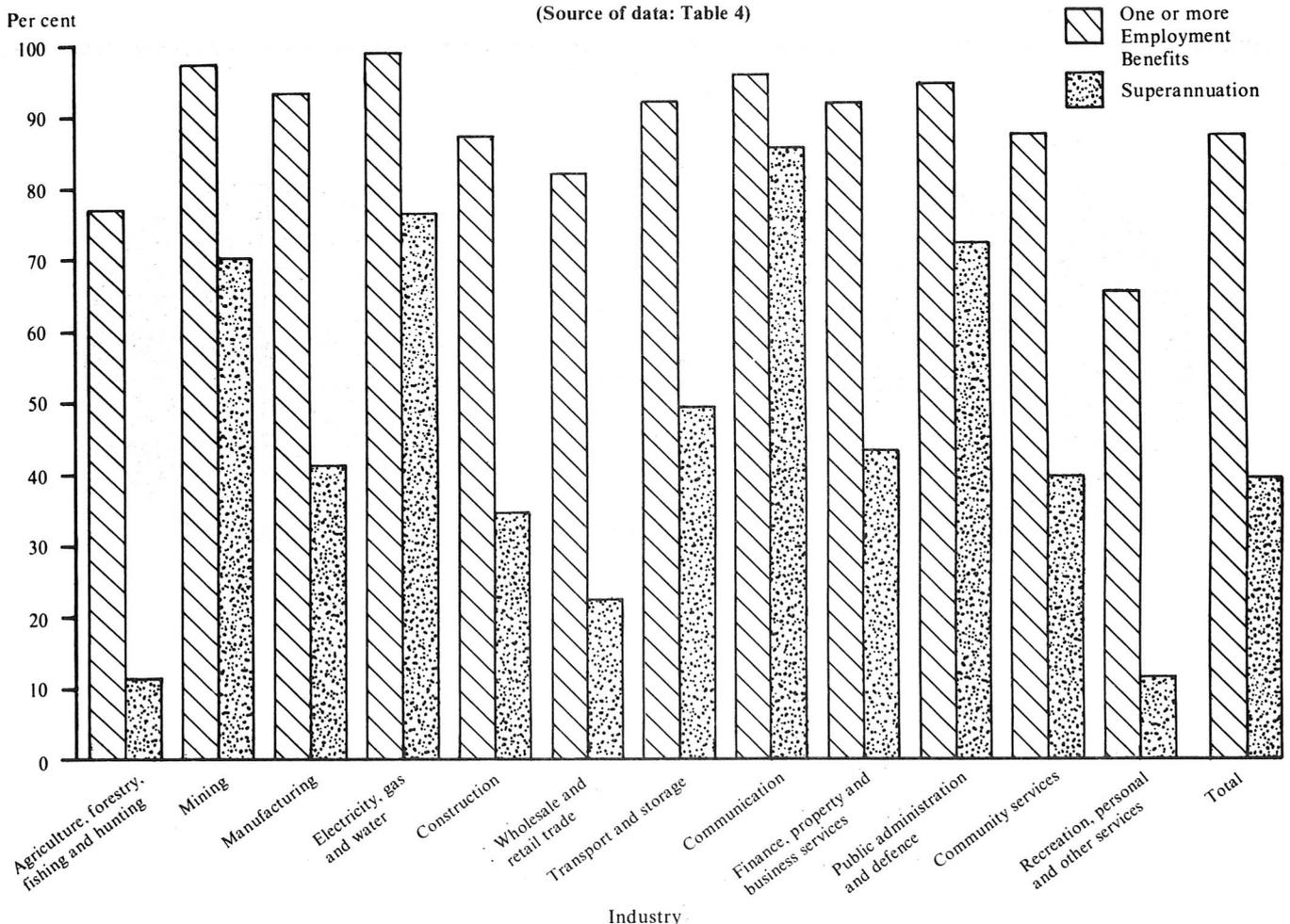
The ability to accrue annual leave also varied with occupation. While 40.0 per cent of all professional employees received five or more weeks annual leave compared with 6.4 per cent of all clerical employees, the clerks had a higher proportion of employees able to accrue their annual leave (71.6 per cent) than the professionals (46.4 per cent).

### Superannuation as an employment benefit

In August 1986, 39.4 per cent of employees received a superannuation type of employment benefit, however, only 25.2 per cent of all female employees received this type of benefit compared with 49.2 per cent of all male employees. Both sexes showed a low level of employees aged 15 to 19 in receipt of this benefit (9.6 per cent of males and 10.4 per cent of females) with the proportions reaching a peak for employees in the 45 to 54 age group for females (30.9 per cent) and in the 55 to 59 age group for males (65.6 per cent).

A higher proportion of government sector employees (61.5 per cent) were in receipt of a superannuation type of benefit than non-government sector employees (29.5 per cent). Large variations also occurred across industry groups. While 95.8 per cent of the Communications industry employees received one or more types of employment benefit and 85.4 per cent received superannuation, the Recreation, personal and other services industry group had a relatively small proportion (11.2 per cent) who received superannuation while 65.9 per cent received one or more employment benefits. The Agriculture, forestry, fishing and hunting industry also had a low proportion of employees in receipt of the superannuation benefit (11.7 per cent) compared with the proportion in receipt of one or more employment benefits (70.6 per cent).

DIAGRAM 3. PROPORTION OF EMPLOYEES IN RECEIPT OF A SUPERANNUATION EMPLOYMENT BENEFIT  
BY INDUSTRY, FEBRUARY 1986  
(Source of data: Table 4)



### Goods and services as an employment benefit

The goods and services type of benefit was the fifth most common employment benefit with 18.9 per cent of employees receiving it in August 1986 compared with 21.4 per cent in August 1984. This type of employment benefit was more prevalent in the non-government sector with 23.0 per cent of the employees receiving it compared with only 9.5 per cent of all government sector employees. It is also one of the few types of employment benefit shared equally by males and females (18.8 per cent and 18.9 per cent respectively).

When comparing employees in receipt of this type of employment benefit by major occupation groups, Salespersons and personal service workers had the highest proportion (32.6 per cent of female and 30.4 per cent of male employees). Females had a higher proportion of employees receiving this type of benefit than their male counterparts in the Tradespersons occupations (29.0 and 19.3 per cent respectively) and Plant and machine operators and drivers (26.3 and 18.9 per cent respectively).

### Low-interest finance as an employment benefit

The proportion of employees receiving the low-interest finance type of employment benefit has remained stable for the past three years, and in August 1986 was 2.6 per cent. Of the employees receiving this type of benefit 67.8 per cent were employed in the Finance, property and business services industry. The majority of recipients of this type of benefit had used their low-interest finance to purchase or improve house or land (65.6 per cent) or to purchase a motor vehicle (26.7 per cent).

### Types of employment benefits groups

Individual types of employment benefit can be combined into five major groups; Leave, Accommodation, Transport, Allowances, and Superannuation. While 87.7 per cent of all employees received employment benefits from one or more of these groups, only 56.2 per cent received employment benefits from one or more groups other than Leave.

The difference between employees who worked full-time and part-time who received employment benefits from one or more of these groups is shown in Diagram 4. While 4.1 per cent of all full-time workers received no employment benefits compared with 49.8 per cent of all part-time employees, the proportion of employees receiving the higher number of groups of employment benefits drops quickly, to only 1.6 per cent of all full-time employees and less than one per cent of all part-time employees who received employment benefits from all five groups.

**DIAGRAM 4. NUMBER OF COMBINATIONS OF BENEFITS RECEIVED BY FULL-TIME AND PART-TIME STATUS OF MAIN JOB, AUGUST 1986**  
(Source of data: Table 2)

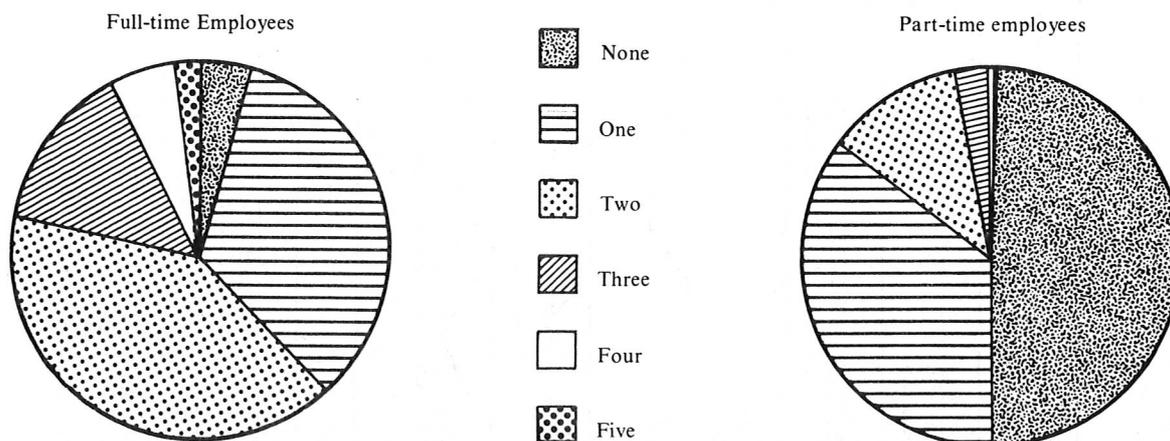


TABLE 1. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED, AUGUST 1983 TO AUGUST 1986

Type of benefit	August 1983		August 1984		August 1985		August 1986	
	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
<b>Total employees</b>	<b>5,187.9</b>	<b>100.0</b>	<b>5,358.2</b>	<b>100.0</b>	<b>5,513.0</b>	<b>100.0</b>	<b>5,683.4</b>	<b>100.0</b>
Holiday expenses	181.9	3.5	208.2	3.9	217.8	4.0	222.0	3.9
Low-interest finance	133.5	2.6	147.5	2.8	138.3	2.5	148.3	2.6
Goods and services	913.9	17.6	1,146.8	21.4	1,103.7	20.0	1,072.1	18.9
Housing	205.6	4.0	221.4	4.1	204.7	3.7	186.4	3.3
Electricity	124.2	2.4	131.0	2.4	113.3	2.1	102.3	1.8
Telephone	444.0	8.6	496.3	9.3	502.4	9.1	445.0	7.8
Transport	436.7	8.4	468.5	8.7	423.7	7.7	396.5	7.0
Medical	172.8	3.3	191.9	3.6	186.1	3.4	168.7	3.0
Union dues	107.3	2.1	135.1	2.5	124.6	2.3	102.2	1.8
Club fees	84.1	1.6	96.6	1.8	84.2	1.5	53.7	0.9
Entertainment allowance	230.2	4.4	271.8	5.1	235.9	4.3	100.5	1.8
Shares	83.4	1.6	87.4	1.6	83.5	1.5	79.3	1.4
Study leave	88.5	1.7	97.1	1.8	100.5	1.8	111.6	2.0
Superannuation	2,068.9	39.9	2,117.5	39.5	2,179.0	39.5	2,237.2	39.4
Children's education expenses	16.8	0.3	18.1	0.3	16.2	0.3	10.8	0.2
Sick leave	(a)	(a)	4,419.0	82.5	4,527.1	82.1	4,599.1	80.9
Annual leave	(a)	(a)	4,437.9	82.8	4,555.2	82.6	4,633.6	81.5
Long-service leave	(a)	(a)	3,575.4	66.7	3,671.0	66.6	3,737.0	65.8

(a) Collected for the first time in the August 1984 survey.

TABLE 2. ALL EMPLOYEES : NUMBER OF TYPES OF BENEFITS RECEIVED, COMBINATION OF TYPES OF BENEFITS RECEIVED AND FULL-TIME OR PART-TIME STATUS, AUGUST 1986 ('000)

	Full-time or part-time status		
	Full-time	Part-time	Total
Received no benefits	190.0	510.0	700.0
Received benefits from only one group	1,578.3	363.7	1,942.0
Leave (a)	1,526.3	262.5	1,788.8
Accommodation (b)	11.2	10.8	22.0
Transport	5.5	4.1	9.6
Allowances (c)	26.5	81.1	107.7
Superannuation	8.8	5.2	14.0
Received benefits from two groups	1,900.5	121.1	2,021.7
Leave and accommodation	87.4	9.8	97.3
Leave and transport	59.1	*	61.9
Leave and allowances	452.5	55.8	508.3
Leave and superannuation	1,282.1	43.3	1,325.4
Accommodation and transport	6.2	*	7.9
Accommodation and allowances	3.6	*	6.3
Accommodation and superannuation	*	*	*
Transport and allowances	*	*	3.8
Transport and superannuation	*	*	4.3
Allowances and superannuation	*	*	3.6
Received benefits from three groups	663.7	22.9	686.6
Leave, accommodation and transport	23.2	*	25.2
Leave, accommodation and allowances	41.9	4.8	46.7
Leave, accommodation and superannuation	179.5	*	182.4
Leave, transport and allowances	33.5	*	35.1
Leave, transport and superannuation	49.6	*	50.9
Leave, allowances and superannuation	326.9	8.6	335.5
Accommodation, transport and allowances	*	*	4.5
Accommodation, transport and superannuation	*	*	*
Accommodation, allowances and superannuation	*	*	*
Transport, allowances and superannuation	*	*	*
Received benefits from four groups	251.7	6.7	258.4
Leave, accommodation, transport and allowances	19.6	*	21.2
Leave, accommodation, transport and superannuation	40.6	*	42.2
Leave, accommodation, allowances and superannuation	141.9	*	143.8
Leave, transport, allowances and superannuation	44.8	*	46.1
Accommodation, transport, allowances and superannuation	4.8	*	5.1
Received benefits from all five groups	73.5	*	74.7
<b>Total</b>	<b>4,657.6</b>	<b>1,025.7</b>	<b>5,683.4</b>

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

TABLE 3. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME OR PART-TIME STATUS,  
AUGUST 1983 TO AUGUST 1986  
( ' 000)

Type of benefit	August 1983	August 1984	August 1985	August 1986
FULL-TIME				
<i>Total employees</i>	4,329.2	4,443.4	4,544.2	4,657.6
Holiday expenses	174.8	197.0	208.4	213.0
Low-interest finance	130.5	142.4	133.2	145.0
Goods and services	778.3	968.0	929.8	921.8
Housing	193.9	209.9	190.4	175.4
Electricity	111.8	118.1	102.0	93.4
Telephone	401.2	457.0	463.1	411.8
Transport	403.4	438.8	395.7	372.7
Medical	164.6	183.0	176.0	161.6
Union dues	102.0	128.6	118.5	97.3
Club fees	79.8	92.9	79.5	52.1
Entertainment allowance	222.3	264.1	228.4	98.9
Shares	74.1	81.4	77.9	72.8
Study leave	79.2	87.0	90.6	98.3
Superannuation	2,000.7	2,049.3	2,102.6	2,165.0
Children's education expenses	14.3	15.7	13.1	9.8
Sick leave	(a)	4,122.1	4,208.2	4,276.0
Annual leave	(a)	4,142.3	4,233.7	4,308.5
Long-service leave	(a)	3,356.4	3,427.4	3,480.4
PART-TIME				
<i>Total employees</i>	858.7	914.7	968.8	1,025.7
Holiday expenses	7.2	11.2	9.5	9.0
Low-interest finance	*	5.1	5.1	*
Goods and services	135.7	178.8	173.9	150.2
Housing	11.7	11.5	14.3	10.9
Electricity	12.3	12.9	11.3	8.9
Telephone	42.8	39.3	39.3	33.3
Transport	33.3	29.7	28.0	23.8
Medical	8.2	8.9	10.2	7.2
Union dues	5.3	6.5	6.1	4.8
Club fees	4.4	3.7	4.7	*
Entertainment allowance	7.9	7.7	7.5	*
Shares	9.3	6.0	5.6	6.6
Study leave	9.3	10.1	9.9	13.3
Superannuation	68.2	68.2	76.4	72.2
Children's education expenses	*	*	*	*
Sick leave	(a)	296.9	318.9	323.1
Annual leave	(a)	295.6	321.5	325.1
Long-service leave	(a)	219.0	243.6	256.6
TOTAL				
<i>Total employees</i>	5,187.9	5,358.2	5,513.0	5,683.4
Holiday expenses	181.9	208.2	217.8	222.0
Low-interest finance	133.5	147.5	138.3	148.3
Goods and services	913.9	1,146.8	1,103.7	1,072.1
Housing	205.6	221.4	204.7	186.4
Electricity	124.2	131.0	113.3	102.3
Telephone	444.0	496.3	502.4	445.0
Transport	436.7	468.5	423.7	396.5
Medical	172.8	191.9	186.1	168.7
Union dues	107.3	135.1	124.6	102.2
Club fees	84.1	96.6	84.2	53.7
Entertainment allowance	230.2	271.8	235.9	100.5
Shares	83.4	87.4	83.5	79.3
Study leave	88.5	97.1	100.5	111.6
Superannuation	2,068.9	2,117.5	2,179.0	2,237.2
Children's education expenses	16.8	18.1	16.2	10.8
Sick leave	(a)	4,419.0	4,527.1	4,599.1
Annual leave	(a)	4,437.9	4,555.2	4,633.6
Long-service leave	(a)	3,575.4	3,671.0	3,737.0

(a) Collected for the first time in the August 1984 survey.

**TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, INDUSTRY AND WHETHER GOVERNMENT OR NON-GOVERNMENT SECTOR, AUGUST 1986**  
(\* 000)

	Industry						
	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage
<b>Total employees</b>	<b>116.0</b>	<b>93.7</b>	<b>1,064.3</b>	<b>136.8</b>	<b>302.7</b>	<b>1,100.3</b>	<b>314.5</b>
No benefits	34.1	*	72.2	*	37.1	197.6	24.9
Holiday expenses	*	15.1	19.6	*	4.6	16.1	94.6
Low-interest finance	*	4.6	11.4	4.8	*	4.8	4.3
Goods and services	27.7	26.9	243.7	17.8	24.1	411.1	63.5
Housing	30.5	23.1	10.7	6.6	11.6	16.8	12.0
Electricity	22.9	14.4	*	5.1	10.8	10.2	5.1
Telephone	22.1	9.9	68.9	13.5	40.0	83.0	23.8
Transport	12.7	6.3	79.5	*	36.3	127.7	23.3
Medical	*	16.4	28.3	*	5.0	24.8	5.8
Union dues	*	*	17.3	*	11.0	16.5	5.5
Club fees	*	*	8.7	*	*	11.1	*
Entertainment allowance	*	*	18.8	*	4.1	25.4	4.0
Shares	*	*	19.1	*	9.1	22.5	3.9
Study leave	*	*	9.7	4.4	*	11.2	*
Superannuation	13.6	65.9	438.2	105.1	105.5	244.4	155.8
Children's education expenses	*	*	*	*	*	*	*
Sick leave	64.2	89.8	954.9	134.6	229.0	782.5	276.5
Annual leave	64.4	91.1	962.1	134.4	236.8	791.8	277.2
Long-service leave	28.9	81.8	771.1	131.6	177.9	539.7	243.7

	Industry					Total	Sector	
	Communi- cation	Finance, property and business services	Public admin. and defence	Community services	Recreation, personal and other services		Gov- ernment	Non-Gov- ernment(a)
<b>Total employees</b>	<b>145.6</b>	<b>575.1</b>	<b>327.4</b>	<b>1,164.6</b>	<b>342.2</b>	<b>5,683.4</b>	<b>1,753.3</b>	<b>3,930.1</b>
No benefits	6.1	48.4	17.1	142.8	116.8	700.0	97.1	602.9
Holiday expenses	5.6	30.6	10.3	17.0	5.9	222.0	122.6	99.4
Low-interest finance	*	100.6	*	10.1	*	148.3	54.8	93.5
Goods and services	24.2	76.7	8.9	75.3	72.3	1,072.1	167.0	905.1
Housing	*	19.8	6.8	38.5	7.5	186.4	63.0	123.4
Electricity	*	9.0	*	9.7	8.0	102.3	14.7	87.6
Telephone	43.6	61.0	18.1	51.1	10.1	445.0	112.9	332.1
Transport	*	59.9	6.1	30.4	11.3	396.5	30.4	366.1
Medical	*	60.0	*	22.3	*	168.7	36.3	132.5
Union dues	*	27.0	*	12.6	4.7	102.2	12.8	89.4
Club fees	*	17.5	*	5.4	*	53.7	5.7	48.0
Entertainment allowance	*	28.8	*	7.3	5.7	100.5	12.3	88.2
Shares	*	13.5	*	*	*	79.3	*	78.5
Study leave	3.9	19.0	13.7	38.5	4.0	111.6	60.7	50.9
Superannuation	124.4	247.6	236.7	461.6	38.4	2,237.2	1,077.6	1,159.6
Children's education expenses	*	*	*	*	*	10.8	*	9.1
Sick leave	137.6	489.1	302.0	959.6	179.2	4,599.1	1,613.0	2,986.1
Annual leave	138.0	496.7	300.3	958.9	181.9	4,633.6	1,604.2	3,029.4
Long-service leave	135.0	391.0	290.2	843.1	102.9	3,737.0	1,542.0	2,195.0

(a) Includes 16,300 persons for whom sector could not be determined.

TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1986  
( ' 000)

	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
MALES									
<i>Total employees</i>	292.9	423.6	217.4	824.5	303.3	284.9	377.9	636.6	3,361.0
No benefits	7.2	15.1	5.5	43.3	9.5	44.4	26.7	95.3	247.0
Holiday expenses	14.1	15.9	13.2	28.3	23.6	15.1	24.4	31.4	166.0
Low-interest finance	23.0	15.4	6.1	10.4	32.4	9.2	4.9	5.5	106.9
Goods and services	73.6	48.1	28.6	159.4	55.6	86.5	71.5	109.2	632.5
Housing	26.9	25.1	16.2	23.2	8.0	7.2	15.0	32.3	154.0
Electricity	15.9	10.9	5.2	17.6	*	*	7.0	20.7	81.5
Telephone	106.2	67.4	29.2	71.2	22.2	36.3	19.3	23.4	375.2
Transport	118.4	59.7	11.8	41.3	13.2	62.6	12.3	17.2	336.3
Medical	21.5	19.3	7.7	19.1	20.1	9.2	10.7	10.8	118.4
Union dues	18.4	26.7	*	11.9	4.5	5.5	7.8	6.2	83.3
Club fees	17.6	9.9	*	4.5	*	6.9	*	*	43.5
Entertainment allowance	44.6	16.2	*	3.6	6.6	15.1	*	*	90.2
Shares	18.5	9.2	*	11.7	5.5	6.5	4.3	5.1	63.1
Study leave	6.8	19.0	10.3	11.0	16.6	3.9	*	3.9	72.1
Superannuation	185.1	277.8	158.4	327.7	214.9	87.7	177.1	224.2	1,652.8
Children's education expenses	*	*	*	*	*	*	*	*	7.7
Sick leave	263.1	385.3	206.8	748.7	289.9	217.8	336.2	500.4	2,948.3
Annual leave	266.5	389.6	207.4	758.4	290.2	219.2	339.7	505.0	2,975.9
Long-service leave	214.9	338.3	193.9	584.0	272.9	155.9	281.7	385.6	2,427.2
FEMALES									
<i>Total employees</i>	52.6	302.2	170.9	86.8	780.6	526.6	84.0	318.8	2,322.4
No benefits	*	40.7	17.2	15.0	92.6	167.5	14.7	102.5	452.9
Holiday expenses	*	3.7	*	*	25.2	17.4	*	3.9	56.0
Low-interest finance	*	*	*	*	22.9	11.4	*	*	41.5
Goods and services	12.9	19.7	14.9	25.2	126.4	171.8	22.1	46.4	439.5
Housing	*	7.4	*	*	7.9	5.0	*	5.0	32.4
Electricity	*	3.8	*	*	6.1	*	*	*	20.8
Telephone	7.9	9.6	4.0	*	32.5	9.0	*	4.4	69.9
Transport	10.0	7.3	*	*	25.0	11.8	*	*	60.2
Medical	*	4.9	6.5	*	24.5	9.2	*	*	50.3
Union dues	*	5.9	*	*	5.2	*	*	*	18.9
Club fees	*	*	*	*	3.5	*	*	*	10.3
Entertainment allowance	*	*	*	*	*	*	*	*	10.3
Shares	*	*	*	*	9.1	*	*	*	16.3
Study leave	*	13.2	4.5	*	14.6	4.9	*	*	39.5
Superannuation	21.1	125.9	39.3	10.6	281.3	48.9	15.5	41.7	584.4
Children's education expenses	*	*	*	*	*	*	*	*	*
Sick leave	43.5	247.5	143.8	61.3	624.6	282.0	65.3	182.8	1,650.8
Annual leave	44.6	241.5	145.1	63.4	632.0	279.9	65.5	185.7	1,657.7
Long-service leave	32.5	218.4	125.4	37.2	513.4	194.5	43.4	145.5	1,309.9
PERSONS									
<i>Total employees</i>	345.4	725.8	388.3	911.2	1,083.9	811.4	461.9	955.4	5,683.4
No benefits	9.9	55.8	22.7	58.3	102.1	211.9	41.4	197.8	700.0
Holiday expenses	15.8	19.6	15.9	29.7	48.8	32.5	24.5	35.3	222.0
Low-interest finance	24.3	18.7	7.1	10.9	55.3	20.6	5.1	6.4	148.3
Goods and services	86.6	67.8	43.5	184.6	182.0	258.3	93.6	155.7	1,072.1
Housing	30.3	32.5	18.3	24.7	15.8	12.2	15.1	37.3	186.4
Electricity	18.9	14.7	5.9	19.1	8.6	4.0	7.1	24.0	102.3
Telephone	114.1	77.0	33.2	73.4	54.7	45.2	19.6	27.8	445.0
Transport	128.3	67.0	14.0	42.3	38.2	74.4	13.4	18.8	396.5
Medical	23.3	24.2	14.3	19.5	44.6	18.4	11.4	13.1	168.7
Union dues	20.1	32.6	3.7	12.7	9.6	8.7	7.8	7.0	102.2
Club fees	18.9	12.3	*	5.0	6.4	8.0	*	*	53.7
Entertainment allowance	46.9	18.7	*	3.6	9.4	17.1	*	*	100.5
Shares	19.9	10.4	*	12.0	14.7	9.9	4.5	5.3	79.3
Study leave	7.7	32.2	14.9	11.3	31.3	8.8	*	4.7	111.6
Superannuation	206.2	403.7	197.6	338.3	496.2	136.7	192.6	265.9	2,237.2
Children's education expenses	*	*	*	*	*	*	*	*	10.8
Sick leave	306.6	632.8	350.5	810.0	914.5	499.8	401.5	683.2	4,599.1
Annual leave	311.2	631.1	352.5	821.8	922.2	499.1	405.2	690.7	4,633.6
Long-service leave	247.3	556.4	319.3	621.1	786.3	350.4	325.0	531.1	3,737.0

TABLE 6. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1986  
( ' 000)

	Weekly earnings(a) in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
MALES									
<i>Total employees</i>	156.5	200.9	417.8	814.9	640.2	425.2	279.5	425.6	3,361.0
No benefits	100.1	30.5	34.7	30.8	18.2	13.2	8.9	10.7	247.0
Holiday expenses	*	*	16.3	35.0	32.1	26.3	18.1	34.7	166.0
Low-interest finance	*	*	6.2	17.4	17.6	20.2	13.2	30.1	106.9
Goods and services	17.0	35.9	83.2	160.2	124.8	80.4	52.3	78.7	632.5
Housing	6.1	8.5	24.1	23.3	17.9	20.9	20.7	32.5	154.0
Electricity	4.9	7.7	15.7	10.4	11.8	8.6	6.6	15.6	81.5
Telephone	8.3	11.5	24.5	48.5	69.6	61.6	44.1	107.0	375.2
Transport	4.9	11.4	22.9	45.0	58.7	54.4	45.0	93.9	336.3
Medical	*	*	8.4	18.1	16.1	19.2	13.8	36.0	118.4
Union dues	*	3.8	6.1	12.9	12.1	10.2	9.6	26.8	83.3
Club fees	*	*	*	4.2	6.4	5.3	6.3	16.3	43.5
Entertainment allowance	*	*	*	8.6	12.3	13.8	13.8	37.8	90.2
Shares	*	*	4.0	13.0	9.8	10.7	6.8	16.3	63.1
Study leave	*	4.7	6.7	12.3	11.8	12.3	9.3	11.7	72.1
Superannuation	7.4	28.9	119.2	364.4	345.0	266.4	197.8	323.3	1,652.8
Children's education expenses	*	*	*	*	*	*	*	*	7.7
Sick leave	33.9	149.3	351.8	756.3	598.7	399.9	262.8	395.3	2,948.3
Annual leave	32.3	150.0	357.7	765.0	606.6	401.8	264.8	397.4	2,975.9
Long-service leave	17.4	90.9	246.2	608.5	508.9	354.5	243.4	357.1	2,427.2
FEMALES									
<i>Total employees</i>	382.0	394.3	526.3	508.4	241.8	137.1	73.9	58.5	2,322.4
No benefits	245.8	103.6	58.5	26.1	9.5	5.1	*	*	452.9
Holiday expenses	*	5.5	10.7	19.5	10.3	4.8	*	*	56.0
Low-interest finance	*	*	8.6	16.6	8.4	*	*	*	41.5
Goods and services	53.7	84.0	116.7	115.9	39.5	13.9	7.5	8.4	439.5
Housing	4.5	6.7	6.3	4.8	4.0	*	*	*	32.4
Electricity	4.8	4.8	4.3	*	*	*	*	*	20.8
Telephone	11.8	11.0	11.7	10.7	8.4	5.8	3.9	6.5	69.9
Transport	7.4	9.8	8.6	10.2	9.0	4.4	3.5	7.2	60.2
Medical	*	4.8	10.2	16.0	8.9	*	*	*	50.3
Union dues	*	*	*	4.1	4.7	*	*	*	18.9
Club fees	*	*	*	*	*	*	*	*	10.3
Entertainment allowance	*	*	*	*	*	*	*	*	10.3
Shares	*	*	*	5.4	*	*	*	*	16.3
Study leave	4.1	3.7	5.3	8.9	6.0	5.4	3.8	*	39.5
Superannuation	9.1	35.2	105.1	178.4	107.4	69.8	44.6	34.7	584.4
Children's education expenses	*	*	*	*	*	*	*	*	*
Sick leave	60.7	226.0	423.5	461.2	226.3	129.7	69.8	53.7	1,650.8
Annual leave	60.1	233.8	423.7	462.7	226.1	128.1	69.8	53.4	1,657.7
Long-service leave	43.7	154.6	308.0	380.9	193.5	116.9	64.8	47.4	1,309.9
PERSONS									
<i>Total employees</i>	538.5	595.2	944.0	1,323.3	882.0	562.3	353.4	484.1	5,683.4
No benefits	345.9	134.1	93.2	56.9	27.8	18.2	11.3	12.5	700.0
Holiday expenses	*	8.4	27.0	54.5	42.4	31.2	20.1	36.8	222.0
Low-interest finance	*	3.7	14.8	34.0	26.0	22.4	14.6	31.9	148.3
Goods and services	70.7	119.9	200.0	276.1	164.2	94.3	59.8	87.1	1,072.1
Housing	10.6	15.2	30.4	28.2	22.0	23.1	22.2	34.7	186.4
Electricity	9.7	12.5	20.0	12.8	13.7	9.9	7.0	16.6	102.3
Telephone	20.1	22.5	36.2	59.2	78.0	67.4	48.0	13.6	445.0
Transport	12.3	21.2	31.6	55.2	67.7	58.7	48.5	101.1	396.5
Medical	6.0	8.2	18.7	34.1	25.0	21.7	16.7	38.3	168.7
Union dues	4.2	4.6	7.8	16.9	16.8	11.9	11.3	28.7	102.2
Club fees	*	*	3.7	6.8	8.8	6.7	7.1	17.5	53.7
Entertainment allowance	*	*	*	10.1	14.4	15.5	14.5	41.1	100.5
Shares	*	4.8	6.6	18.3	11.6	11.6	7.3	17.1	79.3
Study leave	7.4	8.4	12.0	21.2	17.8	17.7	13.1	13.9	111.6
Superannuation	16.5	64.1	224.3	542.8	452.4	336.2	242.4	358.0	2,237.2
Children's education expenses	*	*	*	*	*	*	*	*	10.8
Sick leave	94.5	375.3	775.3	1,217.4	825.0	529.6	332.6	448.9	4,599.1
Annual leave	92.3	383.9	781.4	1,227.7	832.7	529.9	334.6	450.8	4,633.6
Long-service leave	61.1	245.5	554.2	989.5	702.4	471.4	308.2	404.5	3,737.0

(a) Refers to weekly earnings from last pay.

TABLE 7. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1986  
( ' 000)

	Hours worked in main job						Total
	Less than 20	20-29	30-34	35-39	40	41 and over	
<b>MALES</b>							
<i>Total employees</i>	329.3	156.7	297.4	690.1	847.2	1,040.3	3,361.0
No benefits	107.4	26.3	18.0	17.6	35.3	42.5	247.0
Holiday expenses	15.4	10.5	15.6	31.0	41.6	52.0	166.0
Low-interest finance	6.6	5.0	14.6	19.9	21.5	39.4	106.9
Goods and services	49.9	27.0	52.9	103.1	155.0	244.7	632.5
Housing	10.0	4.8	9.9	20.1	38.3	70.9	154.0
Electricity	5.8	*	4.6	9.3	15.0	43.7	81.5
Telephone	27.2	12.8	27.0	44.4	71.6	192.2	375.2
Transport	16.1	7.3	14.1	30.8	71.6	196.4	336.3
Medical	8.8	5.2	12.2	16.8	28.5	46.9	118.4
Union dues	7.1	*	6.2	9.7	14.2	43.8	83.3
Club fees	*	*	*	4.5	7.4	25.7	43.5
Entertainment allowance	4.8	*	5.0	6.7	18.0	53.9	90.2
Shares	6.4	*	3.6	5.2	10.6	34.9	63.1
Study leave	6.7	5.7	8.9	18.2	11.1	21.6	72.1
Superannuation	117.4	74.9	160.3	394.0	373.4	532.7	1,652.8
Children's education expenses	*	*	*	*	*	4.6	7.7
Sick leave	191.3	115.7	269.4	656.9	785.8	929.1	2,948.3
Annual leave	192.8	117.3	268.6	659.8	793.3	944.2	2,975.9
Long-service leave	171.0	103.0	235.4	569.7	611.4	736.7	2,427.2
<b>FEMALES</b>							
<i>Total employees</i>	600.5	312.2	234.4	482.1	422.0	271.2	2,322.4
No benefits	299.7	79.9	25.6	20.0	15.6	12.2	452.9
Holiday expenses	7.7	5.0	7.6	13.4	10.2	12.2	56.0
Low-interest finance	4.3	4.3	7.4	11.9	7.4	6.3	41.5
Goods and services	86.4	54.4	52.0	91.5	87.7	67.6	439.5
Housing	5.7	3.9	*	4.5	4.7	10.4	32.4
Electricity	4.6	*	*	*	*	7.2	20.8
Telephone	20.4	8.2	5.7	8.0	10.5	17.1	69.9
Transport	13.6	6.0	5.7	6.7	9.3	18.9	60.2
Medical	4.1	5.6	8.3	10.7	12.1	9.5	50.3
Union dues	*	*	*	3.6	*	6.0	18.9
Club fees	*	*	*	*	*	3.7	10.3
Entertainment allowance	*	*	*	*	*	4.9	10.3
Shares	4.0	*	*	*	*	*	16.3
Study leave	6.9	4.8	4.5	10.5	7.0	5.7	39.5
Superannuation	60.4	54.4	71.8	185.6	115.2	96.8	584.4
Children's education expenses	*	*	*	*	*	*	*
Sick leave	195.9	182.3	191.6	443.7	394.1	243.1	1,650.8
Annual leave	196.7	183.6	194.1	442.5	395.8	245.1	1,657.7
Long-service leave	162.8	147.4	155.7	359.3	298.8	185.9	1,309.9
<b>PERSONS</b>							
<i>Total employees</i>	929.9	468.9	531.8	1,172.2	1,269.2	1,311.5	5,683.4
No benefits	407.1	106.1	43.6	37.6	50.9	54.6	700.0
Holiday expenses	23.0	15.5	23.2	44.4	51.8	64.2	222.0
Low-interest finance	10.8	9.3	22.0	31.8	28.9	45.7	148.3
Goods and services	136.2	81.4	105.0	194.6	242.6	312.3	1,072.1
Housing	15.6	8.7	13.1	24.6	43.0	81.4	186.4
Electricity	10.4	5.3	6.9	10.9	17.9	50.9	102.3
Telephone	47.6	21.0	32.7	52.4	82.1	209.3	445.0
Transport	29.7	13.3	19.8	37.5	80.9	215.3	396.5
Medical	12.8	10.7	20.5	27.6	40.7	56.4	168.7
Union dues	10.3	4.2	7.2	13.2	17.4	49.9	102.2
Club fees	3.9	*	*	6.4	9.3	29.4	53.7
Entertainment allowance	5.4	*	5.5	7.6	20.4	58.7	100.5
Shares	10.5	4.5	4.7	8.6	13.0	38.0	79.3
Study leave	13.6	10.5	13.4	28.7	18.1	27.3	111.6
Superannuation	177.8	129.3	232.1	579.7	488.7	629.6	2,237.2
Children's education expenses	*	*	*	*	*	5.5	10.8
Sick leave	387.3	298.0	461.1	1,100.6	1,179.9	1,172.2	4,599.1
Annual leave	389.5	300.9	462.7	1,102.3	1,189.0	1,189.3	4,633.6
Long-service leave	333.7	250.4	391.1	929.0	910.2	922.6	3,737.0

TABLE 8. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1986  
( ' 000)

	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
<i>Total employees</i>	305.0	469.2	954.2	798.8	501.1	210.0	122.8	3,361.0
No benefits	78.0	42.2	46.2	37.7	19.5	9.4	14.1	247.0
Holiday expenses	4.6	21.2	51.7	46.4	25.6	12.1	4.5	166.0
Low-interest finance	*	9.4	40.3	33.1	16.9	4.2	*	106.9
Goods and services	51.2	100.8	207.5	146.1	80.1	31.4	15.5	632.5
Housing	6.9	16.0	55.3	39.8	22.5	9.7	3.8	154.0
Electricity	5.4	8.8	27.3	22.7	11.5	3.6	*	81.5
Telephone	4.1	14.7	100.6	134.2	78.5	30.1	13.1	375.2
Transport	3.7	17.5	105.0	114.8	63.4	19.4	12.5	336.3
Medical	5.4	13.8	37.5	37.7	17.5	4.4	*	118.4
Union dues	3.5	7.7	27.6	28.6	10.1	3.9	*	83.3
Club fees	*	*	12.9	15.7	9.8	*	*	43.5
Entertainment allowance	*	*	26.8	36.4	16.2	4.8	*	90.2
Shares	*	*	17.4	21.8	12.3	5.5	*	63.1
Study leave	5.3	15.4	30.8	15.2	5.3	*	*	72.1
Superannuation	29.3	134.8	474.3	493.0	321.6	137.7	62.1	1,652.8
Children's education expenses	*	*	*	3.9	*	*	*	7.7
Sick leave	207.9	402.6	864.0	722.8	458.6	193.4	99.1	2,948.3
Annual leave	210.2	406.4	872.2	729.1	463.1	194.4	100.5	2,975.9
Long-service leave	129.1	303.1	710.2	624.0	403.8	169.6	87.5	2,427.2
FEMALES								
<i>Total employees</i>	290.7	418.1	622.0	554.0	322.6	78.2	36.7	2,322.4
No benefits	91.5	44.2	109.9	122.7	59.0	17.3	8.4	452.9
Holiday expenses	4.5	17.3	18.0	9.9	4.6	*	*	56.0
Low-interest finance	*	15.3	16.4	5.4	*	*	*	41.5
Goods and services	66.3	106.7	113.3	88.0	51.8	10.1	*	439.5
Housing	*	6.2	9.8	9.1	3.7	*	*	32.4
Electricity	*	*	7.1	6.0	*	*	*	20.8
Telephone	*	4.5	22.2	25.2	12.2	*	*	69.9
Transport	*	4.5	19.7	22.4	9.5	*	*	60.2
Medical	5.4	14.2	16.6	8.6	3.6	*	*	50.3
Union dues	*	3.8	6.1	5.5	*	*	*	18.9
Club fees	*	*	4.6	*	*	*	*	10.3
Entertainment allowance	*	*	4.2	*	*	*	*	10.3
Shares	*	*	5.0	5.0	*	*	*	16.3
Study leave	4.3	9.9	13.0	8.6	*	*	*	39.5
Superannuation	30.2	103.0	185.1	132.2	99.8	23.9	10.2	584.4
Children's education expenses	*	*	*	*	*	*	*	*
Sick leave	173.1	348.3	455.9	362.7	232.3	54.2	24.2	1,650.8
Annual leave	173.7	346.0	459.5	363.0	236.6	54.2	24.7	1,657.7
Long-service leave	108.9	266.9	374.9	293.8	196.9	47.6	20.8	1,309.9
PERSONS								
<i>Total employees</i>	595.7	887.3	1,576.2	1,352.8	823.7	288.1	159.5	5,683.4
No benefits	169.5	86.4	156.0	160.3	78.5	26.7	22.5	700.0
Holiday expenses	9.0	38.6	69.7	56.3	30.2	13.2	5.1	222.0
Low-interest finance	3.6	24.7	56.7	38.5	19.1	4.4	*	148.3
Goods and services	117.5	207.4	320.9	234.2	131.9	41.4	18.8	1,072.1
Housing	8.6	22.2	65.0	49.0	26.2	10.7	4.8	186.4
Electricity	6.2	11.6	34.4	28.7	13.7	4.3	*	102.3
Telephone	5.4	19.2	122.8	159.4	90.7	32.3	15.3	445.0
Transport	5.4	22.0	124.8	137.2	72.9	20.6	13.6	396.5
Medical	10.8	28.0	54.0	46.3	21.1	5.1	*	168.7
Union dues	3.9	11.5	33.7	34.1	11.7	4.7	*	102.2
Club fees	*	4.0	17.5	18.4	10.6	*	*	53.7
Entertainment allowance	*	*	31.0	39.5	17.5	5.1	3.6	100.5
Shares	*	3.8	22.4	26.8	15.7	6.3	3.8	79.3
Study leave	9.6	25.3	43.8	23.8	8.3	*	*	111.6
Superannuation	59.5	237.8	659.4	625.2	421.4	161.6	72.3	2,237.2
Children's education expenses	*	*	*	5.5	*	*	*	10.8
Sick leave	381.0	750.8	1,319.9	1,085.4	690.9	247.7	123.3	4,599.1
Annual leave	383.9	752.4	1,331.7	1,092.1	699.7	248.6	125.2	4,633.6
Long-service leave	238.0	570.0	1,085.1	917.7	600.7	217.2	108.3	3,737.0

TABLE 9. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND FAMILY STATUS, AUGUST 1986  
( ' 000)

	Family status									Total	
	Member of a family								Not a member of a family		Not family coded
	Husband or wife		Not-married family head	Full-time student aged 15-24	Other child of family head	Other relative of family head	Total				
	With dependent children present	Without dependent children present									
MALES											
<b>Total employees</b>	1,358.0	720.3	52.1	69.1	529.1	43.6	2,772.3	446.8	141.9	3,361.0	
No benefits	54.3	36.5	5.0	57.1	44.0	4.0	200.8	30.5	15.7	247.0	
Holiday expenses	79.8	36.1	*	*	14.3	*	135.2	22.7	8.1	166.0	
Low-interest finance	64.2	21.0	*	*	5.2	*	92.6	11.4	*	106.9	
Goods and services	271.9	131.2	10.2	6.2	89.4	6.8	515.7	88.1	28.7	632.5	
Housing	81.9	32.2	*	*	4.8	*	121.5	26.1	6.3	154.0	
Electricity	39.3	15.2	*	*	4.5	*	61.0	16.6	3.8	81.5	
Telephone	214.9	101.2	4.4	*	9.1	*	330.4	36.2	8.6	375.2	
Transport	185.8	81.5	3.6	*	14.4	*	288.0	37.4	11.0	336.3	
Medical	58.9	25.9	*	*	9.6	*	97.5	15.4	5.6	118.4	
Union dues	42.5	18.1	*	*	5.4	*	67.9	11.4	4.1	83.3	
Club fees	23.8	10.1	*	*	*	*	35.5	5.4	*	43.5	
Entertainment allowance	52.4	22.2	*	*	*	*	77.9	8.5	3.9	90.2	
Shares	38.1	16.2	*	*	*	*	57.1	4.7	*	63.1	
Study leave	25.8	14.1	*	*	12.7	*	57.5	12.4	*	72.1	
Superannuation	825.5	412.7	25.8	*	135.0	11.9	1,411.8	187.4	53.6	1,652.8	
Children's education expenses	6.5	*	*	*	*	*	6.9	*	*	7.7	
Sick leave	1,234.8	653.9	45.2	4.2	464.1	36.7	2,438.9	392.0	117.4	2,948.3	
Annual leave	1,249.7	660.7	45.6	3.5	464.6	37.7	2,461.8	396.0	118.1	2,975.9	
Long-service leave	1,055.0	564.6	38.3	3.6	330.6	27.2	2,019.3	316.4	91.5	2,427.2	
FEMALES											
<b>Total employees</b>	734.7	538.4	139.8	89.6	354.5	27.6	1,884.6	321.6	116.2	2,322.4	
No benefits	202.9	69.6	27.3	74.8	25.4	3.9	403.9	29.2	19.8	452.9	
Holiday expenses	10.1	15.8	*	*	9.1	*	38.6	13.3	4.1	56.0	
Low-interest finance	6.1	15.9	*	*	6.7	*	30.0	10.6	*	41.5	
Goods and services	114.9	103.8	22.8	8.2	84.9	6.9	341.5	72.7	25.3	439.5	
Housing	11.0	6.4	*	*	*	*	19.4	11.2	*	32.4	
Electricity	8.6	4.2	*	*	*	*	14.2	6.2	*	20.8	
Telephone	33.7	19.8	3.7	*	*	*	59.6	8.7	*	69.9	
Transport	27.3	15.0	*	*	*	*	47.4	8.9	3.9	60.2	
Medical	8.5	16.0	*	*	8.1	*	34.8	11.6	3.9	50.3	
Union dues	4.8	6.3	*	*	*	*	13.5	3.9	*	18.9	
Club fees	*	3.9	*	*	*	*	7.7	*	*	10.3	
Entertainment allowance	*	3.6	*	*	*	*	7.2	*	*	10.3	
Shares	6.8	4.9	*	*	*	*	13.2	*	*	16.3	
Study leave	8.1	6.7	*	*	7.2	*	25.5	12.0	*	39.5	
Superannuation	139.6	174.4	37.7	*	91.2	6.3	449.4	106.6	28.3	584.4	
Children's education expenses	*	*	*	*	*	*	*	*	*	*	
Sick leave	425.1	428.6	101.6	4.6	310.9	21.6	1,292.4	271.8	86.5	1,650.8	
Annual leave	430.8	428.7	100.0	*	313.1	22.1	1,297.3	273.1	87.3	1,657.7	
Long-service leave	336.8	360.1	87.5	4.9	221.6	14.1	1,025.0	218.5	66.3	1,309.9	
PERSONS											
<b>Total employees</b>	2,092.7	1,258.8	191.9	158.7	883.6	71.2	4,656.9	768.3	258.1	5,683.4	
No benefits	257.2	106.1	32.3	131.8	69.4	7.9	604.7	59.7	35.5	700.0	
Holiday expenses	89.9	51.9	5.8	*	23.4	*	173.7	36.1	12.2	222.0	
Low-interest finance	70.3	36.9	*	*	11.9	*	122.6	22.0	3.8	148.3	
Goods and services	386.8	235.0	32.9	14.4	174.3	13.7	857.2	160.8	54.1	1,072.1	
Housing	92.9	38.6	*	*	5.7	*	141.0	37.4	8.0	186.4	
Electricity	47.9	19.4	*	*	5.0	*	75.2	22.8	4.3	102.3	
Telephone	248.5	121.0	8.0	*	11.4	*	390.0	44.9	10.2	445.0	
Transport	213.1	96.5	6.0	*	16.6	*	335.4	46.3	14.8	396.5	
Medical	67.4	41.9	*	*	17.7	*	132.2	27.0	9.5	168.7	
Union dues	47.2	24.4	*	*	6.2	*	81.4	15.2	5.5	102.2	
Club fees	25.5	13.9	*	*	*	*	43.2	7.5	*	53.7	
Entertainment allowance	54.9	25.9	*	*	*	*	85.0	10.8	4.7	100.5	
Shares	44.9	21.1	*	*	*	*	70.3	6.6	*	79.3	
Study leave	33.9	20.8	*	3.8	19.9	*	82.9	24.4	4.2	111.6	
Superannuation	965.1	587.1	63.4	*	226.2	18.2	1,861.2	294.0	82.0	2,237.2	
Children's education expenses	8.7	*	*	*	*	*	9.6	*	*	10.8	
Sick leave	1,659.9	1,082.5	146.8	8.9	775.0	58.3	3,731.4	663.8	204.0	4,599.1	
Annual leave	1,680.5	1,089.4	145.6	6.2	777.7	59.7	3,759.1	669.1	205.4	4,633.6	
Long-service leave	1,391.8	924.7	125.9	8.5	552.3	41.3	3,044.3	534.9	157.8	3,737.0	

**TABLE 10. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1986**  
( ' 000)

Type of benefit	Type of Benefit																	
	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Children's education expenses	Sick leave	Annual leave	Long-service leave
<b>EMPLOYEES WHO WORKED 35 HOURS OR MORE IN MAIN JOB</b>																		
Holiday expenses	..	19.4	65.0	21.7	14.8	19.9	19.7	15.8	7.4	5.2	9.9	3.9	*	109.1	*	156.0	158.2	141.8
Low-interest finance	19.4	..	34.0	13.0	*	25.7	18.3	29.2	7.1	10.1	13.5	5.1	4.1	91.3	*	104.9	105.3	100.4
Goods and services	65.0	34.0	..	43.6	26.3	90.2	94.4	45.8	23.6	14.0	28.5	23.7	12.1	328.7	3.6	708.8	714.7	554.9
Housing	21.7	13.0	43.6	..	58.3	53.3	27.7	19.7	7.5	6.8	11.1	5.8	*	83.5	3.8	129.7	132.7	101.3
Electricity	14.8	*	26.3	58.3	..	40.5	23.1	10.2	7.5	*	5.3	4.7	*	34.4	*	61.1	63.6	38.9
Telephone	19.9	25.7	90.2	53.3	40.5	..	140.4	27.8	32.7	25.6	45.3	23.3	7.2	237.6	*	304.9	311.1	254.5
Transport	19.7	18.3	94.4	27.7	23.1	140.4	..	27.8	34.5	21.7	49.4	23.9	6.4	195.5	*	293.7	301.0	227.1
Medical	15.8	29.2	45.8	19.7	10.2	27.8	27.8	..	14.1	11.5	14.7	7.9	3.7	90.7	*	119.9	121.2	106.3
Union dues	7.4	7.1	23.6	7.5	7.5	32.7	34.5	14.1	..	15.4	13.3	7.1	3.8	52.7	*	69.2	71.5	58.4
Club fees	5.2	10.1	14.0	6.8	*	25.6	21.7	11.5	15.4	..	15.5	3.8	*	32.6	*	42.4	42.3	35.0
Entertainment allowance	9.9	13.5	28.5	11.1	5.3	45.3	49.4	14.7	13.3	15.5	..	8.4	*	65.8	*	80.9	84.4	71.8
Shares	3.9	5.1	23.7	5.8	4.7	23.3	23.9	7.9	7.1	3.8	8.4	..	*	42.1	*	49.1	53.3	38.5
Study leave	*	4.1	12.1	*	*	7.2	6.4	3.7	3.8	*	*	*	..	45.3	*	70.8	71.7	61.8
Superannuation	109.1	91.3	328.7	83.5	34.4	237.6	195.5	90.7	52.7	32.6	65.8	42.1	45.3	..	5.7	1,657.0	1,665.3	1,578.5
Children's education expenses	*	*	3.6	3.8	*	*	*	*	*	*	*	*	*	5.7	..	7.1	7.8	5.2
Sick leave	156.0	104.9	708.8	129.7	61.1	304.9	293.7	119.9	69.2	42.4	80.9	49.1	70.8	1,657.0	7.1	..	3,414.9	2,725.4
Annual leave	158.2	105.3	714.7	132.7	63.6	311.1	301.0	121.2	71.5	42.3	84.4	53.3	71.7	1,665.3	7.8	3,414.9	..	2,739.6
Long-service leave	141.8	100.4	554.9	101.3	38.9	254.5	227.1	106.3	58.4	35.0	71.8	38.5	61.8	1,578.5	5.2	2,725.4	2,739.6	..
<b>ALL EMPLOYEES</b>																		
Holiday expenses	..	26.5	87.5	29.2	20.7	25.3	23.1	21.2	8.8	5.8	11.1	5.2	*	149.9	*	214.6	217.4	198.4
Low-interest finance	26.5	..	48.9	15.1	4.0	31.8	20.3	41.5	9.1	11.5	17.6	7.6	5.1	125.5	*	146.2	146.5	140.0
Goods and services	87.5	48.9	..	54.7	33.1	114.1	110.4	61.0	28.5	17.7	32.4	31.0	17.7	428.7	4.9	925.8	931.9	741.2
Housing	29.2	15.1	54.7	..	70.9	67.0	33.3	25.5	9.7	8.2	12.0	7.3	*	104.1	5.1	159.7	162.6	126.7
Electricity	20.7	4.0	33.1	70.9	..	52.1	28.3	14.5	9.6	4.2	5.7	6.5	*	44.2	3.5	76.1	79.1	51.0
Telephone	25.3	31.8	114.1	67.0	52.1	..	165.2	35.1	38.3	29.4	52.2	29.9	10.2	299.9	4.5	384.2	392.3	322.1
Transport	23.1	20.3	110.4	33.3	28.3	165.2	..	32.1	39.5	24.7	55.0	28.4	7.9	227.3	*	339.3	348.7	260.3
Medical	21.2	41.5	61.0	25.5	14.5	35.1	32.1	..	18.4	13.0	17.3	10.9	5.5	121.5	3.8	160.3	162.0	144.0
Union dues	8.8	9.1	28.5	9.7	9.6	38.3	39.5	18.4	..	18.0	15.3	8.4	4.7	64.5	*	84.8	87.6	71.6
Club fees	5.8	11.5	17.7	8.2	4.2	29.4	24.7	13.0	18.0	..	17.2	4.6	*	37.9	*	49.6	49.5	41.6
Entertainment allowance	11.1	17.6	32.4	12.0	5.7	52.2	55.0	17.3	15.3	17.2	..	10.4	*	76.7	*	94.1	97.4	82.7
Shares	5.2	7.6	31.0	7.3	6.5	29.9	28.4	10.9	8.4	4.6	10.4	..	*	54.0	*	62.8	68.4	50.4
Study leave	*	5.1	17.7	*	*	10.2	7.9	5.5	4.7	*	*	*	..	65.7	*	98.9	100.5	88.4
Superannuation	149.9	125.5	428.7	104.1	44.2	299.9	227.3	121.5	64.5	37.9	76.7	54.0	65.7	..	7.0	2,173.9	2,185.2	2,081.4
Children's education expenses	*	*	4.9	5.1	3.5	4.5	*	3.8	*	*	*	*	*	7.0	..	8.8	9.6	6.3
Sick leave	214.6	146.2	925.8	159.7	76.1	384.2	339.3	160.3	84.8	49.6	94.1	62.8	98.9	2,173.9	8.8	..	4,528.6	3,636.7
Annual leave	217.4	146.5	931.9	162.6	79.1	392.3	348.7	162.0	87.6	49.5	97.4	68.4	100.5	2,185.2	9.6	4,528.6	..	3,653.2
Long-service leave	198.4	140.0	741.2	126.7	51.0	322.1	260.3	144.0	71.6	41.6	82.7	50.4	88.4	2,081.4	6.3	3,636.7	3,653.2	..

(a) This table shows the number of persons who received particular pairs of benefits. It may be interpreted by choosing the row relating to a benefit of interest, e.g. housing, then reading across the row to identify the number of persons who received other particular benefits as well as e.g. the housing benefit. The table can be read equally well down a column. Because some persons received more than one pair of benefits row and column totals are not shown in this table.

**TABLE 11. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED AND WHETHER GOVERNMENT OR NON-GOVERNMENT SECTOR, AUGUST 1986**  
( ' 000)

Type of benefit	Type of benefit																	
	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Children's education expenses	Sick leave	Annual leave	Long-service leave
<b>GOVERNMENT</b>																		
Holiday expenses	..	9.3	37.1	11.0	4.2	7.1	5.4	*	*	*	*	..	*	88.7	*	122.5	122.6	119.4
Low-interest finance	9.3	..	16.2	5.5	*	4.9	*	13.8	*	*	*	..	*	48.0	*	54.5	54.5	54.1
Goods and services	37.1	16.2	..	11.7	4.1	26.7	7.7	11.1	*	*	*	..	5.0	107.3	*	160.1	161.2	155.3
Housing	11.0	5.5	11.7	..	8.8	12.0	*	*	*	*	*	..	*	42.3	*	62.3	61.8	60.7
Electricity	4.2	*	4.1	8.8	..	*	*	*	*	*	*	..	*	7.5	*	13.8	14.4	13.2
Telephone	7.1	4.9	26.7	12.0	*	..	6.7	*	*	*	6.5	..	3.5	99.2	*	110.0	110.0	107.4
Transport	5.4	*	7.7	*	*	6.7	..	*	*	*	*	..	*	20.5	*	28.8	28.9	26.8
Medical	*	13.8	11.1	*	*	*	*	..	3.5	*	*	..	*	25.5	*	36.3	36.1	34.5
Union dues	*	*	*	*	*	*	*	3.5	..	*	*	..	*	9.6	*	11.8	11.7	11.0
Club fees	*	*	*	*	*	*	*	*	..	*	*	..	*	4.4	*	5.7	5.7	5.1
Entertainment allowance	*	*	*	*	*	6.5	*	*	*	*	..	..	*	10.4	*	11.7	11.9	11.1
Shares	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Study leave	*	*	5.0	*	*	3.5	*	*	*	*	*	..	*	44.9	*	58.8	58.8	56.2
Superannuation	88.7	48.0	107.3	42.3	7.5	99.2	20.5	25.5	9.6	4.4	10.4	..	44.9	..	*	1,072.9	1,073.6	1,063.3
Children's education expenses	*	*	*	*	*	*	*	*	*	*	*	..	*	*	..	*	*	*
Sick leave	122.5	54.5	160.1	62.3	13.8	110.0	28.8	36.3	11.8	5.7	11.7	..	58.8	1,072.9	*	..	1,516.4	1,516.5
Annual leave	122.6	54.5	161.2	61.8	14.4	110.0	28.9	36.1	11.7	5.7	11.9	..	58.8	1,073.6	*	1,591.0	..	1,516.5
Long-service leave	119.4	54.1	155.3	60.7	13.2	107.4	26.8	34.5	11.0	5.1	11.1	..	56.2	1,063.3	*	1,516.4	1,516.5	..
<b>NON-GOVERNMENT(b)</b>																		
Holiday expenses	..	17.3	50.4	18.1	16.6	18.1	17.7	18.1	7.5	5.7	10.1	5.2	*	61.2	*	92.1	94.8	78.9
Low-interest finance	17.3	..	32.7	9.6	3.7	26.8	18.6	27.7	6.9	8.9	15.2	7.4	*	77.5	*	91.7	92.0	85.9
Goods and services	50.4	32.7	..	43.1	29.1	87.4	102.7	49.9	26.0	16.8	31.1	30.8	12.6	321.4	4.7	765.8	770.7	585.9
Housing	18.1	9.6	43.1	..	62.1	55.1	31.6	23.7	8.9	7.6	10.5	7.2	*	61.7	4.8	97.4	100.8	66.0
Electricity	16.6	3.7	29.1	62.1	..	48.9	27.4	14.4	9.2	4.2	5.5	6.5	*	36.7	*	62.2	64.6	37.7
Telephone	18.1	26.8	87.4	55.1	48.9	..	158.6	32.8	36.9	28.3	45.8	29.9	6.8	200.7	4.4	274.2	282.3	214.7
Transport	17.7	18.6	102.7	31.6	27.4	158.6	..	30.7	37.9	24.2	52.5	28.4	6.6	206.8	*	310.5	319.8	233.5
Medical	18.1	27.7	49.9	23.7	14.4	32.8	30.7	..	15.0	10.2	15.9	10.6	3.5	96.0	*	124.0	125.9	109.5
Union dues	7.5	6.9	26.0	8.9	9.2	36.9	37.9	15.0	..	16.5	14.4	8.1	4.5	54.8	*	73.0	75.9	60.6
Club fees	5.7	8.9	16.8	7.6	4.2	28.3	24.2	10.2	16.5	..	15.9	4.4	*	33.5	*	43.9	43.8	36.5
Entertainment allowance	10.1	15.2	31.1	10.5	5.5	45.8	52.5	15.9	14.4	15.9	..	10.4	*	66.2	*	82.4	85.5	71.5
Shares	5.2	7.4	30.8	7.2	6.5	29.9	28.4	10.6	8.1	4.4	10.4	..	*	53.3	*	62.0	67.6	49.6
Study leave	*	*	12.6	*	*	6.8	6.6	3.5	4.5	*	*	..	*	20.7	*	40.1	41.7	32.2
Superannuation	61.2	77.5	321.4	61.7	36.7	200.7	206.8	96.0	54.8	33.5	66.2	53.3	20.7	..	6.5	1,101.0	1,111.6	1,018.1
Children's education expenses	*	*	4.7	4.8	*	4.4	*	*	*	*	*	..	*	6.5	..	7.2	7.9	4.9
Sick leave	92.1	91.7	765.8	97.4	62.2	274.2	310.5	124.0	73.0	43.9	82.4	62.0	40.1	1,101.0	7.2	..	2,937.6	2,120.2
Annual leave	94.8	92.0	770.7	100.8	64.6	282.3	319.8	125.9	75.9	43.8	85.5	67.6	41.7	1,111.6	7.9	2,937.6	..	2,136.8
Long-service leave	78.9	85.9	585.9	66.0	37.7	214.7	233.5	109.5	60.6	36.5	71.5	49.6	32.2	1,018.1	4.9	2,120.2	2,136.8	..

(a) See footnote (a) to Table 10. (b) Includes a small number of persons for whom sector could not be determined.

TABLE 12. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED AND WHETHER MANUAL OR NON-MANUAL OCCUPATION, AUGUST 1986 (' 000)

Type of benefit	Type of benefit																	
	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Children's education expenses	Sick leave	Annual leave	Long-service leave
MANUAL																		
Holiday expenses	..	4.0	32.5	13.5	11.4	4.6	7.1	6.1	*	*	*	*	*	58.0	*	87.4	88.2	83.5
Low-interest finance	4.0	..	8.1	*	*	4.0	*	*	*	*	*	*	*	17.2	*	22.2	22.3	20.5
Goods and services	32.5	8.1	..	26.4	17.6	32.9	23.3	17.3	5.2	*	*	9.3	3.8	175.6	*	386.7	390.1	307.8
Housing	13.5	*	26.4	..	36.6	19.9	10.5	10.5	3.8	*	*	*	*	34.4	*	66.5	67.2	47.9
Electricity	11.4	*	17.6	36.6	..	18.9	8.5	7.1	3.8	*	*	*	*	19.3	*	39.9	39.8	26.3
Telephone	4.6	4.0	32.9	19.9	18.9	..	25.1	5.1	7.6	*	*	6.1	*	76.1	*	102.2	103.8	84.4
Transport	7.1	*	23.3	10.5	8.5	25.1	..	5.1	6.3	*	*	5.5	*	33.7	*	58.6	62.6	41.0
Medical	6.1	*	17.3	10.5	7.1	5.1	5.1	..	4.1	*	*	*	*	30.3	*	40.6	41.1	35.1
Union dues	*	*	5.2	3.8	3.8	7.6	6.3	4.1	..	*	*	*	*	14.0	*	21.5	22.8	19.4
Club fees	*	*	*	*	*	*	*	*	..	*	*	*	*	4.1	*	5.3	5.4	4.1
Entertainment allowance	*	*	*	*	*	*	*	*	*	..	*	*	*	*	*	4.5	5.2	4.4
Shares	*	*	9.3	*	*	6.1	5.5	*	*	*	*	..	*	14.9	*	15.9	18.4	13.6
Study leave	*	*	3.8	*	*	*	*	*	*	*	*	*	..	7.3	*	14.0	14.2	11.1
Superannuation	58.0	17.2	175.6	34.4	19.3	76.1	33.7	30.3	14.0	4.1	*	14.9	7.3	..	*	774.9	782.3	741.9
Children's education expenses	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Sick leave	87.4	22.2	386.7	66.5	39.9	102.2	58.6	40.6	21.5	5.3	4.5	15.9	14.0	774.9	*	..	1,868.0	1,434.1
Annual leave	88.2	22.3	390.1	67.2	39.8	103.8	62.6	41.1	22.8	5.4	5.2	18.4	14.2	782.3	*	1,868.0	..	1,446.2
Long-service leave	83.5	20.5	307.8	47.9	26.3	84.4	41.0	35.1	19.4	4.1	4.4	13.6	11.1	741.9	*	1,434.1	1,446.2	..
NON-MANUAL																		
Holiday expenses	..	22.5	55.0	15.7	9.3	20.6	16.1	15.1	7.7	5.6	10.2	4.1	*	91.9	*	127.2	129.2	114.9
Low-interest finance	22.5	..	40.8	13.1	*	27.7	18.8	39.0	7.8	11.3	17.3	6.7	4.8	108.3	*	124.0	124.1	119.5
Goods and services	55.0	40.8	..	28.3	15.5	81.2	87.1	43.8	23.3	15.4	30.6	21.7	13.8	253.1	3.9	539.1	541.8	433.5
Housing	15.7	13.1	28.3	..	34.3	47.1	22.8	15.0	5.9	7.3	11.1	5.5	*	69.6	3.8	93.1	95.4	78.8
Electricity	9.3	*	15.5	34.3	..	33.2	19.7	7.4	5.8	*	4.6	4.7	*	24.9	*	36.2	39.2	24.7
Telephone	20.6	27.7	81.2	47.1	33.2	..	140.1	29.9	30.7	26.9	50.1	23.8	8.8	223.7	3.9	281.9	288.5	237.7
Transport	16.1	18.8	87.1	22.8	19.7	140.1	..	27.0	33.2	22.7	51.9	22.9	6.6	193.6	*	280.7	286.1	219.3
Medical	15.1	39.0	43.8	15.0	7.4	29.9	27.0	..	14.4	11.6	16.6	9.1	5.2	91.2	*	119.6	121.0	109.0
Union dues	7.7	7.8	23.3	5.9	5.8	30.7	33.2	14.4	..	16.5	14.0	6.4	4.5	50.4	*	63.3	64.8	52.3
Club fees	5.6	11.3	15.4	7.3	*	26.9	22.7	11.6	16.5	..	16.7	3.9	*	33.8	*	44.4	44.1	37.5
Entertainment allowance	10.2	17.3	30.6	11.1	4.6	50.1	51.9	16.6	14.0	16.7	..	9.6	*	73.5	*	89.6	92.2	78.3
Shares	4.1	6.7	21.7	5.5	4.7	23.8	22.9	9.1	6.4	3.9	9.6	..	*	39.1	*	46.9	50.0	36.9
Study leave	*	4.8	13.8	*	*	8.8	6.6	5.2	4.5	*	*	*	..	58.4	*	84.9	86.3	77.3
Superannuation	91.9	108.3	253.1	69.6	24.9	223.7	193.6	91.2	50.4	33.8	73.5	39.1	58.4	..	5.8	1,398.9	1,402.9	1,339.5
Children's education expenses	*	*	3.9	3.8	*	3.9	*	*	*	*	*	*	*	5.8	..	7.7	7.9	5.1
Sick leave	127.2	124.0	539.1	93.1	36.2	281.9	280.7	119.6	63.3	44.4	89.6	46.9	84.9	1,398.9	7.7	..	2,660.7	2,202.6
Annual leave	129.2	124.1	541.8	95.4	39.2	288.5	286.1	121.0	64.8	44.1	92.2	50.0	86.3	1,402.9	7.9	2,660.7	..	2,207.1
Long-service leave	114.9	119.5	433.5	78.8	24.7	237.7	219.3	109.0	52.3	37.5	78.3	36.9	77.3	1,339.5	5.1	2,202.6	2,207.1	..

(a) See footnote (a) to Table 10.

NOTE. *Manual* occupations comprised all tradespersons, plant and machine operators, and drivers, and labourers and related workers. All other occupations were included as *non-manual*. These definitions differ from previous years, as described in paragraph 36 the Explanatory Notes.

**TABLE 13. EMPLOYEES WHO RECEIVED A LOW-INTEREST FINANCE BENEFIT:  
AGE AND PURPOSE AND SOURCE OF BENEFIT, AUGUST 1986**  
( ' 000)

Age group	Purpose of benefit(a)			Source of benefit		Total
	To purchase or improve house or land	To purchase a motor vehicle	Other	Current employer	Other source(s)	
MALES						
15-24	*	4.9	*	9.0	*	11.0
25-34	29.5	7.2	6.0	35.1	5.1	40.3
35-44	25.8	7.7	*	28.1	5.0	33.1
45-54	12.9	*	*	14.0	*	16.9
55 and over	3.9	*	*	4.6	*	5.6
<i>Total</i>	75.5	24.5	14.3	90.8	16.0	106.9
FEMALES						
15-24	4.3	9.3	4.2	16.7	*	17.2
25-34	11.9	3.9	*	14.7	*	16.4
35 and over	5.5	*	*	7.0	*	7.8
<i>Total</i>	21.8	15.1	7.0	38.3	*	41.5
PERSONS						
15-19	*	*	*	3.6	*	3.6
20-24	7.4	12.5	5.5	22.1	*	24.7
25-34	41.5	11.2	7.8	49.8	6.9	56.7
35-44	29.8	9.1	*	32.9	5.6	38.5
45-54	14.4	3.6	*	16.0	*	19.1
55 and over	3.9	*	*	4.9	*	5.8
<i>Total</i>	97.3	39.6	21.3	129.1	19.2	148.3

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

**TABLE 14. EMPLOYEES WHO RECEIVED AN ANNUAL LEAVE BENEFIT : AMOUNT OF ANNUAL LEAVE PROVIDED, WHETHER CAN ACCRUE LEAVE AND OCCUPATION, AUGUST 1986**  
( ' 000)

Amount of annual leave provided (weeks)	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Sales persons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
CAN ACCRUE ANNUAL LEAVE									
Less than 4	8.0	6.8	3.9	12.3	15.1	7.2	6.3	11.2	70.8
4	207.6	254.8	136.4	426.0	604.3	261.7	155.4	271.3	2,317.6
5	10.8	14.7	24.4	23.9	27.1	12.3	28.7	37.2	179.2
6 and over	5.4	15.0	66.4	8.7	10.0	10.6	9.1	18.6	143.8
<i>Total(b)</i>	233.8	293.1	233.7	473.4	660.7	294.3	200.6	341.0	2,730.5
CANNOT ACCRUE ANNUAL LEAVE									
Less than 4	6.9	7.5	*	16.2	11.4	7.4	8.3	15.2	76.2
4	40.7	75.1	38.6	211.5	146.4	101.6	119.9	182.6	916.3
5	*	5.8	11.8	9.4	9.0	6.1	21.1	24.8	88.8
6 and over	9.9	214.0	40.0	7.0	11.2	13.0	10.1	16.4	321.6
<i>Total(b)</i>	59.7	305.5	94.9	247.5	181.4	129.4	161.3	246.8	1,426.5
TOTAL(a)									
Less than 4	16.1	15.9	8.7	32.0	29.2	17.3	16.5	31.7	167.5
4	261.0	354.6	188.8	722.5	819.0	421.5	309.0	527.3	3,603.8
5	11.8	21.4	37.6	35.2	37.0	20.3	52.2	66.6	282.1
6 and over	15.2	231.2	111.3	16.8	22.1	25.1	20.2	37.7	479.6
<i>Total(b)</i>	311.2	631.1	352.5	821.8	922.2	499.1	405.2	690.7	4,633.6

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

TABLE 15. ALL EMPLOYEES : SELECTED BENEFITS RECEIVED, CHARACTERISTICS OF BENEFITS AND OCCUPATION, AUGUST 1986 ('000)

Type of benefit	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Sales persons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
<b>Total employees</b>	<b>345.4</b>	<b>725.8</b>	<b>388.3</b>	<b>911.2</b>	<b>1,083.9</b>	<b>811.4</b>	<b>461.9</b>	<b>955.4</b>	<b>5,683.4</b>
Holiday expenses									
From current employer	13.9	16.2	14.3	28.2	44.0	28.4	23.7	34.3	203.0
From other source(s)	*	*	*	*	4.8	4.1	*	*	19.0
Total	15.8	19.6	15.9	29.7	48.8	32.5	24.5	35.3	222.0
Goods and services									
From current employer	82.3	57.7	38.0	173.1	169.8	252.4	90.4	152.5	1,016.1
From other source(s)	4.3	10.1	5.5	11.5	12.2	6.0	*	*	56.0
Total	86.6	67.8	43.5	184.6	182.0	258.3	93.6	155.7	1,072.1
Housing(a)									
Employee entitlement	19.4	21.1	10.6	14.1	7.9	5.9	10.8	30.4	120.1
Employer subsidy	*	5.4	*	*	*	*	*	*	24.7
Housing allowance	*	*	*	*	*	*	*	*	14.6
Rates	4.8	*	*	5.3	4.8	*	*	*	27.0
Total	30.3	32.5	18.3	24.7	15.8	12.2	15.1	37.3	186.4
Telephone(a)									
Rent paid or subsidised by employer	105.8	70.3	28.9	61.9	44.6	38.2	17.1	24.9	391.7
Calls paid or subsidised by employer	8.4	6.7	4.3	11.5	10.1	7.0	*	*	53.3
Total	114.1	77.0	33.2	73.4	54.7	45.2	19.6	27.8	445.0
Transport									
Vehicle only provided by employer	86.9	41.5	6.0	23.3	22.6	46.8	7.1	6.3	240.5
Expenses only paid for by employer	11.4	13.6	5.6	9.4	9.0	12.4	5.0	9.5	75.7
Vehicle and expenses provided	30.0	12.0	*	9.6	6.6	15.3	*	*	80.3
Total	128.3	67.0	14.0	42.3	38.2	74.4	13.4	18.8	396.5
Study leave									
Paid time off allowed by the employer—									
all time off required to be made up by the employee	*	3.8	*	*	*	*	*	*	11.6
all time off not required to be made up by the employee	6.7	24.7	11.9	8.5	24.9	3.7	*	*	82.6
Unpaid time off allowed by the employer	*	3.6	*	*	*	4.3	*	*	17.3
Total	7.7	32.2	14.9	11.3	31.3	8.8	*	4.7	111.6
Superannuation									
Males	185.1	277.8	158.4	327.7	214.9	87.7	177.1	224.2	1,652.8
Females	21.1	125.9	39.3	10.6	281.3	48.9	15.5	41.7	584.4
Persons	206.2	403.7	197.6	338.3	496.2	136.7	192.6	265.9	2,237.2
Age group—									
15-19	*	*	*	12.0	30.9	7.1	*	6.4	59.5
20-24	4.7	23.0	20.8	41.3	86.1	24.3	13.7	24.1	237.8
25-34	41.6	143.0	61.9	97.4	165.3	36.5	47.3	66.4	659.4
35-44	77.6	139.4	56.0	84.6	109.5	35.2	58.1	64.9	625.2
45-54	53.7	65.2	39.9	61.7	69.2	22.1	48.7	60.9	421.4
55-59	19.1	24.2	14.2	28.8	24.0	7.0	16.4	27.9	161.6
60 and over	9.3	8.1	4.0	12.6	11.3	4.5	7.1	15.3	72.3

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

### ADDITIONAL TABLES

The following is a list of additional tables of results from this survey which are available to users on request. These tables show a selection of estimates on an Australia-wide basis. Tables disaggregated by State/Territory and other tables may also be available. All tables are dissected by sex.

#### All employees (in main job)

Number of benefits—

- A1 Birthplace and year of arrival
- A2 Family status and occupation
- A3 Full-time or part-time status of main job and marital status
- A4 Weekly earnings in main job and government or non-government sector

Type of benefit—

Full-time or part-time status of main job—

- A5 Industry
- A6 Occupation
- A7 Marital status
- A8 Weekly earnings in main job
- A9 Hours worked in main job

Industry—

- A10 Provision of sick leave
- A11 Provision of long-service leave
- A12 Superannuation cover and age

Superannuation cover—

Occupation—

- A13 Government or non-government sector
- A14 Age

Age—

- A15 Weekly earnings in main job
- A16 Full-time or part-time status in main job

#### Employees who received a low-interest finance type of benefit

Source of finance benefit and purpose of finance benefit—

- A17 Industry
- A18 Age
- A19 Weekly earnings in main job and purpose of finance benefit

#### Employees who received a goods and services type of benefit

Source of goods and services benefit and age—

- A20 Industry
- A21 Weekly earnings in main job

#### Employees who received a housing type of benefit

Type of housing benefit—

- A22 Family status and age
- A23 Weekly earnings in main job

#### Employees who received a transport type of benefit

Type of transport benefit—

- A24 Age
- A25 Weekly earnings in main job

**ADDITIONAL TABLES—continued****Employees who received a study leave type of benefit**

	Type of study benefit—
A26	Age
A27	Hours worked in all jobs
A28	Family status

**Employees covered by superannuation**

	Source of superannuation cover—
A29	Age and occupation
A30	Full-time or part-time status in main job and marital status
A31	Industry
A32	Weekly earnings in main job
A33	Government or non-government sector

## TECHNICAL NOTE

### Estimation procedure

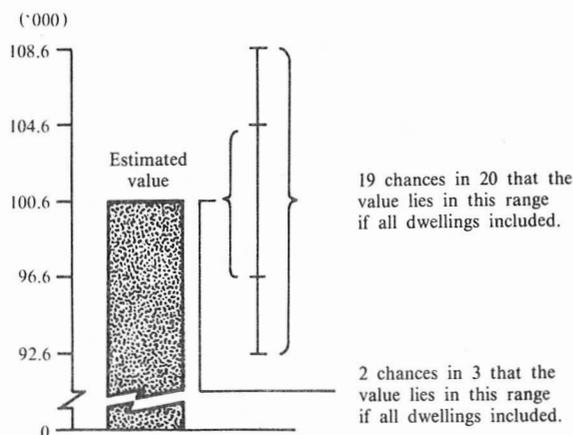
The estimates are derived from the population survey by use of a ratio estimation procedure which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age and sex, rather than to the corresponding distribution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

### Reliability of the estimates

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

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

4. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 8 on page 13 shows the estimated number of males aged 25-34 years who received a telephone benefit is 100,600. Since this estimate is between 100,000 and 200,000, the standard error for Australia will be between 3,950 and 5,300 in the standard error table and can be approximated as 4,000 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 96,600 to 104,600 and about nineteen chances in twenty that the value will fall within the range 92,600 to 108,600. This example is illustrated in the following diagram.



5. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, estimates less than the lowest levels shown in the standard error table have not been published. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

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

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

7. Considering the example from paragraph 4 above, the 100,600 males represent 10.5 per cent of the 954,200 male employees aged 25-34 years in August 1986. The standard error of 954,200 is approximately 9,500 so the relative standard error is 1.0 per cent. The relative standard error for 100,600 is 4.0 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(4.0)^2 + (1.0)^2}$  or 3.9 per cent, giving a standard error for the proportion (10.5 per cent) of 0.4 percentage points. Therefore, there are about two chances in three that the proportion of male employees aged 25-34 years who had received a telephone benefit in August 1986 is between 10.1 per cent and 10.9 per cent and nineteen chances in twenty that the proportion is within the range 9.7 per cent to 11.3 per cent.

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

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

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

9. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in the coding and processing of data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## STANDARD ERRORS OF ESTIMATES

Size of estimate	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia	
									—number—	Relative standard error (per cent)
1,000						250				
1,300						280		310		
1,500						300		330		
1,800				430		330	410	350		
2,000				460	480	340	430	370		
2,500				500	530	380	470	400		
3,000			690	550	580	410	500	430		
3,500			750	590	620	440	530	450	820	23.4
4,000	950	960	800	620	660	460	560	470	880	21.9
4,500	1,000	1,000	840	650	690	480	590	500	930	20.7
5,000	1,050	1,050	880	690	720	500	610	510	980	19.6
6,000	1,150	1,150	960	740	780	540	650	550	1,100	17.9
10,000	1,450	1,450	1,200	920	970	660	790	650	1,400	13.9
20,000	2,000	1,950	1,650	1,200	1,300	860	1,050	810	1,950	9.7
50,000	2,900	2,850	2,350	1,700	1,800	1,150	1,450	1,050	2,950	5.9
100,000	3,850	3,700	3,050	2,200	2,300	1,450		1,250	3,950	4.0
200,000	5,100	4,750	3,950	2,750	2,950	1,750			5,300	2.6
300,000	5,900	5,500	4,500	3,100	3,350				6,200	2.1
500,000	7,200	6,500	5,300	3,650	3,900				7,500	1.5
1,000,000	9,200	8,100	6,600						9,700	1.0
2,000,000	11,600	9,900							12,300	0.6
5,000,000									16,500	0.3
10,000,000									20,300	0.2





