

## CHAPTER 6

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

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

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

#### Award Rates of Pay Indexes

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

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

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

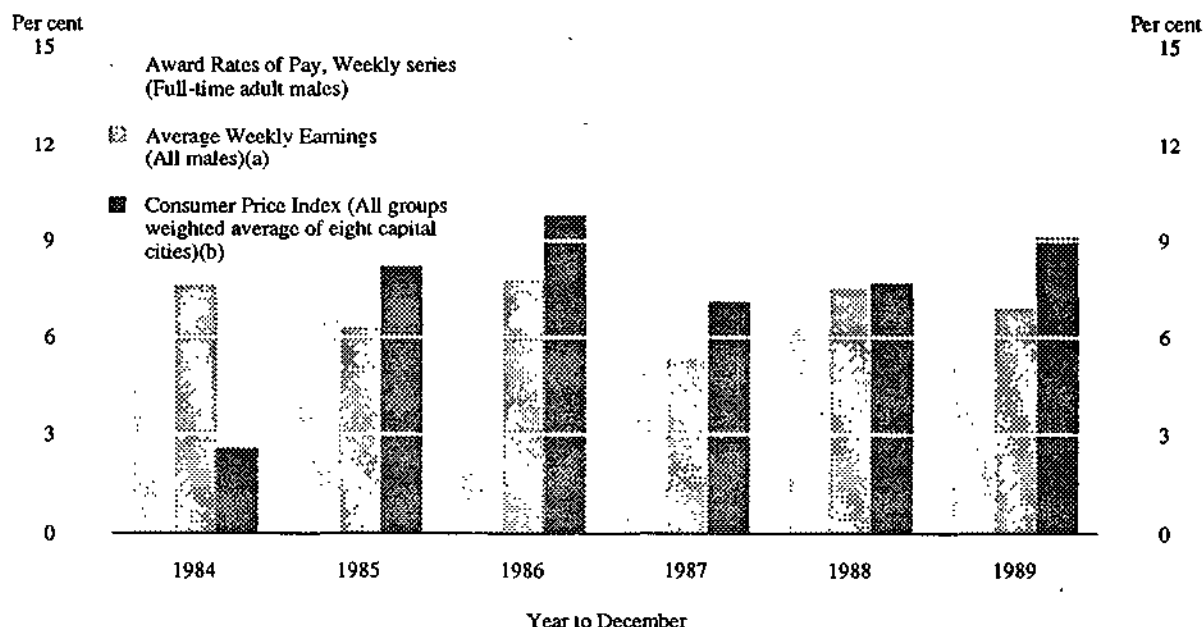
Over the 12 months to December 1989, the weekly award rates of pay indexes rose by 5.1 per cent for full-time adult males and 5.2 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (6.6% and 7.3% respectively) and in the Manufacturing industry (6.4% and 6.7% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (6.1%) and Tradespersons (5.9%) and for full-time adult female Plant and machine operators, and drivers (7.2%) and Tradespersons (6.7%).

The following chart shows the annual change in award rates of pay, average weekly earnings and consumer price index. Between December 1988 and 1989, the Consumer Price Index (CPI) increased by 7.8 per cent. During the same period weekly award rates of pay increased by 5.1 per cent (full-time adult male wage and salary earners), while average weekly total earnings for full-time adult males increased by 6.6 per cent.

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



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

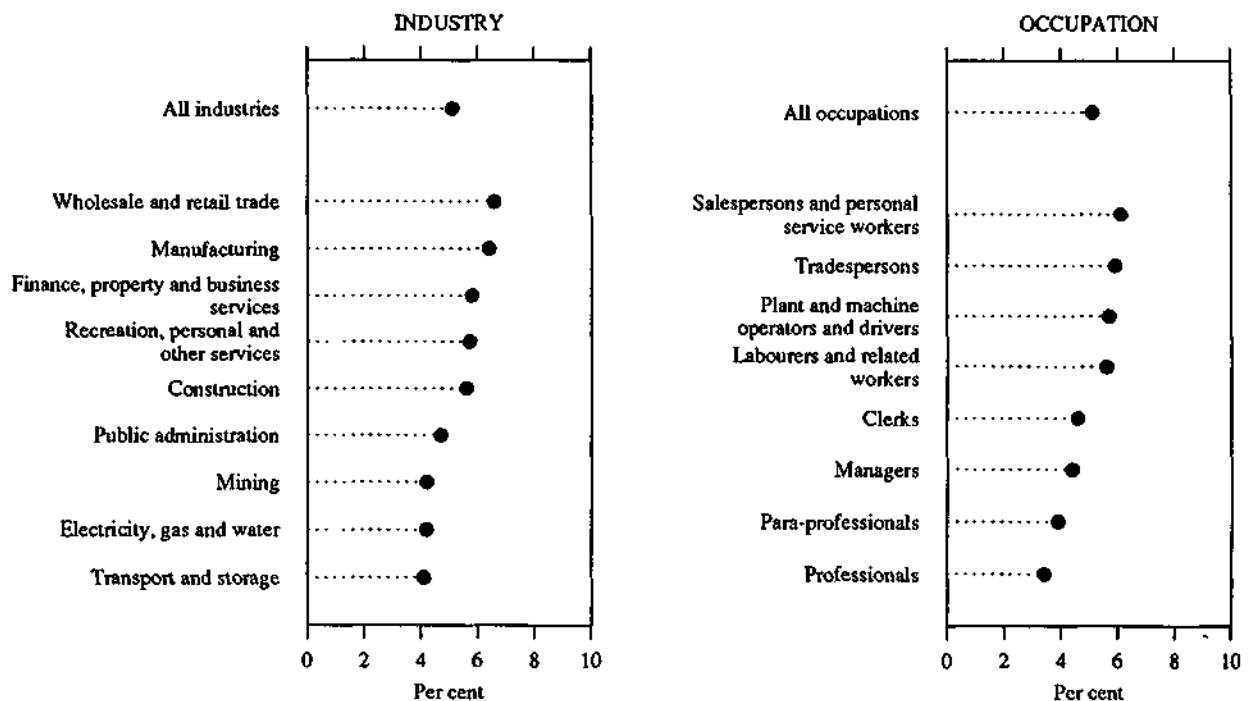
Source: Award Rates of Pay Indexes (6312.0);  
Average Weekly Earnings, States and Australia (6302.0);  
Consumer Price Index, Australia (6401.0).

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

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
<i>1987—</i>						
January	106.4	106.9	106.6	106.5	107.0	106.6
February	106.4	106.9	106.6	106.5	107.0	106.7
March	109.7	110.3	109.9	109.8	110.5	110.0
April	109.7	110.3	109.9	109.8	110.5	110.0
May	109.7	110.4	109.9	109.8	110.9	110.2
June	109.7	110.4	109.9	109.8	110.9	110.2
July	109.7	110.4	109.9	109.9	111.0	110.2
August	109.8	110.5	110.0	110.0	111.1	110.3
September	110.1	110.5	110.3	110.3	111.2	110.6
October	110.4	110.8	110.6	110.6	111.4	110.9
November	110.6	111.1	110.8	110.8	111.7	111.1
December	111.5	111.9	111.6	111.7	112.6	112.0
<i>1988—</i>						
January	111.6	112.2	111.8	111.9	113.1	112.3
February	113.9	114.7	114.2	114.2	115.7	114.7
March	114.2	115.0	114.5	114.5	116.0	115.0
April	114.3	115.1	114.6	114.6	116.2	115.1
May	114.4	115.2	114.6	114.7	116.3	115.2
June	114.5	115.4	114.8	114.8	116.5	115.3
July	114.8	115.9	115.1	115.0	116.9	115.6
August	114.9	116.0	115.2	115.2	117.0	115.7
September	117.7	118.7	118.0	118.0	119.9	118.6
October	118.2	119.3	118.6	118.6	120.5	119.2
November	118.3	119.5	118.7	118.7	120.7	119.3
December	118.5	119.9	118.9	118.9	121.1	119.6
<i>1989—</i>						
January	118.9	120.1	119.3	119.3	121.4	120.0
February	119.0	120.2	119.4	119.4	121.5	120.1
March	121.4	122.7	121.8	122.0	124.1	122.6
April	121.8	123.2	122.2	122.3	124.6	123.0
May	121.9	123.3	122.3	122.5	124.9	123.2
June	121.9	123.4	122.4	122.5	125.0	123.3
July	122.1	123.6	122.5	122.7	125.2	123.5
August	122.2	123.6	122.6	122.8	125.2	123.5
September	122.8	124.2	123.2	123.5	125.9	124.2
October	123.5	124.7	123.9	124.2	126.4	124.9
November	124.2	125.3	124.6	124.9	127.0	125.6
December	124.6	126.1	125.1	125.3	127.9	126.1

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

CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,  
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,  
DECEMBER 1988 TO DECEMBER 1989



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

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

Industry	Males			Females		
	1987	1988	1989	1987	1988	1989
Mining	114.1	121.8	126.9	112.8	121.3	126.5
Manufacturing	112.1	119.2	126.8	111.8	120.9	129.0
Food, beverages, tobacco	111.0	117.7	124.4	111.1	118.5	124.8
Textiles; Clothing, footwear	110.9	122.5	131.2	111.7	124.1	133.4
Paper, paper products, printing and publishing	111.5	119.4	125.8	111.8	120.2	127.0
Metal products, machinery and equipment	112.5	118.8	126.6	112.8	119.9	128.6
Basic metal products	111.7	117.5	125.3	111.4	117.4	125.3
Fabricated metal products;						
Other machinery and equipment	113.3	119.5	127.9	112.7	120.1	128.6
Transport equipment	112.1	118.9	125.9	113.2	120.0	129.5
Other manufacturing(a)	112.9	121.4	130.0	111.8	121.6	130.4
Electricity, gas and water	111.1	116.5	121.4	111.9	117.3	121.8
Construction	111.8	118.6	125.3	111.4	118.8	125.1
Wholesale and retail trade	111.0	118.6	126.4	110.5	118.7	127.4
Wholesale trade	111.7	119.6	126.9	110.9	119.4	126.7
Retail trade	110.5	117.6	125.8	110.3	118.4	127.8
Transport and storage	111.4	118.5	123.3	111.6	118.2	123.4
Communication	113.2	118.8	123.5	114.6	120.5	126.1
Finance, property and business services	110.1	116.7	123.5	110.3	117.6	124.1
Public administration and defence(b)	110.9	118.1	123.6	114.1	119.9	126.8
Community services	110.6	117.8	121.8	112.7	121.0	125.4
Recreation, personal and other services	110.6	118.2	124.9	110.4	117.8	125.2
All industries(c)	111.5	118.5	124.6	111.9	119.9	126.1

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces.

(c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

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

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

Occupation	Males			Females		
	1987	1988	1989	1987	1988	1989
Managers and administrators	110.2	117.0	122.1	111.4	119.0	125.3
Professionals	110.2	117.0	121.0	110.8	118.3	122.0
Building professionals and engineers	110.5	117.0	121.6	111.3	117.2	121.9
Health, diagnostic and						
treatment practitioners	109.6	117.1	120.8	111.0	118.6	122.8
Teachers and instructors	110.1	117.0	120.1	110.8	118.4	121.6
Business professionals	110.2	116.7	122.1	111.1	118.1	124.2
Other professionals	110.3	117.3	122.0	110.7	118.3	122.6
Para-professionals	111.1	118.0	122.6	116.2	125.5	130.4
Engineering, building associates						
and technicians	111.2	117.5	123.1	112.2	118.2	124.7
Registered nurses	116.4	124.6	128.2	118.9	129.5	134.2
Police	111.2	117.5	120.3	111.7	116.6	119.7
Other para-professionals	110.4	117.9	122.8	111.2	119.0	124.1
Tradespersons	111.9	118.6	125.6	111.7	119.1	127.1
Metal	112.8	119.1	126.8	112.7	120.4	128.7
Electrical and electronic	112.0	118.0	124.2	115.1	120.9	128.9
Building	112.0	118.3	125.1	112.0	119.3	129.0
Vehicle	111.2	118.2	125.4	112.0	118.3	124.9
Other	111.1	119.2	125.9	110.7	118.4	126.4
Clerks	111.6	118.3	123.8	111.6	119.0	125.4
Stenographers	111.2	118.5	124.0	111.5	118.5	124.9
Receptionists	111.9	118.5	123.7	111.7	119.6	126.0
Other clerks	111.6	118.3	124.0	111.5	119.0	125.6
Salespersons and personal service workers	110.5	118.0	125.2	112.2	120.4	127.8
Salespersons	110.3	117.6	125.2	110.2	117.9	126.4
Personal service workers	112.7	121.6	125.7	115.9	125.3	130.4
Plant and machine operators, and drivers	111.7	119.1	125.9	111.9	122.9	131.7
Rail and road transport drivers	111.2	119.0	125.8	111.6	118.3	126.2
Machine operators	112.2	120.1	128.0	112.0	123.3	132.3
Other plant and machine operators,						
and drivers	111.8	118.8	125.0	111.5	118.3	124.5
Labourers and related workers	111.9	119.1	125.8	111.7	119.2	126.0
Trades assistants and factory hands	112.4	119.6	127.1	112.6	120.2	128.8
Construction and mining labourers	112.1	118.8	124.9	112.7	119.0	126.2
Cleaners	111.5	119.1	125.4	110.6	117.1	121.2
Other labourers	111.2	118.8	124.8	111.3	119.2	125.3
All occupation groups	111.5	118.5	124.6	111.9	119.9	126.1

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

### Average Weekly Earnings

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

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

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

For the 12 months to November 1989, average weekly ordinary time earnings for full-time adult males increased by 6.7 per cent to \$547.00 and for full-time adult females by 6.5 per cent to \$454.50.

During this period, average weekly ordinary time earnings for full-time adults increased at a faster rate in the private sector (7.8 per cent) compared to the public sector (4.6 per cent).

There are many factors which may give rise to increases in average weekly earnings, although the major influences are increases to award rates of pay as a result of National Wage Case decisions. In the year to November 1989 the National Wage Case decisions that have had an influence on the estimates were:

- the continued flow through of the 3 per cent increase awarded in August 1988.
- the \$10 per week decision awarded as a second instalment in the August 1988 decision and payable from March 1989.
- flow-through of the increase handed down in August 1989 and payable from 1 September 1989. This decision allowed for an increase of \$15.00 (or 3 per cent, whichever is greater) for skilled workers, \$12.50 for semi skilled workers and \$10.00 for unskilled workers.

Average weekly earnings vary across industries. In November 1988, the average weekly earnings for full-time adult non-managerial male employees was highest in the mining industry (\$749.60) and lowest in the retail trade industry (\$422.80) and for female employees was highest in the mining industry (\$523.90) and lowest in the retail trade industry (\$349.00).

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

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 63. AVERAGE WEEKLY ORDINARY TIME EARNINGS:  
QUARTERLY PERCENTAGE CHANGE, FULL-TIME ADULTS, AUSTRALIA



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

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

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

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

TABLE 6.5. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1988

	Average weekly total earnings (\$)								
	Average weekly ordinary time earnings					Average weekly hours paid for			
	Award or agreed base rate of pay	Payment by measured result	Over-award and other pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
PRIVATE									
Adult—									
Males	406.40	10.60	13.50	430.50	62.80	493.30	38.1	3.6	4.7
Females	360.70	2.10	7.40	370.20	13.50	383.70	37.9	0.9	38.8
PUBLIC									
Adult—									
Males	474.80	1.00	3.40	479.20	32.00	511.20	37.5	1.6	39.1
Females	445.30	*0.20	0.50	445.90	9.00	454.90	37.1	0.5	37.6
TOTAL									
Adult—									
Males	432.90	6.90	9.60	449.40	50.90	500.30	37.9	2.8	40.7
Females	395.80	1.30	4.50	401.60	11.70	413.30	37.6	0.7	38.3

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

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, OCCUPATION, AUSTRALIA, MAY 1988  
(dollars)

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

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

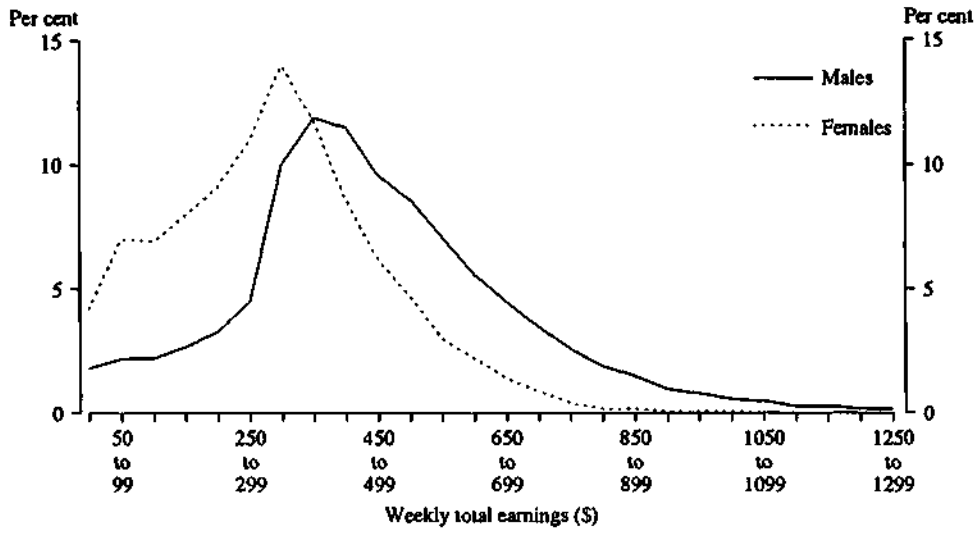
TABLE 6.7. AVERAGE WEEKLY EARNINGS OF EMPLOYEES(a), AUSTRALIA

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings
	—dollars—								
<i>1988—</i>									
19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80	486.90	408.80
20 May	491.40	532.40	481.70	409.20	419.50	316.40	464.80	495.80	411.90
19 August	497.80	538.80	486.20	415.00	426.40	319.60	470.90	502.40	415.70
18 November	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
<i>1989—</i>									
17 February	521.90	563.70	511.60	431.30	443.30	334.80	492.30	524.30	436.30
19 May	530.40	576.60	519.10	440.80	453.80	339.00	501.10	536.50	442.20
18 August	539.30	585.00	527.10	446.00	459.30	342.10	508.40	543.40	446.80
17 November	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
Change—									
Quarterly									
<i>1988—</i>									
February	1.7	1.2	1.1	2.6	2.6	2.9	1.9	1.5	1.8
May	1.2	1.9	1.4	1.7	1.8	0.3	1.3	1.8	0.8
August	1.3	1.2	0.9	1.4	1.6	1.0	1.3	1.3	0.9
November	3.0	3.7	3.9	2.8	3.1	2.8	3.0	3.6	3.4
<i>1989—</i>									
February	1.8	0.9	1.3	1.0	0.9	1.8	1.5	0.8	1.4
May	1.6	2.3	1.5	2.2	2.4	1.3	1.8	2.3	1.3
August	1.7	1.5	1.5	1.2	1.2	0.9	1.5	1.3	1.0
November	1.4	1.9	2.5	1.9	1.8	2.1	1.6	1.9	2.3
Annual									
<i>1988—</i>									
February	6.9	7.1	6.8	7.1	7.3	8.3	6.8	7.0	7.2
May	6.5	7.0	6.8	6.8	6.7	5.8	6.6	6.9	6.4
August	5.8	6.8	6.4	6.7	7.1	5.7	6.0	6.8	5.9
November	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
<i>1989—</i>									
February	7.5	7.9	7.7	7.2	7.6	6.2	7.3	7.7	6.7
May	7.9	8.3	7.8	7.7	8.2	7.2	7.8	8.2	7.3
August	8.3	8.6	8.4	7.5	7.7	7.0	8.0	8.2	7.5
November	6.7	6.6	6.9	6.5	6.4	6.3	6.6	6.4	6.3

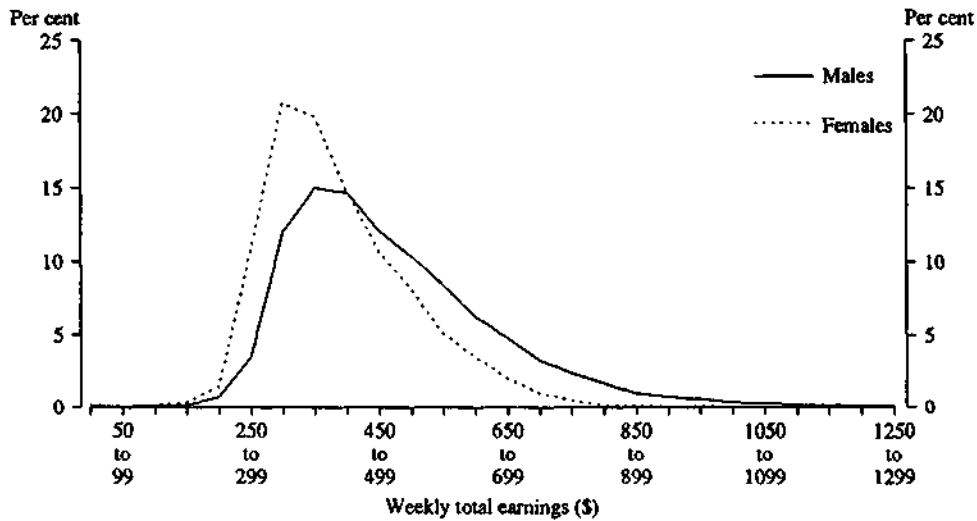
(a) Refers to all employees engaged in full-time and part-time employment.

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

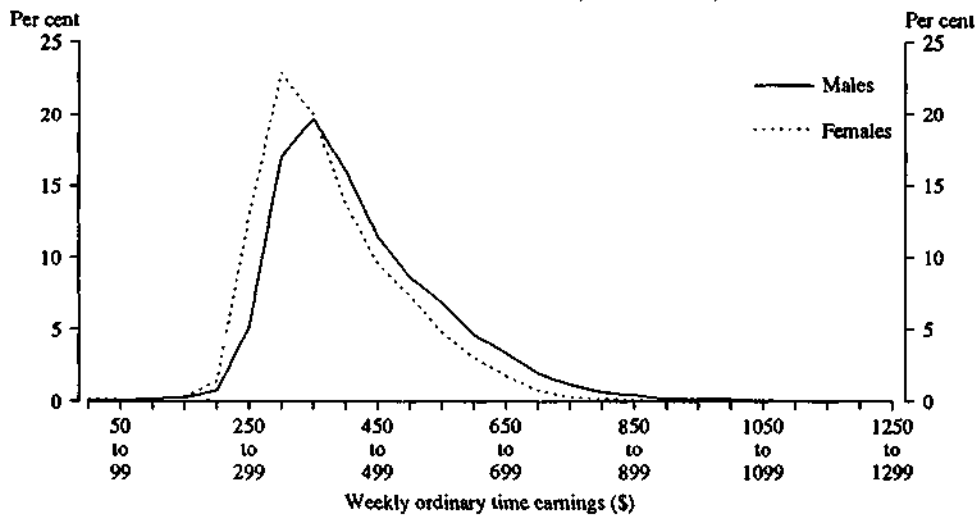
**CHART 6.4. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES AUSTRALIA, MAY 1988**



**CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1988**



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



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

TABLE 6.8. AVERAGE WEEKLY EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA  
NOVEMBER 1983 TO NOVEMBER 1988(a)  
(dollars)

	1983	1984	1985	1986	1987	1988
MALES						
Mining	535.30	607.40	629.40	675.40	720.80	749.60
Manufacturing	362.10	386.30	415.10	437.40	467.10	512.60
Food, beverages and tobacco	366.20	381.40	397.60	429.40	450.30	496.90
Textiles; Clothing and footwear	331.30	334.60	366.10	400.70	435.90	477.10
Paper, paper products, printing and publishing	378.00	430.20	451.80	482.50	532.00	558.00
Chemical, petroleum and coal products	392.80	429.50	453.00	504.90	511.70	601.40
Metal products, machinery and equipment	367.30	390.40	422.50	443.40	471.10	520.70
Basic metal products	399.10	427.40	464.80	499.00	531.10	578.70
Fabricated metal products; Other machinery and equipment	357.10	375.10	406.90	427.30	445.40	502.40
Transport equipment	360.30	391.10	419.40	431.30	470.10	506.00
Other manufacturing	333.30	356.70	392.60	398.80	436.70	473.70
Electricity, gas and water	412.80	447.00	456.10	493.90	510.30	546.90
Construction	373.50	425.10	443.60	482.90	499.30	567.40
Wholesale trade	338.30	358.90	399.40	419.10	440.10	461.00
Retail trade	280.70	315.90	336.30	358.80	376.90	422.80
Transport and storage	394.10	423.30	443.70	482.00	518.40	546.50
Communication						
Finance, property and business services	367.90	386.20	415.10	448.70	501.00	536.50
Public administration and defence	400.00	424.70	444.20	429.00	450.70	492.30
Community services						
Recreation, personal and other services	308.90	345.20	368.50	400.20	420.50	443.70
<i>Total all industries</i>	<i>374.00</i>	<i>405.50</i>	<i>428.70</i>	<i>456.00</i>	<i>481.90</i>	<i>522.30</i>
FEMALES						
Mining	366.30	383.20	415.40	427.90	465.20	523.90
Manufacturing	265.10	289.40	306.20	329.80	345.40	378.50
Food, beverages and tobacco	288.70	298.10	320.50	346.40	363.40	396.40
Textiles; Clothing and footwear	239.60	253.80	269.70	298.60	297.30	334.00
Paper, paper products, printing and publishing	280.50	313.40	327.20	349.00	392.40	406.20
Chemical, petroleum and coal products	291.90	317.20	338.50	353.80	370.00	446.40
Metal products, machinery and equipment	265.30	306.20	317.80	335.20	355.90	384.70
Basic metal products	311.30	334.00	354.50	387.40	409.50	446.40
Fabricated metal products; Other machinery and equipment	258.50	307.00	309.60	326.00	348.10	375.60
Transport equipment	268.70	293.10	325.30	340.80	357.70	387.40
Other manufacturing	256.10	270.00	295.30	321.60	340.40	365.10
Electricity, gas and water	311.40	345.30	361.90	383.20	394.00	433.10
Construction	264.30	326.70	336.40	363.20	374.50	411.60
Wholesale trade	273.00	301.40	325.50	351.40	380.90	400.80
Retail trade	233.40	273.10	288.50	310.50	320.30	349.00
Transport and storage	337.10	355.30	374.50	391.90	407.90	429.30
Communication						
Finance, property and business services	282.20	310.90	338.10	365.30	390.10	429.30
Public administration and defence	337.10	362.20	381.30	384.70	404.90	452.40
Community services						
Recreation, personal and other services	263.50	293.00	310.00	334.10	357.90	368.70
<i>Total all industries</i>	<i>299.30</i>	<i>329.20</i>	<i>348.70</i>	<i>372.50</i>	<i>393.90</i>	<i>429.20</i>
PERSONS						
Mining	523.00	591.30	613.80	657.30	702.70	728.30
Manufacturing	337.70	362.10	389.90	411.80	436.50	479.10
Food, beverages and tobacco	345.70	360.00	379.30	409.70	428.60	471.30
Textiles; Clothing and footwear	268.10	275.60	301.50	343.70	352.50	391.60
Paper, paper products, printing and publishing	345.70	396.60	414.50	440.30	489.30	516.50
Chemical, petroleum and coal products	363.60	395.80	421.40	459.20	465.50	555.70
Metal products, machinery and equipment	351.10	375.90	407.80	427.30	452.70	496.30
Basic metal products	392.50	419.80	456.40	490.60	521.90	568.10
Fabricated metal products; other machinery and equipment	336.00	359.70	389.00	407.80	425.00	472.60
Transport equipment	350.20	378.30	409.20	420.90	456.10	488.50
Other manufacturing	319.70	341.80	375.10	383.20	418.30	450.50
Electricity, gas and water	405.20	439.00	448.30	484.40	499.70	536.50
Construction	362.50	418.20	435.30	472.70	489.50	555.70
Wholesale trade	319.80	342.50	378.10	398.70	423.50	445.70
Retail trade	261.90	300.00	318.10	339.80	353.90	392.90
Transport and storage	385.00	411.60	432.10	470.20	504.00	528.10
Communication						
Finance, property and business services	320.60	348.90	378.90	406.30	441.50	481.20
Public administration and defence	367.40	392.40	411.70	414.30	434.90	478.60
Community services						
Recreation, personal and other services	289.20	323.70	343.90	372.40	395.10	411.60
<i>Total all Industries</i>	<i>348.30</i>	<i>380.00</i>	<i>402.60</i>	<i>427.80</i>	<i>451.60</i>	<i>489.90</i>

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

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



TABLE 6.9. AVERAGE WEEKLY ORDINARY TIME EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES,  
INDUSTRIES, AUSTRALIA, NOVEMBER 1983 TO NOVEMBER 1988(a)  
(dollars)

Industry	1983	1984	1985	1986	1987	1988
MALES						
Mining	459.10	521.60	530.00	571.90	604.90	616.30
Manufacturing	318.70	335.40	352.90	370.30	392.80	426.70
Food, beverages and tobacco	312.90	323.00	340.00	360.10	379.00	410.70
Textiles; Clothing and footwear	302.20	298.70	315.00	320.70	342.80	388.60
Paper, paper products, printing and publishing	336.10	381.60	393.90	416.80	461.10	475.10
Chemical, petroleum and coal products	347.80	380.80	390.40	434.70	448.90	516.00
Metal products, machinery and equipment	326.00	338.90	356.20	376.60	349.90	433.20
Basic metal products	350.70	370.70	392.40	421.80	447.40	479.00
Fabricated metal products; Other machinery and equipment	316.10	325.20	343.20	353.50	461.20	413.20
Transport equipment	325.10	340.20	352.90	383.80	436.60	430.90
Other manufacturing	289.20	310.40	332.80	337.50	352.90	391.00
Electricity, gas and water	382.30	406.40	416.60	458.00	465.70	501.70
Construction	336.40	382.40	393.00	425.00	432.60	475.70
Wholesale trade	316.50	334.60	367.70	383.40	411.30	423.20
Retail trade	267.70	298.50	316.80	337.40	353.70	390.10
Transport and storage	} 358.80	381.70	396.70	427.60	461.20	469.10
Communication		369.80	393.60	418.40	436.60	471.60
Finance, property and business services	354.10	371.50	399.70	431.20	477.50	513.00
Public administration and defence	} 384.90	373.00	391.20	414.60	432.80	470.10
Community services		428.40	447.60	469.90	488.70	524.70
Recreation, personal and other services	292.60	320.40	346.40	375.70	394.70	415.00
<i>Total all industries</i>	<i>343.70</i>	<i>369.10</i>	<i>387.20</i>	<i>412.10</i>	<i>434.60</i>	<i>465.60</i>
FEMALES						
Mining	327.50	356.70	385.70	407.80	437.50	485.90
Manufacturing	251.80	272.00	286.80	306.20	323.00	347.40
Food, beverages and tobacco	270.00	274.70	294.10	312.00	331.40	353.30
Textiles; Clothing and footwear	230.10	244.10	258.50	278.00	284.10	315.90
Paper, paper products, printing and publishing	264.10	300.10	311.40	328.80	375.80	380.30
Chemical, petroleum and coal products	281.80	302.20	314.00	337.60	351.20	421.00
Metal products, machinery and equipment	250.80	281.60	293.30	311.80	326.50	350.20
Basic metal products	295.60	317.30	333.90	363.60	383.90	413.40
Fabricated metal products; Other machinery and equipment	244.10	282.90	285.80	302.90	318.90	341.70
Transport equipment	254.30	263.70	297.20	316.60	326.00	350.40
Other manufacturing	246.60	267.80	279.20	297.80	318.00	330.40
Electricity, gas and water	307.00	337.30	354.30	375.90	383.60	421.20
Construction	260.10	321.90	332.10	357.70	367.10	402.60
Wholesale trade	265.50	292.60	315.70	342.20	366.80	383.50
Retail trade	227.10	263.60	279.00	301.70	310.00	336.30
Transport and storage	} 320.80	316.80	340.70	372.90	382.80	399.60
Communication		355.10	363.60	368.20	378.10	415.10
Finance, property and business services	278.10	306.50	332.10	358.20	381.00	420.60
Public administration and defence	} 333.40	332.70	355.20	378.60	398.90	444.60
Community services		363.50	381.70	404.40	430.80	467.90
Recreation, personal and other services	253.80	278.40	297.60	323.30	344.50	354.60
<i>Total all industries</i>	<i>292.60</i>	<i>320.40</i>	<i>339.30</i>	<i>362.20</i>	<i>382.90</i>	<i>415.50</i>

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

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

### Weekly Earnings of Employees

The increase in employees' mean weekly earnings in the twelve months to August 1989, was \$29. Since August 1983 mean weekly earnings have increased from \$288 to \$423. (Note: Care should be exercised when comparing mean weekly earnings with estimates of average weekly earnings included in *Average Weekly Earnings, States and Australia* (6302.0)).

The mean weekly earnings from all jobs for females continues to be lower than that recorded by males, \$325 compared to \$495. Females represented 42 per cent of all employees in August 1989.

Part-time employment has grown by 55 per cent since August 1983. However, increases in mean weekly earnings were markedly different. Female part-time employees received a 49 per cent increase in mean weekly earnings since 1983, compared with their male counterparts whose mean weekly earnings increased by only 9 per cent.

An estimated 86 per cent of male employees were employed as permanent full-time in their main (or only) job at August 1989. Their median weekly earnings from their main job was \$470. By comparison 56 per cent of female employees were permanent full-time in their main job, with median weekly earnings from their main job of \$384.

One in four female employees working in their main job at August 1989 did so as casual part-timers, with median weekly earnings of \$127. The equivalent male earnings was \$94, and this form of employment accounted for only 6 per cent of all male employees.

In August 1989, 78 per cent of employees worked on a full-time basis in their main job, with mean weekly earnings of \$484.

Mean weekly earnings in main job varied according to occupation major group with Managers and administrators earning \$649, Professionals earning \$637, Salespersons and personal service workers earning \$412 and Labourers and related workers earning \$401.

Mean weekly earnings in main job also varied according to industry division with employees in the mining industry earning more than those in other industries.

An estimated 199,000 employees worked in a second wage and salary job at August 1989 of which females represented 52 per cent. The mean weekly earnings of all employees from their second job was \$85, while for male and female employees it was \$98 and \$75 respectively.

Males aged between 35 and 44 years had mean weekly earnings of \$595, the highest of the age groups tabulated. For males aged 15 to 19 years, mean weekly earnings were \$253 and for males aged 60 and over the mean was \$492. By comparison, females aged 25 to 34 years recorded the highest mean weekly earnings (\$457) of the age group earnings tabulated.

TABLE 6.10. ALL EMPLOYEES : MEAN WEEKLY EARNINGS BY FULL-TIME AND PART-TIME STATUS, AUSTRALIA, AUGUST 1983 TO AUGUST 1989

	Full-time employees			Part-time employees			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
MEAN WEEKLY EARNINGS									
	—dollars—								
1983	341	267	318	156	127	133	331	219	288
1984	367	286	342	163	137	142	356	234	308
1985	395	305	367	164	151	153	382	251	329
1986	420	333	392	153	158	157	404	271	350
1987	446	355	417	160	169	168	427	285	368
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	495	326	423
EMPLOYEES									
	—'000—								
1983	3,008.7	1,320.6	4,329.3	174.7	684.0	858.7	3,183.4	2,004.5	5,187.9
1984	3,064.4	1,379.0	4,443.4	176.0	738.8	914.8	3,240.4	2,117.4	5,358.2
1985	3,110.7	1,433.5	4,544.2	188.1	780.7	968.8	3,298.8	2,214.2	5,513.0
1986	3,162.6	1,495.0	4,657.6	198.4	827.3	1,025.7	3,361.0	2,322.4	5,683.4
1987	3,172.2	1,506.5	4,678.7	227.0	911.9	1,138.9	3,399.2	2,418.4	5,817.6
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4

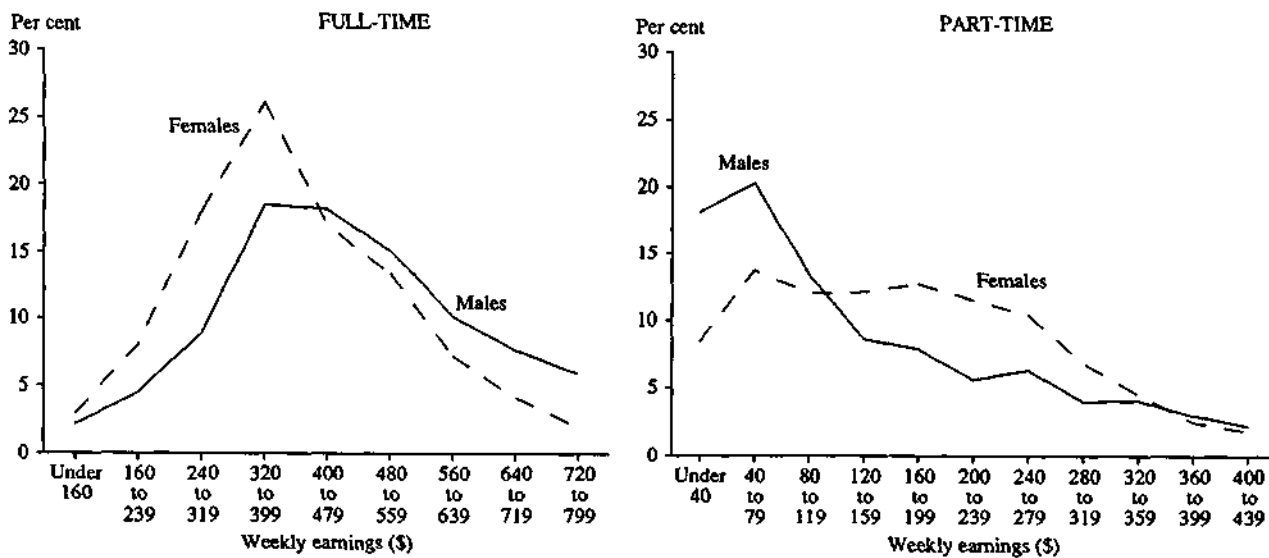
Source: *Weekly Earnings of Employees (Distribution), Australia* (6310.0).

TABLE 6.11. OCCUPATION AND INDUSTRY AND MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES IN MAIN JOB WHO WORKED FULL-TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1989

	Males		Females		Persons	
	('000)	(dollars)	('000)	(dollars)	('000)	(dollars)
<b>TOTAL</b>	<b>3,436.2</b>	<b>519</b>	<b>1,663.5</b>	<b>409</b>	<b>5,099.7</b>	<b>484</b>
<i>Occupation—</i>						
Managers and administrators	356.6	670	60.8	528	417.4	649
Professionals	463.8	680	251.0	558	714.8	637
Para-professionals	222.4	583	119.0	493	341.4	551
Tradespersons	865.3	453	69.5	335	934.9	444
Clerks	282.5	476	647.3	389	929.9	416
Salespersons and personal service workers	267.3	477	276.7	348	544.0	412
Plant and machine operators and drivers	409.0	503	72.2	337	481.2	478
Labourers and related workers	569.1	423	167.0	325	736.1	401
<i>Industry—</i>						
Agriculture, forestry, fishing and hunting	82.6	381	13.4	294	96.0	369
Mining	87.0	748	9.3	542	96.2	728
Manufacturing	828.5	491	245.4	375	1,073.8	465
Electricity, gas and water	102.1	536	9.5	395	111.6	524
Construction	323.9	515	22.0	381	345.9	506
Wholesale and retail trade	604.6	460	310.2	356	914.7	425
Transport and storage	252.9	540	56.6	427	309.5	520
Communication	100.0	493	29.7	393	129.7	470
Finance, property and business services	333.9	604	278.4	412	612.3	517
Public administration and defence	192.0	533	99.7	448	291.7	504
Community services	401.1	578	484.3	464	885.4	515
Recreation, personal and other services	127.8	469	105.0	357	232.8	418

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

CHART 6.7. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES AND WEEKLY EARNINGS, AUSTRALIA, AUGUST 1989



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

### Total Labour Costs

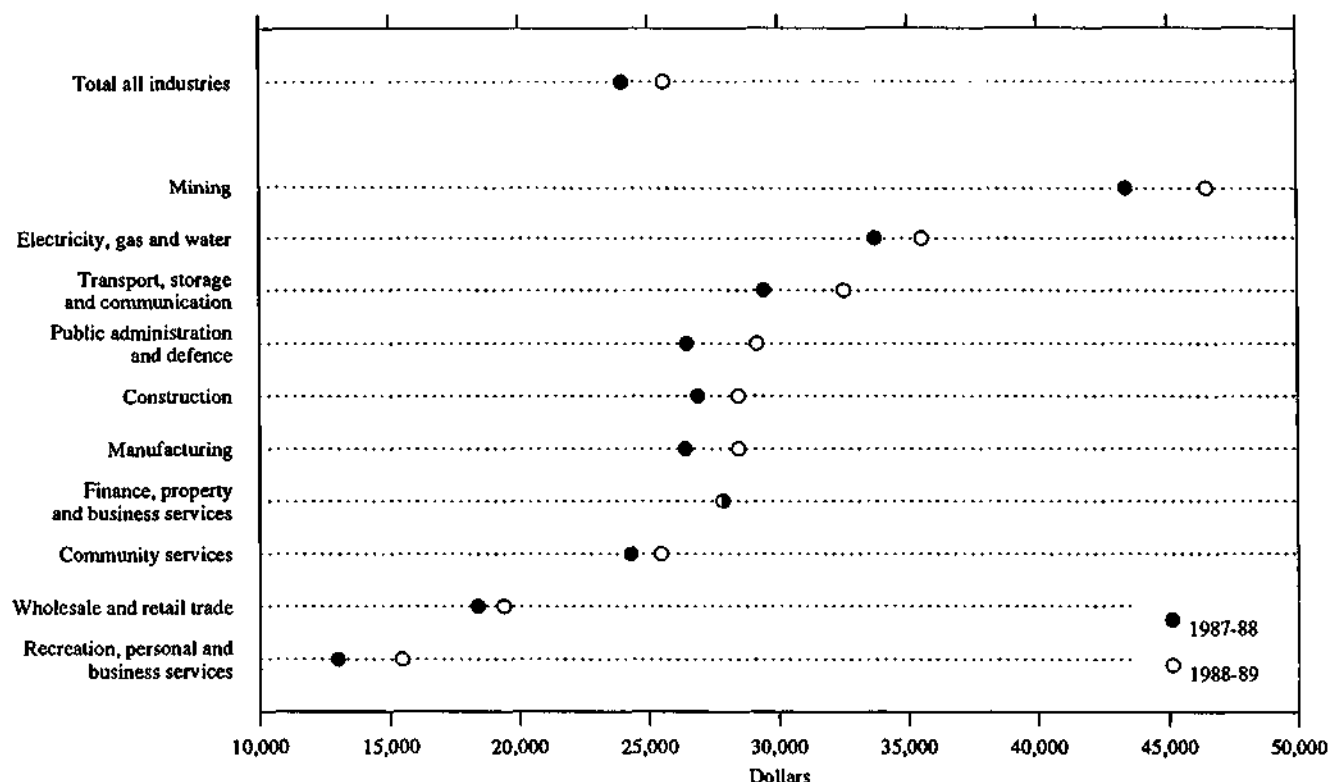
Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employees for the third time in 1989 and collected information on the costs incurred by employers for : gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1989.

Total major labour costs per employee increased by 6.7 per cent between 1987-88 and 1988-89. For the 1988-89 year, total major labour costs per employee, incurred by private sector employers, were lowest in Tasmania (\$21,682 per employee) and Queensland (\$21,695 per employee) and highest in New South Wales (\$24,823 per employee). In comparison total major labour costs per employee incurred by public sector employers, were lowest in Tasmania (\$27,178 per employee) and highest in the Australian Capital Territory (\$35,152 per employee).

At a total State/Territory level Queensland showed the highest amount of change (an increase of 10.3%) in the total major labour costs paid per employee between the 1987-88 and 1988-89 years.

Earnings comprised 89.3 per cent of the total major labour costs incurred in 1988-89. The remaining 10.7 per cent, other labour costs, comprised payroll tax 3.2 per cent, superannuation 4.7 per cent, workers' compensation 2.2 per cent and fringe benefits tax 0.6 per cent. At an industry level, other labour costs as a proportion of total major labour costs were found to be highest in the Electricity, Gas and Water industry (17.8%) and lowest in the Recreation, Personal and Other Services industry (6.8%).

CHART 6.8. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY, AUSTRALIA, 1987-88 AND 1988-89



Source: Major Labour Costs, Australia (6348.0).

TABLE 6.12. TOTAL LABOUR COSTS: TYPE OF LABOUR COST, STATES AND SECTOR  
Total Costs (\$ million)

Type of labour cost		NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE										
Earnings	1986-87	28,796	19,225	9,253	3,820	6,606	1,722	532	718	72,694
	1987-88	33,170	24,416	9,697	6,703	7,238	1,908	654	809	84,596
	1988-89	35,066	27,080	13,116	7,057	7,464	2,054	797	948	93,582
Other labour costs	1986-87	3,463	2,110	770	625	678	148	54	71	7,919
	1987-88	3,773	2,771	798	720	765	178	65	75	9,146
	1988-89	3,685	3,046	1,075	752	808	195	67	101	9,730
Payroll tax	1986-87	1,207	829	289	177	238	58	18	18	2,834
	1987-88	1,338	1,031	290	205	258	67	20	22	3,230
	1988-89	1,363	1,155	405	234	294	79	24	30	3,583
Superannuation	1986-87	1,068	667	284	191	201	49	11	26	2,497
	1987-88	1,226	887	280	233	235	65	18	26	2,969
	1988-89	1,140	900	379	242	231	66	16	41	3,014
Workers' compensation	1986-87	964	496	152	231	190	34	19	24	2,109
	1987-88	914	625	169	242	203	33	18	22	2,227
	1988-89	875	711	214	237	218	39	19	26	2,338
Fringe benefits tax	1986-87	224	118	45	27	49	6	5	3	479
	1987-88	295	229	59	41	70	12	9	4	719
	1988-89	307	*281	77	39	65	12	9	5	795
Total major labour costs	1986-87	32,259	21,336	10,025	6,445	7,284	1,870	606	789	80,613
	1987-88	36,943	27,188	10,493	7,423	8,003	2,086	719	884	93,741
	1988-89	38,751	30,126	14,191	7,810	8,271	2,249	864	1,049	103,312
PUBLIC										
Earnings	1986-87	13,300	10,300	5,586	3,406	3,370	1,182	574	1,848	39,566
	1987-88	14,386	10,778	5,981	3,679	3,692	1,251	560	1,939	42,266
	1988-89	15,086	11,530	6,294	3,844	3,891	1,269	601	1,983	44,497
Other labour costs	1986-87	1,698	1,714	705	450	335	119	64	191	5,275
	1987-88	2,021	1,899	771	514	418	117	72	226	6,037
	1988-89	2,375	1,982	886	611	445	133	79	333	6,844
Payroll tax	1986-87	476	340	172	95	56	17	26	4	1,186
	1987-88	415	365	179	100	61	18	22	10	1,170
	1988-89	498	457	215	120	81	24	27	18	1,440
Superannuation	1986-87	879	999	459	251	199	83	25	150	3,045
	1987-88	1,250	1,141	509	277	266	78	32	173	3,724
	1988-89	1,477	1,153	573	367	259	86	33	259	4,206
Workers' compensation	1986-87	319	356	63	97	74	17	5	33	964
	1987-88	310	372	62	126	80	19	6	39	1,013
	1988-89	356	340	76	113	93	20	9	52	1,060
Fringe benefits tax	1986-87	24	18	12	6	7	2	8	4	81
	1987-88	46	21	20	11	11	3	11	4	129
	1988-89	45	32	21	11	13	3	10	4	139
Total major labour costs	1986-87	14,998	12,013	6,291	3,856	3,705	1,301	638	2,039	44,841
	1987-88	16,407	12,676	6,752	4,193	4,110	1,368	632	2,163	48,302
	1988-89	17,461	13,512	7,180	4,455	4,336	1,402	680	2,316	51,341
PRIVATE AND PUBLIC										
Earnings	1986-87	42,096	29,525	14,841	9,226	9,976	2,903	1,126	2,566	112,260
	1987-88	47,556	35,194	15,679	10,382	10,930	3,159	1,214	2,748	126,861
	1988-89	50,152	38,610	19,410	10,901	11,354	3,323	1,397	2,931	138,078
Other labour costs	1986-87	5,161	3,824	1,475	1,075	1,012	267	118	262	13,194
	1987-88	5,795	4,670	1,568	1,234	1,184	294	137	300	15,182
	1988-89	6,061	5,029	1,961	1,363	1,253	328	146	434	16,574
Payroll tax	1986-87	1,683	1,169	461	272	293	76	44	22	4,019
	1987-88	1,753	1,395	469	305	318	85	43	32	4,401
	1988-89	1,861	1,612	620	354	374	102	51	48	5,023
Superannuation	1986-87	1,947	1,666	743	442	400	132	36	176	5,542
	1987-88	2,476	2,027	789	509	501	143	50	198	6,694
	1988-89	2,616	2,053	952	609	490	152	48	299	7,219
Workers' compensation	1986-87	1,282	852	215	328	263	51	25	57	3,073
	1987-88	1,224	997	230	368	283	52	24	61	3,240
	1988-89	1,232	1,051	290	350	312	59	27	77	3,397
Fringe benefits tax	1986-87	248	137	56	33	56	8	13	7	559
	1987-88	341	250	79	52	81	15	20	9	848
	1988-89	352	*314	98	50	77	15	20	9	935
Total major labour costs	1986-87	47,256	33,349	16,316	10,301	10,989	3,170	1,244	2,828	125,454
	1987-88	53,350	39,864	17,247	11,616	12,113	3,454	1,351	3,049	142,043
	1988-89	56,212	43,639	21,371	12,264	12,607	3,651	1,544	3,364	154,653

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.13. TOTAL LABOUR COSTS: TYPE OF LABOUR COST, STATES AND SECTOR  
Costs as a Percentage of Total Labour Costs (per cent)

Type of labour cost		NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
<b>PRIVATE</b>										
Earnings	1986-87	89.3	90.1	92.3	90.3	90.7	92.1	91.1	91.0	90.2
	1987-88	89.8	89.8	92.4	90.3	90.4	91.5	90.9	91.6	90.2
	1988-89	90.5	89.9	92.4	90.4	90.2	91.3	92.2	90.4	90.6
Other labour costs	1986-87	10.7	9.9	7.7	9.7	9.3	7.9	8.9	9.0	9.8
	1987-88	10.2	10.2	7.6	9.7	9.6	8.5	9.1	8.5	9.8
	1988-89	9.5	10.1	7.6	9.6	9.8	8.7	7.8	9.6	9.4
Payroll tax	1986-87	3.7	3.9	2.9	2.7	3.3	3.1	2.9	2.3	3.5
	1987-88	3.6	3.8	2.8	2.8	3.2	3.2	2.8	2.5	3.5
	1988-89	3.5	3.8	2.9	3.0	3.6	3.5	2.8	2.8	3.5
Superannuation	1986-87	3.3	3.1	2.8	3.0	2.8	2.6	1.9	3.3	3.1
	1987-88	3.3	3.3	2.7	3.1	2.9	3.1	2.5	2.9	3.2
	1988-89	2.9	3.0	2.7	3.1	2.8	2.9	1.8	3.9	2.9
Workers' compensation	1986-87	3.0	2.3	1.5	3.6	2.6	1.8	3.1	3.1	2.6
	1987-88	2.5	2.3	1.6	3.3	2.5	1.6	2.5	2.5	2.4
	1988-89	2.3	2.4	1.5	3.0	2.6	1.7	2.1	2.4	2.3
Fringe benefits tax	1986-87	0.7	0.6	0.5	0.4	0.7	0.3	0.9	0.4	0.6
	1987-88	0.8	0.8	0.6	0.6	0.9	0.6	1.2	0.5	0.8
	1988-89	0.8	*0.9	0.5	0.5	0.8	0.5	1.1	0.5	0.8
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>PUBLIC</b>										
Earnings	1986-87	88.7	85.7	88.8	88.3	91.0	90.9	90.0	90.6	88.2
	1987-88	87.7	85.0	88.6	87.7	89.8	91.5	88.6	89.6	87.5
	1988-89	86.4	85.3	87.7	86.3	89.7	90.5	88.4	85.6	86.7
Other labour costs	1986-87	11.3	14.3	11.2	11.7	9.0	9.1	10.0	9.4	11.8
	1987-88	12.3	15.0	11.4	12.3	10.2	8.5	11.4	10.4	12.5
	1988-89	13.6	14.7	12.3	13.7	10.3	9.5	11.6	14.4	13.3
Payroll tax	1986-87	3.2	2.8	2.7	2.5	1.5	1.3	4.1	0.2	2.6
	1987-88	2.5	2.9	2.7	2.4	1.5	1.3	3.5	0.5	2.4
	1988-89	2.9	3.4	3.0	2.7	1.9	1.7	4.0	0.8	2.8
Superannuation	1986-87	5.9	8.3	7.3	6.5	5.4	6.4	3.9	7.4	6.8
	1987-88	7.6	9.0	7.5	6.6	6.5	5.7	5.1	8.0	7.7
	1988-89	8.5	8.5	8.0	8.2	6.0	6.1	4.8	11.2	8.2
Workers' compensation	1986-87	2.1	3.0	1.0	2.5	2.0	1.3	0.9	1.6	2.2
	1987-88	1.9	2.9	0.9	3.0	1.9	1.4	0.9	1.8	2.1
	1988-89	2.0	2.5	1.1	2.5	2.2	1.4	1.3	2.2	2.1
Fringe benefits tax	1986-87	0.2	0.2	0.2	0.2	0.2	0.2	1.2	0.2	0.2
	1987-88	0.3	0.2	0.3	0.3	0.3	0.2	1.8	0.2	0.3
	1988-89	0.3	0.2	0.3	0.2	0.3	0.2	1.5	0.2	0.3
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>PRIVATE AND PUBLIC</b>										
Earnings	1986-87	89.1	88.5	91.0	89.6	90.8	91.6	90.5	90.7	89.5
	1987-88	89.1	88.3	90.9	89.4	90.2	91.5	89.9	90.1	89.3
	1988-89	89.2	88.5	90.8	88.9	90.1	91.0	90.5	87.1	89.3
Other labour costs	1986-87	10.9	11.5	9.0	10.4	9.2	8.4	9.5	9.3	10.5
	1987-88	10.9	11.7	9.1	10.6	9.8	8.5	10.1	9.9	10.7
	1988-89	10.8	11.5	9.2	11.1	9.9	9.0	9.5	12.9	10.7
Payroll tax	1986-87	3.6	3.5	2.8	2.6	2.7	2.4	3.5	0.8	3.2
	1987-88	3.3	3.5	2.7	2.6	2.6	2.5	3.2	1.1	3.1
	1988-89	3.3	3.7	2.9	2.9	3.0	2.8	3.3	1.4	3.2
Superannuation	1986-87	4.1	5.0	4.6	4.3	3.6	4.2	2.9	6.2	4.4
	1987-88	4.6	5.1	4.6	4.4	4.1	4.1	3.7	6.5	4.7
	1988-89	4.7	4.7	4.5	5.0	3.9	4.2	3.1	8.9	4.7
Workers' compensation	1986-87	2.7	2.6	1.3	3.2	2.4	1.6	2.0	2.0	2.5
	1987-88	2.3	2.5	1.3	3.2	2.3	1.5	1.8	2.0	2.3
	1988-89	2.2	2.4	1.4	2.9	2.5	1.6	1.8	2.3	2.2
Fringe benefits tax	1986-87	0.5	0.4	0.4	0.3	0.5	0.3	1.1	0.3	0.5
	1987-88	0.6	0.6	0.5	0.5	0.7	0.4	1.5	0.3	0.6
	1988-89	0.6	*0.7	0.5	0.4	0.6	0.4	1.3	0.3	0.6
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.14. MAJOR LABOUR COSTS, PRIVATE SECTOR : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost		Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communication	Finance, property and business services	Community services	Recreation, personal and other services	Total
TOTAL COSTS (\$ million)											
Earnings	1986-87	2,844	20,916	151	4,445	16,651	3,559	13,363	7,097	3,667	72,694
	1987-88	2,790	23,247	164	5,193	19,082	3,669	15,556	8,974	5,919	84,596
	1988-89	3,058	26,273	154	6,427	21,574	3,884	16,591	9,516	6,106	93,582
Other labour costs	1986-87	420	2,663	22	555	1,569	412	1,558	445	275	7,919
	1987-88	399	2,849	26	675	1,814	404	1,939	591	449	9,146
	1988-89	433	3,134	24	753	2,134	406	1,801	636	409	9,730
Payroll tax	1986-87	152	1,007	8	138	577	148	600	92	111	2,834
	1987-88	139	1,115	9	150	649	145	704	124	195	3,230
	1988-89	156	1,271	9	200	773	160	720	124	170	3,583
Superannuation	1986-87	124	666	9	158	491	119	640	233	*57	2,497
	1987-88	114	732	12	226	563	112	830	283	*98	2,969
	1988-89	133	813	*11	263	645	110	612	328	99	3,014
Workers' compensation	1986-87	110	904	4	229	397	133	138	107	88	2,109
	1987-88	99	876	4	260	428	125	143	160	132	2,227
	1988-89	103	902	3	259	469	114	211	160	116	2,338
Fringe benefits tax	1986-87	33	86	*1	*30	104	13	180	14	18	479
	1987-88	48	127	*1	*38	173	22	262	25	24	719
	1988-89	41	148	*1	32	*246	22	259	24	23	795
Total major labour costs	1986-87	3,264	23,580	173	5,000	18,220	3,971	14,922	7,542	3,942	80,613
	1987-88	3,189	26,097	190	5,868	20,896	4,073	17,494	9,565	6,368	93,741
	1988-89	3,491	29,406	178	7,180	23,708	4,290	18,391	10,152	6,514	103,312
AVERAGE COSTS PER EMPLOYEE											
Earnings	1986-87	35,453	20,954	26,075	22,362	—dollars— 15,725	23,224	21,671	16,889	11,849	18,923
	1987-88	37,874	23,386	27,924	23,211	16,734	24,563	24,988	18,767	11,514	20,133
	1988-89	40,722	25,385	28,527	24,806	17,602	26,236	25,066	19,405	13,953	21,572
Other labour costs	1986-87	5,237	2,668	3,767	2,791	1,481	2,691	2,527	1,059	888	2,061
	1987-88	5,419	2,866	4,329	3,017	1,590	2,704	3,114	1,236	874	2,177
	1988-89	5,765	3,028	4,514	2,907	1,741	2,743	2,721	1,297	934	2,243
Payroll tax	1986-87	1,898	1,009	1,441	695	545	967	973	218	360	738
	1987-88	1,884	1,121	1,577	672	569	972	1,131	259	380	769
	1988-89	2,077	1,228	1,599	770	631	1,084	1,087	254	389	826
Superannuation	1986-87	1,551	668	1,568	792	464	775	1,038	554	*185	650
	1987-88	1,546	736	1,964	1,012	494	748	1,334	592	*190	707
	1988-89	1,775	785	2,086	1,015	526	740	925	668	227	695
Workers' compensation	1986-87	1,373	906	623	1,152	374	866	224	254	285	549
	1987-88	1,343	882	599	1,161	376	839	229	334	258	530
	1988-89	1,365	872	595	1,000	383	773	318	326	266	539
Fringe benefits tax	1986-87	415	86	134	*152	98	83	292	32	58	125
	1987-88	646	128	189	*172	152	145	421	52	*46	171
	1988-89	548	143	234	122	201	146	391	48	52	183
Total major labour costs	1986-87	40,690	23,622	29,841	25,152	17,206	25,915	24,198	17,948	12,736	20,985
	1987-88	43,292	26,252	32,253	26,228	18,325	27,267	28,103	20,003	12,387	22,310
	1988-89	46,487	28,413	33,041	27,713	19,344	28,979	27,787	20,702	14,887	23,815
Superannuation— Cost per employee covered	1986-87	2,157	1,496	1,831	1,920	1,962	2,170	2,947	3,061	*1,717	2,044
	1987-88	2,044	1,345	2,177	2,269	2,136	1,836	3,259	3,052	*1,693	2,070
	1988-89	2,227	1,285	2,332	2,040	1,895	1,734	2,294	1,752	1,306	1,713
Employees covered	1986-87	71.9	44.6	85.7	41.3	—per cent— 23.6	35.7	35.2	18.1	*10.7	31.8
	1987-88	75.6	54.7	90.2	44.6	23.0	40.8	40.9	19.4	11.2	34.1
	1988-89	79.7	61.1	89.4	49.7	27.8	42.7	40.3	38.1	17.4	40.6

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.15. TOTAL LABOUR COSTS, PUBLIC SECTOR : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total
<b>Earnings</b>	1986-87	1,130	3,193	1,075	128	3,788	2,932	2,134	6,964	17,433	560	39,566
	1987-88	1,106	3,329	1,242	155	3,949	3,111	2,362	7,323	18,873	555	42,266
	1988-89	1,010	3,346	1,180	125	4,067	3,407	2,506	7,886	20,151	557	44,497
<b>Other labour costs</b>	1986-87	50	503	159	19	649	536	371	833	1,902	63	5,275
	1987-88	55	555	222	22	730	490	459	960	2,227	63	6,037
	1988-89	56	599	228	17	764	735	519	1,163	2,335	45	6,644
<b>Payroll tax</b>	1986-87	14	171	49	6	184	184	102	86	522	11	1,186
	1987-88	14	184	51	7	204	194	132	96	450	11	1,170
	1988-89	15	186	54	6	356	194	198	556	1,006	10	1,440
<b>Superannuation</b>	1986-87	21	238	119	10	416	399	247	639	1,407	37	3,045
	1987-88	21	263	119	10	424	451	277	818	1,663	38	3,724
	1988-89	21	295	123	8	424	451	37	1,176	365	20	4,205
<b>Workers' compensation</b>	1986-87	15	87	35	2	108	74	34	202	354	12	1,013
	1987-88	19	99	48	3	116	80	54	211	366	14	1,060
	1988-89	19	106	45	2	125	83	34	15	9	1	81
<b>Fringe benefits tax</b>	1986-87	—	7	2	1	—	10	34	23	16	1	129
	1987-88	—	9	4	1	11	16	56	25	19	1	139
	1988-89	—	11	5	*1	—	8	—	—	—	—	—
<b>Total major labour costs</b>	1986-87	290	3,695	1,234	146	4,437	3,468	2,505	7,797	19,335	613	44,841
	1987-88	310	3,884	1,464	177	4,679	3,601	2,821	8,283	21,100	622	48,302
	1988-89	317	3,945	1,408	142	4,831	4,142	3,026	9,051	22,687	602	51,341
AVERAGE COSTS PER EMPLOYEE												
<b>Earnings</b>	1986-87	34,497	23,118	23,776	21,458	4,386	22,361	20,006	22,037	22,641	21,568	22,933
	1987-88	36,652	23,623	25,486	24,100	5,170	24,126	23,201	23,393	24,067	22,984	24,552
	1988-89	38,458	25,125	27,690	24,700	5,680	27,445	23,096	23,826	25,190	24,625	26,080
<b>Other labour costs</b>	1986-87	7,209	3,884	3,523	3,162	4,386	4,089	3,478	2,635	2,470	2,482	3,058
	1987-88	7,901	4,597	4,533	3,405	5,170	3,799	4,312	3,067	2,840	2,567	3,507
	1988-89	8,224	4,518	5,349	3,271	5,680	5,882	4,784	3,755	3,169	2,003	4,011
<b>Payroll tax</b>	1986-87	1,990	836	1,086	1,012	1,417	1,417	959	271	678	439	687
	1987-88	2,061	914	1,041	1,142	1,519	1,550	1,149	306	573	457	680
	1988-89	2,200	1,025	1,215	1,104	1,682	1,550	1,216	358	608	441	844
<b>Superannuation</b>	1986-87	3,011	1,973	1,613	1,664	2,403	3,463	1,853	1,760	1,307	1,467	1,765
	1987-88	2,994	2,287	2,451	1,598	2,946	3,096	2,319	2,043	1,794	1,576	2,163
	1988-89	3,082	2,599	2,895	1,532	3,152	3,096	2,557	2,639	2,079	877	2,465
<b>Workers' compensation</b>	1986-87	2,188	1,047	779	363	1,301	363	344	556	474	536	559
	1987-88	2,791	998	986	448	821	622	320	644	452	479	589
	1988-89	2,857	841	1,067	426	927	660	500	679	458	631	621
<b>Fringe benefits tax</b>	1986-87	40	42	45	28	56	36	322	48	12	40	47
	1987-88	56	53	76	217	82	59	523	74	20	55	75
	1988-89	85	53	112	210	82	67	512	79	24	53	82
<b>Total major labour costs</b>	1986-87	41,705	27,003	27,298	24,620	29,970	26,450	23,484	24,672	25,112	24,049	25,991
	1987-88	44,552	29,302	30,039	27,505	33,149	27,925	26,512	26,460	26,907	25,551	28,058
	1988-89	46,682	29,643	33,039	27,971	35,908	33,127	27,879	29,181	28,358	26,628	30,091
<b>Superannuation—Cost per employee covered</b>	1986-87	3,240	3,631	2,565	2,675	3,661	3,777	2,493	2,373	2,578	3,534	2,785
	1987-88	3,202	5,332	3,447	2,708	4,223	3,309	2,971	2,659	3,188	2,880	3,182
	1988-89	3,335	2,870	3,042	2,362	3,267	3,634	2,879	3,015	2,348	1,037	2,725
<b>Employees covered</b>	1986-87	92.9	54.3	62.9	62.2	65.6	91.7	74.3	74.2	50.7	41.5	63.4
	1987-88	93.5	66.3	71.1	59.0	69.8	93.6	77.9	76.8	56.3	54.7	68.0
	1988-89	92.4	90.6	95.1	64.9	96.5	99.2	88.8	87.5	38.5	84.6	90.4

Source: Major Labour Costs, Australia (6348.0).



TABLE 6.16. TOTAL LABOUR COSTS, PRIVATE AND PUBLIC SECTORS : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total
<b>Earnings</b>	1986-87 1987-88 1988-89	3,084 3,045 3,310	3,344 3,494 3,500	5,520 6,435 7,607	16,779 19,237 21,699	10,278 10,730 11,357	15,497 17,918 19,097	6,964 7,523 7,886	24,529 27,879 29,668	4,217 6,479 6,662	112,260 126,861 138,078
<b>Other labour costs</b>	1986-87 1987-88 1988-89	470 454 489	524 580 623	714 897 981	1,588 1,835 2,151	1,598 1,624 1,906	1,929 2,397 2,320	833 960 1,165	2,347 2,818 3,171	338 512 454	13,194 15,182 16,574
<b>Payroll tax</b>	1986-87 1987-88 1988-89	166 153 171	180 193 195	201 254 230	583 656 779	332 338 338	702 826 851	86 96 111	614 574 611	123 206 180	4,019 4,401 5,023
<b>Superannuation</b>	1986-87 1987-88 1988-89	145 135 154	247 274 307	230 346 386	501 573 653	929 927 984	838 1,077 890	556 639 818	1,239 1,690 1,991	95 *136 119	5,542 6,694 7,219
<b>Workers' compensation</b>	1986-87 1987-88 1988-89	118 122 122	102 109 8	264 305 *32	399 472 105	315 321 23	175 177 265	176 202 211	472 514 526	102 144 131	3,073 3,240 3,397
<b>Fringe benefits tax</b>	1986-87 1987-88 1988-89	34 48 42	11 12	*42 36	174 *248	38 41	318 314	23 25	41 43	25 24	848 935
<b>Total major labour costs</b>	1986-87 1987-88 1988-89	3,554 3,499 3,807	3,869 4,074 4,123	6,234 7,332 8,588	18,366 21,073 23,850	11,876 12,354 13,263	17,427 20,315 21,417	7,797 8,283 9,051	26,876 30,666 32,839	4,555 6,990 7,116	125,454 142,043 154,653
AVERAGE COSTS PER EMPLOYEE											
<b>Earnings</b>	1986-87 1987-88 1988-89	35,376 37,768 40,535	26,385 28,936 30,167	22,624 23,618 25,213	15,757 16,776 17,632	23,770 25,578 27,863	21,425 24,581 24,788	22,037 23,393 25,426	20,610 22,059 22,991	12,588 12,032 14,477	20,166 21,417 22,845
<b>Other labour costs</b>	1986-87 1987-88 1988-89	5,395 5,633 5,969	4,138 4,804 5,369	2,916 3,281 3,252	1,491 1,601 1,748	3,695 3,871 4,675	2,667 3,289 3,011	2,635 3,067 3,735	1,972 2,235 2,437	1,009 950 986	2,370 2,563 2,742
<b>Payroll tax</b>	1986-87 1987-88 1988-89	1,905 1,899 2,087	1,418 1,599 1,657	767 738 842	548 572 633	767 805 1,370	971 1,133 1,105	271 306 358	516 454 474	366 383 391	722 743 831
<b>Superannuation</b>	1986-87 1987-88 1988-89	1,667 1,671 1,883	1,948 2,272 2,643	944 1,269 1,280	471 500 531	2,148 2,210 2,415	1,158 1,478 1,155	1,760 2,043 2,639	1,041 1,339 1,343	282 *253 259	996 1,130 1,194
<b>Workers' compensation</b>	1986-87 1987-88 1988-89	1,468 1,489 1,489	846 943 60	1,129 1,010 *132	376 383 98	766 789 53	242 344 297	556 644 48	407 408 19	304 268 56	552 547 562
<b>Fringe benefits tax</b>	1986-87 1987-88 1988-89	385 595 510	87 124 105	154 121	152 *201	90 101	436 408	74 79	32 33	47 52	143 155
<b>Total major labour costs</b>	1986-87 1987-88 1988-89	40,771 43,401 46,503	30,523 33,741 35,536	25,550 26,909 28,465	17,248 18,376 19,379	27,465 29,449 32,539	24,092 27,871 27,800	24,672 26,460 29,181	22,583 24,292 25,449	13,598 12,983 15,463	22,536 23,980 25,587
<b>Superannuation— Cost per employee covered</b>	1986-87 1987-88 1988-89	2,266 2,163 2,352	2,438 2,665 2,729	2,086 2,573 2,280	1,972 2,144 1,899	3,412 3,310 3,105	2,826 3,190 2,449	2,373 2,659 3,015	2,657 3,164 2,223	2,156 1,916 1,252	2,394 2,570 2,186
<b>Employees covered</b>	1986-87 1987-88 1988-89	73.6 77.2 80.7	79.9 85.2 96.8	45.3 49.3 56.2	23.9 23.2 27.9	62.9 66.8 77.8	41.0 46.3 47.1	74.2 76.8 87.5	39.2 42.3 69.4	13.1 13.2 20.7	41.6 44.0 54.6

Source: Major Labour Costs, Australia (6348.0).

## Employment Benefits

Benefits other than wages, salaries and supplements may arise from employment. Such benefits may take a variety of forms including assistance with housing or medical expenses, participation in superannuation schemes and entitlements to sick and annual leave. Data on the incidence of various types of benefit are obtained from a supplementary survey usually conducted during August.

The proportion of employees working full-time hours (35 hours or more) receiving sick leave and annual leave has declined from 93 per cent in 1984 to 91 per cent in 1989.

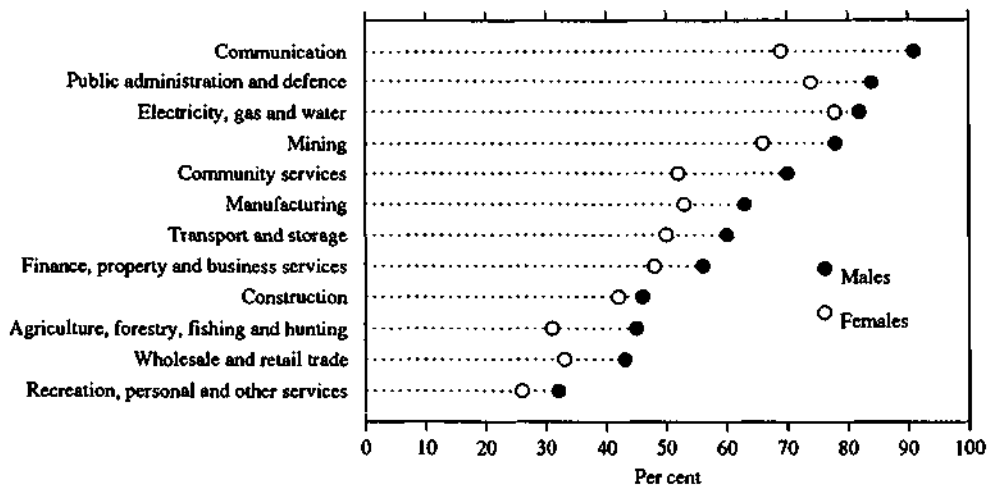
Other benefits to have varied appreciably over the past five years include:

- *Superannuation.* The proportion of employees receiving a superannuation benefit (i.e. belonging to a superannuation scheme or fund arranged by their employer) was steady from 1984 to 1988 at about 40 per cent. By August 1989, however the proportion had increased to 47 per cent.
- *Goods and services.* The proportion of part-time employees receiving a goods and services benefit has increased from the 1987 low of 14 per cent to 19 per cent in 1989.
- *Transport.* The proportion of employees in receipt of a transport benefit has risen to 20 per cent for full-time employees in August 1989, compared with 17 per cent in 1986, and 19 per cent in 1984.

Employees who worked in the Agriculture, forestry, fishing and hunting industry group reported the lowest level of receipt of at least one benefit (88%). While the Electricity, gas and water industry accounted for only 2 per cent of all employees, almost all those employed full-time in main job in this industry reported receiving one or more benefits (99 per cent).

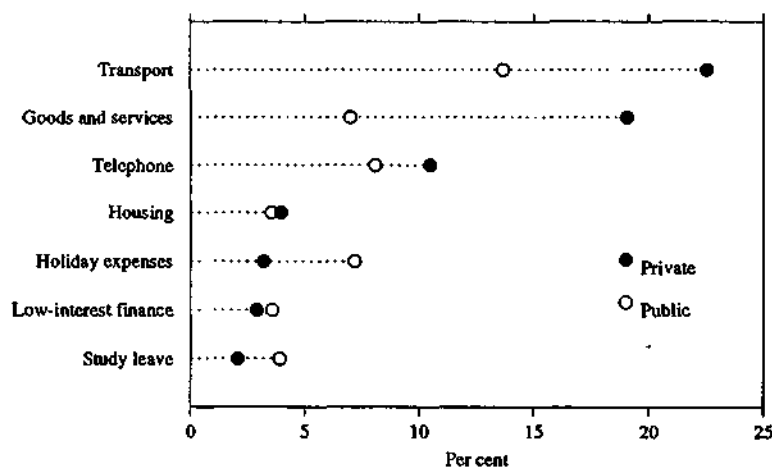
Public sector employees who were full time in their main job were more likely than private sector employees to receive annual leave (98% for public sector and 91% for private sector), sick leave (98% and 90%), long-service leave (95% and 68%) and superannuation (73% and 48%). However, Private sector employees who were full time in their main job were more likely to have received other benefits.

CHART 6.9. FULL-TIME EMPLOYEES IN MAIN JOB: PROPORTION OF EMPLOYEES RECEIVING A SUPERANNUATION BENEFIT, AUSTRALIA, AUGUST 1989



Source: *Employment Benefits, Australia, August 1989* (6334.0).

CHART 6.10. FULL-TIME EMPLOYEES IN MAIN JOB: PROPORTION OF EMPLOYEES RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1989



Source: *Employment Benefits, Australia, August 1989* (6334.0).

TABLE 6.17. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES, AUSTRALIA, AUGUST 1984 TO AUGUST 1989

Type of benefit received	1984	1985	1986	1987	1988	1989	
<b>FULL-TIME EMPLOYEES</b>							
<i>Total</i>	4,443.4	4,544.2	—'000— 4,657.6	—per cent— 4,714.0	4,920.9	5,166.6	(per cent) 100.0
No benefits	3.4	3.7	4.1	3.9	4.5	215.0	4.2
Holiday expenses	4.4	4.6	4.6	4.3	4.3	218.4	4.2
Low-interest finance	3.2	2.9	3.1	3.6	3.5	157.7	3.1
Goods and services	21.8	20.5	19.8	15.4	15.1	803.5	15.6
Housing	4.7	4.2	3.8	3.8	3.9	196.2	3.8
Electricity	2.7	2.2	2.0	2.1	2.4	112.0	2.2
Telephone	10.3	10.2	8.8	9.1	9.5	496.3	8.6
Transport	19.2	17.9	16.7	17.2	17.9	1,017.3	19.7
Medical	4.1	3.9	3.5	3.7	3.8	209.5	4.1
Union dues	2.9	2.6	2.1	2.4	2.7	169.5	3.3
Club fees	2.1	1.7	1.1	1.5	1.5	91.8	1.8
Entertainment allowance	5.9	5.0	2.1	2.0	2.1	111.7	2.2
Shares	1.8	1.7	1.6	2.5	3.2	148.4	2.9
Study leave	2.0	2.0	2.1	2.2	2.1	132.2	2.6
Superannuation	46.1	46.3	46.5	47.7	49.0	2,823.7	54.7
Child care/education expenses	0.4	0.3	0.2	0.2	0.4	18.6	0.4
Sick leave	92.8	92.6	91.8	91.7	90.7	4,681.4	90.6
Annual leave	93.2	93.2	92.5	92.4	91.4	4,714.5	91.2
Long-service leave	75.5	75.4	74.7	75.7	73.2	3,852.6	74.6
<b>PART-TIME EMPLOYEES</b>							
<i>Total</i>	914.7	968.8	—'000— 1,025.7	—per cent— 1,152.6	1,181.0	1,330.7	(per cent) 100.0
No benefits	44.5	45.8	49.7	48.4	45.7	581.8	43.8
Holiday expenses	1.2	1.0	0.9	0.7	0.8	12.4	0.9
Low-interest finance	0.6	0.5	*0.3	0.5	0.4	10.0	0.8
Goods and services	19.6	18.0	14.6	13.7	17.1	251.6	18.9
Housing	1.3	1.5	1.1	1.1	1.1	13.9	1.0
Electricity	1.4	1.2	0.9	1.0	1.2	10.4	0.8
Telephone	4.3	4.1	3.2	3.2	3.8	46.6	3.1
Transport	6.7	6.2	4.9	4.9	5.2	70.0	5.3
Medical	1.0	1.1	0.7	0.7	0.7	12.5	0.9
Union dues	0.7	0.6	0.5	0.5	0.4	8.4	0.6
Club fees	0.4	0.5	*0.2	*0.1	*0.3	4.1	0.3
Entertainment allowance	0.8	0.8	*0.2	*0.2	*0.1	*3.3	*0.2
Shares	0.7	0.6	0.6	0.8	1.0	6.5	0.5
Study leave	1.1	1.0	1.3	1.4	1.3	22.9	1.7
Superannuation	7.5	7.9	7.0	8.3	9.9	219.9	16.5
Child care/education expenses	*0.3	*0.3	*0.1	*0.2	*0.2	*2.2	*0.2
Sick leave	32.5	32.9	31.5	31.0	30.8	405.5	30.5
Annual leave	32.3	33.2	31.7	31.1	30.8	403.4	30.3
Long-service leave	23.9	25.1	25.0	25.6	22.6	334.1	25.1
<b>TOTAL</b>							
<i>Total</i>	5,358.2	5,513.0	—'000— 5,683.4	—per cent— 5,866.6	6,101.9	6,497.4	(per cent) 100.0
No benefits	10.4	11.1	12.3	12.7	12.5	796.9	12.3
Holiday expenses	3.9	4.0	3.9	3.6	3.6	230.8	3.6
Low-interest finance	2.8	2.5	2.6	3.0	2.9	167.7	2.6
Goods and services	21.4	20.0	18.9	15.0	15.5	1,055.1	16.2
Housing	4.1	3.7	3.3	3.3	3.4	210.1	3.2
Electricity	2.4	2.1	1.8	1.9	2.1	122.4	1.9
Telephone	9.3	9.1	7.8	8.0	8.4	543.0	7.5
Transport	17.1	15.8	14.5	14.8	15.4	1,087.3	16.7
Medical	3.6	3.4	3.0	3.1	3.2	222.0	3.4
Union dues	2.5	2.3	1.8	2.1	2.3	177.9	2.7
Club fees	1.8	1.5	0.9	1.3	1.3	95.9	1.5
Entertainment allowance	5.1	4.3	1.8	1.7	1.7	115.0	1.8
Shares	1.6	1.5	1.4	2.1	2.8	155.0	2.4
Study leave	1.8	1.8	2.0	2.1	1.9	155.2	2.4
Superannuation	39.5	39.5	39.4	39.9	41.4	3,043.8	46.8
Child care/education expenses	0.3	0.3	0.2	0.2	0.3	20.8	0.3
Sick leave	82.5	82.1	80.9	79.8	79.1	5,087.0	78.3
Annual leave	82.8	82.6	81.5	80.4	79.7	5,118.0	78.8
Long-service leave	66.7	66.6	65.8	65.9	63.4	4,186.8	64.4

Source: Employment Benefits, Australia (6334.0).