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# EMPLOYEE EARNINGS AND HOURS

AUSTRALIA

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## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Zaneta Georgievski on Perth (08) 9360 5305.

## NOTES

### ABOUT THIS PUBLICATION

This publication contains estimates obtained from a sample survey of employers conducted in respect of August 2008. These estimates update and replace the preliminary estimates published in *Employee Earnings and Hours, Australia, Preliminary, August 2008* (cat. no 6305.0.55.001), released on 7 April 2009.

The survey is designed to provide statistics on the composition and distribution of employee earnings and hours paid for and how their pay is set.

### CHANGES IN THIS ISSUE

Industry data presented in this publication are based on the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006*, and differ from previous survey data which were based on the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993*. Data based on ANZSIC 1993 are available in the electronic data release accompanying this publication. For more information, see paragraphs 17 to 19 of the Explanatory Notes.

### NOTES ON ESTIMATES

Care should be taken when comparing estimates of average weekly earnings in this publication with those published quarterly in *Average Weekly Earnings, Australia* (cat. no. 6302.0) because of differences in the earnings concept being measured, methodological differences between the two surveys and differences in the two samples used. For more information see paragraph 30 of the Explanatory Notes.

### ABS DATA AVAILABLE ON REQUEST

In addition to the information contained in this publication, a range of unpublished data is available on request. For more information refer to the Appendix.

### SAMPLING ERROR

For information on sampling error refer to the Technical Note.

### ABBREVIATIONS

ABN Australian Business Number  
ABS Australian Bureau of Statistics  
ANZSCO Australian and New Zealand Standard Classification of Occupations  
ANZSIC Australian and New Zealand Standard Industrial Classification  
ATO Australian Taxation Office  
EEH Survey of Employee Earnings and Hours

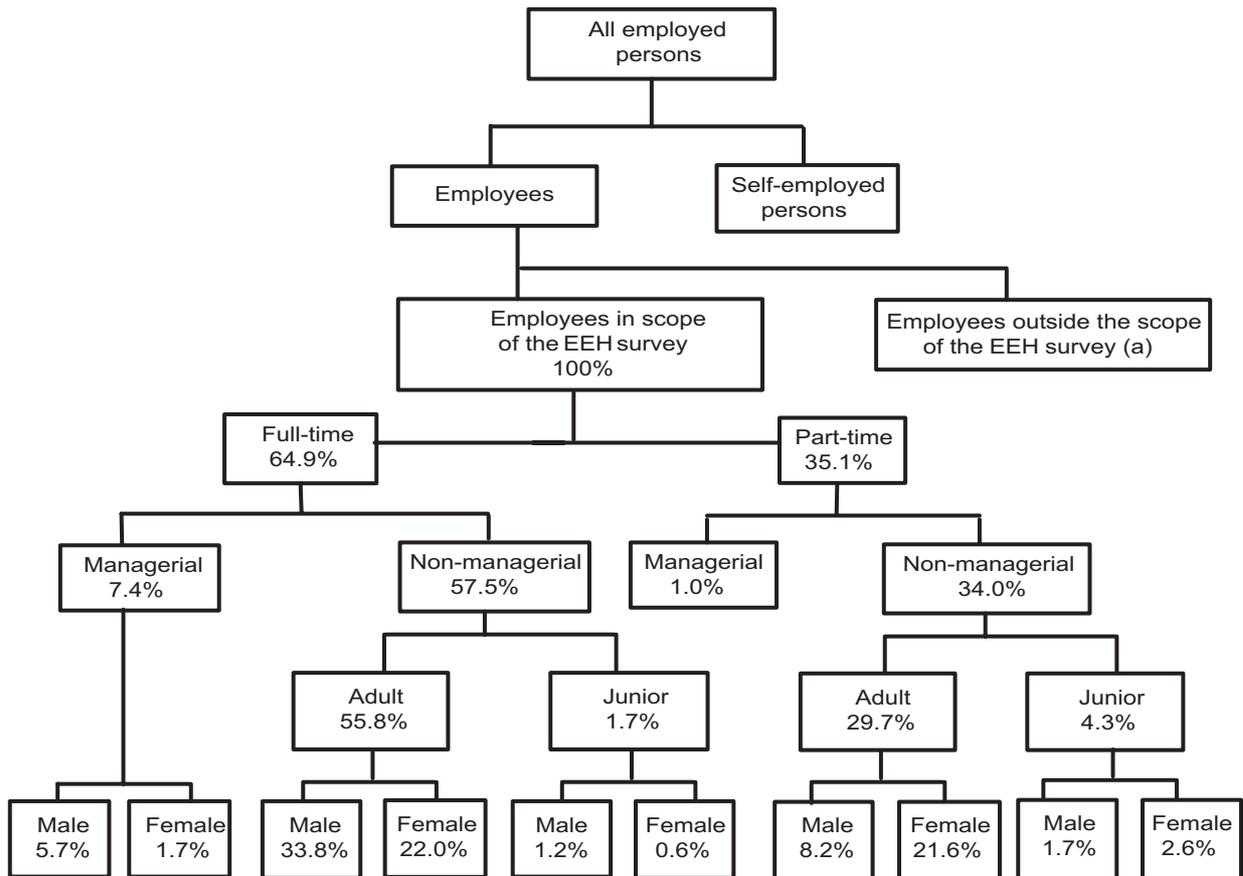
Brian Pink  
Australian Statistician

## SUMMARY OF FINDINGS

### OVERVIEW

This publication contains statistics on the composition and distribution of earnings and hours paid for, of employees, as well as information on how employees' pay is set - by award or pay scale only, collective agreement or individual arrangement. The statistics are based on the Survey of Employee Earnings and Hours (EEH) conducted in respect of August 2008.

The diagram below shows the proportion of employees in scope of the August 2008 EEH survey by category of employee.



(a) See paragraphs 5 and 6 of the Explanatory Notes.

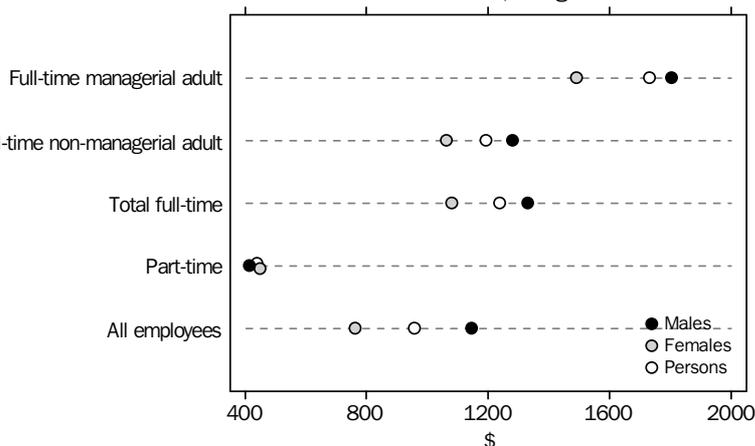
### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

*Composition:* In August 2008, average weekly total cash earnings was \$957.90 for all employees, \$1,146.50 for male employees and \$762.30 for female employees. Average weekly total cash earnings was \$1,257.40 for full-time adult employees and \$440.30 for all part-time employees. Overtime payments accounted for 4.0% of average weekly total cash earnings of all employees and 5.4% of average weekly total cash earnings of full-time non-managerial employees.

## SUMMARY OF FINDINGS *continued*

### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS *continued*

AVERAGE WEEKLY TOTAL CASH EARNINGS, August 2008



**Salary sacrifice:** The average amount salary sacrificed across all employees was \$42.60, or 4.4% of average weekly total cash earnings. For those employees with a salary sacrifice arrangement, the average amount salary sacrificed was \$250.50, or 17.4% of average weekly total cash earnings. Of these employees, full-time managerial adults salary sacrificed, on average, 22.5% of average weekly total cash earnings, compared with 14.7% for full-time non-managerial adult employees and 27.4% for all part-time employees.

**Sector:** Average weekly total cash earnings of all employees was higher in the public sector (\$1,106.90) than the private sector (\$922.40).

**Industry:** Average weekly total cash earnings of all employees was highest in the MINING industry (\$2,033.90) and lowest in the ACCOMMODATION AND FOOD SERVICES industry (\$451.40).

**Occupation:** Among major occupation groups, MANAGERS had the highest average weekly total cash earnings (\$1,706.90) while SALES WORKERS had the lowest (\$563.20).

**States and territories:** The average weekly total cash earnings of all employees was highest in the Australian Capital Territory (\$1,137.60) and lowest in Tasmania (\$823.00).

### FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES

In August 2008, average weekly total cash earnings was \$1,194.40 for full-time non-managerial adult employees (\$1,280.40 for male employees and \$1,062.30 for female employees). For this category of employee, average weekly total hours paid for was 39.7 hours (40.6 hours for males, 38.3 hours for females). The average hourly total cash earnings for full-time non-managerial adult employees was \$30.10.

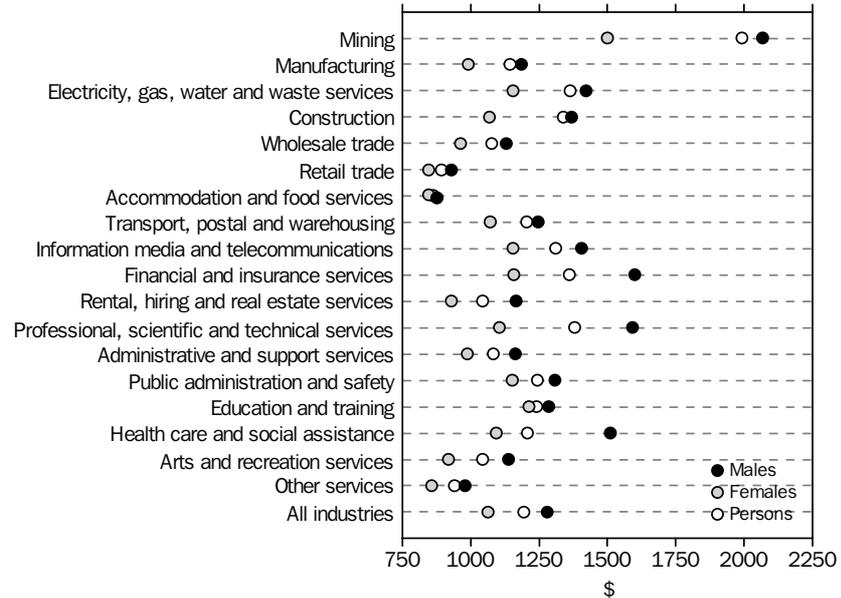
**Sector:** Average weekly total hours paid for was higher in the private sector (40.2) than in the public sector (38.0). In contrast, average hourly total cash earnings was higher in the public sector compared with the private sector (\$34.10 and \$29.00 respectively).

**Industry:** Average weekly total hours paid for was highest in the MINING industry (43.9 hours) for full-time non-managerial adult employees and lowest in the EDUCATION AND TRAINING industry (36.8 hours). The MINING industry also had the highest average hourly total cash earnings (\$45.30) for full-time non-managerial adult employees while the lowest was in the RETAIL TRADE (\$22.60) and ACCOMMODATION AND FOOD SERVICES (\$21.50) industries.

## SUMMARY OF FINDINGS *continued*

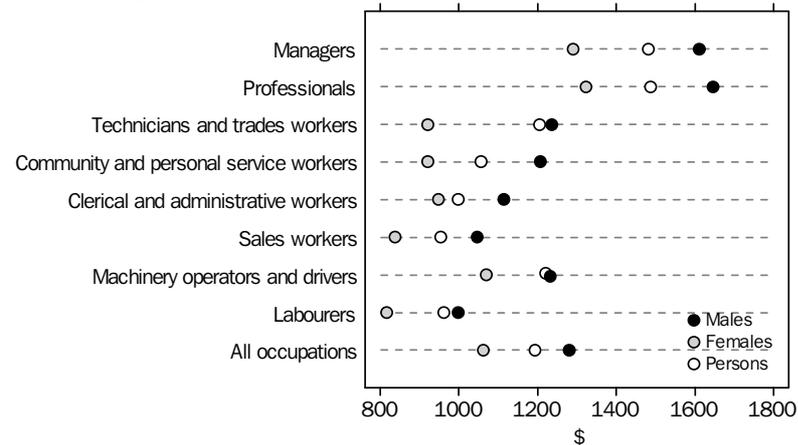
FULL-TIME  
NON-MANAGERIAL ADULT  
EMPLOYEES *continued*

AVERAGE WEEKLY TOTAL CASH EARNINGS, Industry—Full-time non-managerial adult employees



*Occupation:* Among the major occupation groups, MACHINERY OPERATORS AND DRIVERS had the highest average weekly total hours paid for (43.7 hours), and PROFESSIONALS had the lowest average weekly total hours paid for (38.0 hours). The ratio of female to male average weekly total cash earnings for full-time non-managerial adult employees was highest for MACHINERY OPERATORS AND DRIVERS (86.9%) and lowest for TECHNICIANS AND TRADES WORKERS (74.6%) and COMMUNITY AND PERSONAL SERVICE WORKERS (76.3%).

AVERAGE WEEKLY TOTAL CASH EARNINGS, Occupation—Full-time non-managerial adult employees



*States and territories:* Average weekly total cash earnings for full-time non-managerial adult employees was highest in Western Australia (\$1,316.80) and the Australian Capital Territory (\$1,314.80) and lowest in Tasmania (\$1,043.80). For this group of employees, the average weekly total hours paid for was highest in Western Australia (41.4 hours - 39.3 ordinary time hours and 2.1 overtime hours), and lowest in the Australian Capital Territory (38.1 hours - 37.3 ordinary time hours and 0.7 overtime hours).

## SUMMARY OF FINDINGS *continued*

### METHODS OF SETTING PAY

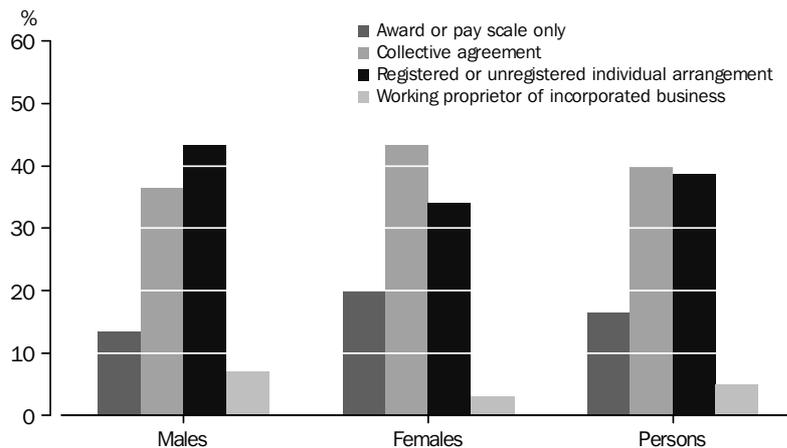
Information on the methods of setting pay for employees refers to how the *main* part of an employee's pay was set in the survey reference period. Employees classified to 'Award or pay scale only' had their rate of pay specified by an award or pay scale and were not paid more than that rate of pay. Employees classified to the Collective agreement category had the main part of their pay set by a registered or unregistered collective agreement, or an enterprise award.

Those in the Individual arrangement category include employees who had the main part of their pay set by an individual contract, registered individual agreement (e.g. *Australian Workplace Agreement*), common law contract, or an agreement to receive overaward payments. Working proprietors of incorporated businesses are also included within the individual arrangement category.

#### *All employees*

The most common methods of setting pay for all employees were registered collective agreement (39.2%), unregistered individual arrangement (36.5%) and award or pay scale only (16.5%). Registered individual agreement (2.2%) and unregistered collective agreement (0.6%) were the least common methods of setting pay. The remaining 5.0% of employees were working proprietors of incorporated businesses.

#### METHODS OF SETTING PAY, All employees



In the private sector, the most common method of setting pay was unregistered individual arrangement (44.7%), while in the public sector it was registered collective agreement (96.0%).

The most common methods of setting pay for full-time employees were registered or unregistered individual arrangement (45.7%) and collective agreement (38.0%). For part-time employees, collective agreement (43.1%) and award or pay scale only (29.0%) were the most common methods of setting pay.

For permanent or fixed term employees, the most common methods of setting pay were collective agreement (41.8%) and registered or unregistered individual arrangement (41.3%) while for casual employees, the most common method of setting pay was by award or pay scale only (39.7%).

## SUMMARY OF FINDINGS *continued*

### *All employees continued*

The award or pay scale only method of setting pay for employees was highest in the ACCOMMODATION AND FOOD SERVICES industry (50.3%). The collective agreement method was highest in the PUBLIC ADMINISTRATION AND SAFETY industry (88.2%), and the individual arrangement method (registered or unregistered) was highest in the WHOLESALE TRADE industry (75.5%).

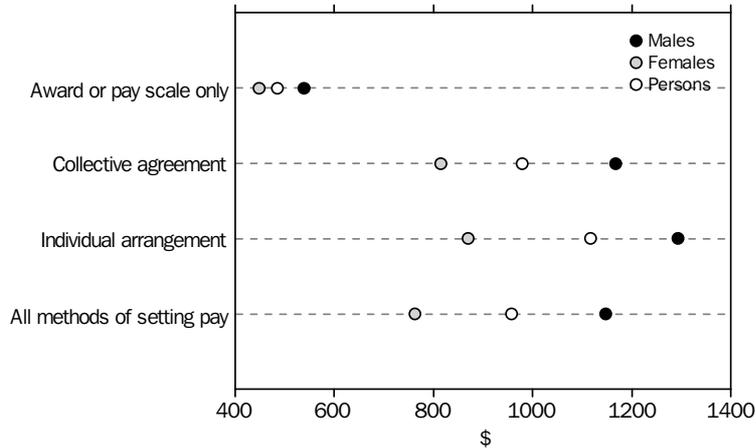
Among the major occupation groups, the award or pay scale only method of setting pay was highest for COMMUNITY AND PERSONAL SERVICE WORKERS and SALES WORKERS (31.7% and 30.5% respectively). The collective agreement method was highest for PROFESSIONALS (52.4%) and the individual arrangement method (registered or unregistered) was highest for MANAGERS (59.0%).

Tasmania and New South Wales had the highest proportion of employees whose pay was set by award or pay scale only (20.8% and 20.2% respectively). The Australian Capital Territory had the highest proportion of employees whose pay was set by collective agreement (56.0%). Western Australia had the highest proportion of employees whose pay was set by individual arrangement (registered or unregistered) (47.8%).

### *Average weekly total cash earnings*

Average weekly total cash earnings for employees who had their pay set by a registered or unregistered individual arrangement was higher for males than females (\$1,300.40 and \$874.80 respectively). Similarly, earnings for employees who had their pay set by a collective agreement was higher for males (\$1,167.10) than females (\$814.80). The difference in earnings, however, was significantly less for employees whose pay was set by award or pay scale only (\$539.20 for males and \$449.10 for females).

**AVERAGE WEEKLY TOTAL CASH EARNINGS, Methods of setting pay—All employees**



## SUMMARY OF FINDINGS *continued*

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### *Jurisdiction*

The introduction of the *Workplace Relations Amendment (Work Choices) Act 2005* in March 2006 brought significant change to the workplace relations environment. Prior to its introduction, employers could essentially choose whether to access the federal or state workplace relations systems (i.e. by using a federal or state award, collective or individual agreement to set the pay and conditions of their employees). Alternatively they could choose to negotiate pay and conditions outside of either the federal or state systems (through an unregistered arrangement, e.g. common-law contract). However, since the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005*, employers (and their employees) within scope of this legislation are deemed to be in the federal jurisdiction (see paragraphs 25 to 27 of the Explanatory Notes).

At the Australia level, 78.5% of employees were covered by the federal jurisdiction (including working proprietors of incorporated businesses), compared with 13% covered by the state jurisdiction. For the remaining employees, it was not possible to determine the jurisdictional coverage.

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AVERAGE WEEKLY CASH EARNINGS, Composition of earnings—Sector

|                       | FULL-TIME EMPLOYEES |                  |                   |                  |                 | PART-TIME       | ALL             |
|-----------------------|---------------------|------------------|-------------------|------------------|-----------------|-----------------|-----------------|
|                       | EMPLOYEES           | EMPLOYEES        |                   |                  | EMPLOYEES       |                 |                 |
|                       | Managerial adult    | Non-manual adult | Non-manual junior | Total non-manual | Total adult     | Total           | Total           |
|                       | \$                  | \$               | \$                | \$               | \$              | \$              | \$              |
| MALES                 |                     |                  |                   |                  |                 |                 |                 |
| <b>Private sector</b> |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 760.40            | 1 158.50         | 458.10            | 1 130.60         | 1 254.60        | 1 227.70        | 1 051.70        |
| Overtime              | *0.60               | 97.40            | 47.00             | 95.40            | 82.00           | 80.80           | 65.60           |
| <b>Total</b>          | <b>1 761.00</b>     | <b>1 255.90</b>  | <b>505.10</b>     | <b>1 226.00</b>  | <b>1 336.50</b> | <b>1 308.50</b> | <b>1 117.30</b> |
| <b>Public sector</b>  |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 2 359.80            | 1 323.00         | 671.00            | 1 322.00         | 1 388.60        | 1 387.50        | 1 251.20        |
| Overtime              | **—                 | 68.40            | **10.80           | 68.30            | 64.10           | 64.00           | *11.20          |
| <b>Total</b>          | <b>2 359.80</b>     | <b>1 391.40</b>  | <b>681.80</b>     | <b>1 390.30</b>  | <b>1 452.70</b> | <b>1 451.50</b> | <b>1 306.30</b> |
| <b>All sectors</b>    |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 804.10            | 1 188.30         | 459.90            | 1 164.10         | 1 276.70        | 1 253.40        | 1 082.50        |
| Overtime              | *0.60               | 92.20            | 46.70             | 90.70            | 79.00           | 78.10           | 64.00           |
| <b>Total</b>          | <b>1 804.70</b>     | <b>1 280.40</b>  | <b>506.60</b>     | <b>1 254.80</b>  | <b>1 355.70</b> | <b>1 331.50</b> | <b>1 146.50</b> |
| FEMALES               |                     |                  |                   |                  |                 |                 |                 |
| <b>Private sector</b> |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 401.20            | 984.70           | 475.10            | 967.40           | 1 021.10        | 1 004.30        | 688.40          |
| Overtime              | —                   | 21.60            | *12.60            | 21.30            | 19.70           | 19.50           | 11.50           |
| <b>Total</b>          | <b>1 401.20</b>     | <b>1 006.30</b>  | <b>487.70</b>     | <b>988.70</b>    | <b>1 040.90</b> | <b>1 023.70</b> | <b>699.90</b>   |
| <b>Public sector</b>  |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 2 071.00            | 1 185.30         | 493.00            | 1 184.70         | 1 217.40        | 1 216.80        | 957.00          |
| Overtime              | —                   | 18.40            | —                 | 18.40            | 17.80           | 17.70           | *5.20           |
| <b>Total</b>          | <b>2 071.00</b>     | <b>1 203.70</b>  | <b>493.00</b>     | <b>1 203.10</b>  | <b>1 235.20</b> | <b>1 234.60</b> | <b>969.30</b>   |
| <b>All sectors</b>    |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 491.10            | 1 041.60         | 475.30            | 1 027.60         | 1 074.60        | 1 060.90        | 750.70          |
| Overtime              | —                   | 20.70            | *12.50            | 20.50            | 19.20           | 19.00           | 4.50            |
| <b>Total</b>          | <b>1 491.10</b>     | <b>1 062.30</b>  | <b>487.70</b>     | <b>1 048.10</b>  | <b>1 093.80</b> | <b>1 080.00</b> | <b>762.30</b>   |
| PERSONS               |                     |                  |                   |                  |                 |                 |                 |
| <b>Private sector</b> |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 680.10            | 1 095.50         | 463.60            | 1 071.70         | 1 174.30        | 1 151.00        | 882.10          |
| Overtime              | *0.50               | 69.90            | 35.90             | 68.60            | 60.60           | 59.70           | 40.30           |
| <b>Total</b>          | <b>1 680.60</b>     | <b>1 165.40</b>  | <b>499.40</b>     | <b>1 140.30</b>  | <b>1 234.80</b> | <b>1 210.70</b> | <b>922.40</b>   |
| <b>Public sector</b>  |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 2 255.20            | 1 253.50         | 608.90            | 1 252.70         | 1 303.40        | 1 302.60        | 1 077.10        |
| Overtime              | **—                 | 43.20            | **7.00            | 43.10            | 41.00           | 41.00           | *6.50           |
| <b>Total</b>          | <b>2 255.20</b>     | <b>1 296.60</b>  | <b>616.00</b>     | <b>1 295.80</b>  | <b>1 344.40</b> | <b>1 343.50</b> | <b>1 106.90</b> |
| <b>All sectors</b>    |                     |                  |                   |                  |                 |                 |                 |
| Ordinary time         | 1 730.30            | 1 130.40         | 464.90            | 1 110.60         | 1 200.80        | 1 181.40        | 919.60          |
| Overtime              | *0.50               | 64.00            | 35.60             | 63.10            | 56.50           | 56.00           | 38.30           |
| <b>Total</b>          | <b>1 730.80</b>     | <b>1 194.40</b>  | <b>500.50</b>     | <b>1 173.70</b>  | <b>1 257.40</b> | <b>1 237.40</b> | <b>957.90</b>   |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

## AVERAGE WEEKLY TOTAL CASH EARNINGS, Industry

|   | FULL-TIME EMPLOYEES |                      |                       |                      |                 | PART-TIME       | ALL           |                 |
|---|---------------------|----------------------|-----------------------|----------------------|-----------------|-----------------|---------------|-----------------|
|   | EMPLOYEES           | EMPLOYEES            | EMPLOYEES             | EMPLOYEES            | EMPLOYEES       | EMPLOYEES       | EMPLOYEES     |                 |
|   | Managerial adult    | Non-managerial adult | Non-managerial junior | Total non-managerial | Total adult     | Total           | Total         |                 |
|   | \$                  | \$                   | \$                    | \$                   | \$              | \$              | \$            |                 |
| MALES   |                     |                      |                       |                      |                 |                 |               |                 |
| Mining  | 3 341.70            | 2 067.80             | 641.80                | 2 062.10             | 2 149.30        | 2 143.60        | 861.10        | 2 125.70        |
| Manufacturing                                   | 1 909.00            | 1 184.50             | 529.40                | 1 160.90             | 1 248.00        | 1 224.30        | 425.70        | 1 175.10        |
| Electricity, gas, water and waste services      | 2 624.50            | 1 421.30             | 615.20                | 1 408.10             | 1 500.50        | 1 487.00        | 539.50        | 1 459.70        |
| Construction                                    | 1 359.90            | 1 370.40             | 507.30                | 1 302.40             | 1 368.40        | 1 312.90        | 495.90        | 1 251.60        |
| Wholesale trade                                 | 1 669.90            | 1 129.60             | 455.80                | 1 114.40             | 1 199.80        | 1 185.10        | 331.30        | 1 108.20        |
| Retail trade                                    | 1 152.60            | 929.70               | 465.90                | 904.10               | 955.50          | 931.40          | 288.70        | 687.90          |
| Accommodation and food services                 | 1 102.30            | 878.30               | 471.30                | 863.20               | 900.90          | 886.50          | 303.20        | 502.50          |
| Transport, postal and warehousing               | 1 608.10            | 1 246.20             | 588.20                | 1 242.80             | 1 295.50        | 1 292.40        | 598.10        | 1 201.90        |
| Information media and telecommunications        | 1 966.90            | 1 405.40             | 613.70                | 1 403.30             | 1 459.40        | 1 457.30        | 496.90        | 1 335.10        |
| Financial and insurance services                | 2 635.50            | 1 599.90             | np                    | 1 594.80             | 1 856.10        | 1 851.50        | 633.70        | 1 786.30        |
| Rental, hiring and real estate services         | 1 936.00            | 1 165.10             | 387.60                | 1 151.20             | 1 370.00        | 1 357.00        | 358.20        | 1 207.40        |
| Professional, scientific and technical services | 1 926.70            | 1 592.60             | 575.80                | 1 585.70             | 1 688.70        | 1 683.30        | 645.40        | 1 597.60        |
| Administrative and support services             | 1 802.80            | 1 162.70             | 516.90                | 1 134.30             | 1 215.70        | 1 187.40        | 417.40        | 895.10          |
| Public administration and safety                | 2 268.00            | 1 308.60             | np                    | 1 308.10             | 1 373.70        | 1 373.20        | 504.00        | 1 256.10        |
| Education and training                          | 1 923.30            | 1 285.60             | 575.60                | 1 247.00             | 1 360.40        | 1 322.50        | 411.40        | 1 056.20        |
| Health care and social assistance               | 3 161.30            | 1 510.10             | np                    | 1 508.70             | 1 723.40        | 1 721.80        | 631.30        | 1 275.80        |
| Arts and recreation services                    | 1 173.00            | 1 139.60             | 470.30                | 1 128.80             | 1 145.60        | 1 136.70        | 353.50        | 797.00          |
| Other services                                  | 1 110.60            | 980.40               | 460.70                | 929.50               | 1 011.30        | 969.30          | 447.80        | 873.60          |
| <b>All industries</b>                           | <b>1 804.70</b>     | <b>1 280.40</b>      | <b>506.60</b>         | <b>1 254.80</b>      | <b>1 355.70</b> | <b>1 331.50</b> | <b>414.90</b> | <b>1 146.50</b> |

np not available for publication but included in totals where applicable, unless otherwise indicated

AVERAGE WEEKLY TOTAL CASH EARNINGS, Industry *continued*

|  | FULL-TIME EMPLOYEES |                             |                              |                          |                 | PART-TIME       | ALL           |               |
|--|---------------------|-----------------------------|------------------------------|--------------------------|-----------------|-----------------|---------------|---------------|
|  | EMPLOYEES           | EMPLOYEES                   | EMPLOYEES                    | EMPLOYEES                | EMPLOYEES       | EMPLOYEES       | EMPLOYEES     |               |
|  | Managerial<br>adult | Non-<br>managerial<br>adult | Non-<br>managerial<br>junior | Total non-<br>managerial | Total<br>adult  | Total           | Total         |               |
|  | \$                  | \$                          | \$                           | \$                       | \$              | \$              | \$            |               |
| FEMALES  |                     |                             |                              |                          |                 |                 |               |               |
| Mining   | 2 747.70            | 1 499.10                    | np                           | 1 485.00                 | 1 559.10        | 1 544.90        | 1 029.30      | 1 495.60      |
| Manufacturing                                      | 1 284.60            | 990.40                      | 510.90                       | 974.80                   | 1 010.70        | 995.60          | 444.30        | 818.70        |
| Electricity, gas, water and waste<br>services      | 2 784.10            | 1 156.00                    | —                            | 1 156.00                 | 1 258.70        | 1 258.70        | 711.80        | 1 150.90      |
| Construction                                       | 990.10              | 1 068.40                    | 410.40                       | 1 047.20                 | 1 051.50        | 1 035.20        | 420.50        | 805.50        |
| Wholesale trade                                    | 1 606.70            | 964.00                      | 558.30                       | 947.50                   | 1 006.10        | 989.10          | 431.20        | 828.30        |
| Retail trade                                       | 977.50              | 846.20                      | 539.80                       | 823.20                   | 853.70          | 831.40          | 314.10        | 486.10        |
| Accommodation and food<br>services                 | 1 262.50            | 846.20                      | 439.50                       | 832.40                   | 884.70          | 871.00          | 279.10        | 410.00        |
| Transport, postal and<br>warehousing               | 1 165.40            | 1 070.80                    | np                           | 1 069.10                 | 1 079.00        | 1 077.40        | 522.70        | 917.50        |
| Information media and<br>telecommunications        | 1 897.00            | 1 155.30                    | 479.60                       | 1 151.20                 | 1 211.80        | 1 207.70        | 594.60        | 1 014.60      |
| Financial and insurance services                   | 1 775.80            | 1 157.20                    | 499.50                       | 1 148.10                 | 1 198.60        | 1 189.60        | 580.90        | 1 010.60      |
| Rental, hiring and real estate<br>services         | 1 369.90            | 929.50                      | 499.50                       | 910.50                   | 977.10          | 958.20          | 389.80        | 739.10        |
| Professional, scientific and<br>technical services | 1 552.70            | 1 106.70                    | 490.50                       | 1 091.90                 | 1 157.30        | 1 143.00        | 532.40        | 924.60        |
| Administrative and support<br>services             | 1 304.40            | 989.40                      | 460.60                       | 977.70                   | 1 007.70        | 996.20          | 394.10        | 669.30        |
| Public administration and safety                   | 2 088.80            | 1 153.00                    | 473.10                       | 1 152.10                 | 1 202.80        | 1 202.00        | 580.00        | 1 021.60      |
| Education and training                             | 1 850.60            | 1 212.30                    | 296.80                       | 1 207.30                 | 1 246.40        | 1 241.40        | 526.20        | 873.50        |
| Health care and social<br>assistance               | 1 665.20            | 1 094.40                    | 462.30                       | 1 089.30                 | 1 124.60        | 1 119.50        | 583.80        | 794.90        |
| Arts and recreation services                       | 1 646.70            | 917.50                      | 511.40                       | 903.90                   | 962.20          | 948.00          | 318.60        | 540.70        |
| Other services                                     | 958.20              | 858.00                      | 397.10                       | 804.80                   | 874.40          | 827.40          | 379.10        | 581.50        |
| <b>All industries</b>                              | <b>1 491.10</b>     | <b>1 062.30</b>             | <b>487.70</b>                | <b>1 048.10</b>          | <b>1 093.80</b> | <b>1 080.00</b> | <b>450.80</b> | <b>762.30</b> |

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

AVERAGE WEEKLY TOTAL CASH EARNINGS, Industry *continued*

|   | FULL-TIME EMPLOYEES     |                             |                              |                             |                    | PART-TIME       | ALL           |               |
|---|-------------------------|-----------------------------|------------------------------|-----------------------------|--------------------|-----------------|---------------|---------------|
|   | .....                   |                             |                              |                             |                    | EMPLOYEES       | EMPLOYEES     |               |
|   | <i>Managerial adult</i> | <i>Non-managerial adult</i> | <i>Non-managerial junior</i> | <i>Total non-managerial</i> | <i>Total adult</i> | <i>Total</i>    | <i>Total</i>  |               |
| \$  | \$                      | \$                          | \$                           | \$                          | \$                 | \$              |               |               |
| PERSONS   |                         |                             |                              |                             |                    |                 |               |               |
| Mining  | 3 279.80                | 1 990.40                    | 597.40                       | 1 982.90                    | 2 070.10           | 2 062.60        | 951.60        | 2 033.90      |
| Manufacturing                                   | 1 802.70                | 1 143.80                    | 525.80                       | 1 122.00                    | 1 199.00           | 1 177.20        | 437.80        | 1 081.10      |
| Electricity, gas, water and waste services      | 2 657.80                | 1 363.80                    | 615.20                       | 1 354.10                    | 1 448.20           | 1 438.20        | 658.80        | 1 383.30      |
| Construction                                    | 1 314.70                | 1 337.30                    | 502.90                       | 1 275.60                    | 1 332.80           | 1 282.90        | 460.30        | 1 183.90      |
| Wholesale trade                                 | 1 658.60                | 1 077.10                    | 502.90                       | 1 060.80                    | 1 141.30           | 1 125.20        | 395.50        | 1 007.30      |
| Retail trade                                    | 1 107.30                | 893.80                      | 503.80                       | 868.80                      | 913.30             | 889.30          | 306.60        | 571.80        |
| Accommodation and food services                 | 1 170.00                | 863.90                      | 457.80                       | 849.40                      | 893.70             | 879.60          | 288.90        | 451.40        |
| Transport, postal and warehousing               | 1 538.30                | 1 204.50                    | 583.90                       | 1 201.50                    | 1 246.20           | 1 243.40        | 564.70        | 1 126.60      |
| Information media and telecommunications        | 1 944.40                | 1 310.10                    | 535.40                       | 1 307.00                    | 1 366.30           | 1 363.30        | 561.00        | 1 195.70      |
| Financial and insurance services                | 2 459.90                | 1 360.70                    | 474.40                       | 1 352.40                    | 1 536.20           | 1 527.90        | 587.50        | 1 350.40      |
| Rental, hiring and real estate services         | 1 785.20                | 1 042.50                    | 469.70                       | 1 024.30                    | 1 184.60           | 1 166.10        | 382.40        | 945.40        |
| Professional, scientific and technical services | 1 852.60                | 1 379.70                    | 513.00                       | 1 367.20                    | 1 484.00           | 1 473.00        | 555.20        | 1 276.90      |
| Administrative and support services             | 1 620.40                | 1 083.30                    | 500.30                       | 1 063.40                    | 1 121.70           | 1 101.90        | 403.20        | 777.00        |
| Public administration and safety                | 2 203.70                | 1 243.30                    | 557.10                       | 1 242.70                    | 1 302.70           | 1 302.00        | 553.50        | 1 147.10      |
| Education and training                          | 1 894.70                | 1 241.20                    | 539.80                       | 1 223.40                    | 1 293.30           | 1 275.60        | 500.80        | 934.50        |
| Health care and social assistance               | 2 414.30                | 1 208.30                    | 477.30                       | 1 203.70                    | 1 298.80           | 1 294.00        | 591.20        | 897.70        |
| Arts and recreation services                    | 1 261.10                | 1 042.90                    | 495.80                       | 1 029.90                    | 1 071.80           | 1 059.90        | 331.80        | 662.80        |
| Other services                                  | 1 074.60                | 940.00                      | 437.00                       | 887.80                      | 968.90             | 924.60          | 398.80        | 741.00        |
| <b>All industries</b>                           | <b>1 730.80</b>         | <b>1 194.40</b>             | <b>500.50</b>                | <b>1 173.70</b>             | <b>1 257.40</b>    | <b>1 237.40</b> | <b>440.30</b> | <b>957.90</b> |

AVERAGE WEEKLY TOTAL CASH EARNINGS, Occupation

|  | FULL-TIME EMPLOYEES |                      |                       |                      |                 | PART-TIME EMPLOYEES | ALL EMPLOYEES |                 |
|--|---------------------|----------------------|-----------------------|----------------------|-----------------|---------------------|---------------|-----------------|
|  | Managerial adult    | Non-managerial adult | Non-managerial junior | Total non-managerial | Total adult     | Total               | Total         |                 |
|  | \$                  | \$                   | \$                    | \$                   | \$              | \$                  | \$            |                 |
| MALES                                  |                     |                      |                       |                      |                 |                     |               |                 |
| Managers(a)                            | 2 077.20            | 1 611.00             | —                     | 1 611.00             | 1 900.30        | 1 900.30            | 847.60        | 1 869.50        |
| Professionals                          | 1 867.90            | 1 646.40             | 413.00                | 1 644.00             | 1 675.30        | 1 673.20            | 733.80        | 1 531.90        |
| Technicians and trades workers         | 1 089.00            | 1 236.10             | 506.60                | 1 164.80             | 1 223.00        | 1 158.60            | 452.00        | 1 102.40        |
| Community and personal service workers | 1 179.40            | 1 206.90             | 468.70                | 1 200.90             | 1 206.20        | 1 200.30            | 377.40        | 805.90          |
| Clerical and administrative workers    | 1 047.10            | 1 114.00             | 506.30                | 1 108.80             | 1 112.90        | 1 107.80            | 410.70        | 983.50          |
| Sales workers                          | 1 168.20            | 1 045.90             | 495.60                | 1 026.60             | 1 050.20        | 1 031.40            | 285.50        | 730.50          |
| Machinery operators and drivers        | 876.90              | 1 231.70             | 508.80                | 1 229.40             | 1 217.50        | 1 215.40            | 482.10        | 1 119.40        |
| Labourers                              | 667.30              | 997.90               | 532.90                | 986.70               | 991.80          | 981.10              | 315.70        | 718.80          |
| <b>All occupations</b>                 | <b>1 804.70</b>     | <b>1 280.40</b>      | <b>506.60</b>         | <b>1 254.80</b>      | <b>1 355.70</b> | <b>1 331.50</b>     | <b>414.90</b> | <b>1 146.50</b> |
| FEMALES                                |                     |                      |                       |                      |                 |                     |               |                 |
| Managers(a)                            | 1 757.80            | 1 290.20             | —                     | 1 290.20             | 1 497.20        | 1 497.20            | 829.30        | 1 398.60        |
| Professionals                          | 1 465.50            | 1 322.90             | 563.10                | 1 322.00             | 1 327.40        | 1 326.50            | 715.90        | 1 082.60        |
| Technicians and trades workers         | 838.40              | 921.90               | 405.20                | 883.50               | 919.40          | 882.20              | 445.80        | 721.40          |
| Community and personal service workers | 728.20              | 920.90               | 443.60                | 905.30               | 918.00          | 902.80              | 399.70        | 544.80          |
| Clerical and administrative workers    | 810.20              | 948.60               | 497.20                | 934.70               | 943.70          | 930.50              | 478.20        | 746.20          |
| Sales workers                          | 891.30              | 839.10               | 528.70                | 817.80               | 839.90          | 818.80              | 301.30        | 458.40          |
| Machinery operators and drivers        | np                  | 1 070.50             | np                    | 1 067.50             | 1 062.60        | 1 059.70            | 410.70        | 824.00          |
| Labourers                              | 572.10              | 816.70               | 497.10                | 812.70               | 807.80          | 804.10              | 303.50        | 429.60          |
| <b>All occupations</b>                 | <b>1 491.10</b>     | <b>1 062.30</b>      | <b>487.70</b>         | <b>1 048.10</b>      | <b>1 093.80</b> | <b>1 080.00</b>     | <b>450.80</b> | <b>762.30</b>   |
| PERSONS                                |                     |                      |                       |                      |                 |                     |               |                 |
| Managers(a)                            | 1 997.80            | 1 481.10             | —                     | 1 481.10             | 1 772.70        | 1 772.70            | 834.30        | 1 706.90        |
| Professionals                          | 1 797.80            | 1 486.30             | 469.40                | 1 484.70             | 1 512.50        | 1 511.00            | 720.10        | 1 282.90        |
| Technicians and trades workers         | 1 080.20            | 1 204.60             | 498.80                | 1 137.20             | 1 194.30        | 1 132.90            | 449.40        | 1 052.80        |
| Community and personal service workers | 1 005.60            | 1 057.00             | 448.10                | 1 044.10             | 1 055.90        | 1 043.40            | 394.10        | 631.40          |
| Clerical and administrative workers    | 850.60              | 999.10               | 498.20                | 987.10               | 994.70          | 983.20              | 470.20        | 801.60          |
| Sales workers                          | 1 102.20            | 953.90               | 516.00                | 931.90               | 957.80          | 936.10              | 297.10        | 563.20          |
| Machinery operators and drivers        | 867.20              | 1 220.20             | 507.40                | 1 217.90             | 1 206.70        | 1 204.60            | 466.30        | 1 092.10        |
| Labourers                              | 635.10              | 961.50               | 528.80                | 952.10               | 954.30          | 945.30              | 309.10        | 609.40          |
| <b>All occupations</b>                 | <b>1 730.80</b>     | <b>1 194.40</b>      | <b>500.50</b>         | <b>1 173.70</b>      | <b>1 257.40</b> | <b>1 237.40</b>     | <b>440.30</b> | <b>957.90</b>   |

— nil or rounded to zero (including null cells)

(a) See paragraph 22 of the Explanatory Notes.

np not available for publication but included in totals where applicable, unless otherwise indicated

## AVERAGE WEEKLY TOTAL CASH EARNINGS, States and territories

|                              | FULL-TIME EMPLOYEES     |                             |                              |                             |                    | PART-TIME       | ALL           |                 |
|------------------------------|-------------------------|-----------------------------|------------------------------|-----------------------------|--------------------|-----------------|---------------|-----------------|
|                              | .....                   |                             |                              |                             |                    | EMPLOYEES       | EMPLOYEES     |                 |
|                              | <i>Managerial adult</i> | <i>Non-managerial adult</i> | <i>Non-managerial junior</i> | <i>Total non-managerial</i> | <i>Total adult</i> | <i>Total</i>    | <i>Total</i>  |                 |
| \$                           | \$                      | \$                          | \$                           | \$                          | \$                 | \$              |               |                 |
| MALES                        |                         |                             |                              |                             |                    |                 |               |                 |
| New South Wales              | 1 829.70                | 1 298.30                    | 442.60                       | 1 273.00                    | 1 382.30           | 1 358.80        | 408.80        | 1 152.40        |
| Victoria                     | 1 650.10                | 1 232.00                    | 525.70                       | 1 211.00                    | 1 296.80           | 1 277.40        | 404.90        | 1 089.10        |
| Queensland                   | 1 781.80                | 1 261.20                    | 569.10                       | 1 233.40                    | 1 324.90           | 1 298.10        | 432.50        | 1 131.40        |
| South Australia              | 1 737.20                | 1 155.40                    | 436.80                       | 1 135.30                    | 1 228.50           | 1 209.10        | 419.60        | 1 064.70        |
| Western Australia            | 2 106.00                | 1 461.00                    | 515.80                       | 1 421.20                    | 1 546.90           | 1 509.10        | 426.40        | 1 335.50        |
| Tasmania                     | 1 833.70                | 1 092.90                    | 458.60                       | 1 066.00                    | 1 148.10           | 1 121.00        | 389.30        | 981.90          |
| Northern Territory           | 1 593.00                | 1 262.50                    | 638.90                       | 1 244.80                    | 1 299.40           | 1 282.60        | 363.30        | 1 137.80        |
| Australian Capital Territory | 2 177.20                | 1 404.30                    | 445.80                       | 1 391.40                    | 1 556.00           | 1 544.00        | 457.80        | 1 333.90        |
| <b>Australia</b>             | <b>1 804.70</b>         | <b>1 280.40</b>             | <b>506.60</b>                | <b>1 254.80</b>             | <b>1 355.70</b>    | <b>1 331.50</b> | <b>414.90</b> | <b>1 146.50</b> |
| FEMALES                      |                         |                             |                              |                             |                    |                 |               |                 |
| New South Wales              | 1 678.60                | 1 108.70                    | 486.20                       | 1 091.50                    | 1 151.60           | 1 134.60        | 445.40        | 792.80          |
| Victoria                     | 1 329.20                | 1 046.20                    | 457.60                       | 1 036.00                    | 1 066.60           | 1 056.90        | 449.70        | 734.50          |
| Queensland                   | 1 344.70                | 1 016.30                    | 482.40                       | 1 000.60                    | 1 038.80           | 1 023.60        | 436.20        | 736.50          |
| South Australia              | 1 358.30                | 976.50                      | 543.30                       | 966.70                      | 1 004.40           | 994.80          | 478.80        | 718.80          |
| Western Australia            | 1 398.30                | 1 065.40                    | 515.90                       | 1 050.10                    | 1 090.20           | 1 075.30        | 473.20        | 769.40          |
| Tasmania                     | 1 481.80                | 946.00                      | 452.70                       | 926.10                      | 968.50             | 948.50          | 465.30        | 659.90          |
| Northern Territory           | 1 596.30                | 1 046.00                    | 590.30                       | 1 040.10                    | 1 103.10           | 1 097.00        | 472.50        | 884.90          |
| Australian Capital Territory | 1 886.60                | 1 220.60                    | 617.60                       | 1 217.30                    | 1 287.00           | 1 283.60        | 462.60        | 961.80          |
| <b>Australia</b>             | <b>1 491.10</b>         | <b>1 062.30</b>             | <b>487.70</b>                | <b>1 048.10</b>             | <b>1 093.80</b>    | <b>1 080.00</b> | <b>450.80</b> | <b>762.30</b>   |
| PERSONS                      |                         |                             |                              |                             |                    |                 |               |                 |
| New South Wales              | 1 794.00                | 1 219.40                    | 460.00                       | 1 197.60                    | 1 291.50           | 1 270.50        | 434.30        | 971.80          |
| Victoria                     | 1 582.50                | 1 160.30                    | 507.60                       | 1 144.10                    | 1 213.10           | 1 197.70        | 436.30        | 916.60          |
| Queensland                   | 1 673.10                | 1 166.90                    | 542.10                       | 1 144.30                    | 1 218.70           | 1 196.70        | 435.10        | 941.70          |
| South Australia              | 1 643.70                | 1 088.50                    | 471.20                       | 1 072.50                    | 1 147.80           | 1 132.10        | 463.50        | 893.10          |
| Western Australia            | 1 942.70                | 1 316.80                    | 515.90                       | 1 287.30                    | 1 387.40           | 1 358.70        | 461.10        | 1 066.40        |
| Tasmania                     | 1 758.30                | 1 043.80                    | 456.70                       | 1 019.40                    | 1 089.50           | 1 064.70        | 446.60        | 823.00          |
| Northern Territory           | 1 594.40                | 1 168.10                    | 626.30                       | 1 156.20                    | 1 214.20           | 1 202.70        | 437.10        | 1 013.60        |
| Australian Capital Territory | 2 089.80                | 1 314.80                    | 494.20                       | 1 307.00                    | 1 432.60           | 1 425.00        | 461.20        | 1 137.60        |
| <b>Australia</b>             | <b>1 730.80</b>         | <b>1 194.40</b>             | <b>500.50</b>                | <b>1 173.70</b>             | <b>1 257.40</b>    | <b>1 237.40</b> | <b>440.30</b> | <b>957.90</b>   |

## WEEKLY TOTAL CASH EARNINGS, Distribution of all employees—Occupation

|                                     | Managers(a)  | Professionals | Technicians<br>and trades<br>workers | Community<br>and personal<br>service workers | Clerical and<br>administrative<br>workers | Sales<br>workers | Machinery<br>operators<br>and drivers | Labourers    | All<br>occupations |
|-------------------------------------|--------------|---------------|--------------------------------------|--|---|------------------|---------------------------------------|--------------|--------------------|
| PROPORTION OF EMPLOYEES - MALES (%) |              |               |                                      |  |   |                  |                                       |              |                    |
| Weekly total cash earnings (\$)     |              |               |                                      |  |   |                  |                                       |              |                    |
| Under 200                           | *0.4         | 2.5           | 1.9                                  | 12.8   | 5.3                                       | 17.9             | 3.0                                   | 16.4         | 6.5                |
| 200 and under 300                   | *0.8         | *2.1          | 2.1                                  | 8.2  | 2.8                                       | 6.4              | 1.2                                   | 4.5          | 3.1                |
| 300 and under 400                   | *0.5         | 1.3           | 4.1                                  | 7.5  | 1.6                                       | 7.1              | 2.1                                   | 6.8          | 3.6                |
| 400 and under 500                   | *1.3         | 1.5           | 4.7                                  | 7.8  | 2.2                                       | 4.7              | 2.9                                   | 5.5          | 3.7                |
| 500 and under 600                   | *1.3         | 2.3           | 6.3                                  | 5.8  | 3.4                                       | 5.4              | 4.3                                   | 7.5          | 4.6                |
| 600 and under 700                   | 2.4          | 2.4           | 8.4                                  | 6.0  | 7.2                                       | 8.2              | 6.4                                   | 10.2         | 6.4                |
| 700 and under 800                   | 2.9          | 4.5           | 7.4                                  | 6.0  | 10.7                                      | 9.5              | 12.2                                  | 11.0         | 7.9                |
| 800 and under 900                   | 4.0          | 3.6           | 8.1                                  | 8.3  | 12.5                                      | 8.9              | 11.0                                  | 9.1          | 7.8                |
| 900 and under 1000                  | 4.2          | 5.6           | 7.4                                  | 5.6  | 10.5                                      | 7.5              | 7.7                                   | 7.1          | 6.9                |
| 1000 and under 1100                 | 4.5          | 5.3           | 7.4                                  | 5.1  | 9.7                                       | 4.3              | 7.5                                   | 5.1          | 6.2                |
| 1100 and under 1200                 | 6.0          | 6.0           | 6.4                                  | 4.3  | 8.4                                       | 4.1              | 5.8                                   | 4.0          | 5.7                |
| 1200 and under 1300                 | 4.3          | 6.9           | 5.7                                  | 4.0  | 7.9                                       | 3.7              | 5.8                                   | 3.2          | 5.3                |
| 1300 and under 1400                 | 5.9          | 8.9           | 4.9                                  | 3.5  | 4.1                                       | 2.9              | 4.3                                   | 2.0          | 4.9                |
| 1400 and under 1500                 | 5.8          | 8.0           | 4.3                                  | 3.0  | 3.5                                       | 1.8              | 4.7                                   | 1.5          | 4.4                |
| 1500 and under 1600                 | 4.9          | 6.0           | 3.7                                  | 3.5  | 2.6                                       | 1.7              | 3.2                                   | 1.2          | 3.5                |
| 1600 and under 1700                 | 5.4          | 4.5           | 2.7                                  | *2.0   | 1.5                                       | *1.5             | 3.0                                   | *0.7         | 2.8                |
| 1700 and under 1800                 | 4.2          | 3.6           | 1.9                                  | *1.9   | 1.4                                       | *1.0             | 2.3                                   | *0.7         | 2.2                |
| 1800 and under 1900                 | 2.7          | 3.3           | 2.0                                  | *1.1   | 0.9                                       | *0.5             | 2.2                                   | *0.5         | 1.8                |
| 1900 and under 2000                 | 4.9          | 3.0           | 1.8                                  | 1.5  | 1.0                                       | *0.4             | *2.3                                  | *0.4         | 2.0                |
| 2000 and over                       | 33.7         | 18.9          | 8.6                                  | 2.2  | 3.0                                       | 2.4              | 8.3                                   | *2.4         | 10.8               |
| <b>Total</b>                        | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b>                         | <b>100.0</b>                                 | <b>100.0</b>                              | <b>100.0</b>     | <b>100.0</b>                          | <b>100.0</b> | <b>100.0</b>       |

## MALES ('000)

|                            |              |              |              |              |              |              |              |              |                |
|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|
| <b>Number of employees</b> | <b>497.1</b> | <b>784.3</b> | <b>950.9</b> | <b>313.5</b> | <b>380.1</b> | <b>389.5</b> | <b>528.3</b> | <b>642.7</b> | <b>4 486.5</b> |
|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|

## WEEKLY TOTAL CASH EARNINGS - MALES (\$) (b)

|   |                 |                 |                 |               |               |               |                 |               |                 |
|---|-----------------|-----------------|-----------------|---------------|---------------|---------------|-----------------|---------------|-----------------|
| Deciles and quartiles                     |                 |                 |                 |               |               |               |                 |               |                 |
| 10th percentile                           | 800.00          | 624.00          | 450.00          | 150.00        | 409.00        | 123.00        | 516.00          | 110.00        | 313.00          |
| 20th percentile                           | 1 033.00        | 898.00          | 605.00          | 289.00        | 673.00        | 238.00        | 700.00          | 272.00        | 571.00          |
| 25th percentile (1st quartile)            | 1 155.00        | 988.00          | 673.00          | 351.00        | 723.00        | 304.00        | 750.00          | 350.00        | 662.00          |
| 30th percentile                           | 1 250.00        | 1 086.00        | 739.00          | 425.00        | 770.00        | 374.00        | 786.00          | 427.00        | 730.00          |
| 40th percentile                           | 1 442.00        | 1 250.00        | 855.00          | 568.00        | 858.00        | 580.00        | 873.00          | 586.00        | 854.00          |
| 50th percentile (median) (2nd quartile)   | 1 630.00        | 1 371.00        | 992.00          | 726.00        | 941.00        | 700.00        | 992.00          | 690.00        | 992.00          |
| 60th percentile                           | 1 837.00        | 1 492.00        | 1 130.00        | 876.00        | 1 034.00      | 804.00        | 1 120.00        | 779.00        | 1 156.00        |
| 70th percentile                           | 2 108.00        | 1 668.00        | 1 297.00        | 1 040.00      | 1 154.00      | 921.00        | 1 304.00        | 886.00        | 1 346.00        |
| 75th percentile (3rd quartile)            | 2 298.00        | 1 806.00        | 1 400.00        | 1 135.00      | 1 211.00      | 988.00        | 1 418.00        | 943.00        | 1 450.00        |
| 80th percentile                           | 2 482.00        | 1 944.00        | 1 511.00        | 1 264.00      | 1 275.00      | 1 100.00      | 1 540.00        | 1 025.00      | 1 587.00        |
| 90th percentile                           | 3 148.00        | 2 476.00        | 1 919.00        | 1 564.00      | 1 510.00      | 1 353.00      | 1 912.00        | 1 283.00      | 2 048.00        |
| <b>Average weekly total cash earnings</b> | <b>1 869.50</b> | <b>1 531.90</b> | <b>1 102.40</b> | <b>805.90</b> | <b>983.50</b> | <b>730.50</b> | <b>1 119.40</b> | <b>718.80</b> | <b>1 146.50</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) See paragraph 22 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

WEEKLY TOTAL CASH EARNINGS, Distribution of all employees—Occupation *continued*

|                                       | Managers(a)  | Professionals | Technicians and trades workers | Community and personal service workers | Clerical and administrative workers | Sales workers | Machinery operators and drivers | Labourers    | All occupations |
|---------------------------------------|--------------|---------------|--------------------------------|--|-------------------------------------|---------------|---------------------------------|--------------|-----------------|
| PROPORTION OF EMPLOYEES - FEMALES (%) |              |               |                                |  |                                     |               |                                 |              |                 |
| Weekly total cash earnings (\$)       |              |               |                                |  |                                     |               |                                 |              |                 |
| Under 200                             | *0.7         | 3.0           | 6.5                            | 17.5                                   | 5.6                                 | 25.9          | *6.2                            | 28.5         | 11.5            |
| 200 and under 300                     | *1.1         | 4.3           | 6.2                            | 10.7                                   | 4.8                                 | 12.3          | **4.3                           | 14.6         | 7.3             |
| 300 and under 400                     | *1.5         | 2.7           | 6.1                            | 10.9                                   | 5.5                                 | 10.0          | *8.3                            | 9.8          | 6.5             |
| 400 and under 500                     | *2.5         | 3.7           | 7.5                            | 8.3                                    | 8.3                                 | 11.3          | *7.5                            | 10.3         | 7.5             |
| 500 and under 600                     | 3.4          | 4.3           | 11.0                           | 11.9                                   | 8.6                                 | 9.6           | *8.2                            | 10.2         | 8.2             |
| 600 and under 700                     | 4.1          | 5.9           | 13.2                           | 9.8                                    | 10.7                                | 10.7          | 9.7                             | 8.5          | 9.0             |
| 700 and under 800                     | 5.0          | 6.5           | 14.2                           | 10.1                                   | 13.6                                | 7.0           | 16.4                            | 6.9          | 9.5             |
| 800 and under 900                     | 9.1          | 6.2           | 9.6                            | 6.7                                    | 12.4                                | 4.8           | 8.7                             | 3.5          | 7.9             |
| 900 and under 1000                    | 7.2          | 7.6           | 7.4                            | 5.2                                    | 10.1                                | 2.8           | *5.5                            | 3.0          | 6.8             |
| 1000 and under 1100                   | 6.1          | 9.5           | 5.1                            | 2.5                                    | 6.6                                 | 1.9           | *3.5                            | 1.6          | 5.4             |
| 1100 and under 1200                   | 6.0          | 8.3           | 3.2                            | 1.9                                    | 4.7                                 | 1.0           | *2.6                            | *1.1         | 4.2             |
| 1200 and under 1300                   | 5.8          | 6.4           | *3.9                           | 1.0                                    | 3.8                                 | 0.8           | *3.1                            | *0.3         | 3.3             |
| 1300 and under 1400                   | 5.7          | 8.1           | 2.2                            | 1.3                                    | 2.1                                 | 0.6           | *2.1                            | *0.6         | 3.2             |
| 1400 and under 1500                   | 4.2          | 7.8           | *0.7                           | *0.7                                   | 1.0                                 | *0.3          | *2.8                            | *0.2         | 2.5             |
| 1500 and under 1600                   | 5.0          | 3.9           | **0.4                          | *0.4                                   | 0.8                                 | *0.1          | *0.8                            | *0.3         | 1.5             |
| 1600 and under 1700                   | 6.2          | 3.2           | **0.2                          | *0.3                                   | 0.6                                 | *0.2          | *3.5                            | **0.3        | 1.4             |
| 1700 and under 1800                   | 4.6          | 1.8           | **0.7                          | *0.2                                   | *0.3                                | *0.2          | np                              | **0.1        | 0.9             |
| 1800 and under 1900                   | 3.3          | 1.5           | *0.5                           | **0.2                                  | *0.2                                | **0.1         | np                              | —            | 0.7             |
| 1900 and under 2000                   | 2.6          | 0.9           | **0.2                          | **0.1                                  | *0.1                                | *0.1          | **0.5                           | **0.1        | 0.4             |
| 2000 and over                         | 15.9         | 4.4           | *0.9                           | *0.2                                   | 0.3                                 | *0.3          | *3.3                            | *0.1         | 2.2             |
| <b>Total</b>                          | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b>                   | <b>100.0</b>                           | <b>100.0</b>                        | <b>100.0</b>  | <b>100.0</b>                    | <b>100.0</b> | <b>100.0</b>    |

## FEMALES ('000)

|                            |              |              |              |              |                |              |             |              |                |
|----------------------------|--------------|--------------|--------------|--------------|----------------|--------------|-------------|--------------|----------------|
| <b>Number of employees</b> | <b>262.3</b> | <b>975.3</b> | <b>142.4</b> | <b>631.7</b> | <b>1 247.1</b> | <b>621.9</b> | <b>53.9</b> | <b>391.1</b> | <b>4 325.7</b> |
|----------------------------|--------------|--------------|--------------|--------------|----------------|--------------|-------------|--------------|----------------|

## WEEKLY TOTAL CASH EARNINGS - FEMALES (\$) (b)

|   |                 |                 |               |               |               |               |               |               |               |
|---|-----------------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Deciles and quartiles                     |                 |                 |               |               |               |               |               |               |               |
| 10th percentile                           | 615.00          | 399.00          | 259.00        | 118.00        | 295.00        | 81.00         | 280.00        | 86.00         | 172.00        |
| 20th percentile                           | 812.00          | 640.00          | 403.00        | 228.00        | 449.00        | 145.00        | 425.00        | 137.00        | 318.00        |
| 25th percentile (1st quartile)            | 868.00          | 714.00          | 474.00        | 270.00        | 505.00        | 191.00        | 496.00        | 172.00        | 393.00        |
| 30th percentile                           | 920.00          | 792.00          | 539.00        | 313.00        | 570.00        | 237.00        | 550.00        | 214.00        | 462.00        |
| 40th percentile                           | 1 086.00        | 954.00          | 613.00        | 409.00        | 669.00        | 318.00        | 644.00        | 278.00        | 588.00        |
| 50th percentile (median) (2nd quartile)   | 1 254.00        | 1 058.00        | 696.00        | 524.00        | 750.00        | 413.00        | 730.00        | 354.00        | 700.00        |
| 60th percentile                           | 1 442.00        | 1 176.00        | 762.00        | 606.00        | 820.00        | 507.00        | 781.00        | 471.00        | 807.00        |
| 70th percentile                           | 1 641.00        | 1 316.00        | 864.00        | 708.00        | 903.00        | 609.00        | 911.00        | 574.00        | 937.00        |
| 75th percentile (3rd quartile)            | 1 730.00        | 1 386.00        | 903.00        | 752.00        | 954.00        | 656.00        | 1 010.00      | 616.00        | 1 014.00      |
| 80th percentile                           | 1 872.00        | 1 444.00        | 988.00        | 810.00        | 1 002.00      | 701.00        | 1 146.00      | 684.00        | 1 110.00      |
| 90th percentile                           | 2 309.00        | 1 646.00        | 1 190.00      | 970.00        | 1 172.00      | 860.00        | 1 600.00      | 836.00        | 1 390.00      |
| <b>Average weekly total cash earnings</b> | <b>1 398.60</b> | <b>1 082.60</b> | <b>721.40</b> | <b>544.80</b> | <b>746.20</b> | <b>458.40</b> | <b>824.00</b> | <b>429.60</b> | <b>762.30</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) See paragraph 22 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

WEEKLY TOTAL CASH EARNINGS, Distribution of all employees—Occupation *continued*

|                                       | Managers(a)  | Professionals | Technicians<br>and trades<br>workers | Community<br>and personal<br>service workers | Clerical and<br>administrative<br>workers | Sales<br>workers | Machinery<br>operators<br>and drivers | Labourers    | All<br>occupations |
|---------------------------------------|--------------|---------------|--------------------------------------|--|---|------------------|---------------------------------------|--------------|--------------------|
| PROPORTION OF EMPLOYEES - PERSONS (%) |              |               |                                      |  |   |                  |                                       |              |                    |
| Weekly total cash earnings (\$)       |              |               |                                      |  |   |                  |                                       |              |                    |
| Under 200                             | *0.5         | 2.8           | 2.5                                  | 15.9   | 5.5                                       | 22.8             | 3.3                                   | 21.0         | 8.9                |
| 200 and under 300                     | *0.9         | 3.3           | 2.7                                  | 9.9  | 4.3                                       | 10.0             | 1.4                                   | 8.3          | 5.1                |
| 300 and under 400                     | *0.8         | 2.1           | 4.4                                  | 9.8  | 4.6                                       | 8.9              | 2.7                                   | 7.9          | 5.0                |
| 400 and under 500                     | 1.7          | 2.7           | 5.0                                  | 8.2  | 6.9                                       | 8.8              | 3.3                                   | 7.3          | 5.5                |
| 500 and under 600                     | 2.0          | 3.4           | 6.9                                  | 9.9  | 7.4                                       | 8.0              | 4.7                                   | 8.5          | 6.4                |
| 600 and under 700                     | 3.0          | 4.3           | 9.1                                  | 8.6  | 9.9                                       | 9.7              | 6.7                                   | 9.6          | 7.7                |
| 700 and under 800                     | 3.6          | 5.6           | 8.3                                  | 8.7  | 12.9                                      | 8.0              | 12.6                                  | 9.5          | 8.6                |
| 800 and under 900                     | 5.8          | 5.0           | 8.3                                  | 7.2  | 12.4                                      | 6.4              | 10.8                                  | 7.0          | 7.9                |
| 900 and under 1000                    | 5.2          | 6.7           | 7.4                                  | 5.4  | 10.2                                      | 4.6              | 7.5                                   | 5.5          | 6.8                |
| 1000 and under 1100                   | 5.1          | 7.6           | 7.1                                  | 3.4  | 7.3                                       | 2.9              | 7.1                                   | 3.8          | 5.8                |
| 1100 and under 1200                   | 6.0          | 7.3           | 6.0                                  | 2.7  | 5.5                                       | 2.2              | 5.6                                   | 2.9          | 5.0                |
| 1200 and under 1300                   | 4.8          | 6.6           | 5.5                                  | 2.0  | 4.7                                       | 1.9              | 5.5                                   | 2.1          | 4.3                |
| 1300 and under 1400                   | 5.8          | 8.5           | 4.5                                  | 2.0  | 2.5                                       | 1.5              | 4.1                                   | 1.5          | 4.0                |
| 1400 and under 1500                   | 5.2          | 7.9           | 3.8                                  | 1.5  | 1.6                                       | 0.9              | 4.5                                   | 1.0          | 3.5                |
| 1500 and under 1600                   | 4.9          | 4.8           | 3.3                                  | 1.4  | 1.2                                       | 0.8              | 3.0                                   | 0.9          | 2.6                |
| 1600 and under 1700                   | 5.7          | 3.8           | 2.3                                  | *0.9   | 0.8                                       | *0.7             | 3.0                                   | *0.6         | 2.1                |
| 1700 and under 1800                   | 4.4          | 2.6           | 1.7                                  | *0.8   | 0.6                                       | 0.5              | 2.2                                   | *0.5         | 1.5                |
| 1800 and under 1900                   | 2.9          | 2.3           | 1.8                                  | *0.5   | 0.3                                       | *0.3             | 2.2                                   | *0.3         | 1.3                |
| 1900 and under 2000                   | 4.1          | 1.8           | 1.6                                  | 0.5  | 0.3                                       | *0.2             | *2.1                                  | 0.3          | 1.2                |
| 2000 and over                         | 27.6         | 10.9          | 7.6                                  | 0.9  | 0.9                                       | 1.1              | 7.8                                   | *1.6         | 6.6                |
| <b>Total</b>                          | <b>100.0</b> | <b>100.0</b>  | <b>100.0</b>                         | <b>100.0</b>                                 | <b>100.0</b>                              | <b>100.0</b>     | <b>100.0</b>                          | <b>100.0</b> | <b>100.0</b>       |

| PERSONS ('000)             |              |                |                |              |                |                |              |                |                |
|----------------------------|--------------|----------------|----------------|--------------|----------------|----------------|--------------|----------------|----------------|
| <b>Number of employees</b> | <b>759.5</b> | <b>1 759.6</b> | <b>1 093.3</b> | <b>945.2</b> | <b>1 627.2</b> | <b>1 011.4</b> | <b>582.2</b> | <b>1 033.8</b> | <b>8 812.3</b> |

| WEEKLY TOTAL CASH EARNINGS - PERSONS (\$) (b) |                 |                 |                 |               |               |               |                 |               |               |
|---|-----------------|-----------------|-----------------|---------------|---------------|---------------|-----------------|---------------|---------------|
| Deciles and quartiles                         |                 |                 |                 |               |               |               |                 |               |               |
| 10th percentile                               | 730.00          | 464.00          | 403.00          | 128.00        | 300.00        | 92.00         | 480.00          | 100.00        | 224.00        |
| 20th percentile                               | 924.00          | 722.00          | 580.00          | 250.00        | 481.00        | 170.00        | 673.00          | 186.00        | 413.00        |
| 25th percentile (1st quartile)                | 1 017.00        | 818.00          | 631.00          | 289.00        | 552.00        | 224.00        | 730.00          | 252.00        | 502.00        |
| 30th percentile                               | 1 135.00        | 917.00          | 693.00          | 336.00        | 614.00        | 270.00        | 769.00          | 305.00        | 582.00        |
| 40th percentile                               | 1 314.00        | 1 055.00        | 806.00          | 449.00        | 712.00        | 378.00        | 845.00          | 423.00        | 716.00        |
| 50th percentile (median) (2nd quartile)       | 1 490.00        | 1 186.00        | 937.00          | 561.00        | 786.00        | 496.00        | 957.00          | 566.00        | 833.00        |
| 60th percentile                               | 1 678.00        | 1 331.00        | 1 072.00        | 674.00        | 865.00        | 616.00        | 1 097.00        | 676.00        | 964.00        |
| 70th percentile                               | 1 924.00        | 1 445.00        | 1 243.00        | 787.00        | 961.00        | 723.00        | 1 274.00        | 774.00        | 1 146.00      |
| 75th percentile (3rd quartile)                | 2 079.00        | 1 521.00        | 1 345.00        | 854.00        | 1 008.00      | 781.00        | 1 393.00        | 843.00        | 1 250.00      |
| 80th percentile                               | 2 300.00        | 1 635.00        | 1 446.00        | 926.00        | 1 076.00      | 856.00        | 1 504.00        | 911.00        | 1 368.00      |
| 90th percentile                               | 2 892.00        | 2 048.00        | 1 863.00        | 1 218.00      | 1 264.00      | 1 098.00      | 1 891.00        | 1 154.00      | 1 736.00      |
| <b>Average weekly total cash earnings</b>     | <b>1 706.90</b> | <b>1 282.90</b> | <b>1 052.80</b> | <b>631.40</b> | <b>801.60</b> | <b>563.20</b> | <b>1 092.10</b> | <b>609.40</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) See paragraph 22 of the Explanatory Notes.

(b) Percentiles are based on whole dollars only.

WEEKLY TOTAL CASH EARNINGS, Distribution of all employees—Employee status

|  | FULL-TIME EMPLOYEES |              | PART-TIME    | ALL          |
|--|---------------------|--------------|--------------|--------------|
|  | <i>Adult</i>        | <i>Total</i> | EMPLOYEES    | EMPLOYEES    |
|  |                     |              | <i>Total</i> | <i>Total</i> |
| PROPORTION OF EMPLOYEES (%)            |                     |              |              |              |
| <b>Weekly total cash earnings (\$)</b> |                     |              |              |              |
| Under 200                              | 0.2                 | 0.2          | 25.1         | 8.9          |
| 200 and under 300                      | 0.3                 | 0.5          | 13.8         | 5.1          |
| 300 and under 400                      | 0.4                 | 0.9          | 12.6         | 5.0          |
| 400 and under 500                      | 0.9                 | 1.6          | 12.9         | 5.5          |
| 500 and under 600                      | 3.3                 | 3.8          | 11.1         | 6.4          |
| 600 and under 700                      | 7.3                 | 7.4          | 8.1          | 7.7          |
| 700 and under 800                      | 10.4                | 10.3         | 5.7          | 8.6          |
| 800 and under 900                      | 10.5                | 10.3         | 3.3          | 7.9          |
| 900 and under 1000                     | 9.6                 | 9.3          | 2.2          | 6.8          |
| 1000 and under 1100                    | 8.3                 | 8.1          | 1.5          | 5.8          |
| 1100 and under 1200                    | 7.3                 | 7.1          | 1.0          | 5.0          |
| 1200 and under 1300                    | 6.5                 | 6.3          | 0.7          | 4.3          |
| 1300 and under 1400                    | 6.1                 | 5.9          | 0.5          | 4.0          |
| 1400 and under 1500                    | 5.3                 | 5.1          | *0.4         | 3.5          |
| 1500 and under 1600                    | 3.9                 | 3.8          | 0.3          | 2.6          |
| 1600 and under 1700                    | 3.3                 | 3.2          | 0.1          | 2.1          |
| 1700 and under 1800                    | 2.4                 | 2.3          | *0.1         | 1.5          |
| 1800 and under 1900                    | 1.9                 | 1.9          | *0.1         | 1.3          |
| 1900 and under 2000                    | 1.9                 | 1.9          | *0.1         | 1.2          |
| 2000 and over                          | 10.2                | 9.9          | 0.4          | 6.6          |
| <b>Total</b>                           | <b>100.0</b>        | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

| WEEKLY TOTAL CASH EARNINGS (\$) (a)       |                 |                 |               |               |
|---|-----------------|-----------------|---------------|---------------|
| <b>Deciles and quartiles</b>              |                 |                 |               |               |
| 10th percentile                           | 673.00          | 646.00          | 92.00         | 224.00        |
| 20th percentile                           | 770.00          | 757.00          | 157.00        | 413.00        |
| 25th percentile (1st quartile)            | 820.00          | 800.00          | 198.00        | 502.00        |
| 30th percentile                           | 866.00          | 850.00          | 238.00        | 582.00        |
| 40th percentile                           | 962.00          | 954.00          | 306.00        | 716.00        |
| 50th percentile (median) (2nd quartile)   | 1 080.00        | 1 064.00        | 384.00        | 833.00        |
| 60th percentile                           | 1 218.00        | 1 202.00        | 463.00        | 964.00        |
| 70th percentile                           | 1 380.00        | 1 366.00        | 547.00        | 1 146.00      |
| 75th percentile (3rd quartile)            | 1 468.00        | 1 450.00        | 595.00        | 1 250.00      |
| 80th percentile                           | 1 590.00        | 1 575.00        | 652.00        | 1 368.00      |
| 90th percentile                           | 2 004.00        | 1 994.00        | 818.00        | 1 736.00      |
| <b>Average weekly total cash earnings</b> | <b>1 257.40</b> | <b>1 237.40</b> | <b>440.30</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution  
(a) Percentiles are based on whole dollars only.

# 7

## AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR, Full-time non-managerial adult employees—Sector

|                    | WEEKLY CASH EARNINGS |                 |                 | WEEKLY HOURS PAID FOR |                 |              | HOURLY CASH EARNINGS |                 |              |
|--------------------|----------------------|-----------------|-----------------|-----------------------|-----------------|--------------|----------------------|-----------------|--------------|
|                    | <i>Ordinary time</i> | <i>Overtime</i> | <i>Total</i>    | <i>Ordinary time</i>  | <i>Overtime</i> | <i>Total</i> | <i>Ordinary time</i> | <i>Overtime</i> | <i>Total</i> |
|                    | \$                   | \$              | \$              | hours                 | hours           | hours        | \$                   | \$              | \$           |
| MALES              |                      |                 |                 |                       |                 |              |                      |                 |              |
| Private sector     | 1 158.50             | 97.40           | 1 255.90        | 38.6                  | 2.5             | 41.1         | 30.00                | 39.00           | 30.60        |
| Public sector      | 1 323.00             | 68.40           | 1 391.40        | 37.3                  | 1.4             | 38.7         | 35.50                | 50.50           | 36.00        |
| <b>All sectors</b> | <b>1 188.30</b>      | <b>92.20</b>    | <b>1 280.40</b> | <b>38.3</b>           | <b>2.3</b>      | <b>40.6</b>  | <b>31.00</b>         | <b>40.30</b>    | <b>31.50</b> |
| FEMALES            |                      |                 |                 |                       |                 |              |                      |                 |              |
| Private sector     | 984.70               | 21.60           | 1 006.30        | 38.0                  | 0.7             | 38.7         | 25.90                | 33.20           | 26.00        |
| Public sector      | 1 185.30             | 18.40           | 1 203.70        | 37.0                  | 0.4             | 37.3         | 32.10                | 51.00           | 32.20        |
| <b>All sectors</b> | <b>1 041.60</b>      | <b>20.70</b>    | <b>1 062.30</b> | <b>37.7</b>           | <b>0.6</b>      | <b>38.3</b>  | <b>27.60</b>         | <b>36.40</b>    | <b>27.70</b> |
| PERSONS            |                      |                 |                 |                       |                 |              |                      |                 |              |
| Private sector     | 1 095.50             | 69.90           | 1 165.40        | 38.4                  | 1.8             | 40.2         | 28.50                | 38.30           | 29.00        |
| Public sector      | 1 253.50             | 43.20           | 1 296.60        | 37.1                  | 0.9             | 38.0         | 33.70                | 50.60           | 34.10        |
| <b>All sectors</b> | <b>1 130.40</b>      | <b>64.00</b>    | <b>1 194.40</b> | <b>38.1</b>           | <b>1.6</b>      | <b>39.7</b>  | <b>29.70</b>         | <b>39.70</b>    | <b>30.10</b> |

|  | WEEKLY CASH EARNINGS |              |                 | WEEKLY HOURS PAID FOR |            |             | HOURLY CASH EARNINGS |              |              |
|--|----------------------|--------------|-----------------|-----------------------|------------|-------------|----------------------|--------------|--------------|
|  | Ordinary<br>time     | Overtime     | Total           | Ordinary<br>time      | Overtime   | Total       | Ordinary<br>time     | Overtime     | Total        |
|  | \$                   | \$           | \$              | hours                 | hours      | hours       | \$                   | \$           | \$           |
| MALES  |                      |              |                 |                       |            |             |                      |              |              |
| Mining   | 1 994.50             | 73.30        | 2 067.80        | 42.8                  | 1.5        | 44.3        | 46.60                | 47.60        | 46.60        |
| Manufacturing                                      | 1 042.00             | 142.40       | 1 184.50        | 38.1                  | 3.7        | 41.7        | 27.40                | 39.00        | 28.40        |
| Electricity, gas, water and waste<br>services      | 1 249.00             | 172.30       | 1 421.30        | 37.7                  | 3.6        | 41.3        | 33.10                | 47.80        | 34.40        |
| Construction                                       | 1 166.90             | 203.60       | 1 370.40        | 38.0                  | 4.6        | 42.6        | 30.70                | 44.20        | 32.20        |
| Wholesale trade                                    | 1 076.00             | 53.70        | 1 129.60        | 38.7                  | 1.5        | 40.1        | 27.80                | 36.40        | 28.10        |
| Retail trade                                       | 889.60               | 40.10        | 929.70          | 38.6                  | 1.3        | 40.0        | 23.00                | 30.10        | 23.30        |
| Accommodation and food services                    | 856.80               | 21.40        | 878.30          | 39.5                  | 0.9        | 40.4        | 21.70                | 25.00        | 21.70        |
| Transport, postal and warehousing                  | 1 063.10             | 183.10       | 1 246.20        | 38.3                  | 5.1        | 43.5        | 27.70                | 35.60        | 28.70        |
| Information media and<br>telecommunications        | 1 371.20             | 34.20        | 1 405.40        | 37.6                  | 0.7        | 38.3        | 36.40                | 49.60        | 36.70        |
| Financial and insurance services                   | 1 592.00             | 7.80         | 1 599.90        | 38.2                  | 0.2        | 38.4        | 41.70                | 35.90        | 41.70        |
| Rental, hiring and real estate services            | 1 130.80             | 34.30        | 1 165.10        | 39.0                  | 1.1        | 40.1        | 29.00                | 31.30        | 29.10        |
| Professional, scientific and technical<br>services | 1 551.90             | 40.70        | 1 592.60        | 38.5                  | 0.9        | 39.4        | 40.30                | 43.90        | 40.40        |
| Administrative and support services                | 1 088.80             | 74.00        | 1 162.70        | 39.1                  | 2.1        | 41.2        | 27.90                | 35.30        | 28.20        |
| Public administration and safety                   | 1 253.60             | 55.10        | 1 308.60        | 37.5                  | 1.3        | 38.8        | 33.40                | 43.60        | 33.70        |
| Education and training                             | 1 275.90             | *9.70        | 1 285.60        | 36.9                  | *0.3       | 37.1        | 34.60                | 34.20        | 34.60        |
| Health care and social assistance                  | 1 394.40             | 115.70       | 1 510.10        | 38.1                  | 1.9        | 40.0        | 36.60                | 61.90        | 37.80        |
| Arts and recreation services                       | 1 115.80             | *23.70       | 1 139.60        | 38.5                  | *0.7       | 39.2        | 29.00                | 35.00        | 29.10        |
| Other services                                     | 938.10               | 42.30        | 980.40          | 39.0                  | 1.3        | 40.3        | 24.00                | 33.30        | 24.30        |
| <b>All industries</b>                              | <b>1 188.30</b>      | <b>92.20</b> | <b>1 280.40</b> | <b>38.3</b>           | <b>2.3</b> | <b>40.6</b> | <b>31.00</b>         | <b>40.30</b> | <b>31.50</b> |

|  |                 |              |                 |             |            |             |              |              |              |
|--|-----------------|--------------|-----------------|-------------|------------|-------------|--------------|--------------|--------------|
| FEMALES  |                 |              |                 |             |            |             |              |              |              |
| Mining   | 1 470.90        | **28.20      | 1 499.10        | 40.7        | **0.7      | 41.5        | 36.10        | 38.10        | 36.10        |
| Manufacturing                                      | 938.10          | 52.20        | 990.40          | 37.9        | 1.7        | 39.6        | 24.70        | 31.40        | 25.00        |
| Electricity, gas, water and waste<br>services      | 1 132.70        | *23.40       | 1 156.00        | 37.3        | 0.6        | 37.8        | 30.40        | 40.10        | 30.60        |
| Construction                                       | 1 007.20        | *61.10       | 1 068.40        | 38.2        | *1.6       | 39.8        | 26.40        | 37.90        | 26.80        |
| Wholesale trade                                    | 952.50          | *11.40       | 964.00          | 38.4        | *0.4       | 38.8        | 24.80        | 27.70        | 24.80        |
| Retail trade                                       | 828.10          | 18.20        | 846.20          | 38.2        | *0.7       | 38.8        | 21.70        | 27.60        | 21.80        |
| Accommodation and food services                    | 826.60          | 19.60        | 846.20          | 39.1        | 0.7        | 39.8        | 21.20        | 26.30        | 21.30        |
| Transport, postal and warehousing                  | 1 018.40        | 52.40        | 1 070.80        | 37.3        | 1.3        | 38.7        | 27.30        | 39.20        | 27.70        |
| Information media and<br>telecommunications        | 1 140.20        | 15.10        | 1 155.30        | 37.6        | 0.4        | 37.9        | 30.40        | 40.70        | 30.50        |
| Financial and insurance services                   | 1 146.80        | 10.40        | 1 157.20        | 37.8        | 0.2        | 38.0        | 30.40        | 41.70        | 30.40        |
| Rental, hiring and real estate services            | 920.20          | **9.30       | 929.50          | 37.9        | **0.3      | 38.2        | 24.30        | 28.00        | 24.30        |
| Professional, scientific and technical<br>services | 1 098.40        | *8.30        | 1 106.70        | 38.0        | *0.3       | 38.2        | 28.90        | 32.80        | 29.00        |
| Administrative and support services                | 974.30          | 15.10        | 989.40          | 38.3        | 0.5        | 38.8        | 25.40        | 31.80        | 25.50        |
| Public administration and safety                   | 1 136.50        | 16.40        | 1 153.00        | 36.9        | 0.4        | 37.2        | 30.80        | 44.50        | 31.00        |
| Education and training                             | 1 209.90        | *2.40        | 1 212.30        | 36.6        | *0.1       | 36.7        | 33.10        | 39.10        | 33.10        |
| Health care and social assistance                  | 1 058.60        | 35.80        | 1 094.40        | 37.9        | 0.8        | 38.6        | 28.00        | 46.60        | 28.30        |
| Arts and recreation services                       | 909.90          | *7.60        | 917.50          | 37.8        | *0.2       | 38.0        | 24.10        | 38.40        | 24.20        |
| Other services                                     | 845.70          | 12.30        | 858.00          | 37.9        | 0.4        | 38.3        | 22.30        | 30.00        | 22.40        |
| <b>All industries</b>                              | <b>1 041.60</b> | <b>20.70</b> | <b>1 062.30</b> | <b>37.7</b> | <b>0.6</b> | <b>38.3</b> | <b>27.60</b> | <b>36.40</b> | <b>27.70</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR, Full-time non-managerial adult employees—Industry *continued*

|  | WEEKLY CASH EARNINGS     |                 |                 | WEEKLY HOURS PAID FOR    |                 |              | HOURLY CASH EARNINGS     |                 |              |
|--|--------------------------|-----------------|-----------------|--------------------------|-----------------|--------------|--------------------------|-----------------|--------------|
|  | <i>Ordinary<br/>time</i> | <i>Overtime</i> | <i>Total</i>    | <i>Ordinary<br/>time</i> | <i>Overtime</i> | <i>Total</i> | <i>Ordinary<br/>time</i> | <i>Overtime</i> | <i>Total</i> |
|  | \$                       | \$              | \$              | hours                    | hours           | hours        | \$                       | \$              | \$           |
| PERSONS  |                          |                 |                 |                          |                 |              |                          |                 |              |
| Mining   | 1 923.30                 | 67.20           | 1 990.40        | 42.5                     | 1.4             | 43.9         | 45.20                    | 46.90           | 45.30        |
| Manufacturing                                      | 1 020.30                 | 123.50          | 1 143.80        | 38.1                     | 3.2             | 41.3         | 26.80                    | 38.10           | 27.70        |
| Electricity, gas, water and waste<br>services      | 1 223.80                 | 140.00          | 1 363.80        | 37.6                     | 2.9             | 40.5         | 32.60                    | 47.50           | 33.60        |
| Construction                                       | 1 149.40                 | 187.90          | 1 337.30        | 38.0                     | 4.3             | 42.3         | 30.20                    | 43.90           | 31.60        |
| Wholesale trade                                    | 1 036.80                 | 40.30           | 1 077.10        | 38.6                     | 1.1             | 39.7         | 26.90                    | 35.40           | 27.10        |
| Retail trade                                       | 863.10                   | 30.70           | 893.80          | 38.4                     | 1.0             | 39.5         | 22.50                    | 29.40           | 22.60        |
| Accommodation and food services                    | 843.30                   | 20.60           | 863.90          | 39.3                     | 0.8             | 40.1         | 21.40                    | 25.50           | 21.50        |
| Transport, postal and warehousing                  | 1 052.50                 | 152.00          | 1 204.50        | 38.1                     | 4.2             | 42.3         | 27.60                    | 35.90           | 28.40        |
| Information media and<br>telecommunications        | 1 283.20                 | 26.90           | 1 310.10        | 37.6                     | 0.6             | 38.2         | 34.10                    | 47.40           | 34.30        |
| Financial and insurance services                   | 1 351.50                 | 9.20            | 1 360.70        | 38.0                     | 0.2             | 38.2         | 35.60                    | 39.20           | 35.60        |
| Rental, hiring and real estate services            | 1 021.20                 | 21.30           | 1 042.50        | 38.4                     | 0.7             | 39.1         | 26.60                    | 30.50           | 26.70        |
| Professional, scientific and technical<br>services | 1 353.20                 | 26.50           | 1 379.70        | 38.3                     | 0.6             | 38.9         | 35.40                    | 41.90           | 35.50        |
| Administrative and support services                | 1 036.30                 | 47.00           | 1 083.30        | 38.7                     | 1.4             | 40.1         | 26.80                    | 34.70           | 27.00        |
| Public administration and safety                   | 1 204.50                 | 38.80           | 1 243.30        | 37.2                     | 0.9             | 38.1         | 32.30                    | 43.80           | 32.60        |
| Education and training                             | 1 235.90                 | *5.30           | 1 241.20        | 36.7                     | *0.1            | 36.8         | 33.70                    | 35.40           | 33.70        |
| Health care and social assistance                  | 1 150.60                 | 57.70           | 1 208.30        | 37.9                     | 1.1             | 39.0         | 30.30                    | 54.00           | 31.00        |
| Arts and recreation services                       | 1 026.20                 | 16.70           | 1 042.90        | 38.2                     | *0.5            | 38.7         | 26.90                    | 35.60           | 27.00        |
| Other services                                     | 907.60                   | 32.40           | 940.00          | 38.6                     | 1.0             | 39.6         | 23.50                    | 32.80           | 23.70        |
| <b>All industries</b>                              | <b>1 130.40</b>          | <b>64.00</b>    | <b>1 194.40</b> | <b>38.1</b>              | <b>1.6</b>      | <b>39.7</b>  | <b>29.70</b>             | <b>39.70</b>    | <b>30.10</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

# AVERAGE WEEKLY CASH EARNINGS AND HOURS PAID FOR, Full-time non-managerial adult employees—Occupation

|  | WEEKLY CASH EARNINGS |              |                 | WEEKLY HOURS PAID FOR |            |             | HOURLY CASH EARNINGS |              |              |
|--|----------------------|--------------|-----------------|-----------------------|------------|-------------|----------------------|--------------|--------------|
|  | Ordinary<br>time     | Overtime     | Total           | Ordinary<br>time      | Overtime   | Total       | Ordinary<br>time     | Overtime     | Total        |
|  | \$                   | \$           | \$              | hours                 | hours      | hours       | \$                   | \$           | \$           |
| MALES                                  |                      |              |                 |                       |            |             |                      |              |              |
| Managers(a)                            | 1 580.50             | *30.50       | 1 611.00        | 38.3                  | 0.7        | 38.9        | 41.30                | 44.30        | 41.40        |
| Professionals                          | 1 618.00             | 28.40        | 1 646.40        | 38.0                  | 0.5        | 38.4        | 42.60                | 60.60        | 42.80        |
| Technicians and trades workers         | 1 109.90             | 126.30       | 1 236.10        | 38.5                  | 2.9        | 41.4        | 28.80                | 43.20        | 29.80        |
| Community and personal service workers | 1 122.80             | 84.00        | 1 206.90        | 38.6                  | 1.9        | 40.5        | 29.10                | 44.40        | 29.80        |
| Clerical and administrative workers    | 1 083.10             | 30.90        | 1 114.00        | 37.9                  | 0.9        | 38.7        | 28.60                | 36.10        | 28.80        |
| Sales workers                          | 1 023.40             | *22.50       | 1 045.90        | 38.5                  | *0.8       | 39.3        | 26.60                | 29.90        | 26.60        |
| Machinery operators and drivers        | 1 036.70             | 194.90       | 1 231.70        | 38.7                  | 5.2        | 43.9        | 26.80                | 37.60        | 28.10        |
| Labourers                              | 870.10               | 127.80       | 997.90          | 38.4                  | 3.5        | 41.9        | 22.70                | 36.60        | 23.80        |
| <b>All occupations</b>                 | <b>1 188.30</b>      | <b>92.20</b> | <b>1 280.40</b> | <b>38.3</b>           | <b>2.3</b> | <b>40.6</b> | <b>31.00</b>         | <b>40.30</b> | <b>31.50</b> |
| FEMALES                                |                      |              |                 |                       |            |             |                      |              |              |
| Managers(a)                            | 1 283.90             | *6.30        | 1 290.20        | 38.1                  | *0.1       | 38.3        | 33.70                | 44.30        | 33.70        |
| Professionals                          | 1 308.40             | 14.50        | 1 322.90        | 37.4                  | 0.3        | 37.6        | 35.00                | 53.60        | 35.20        |
| Technicians and trades workers         | 883.50               | *38.50       | 921.90          | 38.1                  | *1.2       | 39.3        | 23.20                | 32.30        | 23.50        |
| Community and personal service workers | 891.60               | 29.30        | 920.90          | 38.0                  | 0.8        | 38.8        | 23.50                | 36.40        | 23.70        |
| Clerical and administrative workers    | 933.50               | 15.10        | 948.60          | 37.7                  | 0.4        | 38.1        | 24.80                | 36.10        | 24.90        |
| Sales workers                          | 821.50               | 17.60        | 839.10          | 37.8                  | *0.6       | 38.5        | 21.70                | 27.70        | 21.80        |
| Machinery operators and drivers        | 964.20               | 106.30       | 1 070.50        | 38.7                  | 3.0        | 41.7        | 24.90                | 35.20        | 25.70        |
| Labourers                              | 753.70               | 63.00        | 816.70          | 38.3                  | 2.1        | 40.4        | 19.70                | 30.30        | 20.20        |
| <b>All occupations</b>                 | <b>1 041.60</b>      | <b>20.70</b> | <b>1 062.30</b> | <b>37.7</b>           | <b>0.6</b> | <b>38.3</b> | <b>27.60</b>         | <b>36.40</b> | <b>27.70</b> |
| PERSONS                                |                      |              |                 |                       |            |             |                      |              |              |
| Managers(a)                            | 1 460.40             | 20.70        | 1 481.10        | 38.2                  | 0.5        | 38.7        | 38.20                | 44.30        | 38.30        |
| Professionals                          | 1 464.80             | 21.50        | 1 486.30        | 37.7                  | 0.4        | 38.0        | 38.90                | 58.10        | 39.10        |
| Technicians and trades workers         | 1 087.20             | 117.50       | 1 204.60        | 38.5                  | 2.7        | 41.2        | 28.30                | 42.70        | 29.20        |
| Community and personal service workers | 1 001.60             | 55.30        | 1 057.00        | 38.3                  | 1.3        | 39.6        | 26.20                | 41.90        | 26.70        |
| Clerical and administrative workers    | 979.20               | 19.90        | 999.10          | 37.8                  | 0.6        | 38.3        | 25.90                | 36.10        | 26.10        |
| Sales workers                          | 933.60               | 20.30        | 953.90          | 38.2                  | 0.7        | 38.9        | 24.40                | 29.00        | 24.50        |
| Machinery operators and drivers        | 1 031.60             | 188.60       | 1 220.20        | 38.7                  | 5.0        | 43.7        | 26.70                | 37.50        | 27.90        |
| Labourers                              | 846.70               | 114.80       | 961.50          | 38.4                  | 3.2        | 41.6        | 22.10                | 35.80        | 23.10        |
| <b>All occupations</b>                 | <b>1 130.40</b>      | <b>64.00</b> | <b>1 194.40</b> | <b>38.1</b>           | <b>1.6</b> | <b>39.7</b> | <b>29.70</b>         | <b>39.70</b> | <b>30.10</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) See paragraph 22 of the Explanatory Notes.

|                              | WEEKLY CASH EARNINGS |              |                 | WEEKLY HOURS PAID FOR |            |             | HOURLY CASH EARNINGS |              |              |
|------------------------------|----------------------|--------------|-----------------|-----------------------|------------|-------------|----------------------|--------------|--------------|
|                              | Ordinary time        | Overtime     | Total           | Ordinary time         | Overtime   | Total       | Ordinary time        | Overtime     | Total        |
|                              | \$                   | \$           | \$              | hours                 | hours      | hours       | \$                   | \$           | \$           |
| MALES                        |                      |              |                 |                       |            |             |                      |              |              |
| New South Wales              | 1 214.20             | 84.10        | 1 298.30        | 37.9                  | 2.1        | 40.0        | 32.00                | 40.90        | 32.50        |
| Victoria                     | 1 149.00             | 82.90        | 1 232.00        | 38.3                  | 2.1        | 40.3        | 30.00                | 39.90        | 30.50        |
| Queensland                   | 1 144.60             | 116.60       | 1 261.20        | 38.4                  | 2.9        | 41.3        | 29.80                | 40.30        | 30.50        |
| South Australia              | 1 095.80             | 59.60        | 1 155.40        | 38.2                  | 1.6        | 39.8        | 28.70                | 36.70        | 29.00        |
| Western Australia            | 1 345.80             | 115.20       | 1 461.00        | 39.8                  | 2.8        | 42.6        | 33.80                | 41.00        | 34.30        |
| Tasmania                     | 1 012.40             | 80.50        | 1 092.90        | 38.4                  | 2.2        | 40.7        | 26.30                | 35.90        | 26.90        |
| Northern Territory           | 1 166.80             | 95.70        | 1 262.50        | 38.6                  | 2.4        | 41.0        | 30.20                | 40.30        | 30.80        |
| Australian Capital Territory | 1 350.00             | *54.30       | 1 404.30        | 37.4                  | *1.3       | 38.7        | 36.10                | 43.20        | 36.30        |
| <b>Australia</b>             | <b>1 188.30</b>      | <b>92.20</b> | <b>1 280.40</b> | <b>38.3</b>           | <b>2.3</b> | <b>40.6</b> | <b>31.00</b>         | <b>40.30</b> | <b>31.50</b> |
| FEMALES                      |                      |              |                 |                       |            |             |                      |              |              |
| New South Wales              | 1 090.40             | 18.30        | 1 108.70        | 37.4                  | 0.5        | 37.9        | 29.20                | 37.20        | 29.30        |
| Victoria                     | 1 026.80             | 19.40        | 1 046.20        | 38.0                  | 0.5        | 38.5        | 27.00                | 37.00        | 27.20        |
| Queensland                   | 992.50               | 23.80        | 1 016.30        | 37.8                  | 0.6        | 38.4        | 26.30                | 36.70        | 26.50        |
| South Australia              | 961.30               | 15.20        | 976.50          | 37.6                  | 0.5        | 38.0        | 25.60                | 33.70        | 25.70        |
| Western Australia            | 1 032.80             | 32.50        | 1 065.40        | 38.5                  | 0.9        | 39.4        | 26.90                | 34.40        | 27.00        |
| Tasmania                     | 934.00               | *12.00       | 946.00          | 37.4                  | *0.4       | 37.8        | 24.90                | 32.40        | 25.00        |
| Northern Territory           | 1 015.60             | *30.50       | 1 046.00        | 37.7                  | *0.8       | 38.6        | 26.90                | 35.90        | 27.10        |
| Australian Capital Territory | 1 212.30             | *8.30        | 1 220.60        | 37.2                  | *0.2       | 37.4        | 32.60                | 47.00        | 32.60        |
| <b>Australia</b>             | <b>1 041.60</b>      | <b>20.70</b> | <b>1 062.30</b> | <b>37.7</b>           | <b>0.6</b> | <b>38.3</b> | <b>27.60</b>         | <b>36.40</b> | <b>27.70</b> |
| PERSONS                      |                      |              |                 |                       |            |             |                      |              |              |
| New South Wales              | 1 162.70             | 56.70        | 1 219.40        | 37.7                  | 1.4        | 39.1        | 30.80                | 40.40        | 31.20        |
| Victoria                     | 1 101.90             | 58.40        | 1 160.30        | 38.2                  | 1.5        | 39.6        | 28.90                | 39.50        | 29.30        |
| Queensland                   | 1 086.00             | 80.90        | 1 166.90        | 38.2                  | 2.0        | 40.2        | 28.40                | 39.90        | 29.00        |
| South Australia              | 1 045.50             | 43.00        | 1 088.50        | 37.9                  | 1.2        | 39.1        | 27.60                | 36.30        | 27.80        |
| Western Australia            | 1 231.80             | 85.10        | 1 316.80        | 39.3                  | 2.1        | 41.4        | 31.30                | 39.90        | 31.80        |
| Tasmania                     | 986.20               | 57.60        | 1 043.80        | 38.1                  | 1.6        | 39.7        | 25.90                | 35.60        | 26.30        |
| Northern Territory           | 1 100.80             | 67.30        | 1 168.10        | 38.2                  | 1.7        | 39.9        | 28.80                | 39.30        | 29.30        |
| Australian Capital Territory | 1 283.00             | *31.90       | 1 314.80        | 37.3                  | *0.7       | 38.1        | 34.40                | 43.70        | 34.60        |
| <b>Australia</b>             | <b>1 130.40</b>      | <b>64.00</b> | <b>1 194.40</b> | <b>38.1</b>           | <b>1.6</b> | <b>39.7</b> | <b>29.70</b>         | <b>39.70</b> | <b>30.10</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

|                         | AVERAGE WEEKLY<br>ORDINARY TIME |             | AVERAGE<br>WEEKLY TOTAL |             |
|-------------------------|---------------------------------|-------------|-------------------------|-------------|
|                         | Cash<br>earnings                | Hours       | Cash<br>earnings        | Hours       |
|                         | \$                              | hours       | \$                      | hours       |
| MALES                   |                                 |             |                         |             |
| Under 20 employees      | 962.30                          | 38.7        | 1 022.20                | 40.4        |
| 20 - 49 employees       | 1 053.40                        | 38.7        | 1 142.50                | 41.2        |
| 50 - 99 employees       | 1 173.50                        | 38.4        | 1 293.70                | 41.5        |
| 100 - 499 employees     | 1 222.20                        | 38.6        | 1 337.50                | 41.4        |
| 500 - 999 employees     | 1 349.40                        | 38.4        | 1 480.20                | 41.5        |
| 1000 and over employees | 1 385.20                        | 38.5        | 1 492.70                | 40.9        |
| <b>Total</b>            | <b>1 158.50</b>                 | <b>38.6</b> | <b>1 255.90</b>         | <b>41.1</b> |
| FEMALES                 |                                 |             |                         |             |
| Under 20 employees      | 860.70                          | 38.2        | 873.30                  | 38.7        |
| 20 - 49 employees       | 926.60                          | 38.0        | 944.20                  | 38.6        |
| 50 - 99 employees       | 1 025.00                        | 38.2        | 1 043.40                | 38.8        |
| 100 - 499 employees     | 1 005.20                        | 37.9        | 1 032.80                | 38.6        |
| 500 - 999 employees     | 1 092.40                        | 38.0        | 1 129.00                | 39.0        |
| 1000 and over employees | 1 087.40                        | 37.9        | 1 110.40                | 38.5        |
| <b>Total</b>            | <b>984.70</b>                   | <b>38.0</b> | <b>1 006.30</b>         | <b>38.7</b> |
| PERSONS                 |                                 |             |                         |             |
| Under 20 employees      | 927.70                          | 38.5        | 971.50                  | 39.8        |
| 20 - 49 employees       | 1 011.90                        | 38.5        | 1 077.60                | 40.3        |
| 50 - 99 employees       | 1 113.10                        | 38.3        | 1 191.90                | 40.4        |
| 100 - 499 employees     | 1 141.00                        | 38.3        | 1 223.50                | 40.4        |
| 500 - 999 employees     | 1 259.40                        | 38.3        | 1 357.20                | 40.6        |
| 1000 and over employees | 1 267.70                        | 38.2        | 1 341.80                | 40.0        |
| <b>Total</b>            | <b>1 095.50</b>                 | <b>38.4</b> | <b>1 165.40</b>         | <b>40.2</b> |

|                             | Award<br>or pay<br>scale<br>only | COLLECTIVE AGREEMENT |              | INDIVIDUAL ARRANGEMENT |              |  | Total       | All<br>methods<br>of setting<br>pay |
|-----------------------------|----------------------------------|----------------------|--------------|------------------------|--------------|--|-------------|-------------------------------------|
|                             |                                  | Registered           | Unregistered | Registered             | Unregistered | Working<br>proprietor of<br>incorporated<br>business |             |                                     |
| PROPORTION OF EMPLOYEES (%) |                                  |                      |              |                        |              |  |             |                                     |
| <b>Males</b>                |                                  |                      |              |                        |              |  |             |                                     |
| Private sector              | 15.7                             | 25.2                 | *0.6         | 2.7                    | 47.5         | 8.3  | 58.6        | 100.0                               |
| Public sector               | *0.3                             | 94.5                 | 0.9          | 1.2                    | 3.1          | ..   | 4.3         | 100.0                               |
| <b>All sectors</b>          | <b>13.3</b>                      | <b>35.9</b>          | <b>0.6</b>   | <b>2.5</b>             | <b>40.7</b>  | <b>7.0</b>   | <b>50.2</b> | <b>100.0</b>                        |
| <b>Females</b>              |                                  |                      |              |                        |              |  |             |                                     |
| Private sector              | 25.8                             | 26.1                 | 0.8          | 2.0                    | 41.5         | 3.8  | 47.3        | 100.0                               |
| Public sector               | *0.5                             | 97.0                 | *0.3         | 0.9                    | 1.3          | ..   | 2.2         | 100.0                               |
| <b>All sectors</b>          | <b>19.9</b>                      | <b>42.6</b>          | <b>0.7</b>   | <b>1.8</b>             | <b>32.2</b>  | <b>2.9</b>   | <b>36.9</b> | <b>100.0</b>                        |
| <b>Persons</b>              |                                  |                      |              |                        |              |  |             |                                     |
| Private sector              | 20.4                             | 25.6                 | 0.7          | 2.4                    | 44.7         | 6.2  | 53.3        | 100.0                               |
| Public sector               | *0.4                             | 96.0                 | 0.5          | 1.1                    | 2.0          | ..   | 3.1         | 100.0                               |
| <b>All sectors</b>          | <b>16.5</b>                      | <b>39.2</b>          | <b>0.6</b>   | <b>2.2</b>             | <b>36.5</b>  | <b>5.0</b>   | <b>43.7</b> | <b>100.0</b>                        |

| AVERAGE WEEKLY TOTAL CASH EARNINGS (\$) |                 |                 |                 |                 |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>Males</b>                            |                 |                 |                 |                 |                 |                 |                 |                 |
| Private sector                          |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 501.30          | 950.00          | 1 285.00        | 1 144.60        | 1 245.50        | 1 242.30        | 1 240.30        | 1 051.70        |
| Overtime                                | 35.80           | 140.40          | *60.60          | 69.30           | 47.00           | **—             | 41.40           | 65.60           |
| <b>Total</b>                            | <b>537.20</b>   | <b>1 090.50</b> | <b>1 345.60</b> | <b>1 213.90</b> | <b>1 292.50</b> | <b>1 242.30</b> | <b>1 281.70</b> | <b>1 117.30</b> |
| Public sector                           |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 1 063.50        | 1 212.30        | 1 557.60        | 2 127.90        | 2 026.00        | ..              | 2 055.20        | 1 251.20        |
| Overtime                                | —               | 57.10           | *23.90          | **11.30         | **25.50         | ..              | **21.40         | 55.10           |
| <b>Total</b>                            | <b>1 063.50</b> | <b>1 269.40</b> | <b>1 581.50</b> | <b>2 139.20</b> | <b>2 051.40</b> | ..              | <b>2 076.60</b> | <b>1 306.30</b> |
| All sectors                             |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 503.40          | 1 056.60        | 1 345.40        | 1 219.30        | 1 254.60        | 1 242.30        | 1 251.10        | 1 082.50        |
| Overtime                                | 35.70           | 106.60          | *52.50          | 64.90           | 46.80           | **—             | 41.10           | 64.00           |
| <b>Total</b>                            | <b>539.20</b>   | <b>1 163.20</b> | <b>1 397.90</b> | <b>1 284.20</b> | <b>1 301.40</b> | <b>1 242.30</b> | <b>1 292.30</b> | <b>1 146.50</b> |
| <b>Females</b>                          |                 |                 |                 |                 |                 |                 |                 |                 |
| Private sector                          |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 440.00          | 633.60          | 826.20          | 782.00          | 858.40          | 814.60          | 851.70          | 688.40          |
| Overtime                                | 7.70            | 18.30           | *15.80          | *28.40          | 9.60            | —               | 9.70            | 11.50           |
| <b>Total</b>                            | <b>447.70</b>   | <b>651.90</b>   | <b>842.10</b>   | <b>810.50</b>   | <b>868.10</b>   | <b>814.60</b>   | <b>861.30</b>   | <b>699.90</b>   |
| Public sector                           |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 665.10          | 945.00          | 1 408.50        | 1 561.60        | 1 450.60        | ..              | 1 497.60        | 957.00          |
| Overtime                                | **4.60          | 12.60           | **10.90         | **2.50          | *2.00           | ..              | *2.20           | 12.30           |
| <b>Total</b>                            | <b>669.70</b>   | <b>957.60</b>   | <b>1 419.40</b> | <b>1 564.20</b> | <b>1 452.60</b> | ..              | <b>1 499.80</b> | <b>969.30</b>   |
| All sectors                             |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 441.40          | 798.10          | 885.80          | 875.90          | 863.80          | 814.60          | 860.60          | 750.70          |
| Overtime                                | 7.70            | 15.30           | *15.30          | *25.30          | 9.60            | —               | 9.60            | 11.70           |
| <b>Total</b>                            | <b>449.10</b>   | <b>813.40</b>   | <b>901.20</b>   | <b>901.20</b>   | <b>873.40</b>   | <b>814.60</b>   | <b>870.10</b>   | <b>762.30</b>   |
| <b>Persons</b>                          |                 |                 |                 |                 |                 |                 |                 |                 |
| Private sector                          |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 465.10          | 799.40          | 1 035.40        | 1 001.50        | 1 077.70        | 1 121.20        | 1 079.30        | 882.10          |
| Overtime                                | 19.20           | 82.30           | *36.20          | 53.20           | 30.80           | **—             | 28.20           | 40.30           |
| <b>Total</b>                            | <b>484.40</b>   | <b>881.70</b>   | <b>1 071.60</b> | <b>1 054.60</b> | <b>1 108.50</b> | <b>1 121.20</b> | <b>1 107.60</b> | <b>922.40</b>   |
| Public sector                           |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 784.80          | 1 052.50        | 1 509.40        | 1 833.20        | 1 811.70        | ..              | 1 819.10        | 1 077.10        |
| Overtime                                | **3.20          | 30.50           | *19.70          | **6.70          | **16.70         | ..              | **13.30         | 29.80           |
| <b>Total</b>                            | <b>788.00</b>   | <b>1 083.00</b> | <b>1 529.10</b> | <b>1 840.00</b> | <b>1 828.40</b> | ..              | <b>1 832.40</b> | <b>1 106.90</b> |
| All sectors                             |                 |                 |                 |                 |                 |                 |                 |                 |
| Ordinary time                           | 466.80          | 918.70          | 1 111.60        | 1 079.70        | 1 085.50        | 1 121.20        | 1 089.30        | 919.60          |
| Overtime                                | 19.20           | 57.90           | *33.60          | 48.80           | 30.70           | **—             | 28.00           | 38.30           |
| <b>Total</b>                            | <b>485.90</b>   | <b>976.60</b>   | <b>1 145.20</b> | <b>1 128.50</b> | <b>1 116.10</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b>   |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable

— nil or rounded to zero (including null cells)

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

## INDIVIDUAL ARRANGEMENT

|                             | <i>Award<br/>or pay<br/>scale<br/>only</i> | <i>Collective<br/>agreement(a)</i> | <i>Registered or<br/>unregistered</i> | <i>Working<br/>proprietor of<br/>incorporated<br/>business</i> | <i>Total</i> | <i>All<br/>methods<br/>of setting<br/>pay</i> |
|-----------------------------|--|------------------------------------|---------------------------------------|--|--------------|---|
| PROPORTION OF EMPLOYEES (%) |  |                                    |                                       |  |              |   |
| <b>Males</b>                |  |                                    |                                       |  |              |   |
| Full-time employees         | 9.0  | 35.7                               | 47.2                                  | 8.1  | 55.2         | 100.0   |
| Part-time employees         | 30.1                                       | 39.5                               | 27.4                                  | 3.0  | 30.4         | 100.0   |
| <b>All employees</b>        | <b>13.3</b>                                | <b>36.5</b>                        | <b>43.2</b>                           | <b>7.0</b>   | <b>50.2</b>  | <b>100.0</b>                                  |
| <b>Females</b>              |  |                                    |                                       |  |              |   |
| Full-time employees         | 11.1                                       | 41.9                               | 43.4                                  | 3.6  | 47.0         | 100.0   |
| Part-time employees         | 28.5                                       | 44.5                               | 24.8                                  | 2.2  | 26.9         | 100.0   |
| <b>All employees</b>        | <b>19.9</b>                                | <b>43.2</b>                        | <b>34.0</b>                           | <b>2.9</b>   | <b>36.9</b>  | <b>100.0</b>                                  |
| <b>Persons</b>              |  |                                    |                                       |  |              |   |
| Full-time employees         | 9.8  | 38.0                               | 45.7                                  | 6.4  | 52.1         | 100.0   |
| Part-time employees         | 29.0                                       | 43.1                               | 25.5                                  | 2.4  | 27.9         | 100.0   |
| <b>All employees</b>        | <b>16.5</b>                                | <b>39.8</b>                        | <b>38.7</b>                           | <b>5.0</b>   | <b>43.7</b>  | <b>100.0</b>                                  |

## AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)

|                      |               |                 |                 |                 |                 |                 |
|----------------------|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>Males</b>         |               |                 |                 |                 |                 |                 |
| Full-time employees  | 723.40        | 1 370.70        | 1 421.20        | 1 315.30        | 1 405.70        | 1 331.50        |
| Part-time employees  | 320.80        | 438.80          | 477.70          | 472.20          | 477.10          | 414.90          |
| <b>All employees</b> | <b>539.20</b> | <b>1 167.10</b> | <b>1 300.40</b> | <b>1 242.30</b> | <b>1 292.30</b> | <b>1 146.50</b> |
| <b>Females</b>       |               |                 |                 |                 |                 |                 |
| Full-time employees  | 739.10        | 1 147.40        | 1 106.80        | 1 024.20        | 1 100.40        | 1 080.00        |
| Part-time employees  | 338.30        | 507.80          | 476.20          | 471.60          | 475.80          | 450.80          |
| <b>All employees</b> | <b>449.10</b> | <b>814.80</b>   | <b>874.80</b>   | <b>814.60</b>   | <b>870.10</b>   | <b>762.30</b>   |
| <b>Persons</b>       |               |                 |                 |                 |                 |                 |
| Full-time employees  | 730.00        | 1 278.60        | 1 309.60        | 1 253.70        | 1 302.80        | 1 237.40        |
| Part-time employees  | 333.00        | 489.30          | 476.60          | 471.90          | 476.20          | 440.30          |
| <b>All employees</b> | <b>485.90</b> | <b>979.30</b>   | <b>1 116.80</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b>   |

(a) Includes registered and unregistered collective agreements.

## INDIVIDUAL ARRANGEMENT

|   | Award<br>or pay<br>scale<br>only | Collective<br>agreement(a) | Registered or<br>unregistered | Working<br>proprietor of<br>incorporated<br>business | Total           | All<br>methods<br>of setting<br>pay |
|---|----------------------------------|----------------------------|-------------------------------|--|-----------------|-------------------------------------|
| PROPORTION OF EMPLOYEES (%)             |                                  |                            |                               |  |                 |                                     |
| <b>Males</b>                            |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 9.1                              | 37.3                       | 45.2                          | 8.4  | 53.7            | 100.0                               |
| Casual employees                        | 35.1                             | 32.4                       | 32.5                          | —  | 32.5            | 100.0                               |
| <b>All employees</b>                    | <b>13.3</b>                      | <b>36.5</b>                | <b>43.2</b>                   | <b>7.0</b>   | <b>50.2</b>     | <b>100.0</b>                        |
| <b>Females</b>                          |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 12.4                             | 47.0                       | 36.8                          | 3.8  | 40.6            | 100.0                               |
| Casual employees                        | 42.8                             | 31.8                       | 25.4                          | —  | 25.4            | 100.0                               |
| <b>All employees</b>                    | <b>19.9</b>                      | <b>43.2</b>                | <b>34.0</b>                   | <b>2.9</b>   | <b>36.9</b>     | <b>100.0</b>                        |
| <b>Persons</b>                          |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 10.6                             | 41.8                       | 41.3                          | 6.3  | 47.6            | 100.0                               |
| Casual employees                        | 39.7                             | 32.0                       | 28.3                          | —  | 28.3            | 100.0                               |
| <b>All employees</b>                    | <b>16.5</b>                      | <b>39.8</b>                | <b>38.7</b>                   | <b>5.0</b>   | <b>43.7</b>     | <b>100.0</b>                        |
| AVERAGE WEEKLY TOTAL CASH EARNINGS (\$) |                                  |                            |                               |  |                 |                                     |
| <b>Males</b>                            |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 640.20                           | 1 280.10                   | 1 380.80                      | 1 242.30   | 1 359.10        | 1 264.50                            |
| Casual employees                        | 404.90                           | 497.90                     | 724.10                        | —  | 724.10          | 538.80                              |
| <b>All employees</b>                    | <b>539.20</b>                    | <b>1 167.10</b>            | <b>1 300.40</b>               | <b>1 242.30</b>                                      | <b>1 292.30</b> | <b>1 146.50</b>                     |
| <b>Females</b>                          |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 583.40                           | 917.00                     | 981.00                        | 814.60   | 965.30          | 895.10                              |
| Casual employees                        | 329.80                           | 352.20                     | 403.80                        | —  | 403.80          | 355.70                              |
| <b>All employees</b>                    | <b>449.10</b>                    | <b>814.80</b>              | <b>874.80</b>                 | <b>814.60</b>  | <b>870.10</b>   | <b>762.30</b>                       |
| <b>Persons</b>                          |                                  |                            |                               |  |                 |                                     |
| Permanent or fixed term employees       | 609.30                           | 1 090.40                   | 1 215.40                      | 1 121.20   | 1 203.00        | 1 092.90                            |
| Casual employees                        | 356.80                           | 412.10                     | 553.60                        | —  | 553.60          | 430.20                              |
| <b>All employees</b>                    | <b>485.90</b>                    | <b>979.30</b>              | <b>1 116.80</b>               | <b>1 121.20</b>                                      | <b>1 117.30</b> | <b>957.90</b>                       |

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

## INDIVIDUAL ARRANGEMENT

|  | Award<br>or pay<br>scale<br>only | Collective<br>agreement(a) | Registered or<br>unregistered | Working<br>proprietor of<br>incorporated<br>business | Total       | All<br>methods<br>of setting<br>pay |
|--|----------------------------------|----------------------------|-------------------------------|--|-------------|-------------------------------------|
| PROPORTION OF EMPLOYEES (%)                        |                                  |                            |                               |  |             |                                     |
| Mining   | *1.2                             | 30.9                       | 66.1                          | 1.8  | 67.9        | 100.0                               |
| Manufacturing                                      | 12.2                             | 29.9                       | 54.3                          | 3.6  | 57.9        | 100.0                               |
| Electricity, gas, water and waste services         | *5.4                             | 67.5                       | 25.8                          | 1.2  | 27.0        | 100.0                               |
| Construction                                       | 9.1                              | 25.6                       | 49.1                          | 16.1   | 65.3        | 100.0                               |
| Wholesale trade                                    | 9.0                              | 10.1                       | 75.5                          | 5.3  | 80.8        | 100.0                               |
| Retail trade                                       | 28.9                             | 36.2                       | 31.1                          | 3.8  | 34.9        | 100.0                               |
| Accommodation and food services                    | 50.3                             | 19.3                       | 28.4                          | 2.1  | 30.5        | 100.0                               |
| Transport, postal and warehousing                  | 8.3                              | 48.9                       | 35.9                          | 6.9  | 42.8        | 100.0                               |
| Information media and<br>telecommunications        | 5.6                              | 31.1                       | 59.2                          | 4.1  | 63.3        | 100.0                               |
| Financial and insurance services                   | *2.2                             | 38.9                       | 53.0                          | 6.0  | 59.0        | 100.0                               |
| Rental, hiring and real estate services            | 20.2                             | *11.9                      | 57.5                          | 10.4   | 67.9        | 100.0                               |
| Professional, scientific and technical<br>services | 5.4                              | 8.6                        | 70.9                          | 15.0   | 85.9        | 100.0                               |
| Administrative and support services                | 33.9                             | 15.7                       | 48.0                          | 2.5  | 50.5        | 100.0                               |
| Public administration and safety                   | **3.6                            | 88.2                       | 7.9                           | *0.3   | 8.2         | 100.0                               |
| Education and training                             | *8.4                             | 81.2                       | 9.7                           | *0.7   | 10.4        | 100.0                               |
| Health care and social assistance                  | 17.2                             | 64.5                       | 16.2                          | 2.1  | 18.2        | 100.0                               |
| Arts and recreation services                       | 14.2                             | 37.9                       | 43.6                          | 4.3  | 47.9        | 100.0                               |
| Other services                                     | 25.4                             | 7.3                        | 58.2                          | 9.1  | 67.3        | 100.0                               |
| <b>All industries</b>                              | <b>16.5</b>                      | <b>39.8</b>                | <b>38.7</b>                   | <b>5.0</b>   | <b>43.7</b> | <b>100.0</b>                        |

## AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)

|  |               |               |                 |                 |                 |               |
|--|---------------|---------------|-----------------|-----------------|-----------------|---------------|
| Mining   | 927.30        | 2 122.30      | 2 028.80        | 1 479.20        | 2 014.00        | 2 033.90      |
| Manufacturing                                      | 565.60        | 1 174.10      | 1 147.20        | 1 058.30        | 1 141.60        | 1 081.10      |
| Electricity, gas, water and waste services         | 833.10        | 1 334.30      | 1 648.60        | 920.80          | 1 615.80        | 1 383.30      |
| Construction                                       | 591.00        | 1 562.40      | 1 164.00        | 979.60          | 1 118.40        | 1 183.90      |
| Wholesale trade                                    | 573.40        | 1 069.60      | 1 055.50        | 941.80          | 1 048.00        | 1 007.30      |
| Retail trade                                       | 420.50        | 400.60        | 872.30          | 891.20          | 874.40          | 571.80        |
| Accommodation and food services                    | 370.20        | 345.70        | 642.40          | 782.70          | 652.10          | 451.40        |
| Transport, postal and warehousing                  | 759.30        | 1 243.20      | 1 104.10        | 862.10          | 1 064.90        | 1 126.60      |
| Information media and<br>telecommunications        | 638.70        | 1 060.60      | 1 322.10        | 1 161.20        | 1 311.80        | 1 195.70      |
| Financial and insurance services                   | 480.70        | 1 073.40      | 1 590.50        | 1 342.10        | 1 565.20        | 1 350.40      |
| Rental, hiring and real estate services            | 501.60        | 940.70        | 1 095.50        | 984.50          | 1 078.50        | 945.40        |
| Professional, scientific and technical<br>services | 503.90        | 1 180.50      | 1 350.60        | 1 264.60        | 1 335.60        | 1 276.90      |
| Administrative and support services                | 465.40        | 742.70        | 998.30          | 968.00          | 996.80          | 777.00        |
| Public administration and safety                   | 551.00        | 1 139.50      | 1 476.70        | *1 862.20       | 1 490.20        | 1 147.10      |
| Education and training                             | 612.20        | 963.50        | 981.70          | 806.30          | 969.90          | 934.50        |
| Health care and social assistance                  | 595.80        | 930.40        | 874.80          | 2 567.20        | 1 067.50        | 897.70        |
| Arts and recreation services                       | 343.60        | 681.10        | 724.80          | 924.30          | 742.90          | 662.80        |
| Other services                                     | 491.40        | 826.40        | 809.70          | 930.80          | 826.10          | 741.00        |
| <b>All industries</b>                              | <b>485.90</b> | <b>979.30</b> | <b>1 116.80</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes registered and unregistered collective agreements.

## INDIVIDUAL ARRANGEMENT

|  | <i>Award<br/>or pay<br/>scale<br/>only</i> | <i>Collective<br/>agreement(a)</i> | <i>Registered or<br/>unregistered</i> | <i>Working<br/>proprietor of<br/>incorporated<br/>business</i> | <i>Total</i> | <i>All<br/>methods<br/>of setting<br/>pay</i> |
|--|--|------------------------------------|---------------------------------------|--|--------------|---|
| PROPORTION OF EMPLOYEES (%)            |  |                                    |                                       |  |              |   |
| Managers(b)                            | 2.3  | 19.8                               | 59.0                                  | 18.9   | 77.9         | 100.0   |
| Professionals                          | 4.2  | 52.4                               | 37.7                                  | 5.6  | 43.3         | 100.0   |
| Technicians and trades workers         | 18.4                                       | 28.6                               | 45.7                                  | 7.3  | 53.0         | 100.0   |
| Community and personal service workers | 31.7                                       | 46.6                               | 20.9                                  | *0.8   | 21.7         | 100.0   |
| Clerical and administrative workers    | 10.7                                       | 38.6                               | 46.8                                  | 3.9  | 50.7         | 100.0   |
| Sales workers                          | 30.5                                       | 36.5                               | 31.7                                  | 1.3  | 33.0         | 100.0   |
| Machinery operators and drivers        | 12.7                                       | 44.8                               | 39.0                                  | 3.5  | 42.5         | 100.0   |
| Labourers                              | 29.8                                       | 41.0                               | 27.8                                  | *1.4   | 29.2         | 100.0   |
| <b>All occupations</b>                 | <b>16.5</b>                                | <b>39.8</b>                        | <b>38.7</b>                           | <b>5.0</b>   | <b>43.7</b>  | <b>100.0</b>                                  |

## AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)

|  |               |               |                 |                 |                 |               |
|--|---------------|---------------|-----------------|-----------------|-----------------|---------------|
| Managers(b)                            | 795.20        | 1 675.00      | 1 918.20        | 1 192.00        | 1 742.00        | 1 706.90      |
| Professionals                          | 852.10        | 1 182.50      | 1 422.10        | 1 608.00        | 1 446.10        | 1 282.90      |
| Technicians and trades workers         | 587.80        | 1 273.60      | 1 106.10        | 1 025.10        | 1 095.00        | 1 052.80      |
| Community and personal service workers | 439.80        | 761.50        | 619.40          | 972.00          | 632.30          | 631.40        |
| Clerical and administrative workers    | 552.70        | 882.10        | 807.70          | 613.80          | 792.80          | 801.60        |
| Sales workers                          | 383.70        | 421.60        | 886.00          | 891.60          | 886.20          | 563.20        |
| Machinery operators and drivers        | 691.10        | 1 287.20      | 1 021.60        | 827.30          | 1 005.70        | 1 092.10      |
| Labourers                              | 374.50        | 738.60        | 674.50          | 548.70          | 668.40          | 609.40        |
| <b>All occupations</b>                 | <b>485.90</b> | <b>979.30</b> | <b>1 116.80</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes registered and unregistered collective agreements.

(b) See paragraph 22 of the Explanatory Notes.

## INDIVIDUAL ARRANGEMENT

|                              | <i>Award<br/>or pay<br/>scale<br/>only</i> | <i>Collective<br/>agreement(a)</i> | <i>Registered or<br/>unregistered</i> | <i>Working<br/>proprietor of<br/>incorporated<br/>business</i> | <i>Total</i> | <i>All<br/>methods<br/>of setting<br/>pay</i> |
|------------------------------|--|------------------------------------|---------------------------------------|--|--------------|---|
| PROPORTION OF EMPLOYEES (%)  |  |                                    |                                       |  |              |   |
| New South Wales              | 20.2                                       | 36.0                               | 38.4                                  | 5.4  | 43.8         | 100.0   |
| Victoria                     | 13.1                                       | 40.7                               | 40.5                                  | 5.7  | 46.2         | 100.0   |
| Queensland                   | 19.0                                       | 41.3                               | 35.7                                  | 4.0  | 39.7         | 100.0   |
| South Australia              | 15.3                                       | 45.0                               | 34.4                                  | 5.2  | 39.6         | 100.0   |
| Western Australia            | 9.9  | 37.6                               | 47.8                                  | 4.7  | 52.5         | 100.0   |
| Tasmania                     | 20.8                                       | 46.2                               | 30.3                                  | 2.7  | 33.0         | 100.0   |
| Northern Territory           | 10.4                                       | 49.9                               | 35.2                                  | 4.5  | 39.7         | 100.0   |
| Australian Capital Territory | *13.0                                      | 56.0                               | 27.9                                  | 3.1  | 31.0         | 100.0   |
| <b>Australia</b>             | <b>16.5</b>                                | <b>39.8</b>                        | <b>38.7</b>                           | <b>5.0</b>   | <b>43.7</b>  | <b>100.0</b>                                  |

## AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)

|                              |               |               |                 |                 |                 |               |
|------------------------------|---------------|---------------|-----------------|-----------------|-----------------|---------------|
| New South Wales              | 500.80        | 1 001.00      | 1 180.90        | 1 050.90        | 1 164.80        | 971.80        |
| Victoria                     | 466.80        | 906.70        | 1 055.70        | 1 031.50        | 1 052.70        | 916.60        |
| Queensland                   | 469.70        | 1 017.40      | 1 063.60        | 1 314.60        | 1 088.90        | 941.70        |
| South Australia              | 510.10        | 891.00        | 1 063.70        | 909.40          | 1 043.50        | 893.10        |
| Western Australia            | 506.90        | 1 015.10      | 1 190.50        | 1 394.10        | 1 208.70        | 1 066.40      |
| Tasmania                     | 489.60        | 929.40        | 865.10          | 1 102.30        | 884.60          | 823.00        |
| Northern Territory           | 626.00        | 1 050.90      | 1 056.70        | 1 158.70        | 1 068.40        | 1 013.60      |
| Australian Capital Territory | 368.80        | 1 205.10      | 1 313.00        | 1 564.50        | 1 338.00        | 1 137.60      |
| <b>Australia</b>             | <b>485.90</b> | <b>979.30</b> | <b>1 116.80</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes registered and unregistered collective agreements.

## INDIVIDUAL ARRANGEMENT

|                             | <i>Award<br/>or pay<br/>scale<br/>only</i> | <i>Collective<br/>agreement(a)</i> | <i>Registered or<br/>unregistered</i> | <i>Working<br/>proprietor of<br/>incorporated<br/>business</i> | <i>Total</i> | <i>All<br/>methods<br/>of setting<br/>pay</i> |
|-----------------------------|--|------------------------------------|---------------------------------------|--|--------------|---|
| PROPORTION OF EMPLOYEES (%) |  |                                    |                                       |  |              |   |
| Under 20 employees          | 24.4                                       | 3.7                                | 54.1                                  | 17.8   | 71.9         | 100.0   |
| 20 - 49 employees           | 27.9                                       | 13.9                               | 56.0                                  | 2.1  | 58.2         | 100.0   |
| 50 - 99 employees           | 22.2                                       | 27.6                               | 49.7                                  | *0.5   | 50.2         | 100.0   |
| 100 - 499 employees         | 14.8                                       | 43.4                               | 41.7                                  | **0.1  | 41.8         | 100.0   |
| 500 - 999 employees         | 11.9                                       | 54.9                               | 33.2                                  | —  | 33.2         | 100.0   |
| 1 000 and over employees    | 4.9  | 82.2                               | 12.9                                  | —  | 12.9         | 100.0   |
| <b>Total</b>                | <b>16.5</b>                                | <b>39.8</b>                        | <b>38.7</b>                           | <b>5.0</b>   | <b>43.7</b>  | <b>100.0</b>                                  |

|                          | AVERAGE WEEKLY TOTAL CASH EARNINGS (\$) |               |                 |                 |                 |               |
|--------------------------|---|---------------|-----------------|-----------------|-----------------|---------------|
| Under 20 employees       | 447.50                                  | 765.40        | 822.30          | 1 102.30        | 891.60          | 778.70        |
| 20 - 49 employees        | 491.70                                  | 898.80        | 1 062.90        | 1 310.60        | 1 071.80        | 885.70        |
| 50 - 99 employees        | 493.30                                  | 917.40        | 1 198.60        | 1 881.70        | 1 205.80        | 968.10        |
| 100 - 499 employees      | 510.30                                  | 943.30        | 1 306.40        | 1 509.00        | 1 306.70        | 1 030.90      |
| 500 - 999 employees      | 585.20                                  | 1 050.10      | 1 526.90        | np              | 1 527.90        | 1 153.10      |
| 1 000 and over employees | 526.10                                  | 998.70        | 1 606.90        | —               | 1 606.90        | 1 053.70      |
| <b>Total</b>             | <b>485.90</b>                           | <b>979.30</b> | <b>1 116.80</b> | <b>1 121.20</b> | <b>1 117.30</b> | <b>957.90</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes registered and unregistered collective agreements.

|   | <i>Proportion of<br/>employees</i> |
|---|------------------------------------|
|   | %                                  |
| .....   |                                    |
| Federal jurisdiction  |                                    |
| Federal award or agreement(a)   | 42.0                               |
| State award or agreement(b)   | 1.3                                |
| Unregistered arrangement(c)   | 30.2                               |
| <b><i>Federal jurisdiction (excluding working<br/>proprietors of incorporated businesses)</i></b> | <b>73.5</b>                        |
| Working proprietor of incorporated business   | 5.0                                |
| <b><i>Total federal jurisdiction</i></b>  | <b>78.5</b>                        |
| State jurisdiction  |                                    |
| State award or agreement  | 10.0                               |
| Unregistered arrangement(c)   | 2.9                                |
| <b><i>Total state jurisdiction</i></b>  | <b>13.0</b>                        |
| Unable to be determined(d)  | 8.6                                |
| <b>Total</b>  | <b>100.0</b>                       |

- .....
- (a) Includes employees transitioning out of the federal jurisdiction.
  - (b) Employees transitioning into the federal jurisdiction.
  - (c) Includes employees receiving overaward pay.
  - (d) Employees whose jurisdictional coverage for pay-setting was unable to be determined.

**METHODS OF SETTING PAY, Average weekly total cash earnings and hours paid for, of non-managerial employees—Type of employee**

|                                     | AVERAGE WEEKLY<br>TOTAL CASH EARNINGS |                 |                 | AVERAGE WEEKLY<br>TOTAL HOURS PAID FOR |             |             | AVERAGE HOURLY<br>TOTAL CASH EARNINGS |              |              | TOTAL EMPLOYEES |                |                |
|-------------------------------------|---------------------------------------|-----------------|-----------------|--|-------------|-------------|---------------------------------------|--------------|--------------|-----------------|----------------|----------------|
|                                     | Males                                 | Females         | Persons         | Males                                  | Females     | Persons     | Males                                 | Females      | Persons      | Males           | Females        | Persons        |
|                                     | \$                                    | \$              | \$              | hours                                  | hours       | hours       | \$                                    | \$           | \$           | ('000)          | ('000)         | ('000)         |
| <b>PERMANENT FULL-TIME (a)</b>      |                                       |                 |                 |  |             |             |                                       |              |              |                 |                |                |
| Award or pay scale only             | 701.90                                | 727.30          | 712.60          | 40.3                                   | 38.5        | 39.5        | 17.40                                 | 18.90        | 18.00        | 280.1           | 205.7          | 485.9          |
| Registered collective agreement     | 1 347.90                              | 1 134.70        | 1 259.10        | 40.8                                   | 37.8        | 39.5        | 33.10                                 | 30.00        | 31.80        | 1 187.9         | 847.3          | 2 035.2        |
| Unregistered collective agreement   | 1 411.10                              | 1 219.10        | 1 339.30        | 39.9                                   | 36.9        | 38.8        | 35.30                                 | 33.00        | 34.50        | *21.0           | 12.6           | 33.6           |
| Registered individual agreement     | 1 279.90                              | 1 059.80        | 1 206.40        | 41.3                                   | 38.5        | 40.4        | 31.00                                 | 27.50        | 29.90        | 86.1            | 43.1           | 129.2          |
| Unregistered individual arrangement | 1 295.00                              | 1 051.90        | 1 204.30        | 40.3                                   | 38.6        | 39.7        | 32.10                                 | 27.20        | 30.40        | 1 336.8         | 795.8          | 2 132.6        |
| <b>All methods of setting pay</b>   | <b>1 259.90</b>                       | <b>1 054.90</b> | <b>1 178.90</b> | <b>40.5</b>                            | <b>38.2</b> | <b>39.6</b> | <b>31.10</b>                          | <b>27.60</b> | <b>29.80</b> | <b>2 912.0</b>  | <b>1 904.6</b> | <b>4 816.6</b> |
| <b>PERMANENT PART-TIME (a)</b>      |                                       |                 |                 |  |             |             |                                       |              |              |                 |                |                |
| Award or pay scale only             | 350.50                                | 434.30          | 414.90          | 19.6                                   | 21.5        | 21.0        | 17.90                                 | 20.20        | 19.70        | 60.0            | 199.4          | 259.4          |
| Registered collective agreement     | 563.40                                | 600.10          | 592.90          | 22.3                                   | 23.0        | 22.9        | 25.30                                 | 26.10        | 25.90        | 156.3           | 639.8          | 796.1          |
| Unregistered collective agreement   | *387.10                               | 621.10          | 581.00          | 11.0                                   | 21.9        | 20.1        | *35.10                                | 28.30        | 28.90        | 2.5             | 12.1           | 14.7           |
| Registered individual agreement     | 503.40                                | 472.80          | 480.40          | 24.7                                   | 21.9        | 22.6        | 20.40                                 | 21.60        | 21.30        | 4.8             | 14.5           | 19.3           |
| Unregistered individual arrangement | 557.40                                | 574.10          | 570.00          | 18.9                                   | 21.3        | 20.7        | 29.50                                 | 27.00        | 27.60        | 88.5            | 279.3          | 367.8          |
| <b>All methods of setting pay</b>   | <b>518.40</b>                         | <b>563.50</b>   | <b>553.80</b>   | <b>20.7</b>                            | <b>22.3</b> | <b>22.0</b> | <b>25.00</b>                          | <b>25.30</b> | <b>25.20</b> | <b>312.2</b>    | <b>1 145.0</b> | <b>1 457.2</b> |
| <b>CASUAL</b>                       |                                       |                 |                 |  |             |             |                                       |              |              |                 |                |                |
| Award or pay scale only             | 404.90                                | 329.80          | 356.80          | 20.1                                   | 17.0        | 18.1        | 20.10                                 | 19.40        | 19.70        | 256.2           | 456.2          | 712.4          |
| Registered collective agreement     | 493.30                                | 352.20          | 410.20          | 19.0                                   | 14.1        | 16.1        | 25.90                                 | 25.00        | 25.50        | 234.4           | 335.4          | 569.9          |
| Unregistered collective agreement   | *1 014.10                             | 348.00          | *629.60         | *24.3                                  | 11.7        | 17.1        | 41.70                                 | 29.70        | 36.90        | *2.1            | *2.9           | *5.0           |
| Registered individual agreement     | 679.10                                | 411.60          | 539.20          | 28.1                                   | 19.4        | 23.5        | 24.10                                 | 21.30        | 22.90        | 12.6            | *13.8          | 26.4           |
| Unregistered individual arrangement | 725.80                                | 403.40          | 553.90          | 26.7                                   | 17.8        | 21.9        | 27.20                                 | 22.60        | 25.20        | 224.3           | 256.4          | 480.7          |
| <b>All methods of setting pay</b>   | <b>538.50</b>                         | <b>355.70</b>   | <b>430.00</b>   | <b>21.9</b>                            | <b>16.3</b> | <b>18.6</b> | <b>24.60</b>                          | <b>21.80</b> | <b>23.10</b> | <b>729.6</b>    | <b>1 064.7</b> | <b>1 794.3</b> |
| <b>ALL NON-MANAGERIAL EMPLOYEES</b> |                                       |                 |                 |  |             |             |                                       |              |              |                 |                |                |
| Award or pay scale only             | 538.90                                | 448.90          | 485.80          | 29.6                                   | 23.2        | 25.8        | 18.20                                 | 19.40        | 18.80        | 596.3           | 861.3          | 1 457.7        |
| Registered collective agreement     | 1 143.30                              | 803.00          | 961.00          | 35.7                                   | 28.3        | 31.7        | 32.00                                 | 28.40        | 30.30        | 1 578.6         | 1 822.5        | 3 401.2        |
| Unregistered collective agreement   | 1 278.10                              | 865.00          | 1 064.10        | 35.8                                   | 27.7        | 31.6        | 35.70                                 | 31.20        | 33.70        | 25.7            | 27.6           | 53.2           |
| Registered individual agreement     | 1 170.60                              | 815.60          | 1 025.70        | 38.9                                   | 31.4        | 35.9        | 30.10                                 | 25.90        | 28.60        | 103.5           | 71.4           | 174.9          |
| Unregistered individual arrangement | 1 178.00                              | 826.80          | 1 021.20        | 37.3                                   | 31.0        | 34.5        | 31.60                                 | 26.70        | 29.60        | 1 649.6         | 1 331.5        | 2 981.1        |
| <b>All methods of setting pay</b>   | <b>1 068.20</b>                       | <b>737.20</b>   | <b>899.40</b>   | <b>35.5</b>                            | <b>28.1</b> | <b>31.8</b> | <b>30.10</b>                          | <b>26.20</b> | <b>28.30</b> | <b>3 953.8</b>  | <b>4 114.3</b> | <b>8 068.1</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes fixed term contract employees.

METHODS OF SETTING PAY, Weekly total cash earnings—Distribution of full-time non-managerial adult employees

|  | <i>Award or<br/>pay scale<br/>only</i> | <i>Collective<br/>agreement(a)</i> | <i>Individual<br/>arrangement(b)</i> | <i>All methods<br/>of setting<br/>pay</i> |
|--|--|------------------------------------|--------------------------------------|---|
| PROPORTION OF FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES (%) |  |                                    |                                      |   |
| <b>Weekly total cash earnings (\$)</b>                     |  |                                    |                                      |   |
| Under 200  | **0.7                                  | *0.2                               | *0.1                                 | *0.2                                      |
| 200 and under 300  | *0.3                                   | **0.1                              | *0.2                                 | 0.1                                       |
| 300 and under 400  | 1.2                                    | 0.2                                | *0.2                                 | 0.3                                       |
| 400 and under 500  | 3.0                                    | 0.2                                | 0.6                                  | 0.7                                       |
| 500 and under 600  | 14.6                                   | 1.1                                | 2.5                                  | 3.1                                       |
| 600 and under 700  | 24.0                                   | 4.3                                | 7.2                                  | 7.6                                       |
| 700 and under 800  | 20.7                                   | 8.1                                | 12.2                                 | 11.3                                      |
| 800 and under 900  | 14.2                                   | 9.7                                | 12.4                                 | 11.4                                      |
| 900 and under 1000   | 7.5                                    | 10.3                               | 10.5                                 | 10.1                                      |
| 1000 and under 1100  | 4.3                                    | 9.5                                | 9.0                                  | 8.8                                       |
| 1100 and under 1200  | 2.6                                    | 8.8                                | 7.5                                  | 7.6                                       |
| 1200 and under 1300  | 1.9                                    | 8.0                                | 6.3                                  | 6.6                                       |
| 1300 and under 1400  | *2.1                                   | 8.5                                | 5.3                                  | 6.4                                       |
| 1400 and under 1500  | 1.2                                    | 7.6                                | 4.2                                  | 5.4                                       |
| 1500 and under 1600  | *0.4                                   | 4.5                                | 4.0                                  | 3.9                                       |
| 1600 and under 1700  | *0.5                                   | 4.3                                | 2.6                                  | 3.1                                       |
| 1700 and under 1800  | **0.3                                  | 3.1                                | 1.9                                  | 2.3                                       |
| 1800 and under 1900  | *0.1                                   | 2.3                                | 1.9                                  | 1.9                                       |
| 1900 and under 2000  | *0.1                                   | 1.8                                | 1.9                                  | 1.7                                       |
| 2000 and over  | *0.3                                   | 7.4                                | 9.3                                  | 7.6                                       |
| <b>Total</b>   | <b>100.0</b>                           | <b>100.0</b>                       | <b>100.0</b>                         | <b>100.0</b>                              |

WEEKLY TOTAL CASH EARNINGS (\$) (c)

| <b>Deciles and quartiles</b>               |               |                 |                 |                 |
|--|---------------|-----------------|-----------------|-----------------|
| 10th percentile                            | 553.00        | 752.00          | 688.00          | 675.00          |
| 20th percentile                            | 600.00        | 860.00          | 773.00          | 770.00          |
| 25th percentile (1st quartile)             | 620.00        | 910.00          | 812.00          | 813.00          |
| 30th percentile                            | 643.00        | 962.00          | 857.00          | 860.00          |
| 40th percentile                            | 682.00        | 1 061.00        | 944.00          | 954.00          |
| 50th percentile (median)<br>(2nd quartile) | 727.00        | 1 171.00        | 1 041.00        | 1 058.00        |
| 60th percentile                            | 770.00        | 1 294.00        | 1 160.00        | 1 181.00        |
| 70th percentile                            | 839.00        | 1 422.00        | 1 322.00        | 1 335.00        |
| 75th percentile (3rd quartile)             | 872.00        | 1 476.00        | 1 417.00        | 1 418.00        |
| 80th percentile                            | 913.00        | 1 576.00        | 1 539.00        | 1 510.00        |
| 90th percentile                            | 1 084.00      | 1 862.00        | 1 952.00        | 1 860.00        |
| <b>Average weekly total cash earnings</b>  | <b>778.20</b> | <b>1 266.60</b> | <b>1 214.80</b> | <b>1 194.40</b> |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Percentiles are whole dollars only.

|   | FULL-TIME EMPLOYEES |                      |                       |                      |              | PART-TIME    | ALL         |              |
|---|---------------------|----------------------|-----------------------|----------------------|--------------|--------------|-------------|--------------|
|   | Managerial adult    | Non-managerial adult | Non-managerial junior | Total non-managerial | Total adult  | Total        | EMPLOYEES   |              |
|   | \$                  | \$                   | \$                    | \$                   | \$           | \$           | Total       |              |
| MALES   |                     |                      |                       |                      |              |              |             |              |
| Mining  | 215.30              | 37.00                | 81.70                 | 37.30                | 45.00        | 45.20        | 201.80      | 46.20        |
| Manufacturing                                   | 73.20               | 18.70                | 52.80                 | 18.30                | 20.20        | 19.80        | 31.50       | 20.50        |
| Electricity, gas, water and waste services      | 112.70              | 28.10                | 43.90                 | 27.80                | 31.30        | 31.00        | 84.50       | 31.00        |
| Construction                                    | 68.50               | 51.30                | 26.70                 | 51.80                | 44.10        | 44.10        | 48.00       | 44.20        |
| Wholesale trade                                 | 92.40               | 29.20                | 34.70                 | 29.00                | 30.30        | 30.10        | 26.60       | 31.20        |
| Retail trade                                    | 89.70               | 20.20                | 27.50                 | 20.20                | 21.90        | 21.70        | 11.40       | 22.90        |
| Accommodation and food services                 | 75.50               | 24.10                | 28.70                 | 23.30                | 23.30        | 22.70        | 15.50       | 20.40        |
| Transport, postal and warehousing               | 89.60               | 20.70                | 103.70                | 20.70                | 22.40        | 22.30        | 37.60       | 23.50        |
| Information media and telecommunications        | 183.20              | 56.00                | 42.60                 | 56.10                | 54.10        | 54.20        | 39.00       | 60.00        |
| Financial and insurance services                | 134.30              | 75.40                | np                    | 75.30                | 73.90        | 73.70        | 68.60       | 69.80        |
| Rental, hiring and real estate services         | 287.00              | 55.10                | 48.50                 | 55.40                | 107.00       | 106.60       | 37.40       | 103.20       |
| Professional, scientific and technical services | 131.10              | 37.10                | 93.60                 | 37.40                | 45.50        | 45.70        | 69.50       | 44.50        |
| Administrative and support services             | 151.00              | 37.80                | 27.10                 | 36.60                | 40.80        | 39.60        | 25.10       | 40.40        |
| Public administration and safety                | 70.20               | 18.90                | np                    | 18.90                | 18.90        | 18.90        | 37.60       | 37.10        |
| Education and training                          | 90.10               | 39.40                | 10.80                 | 63.10                | 42.60        | 65.70        | 33.60       | 59.10        |
| Health care and social assistance               | 523.40              | 73.90                | np                    | 73.80                | 99.20        | 99.10        | 58.10       | 78.50        |
| Arts and recreation services                    | 87.40               | 52.10                | 31.80                 | 51.70                | 44.10        | 43.90        | 18.50       | 42.30        |
| Other services                                  | 84.70               | 28.10                | 49.00                 | 28.70                | 35.70        | 35.00        | 46.70       | 30.10        |
| <b>All industries</b>                           | <b>39.80</b>        | <b>10.70</b>         | <b>16.20</b>          | <b>11.00</b>         | <b>11.10</b> | <b>11.40</b> | <b>9.50</b> | <b>12.00</b> |
| FEMALES   |                     |                      |                       |                      |              |              |             |              |
| Mining  | 549.50              | 62.70                | np                    | 60.00                | 63.90        | 61.30        | 139.50      | 60.50        |
| Manufacturing                                   | 258.20              | 28.40                | 47.00                 | 28.00                | 34.20        | 33.20        | 33.30       | 33.40        |
| Electricity, gas, water and waste services      | 335.30              | 33.00                | —                     | 33.00                | 56.50        | 56.50        | 59.10       | 53.10        |
| Construction                                    | 142.00              | 53.80                | 46.00                 | 53.10                | 55.10        | 52.80        | 27.80       | 39.70        |
| Wholesale trade                                 | 149.20              | 27.50                | 20.80                 | 24.00                | 31.30        | 29.40        | 18.50       | 31.30        |
| Retail trade                                    | 99.70               | 21.20                | 15.10                 | 20.80                | 20.80        | 20.40        | 9.30        | 15.70        |
| Accommodation and food services                 | 223.90              | 19.60                | 36.50                 | 19.70                | 27.60        | 27.20        | 9.00        | 15.50        |
| Transport, postal and warehousing               | 103.30              | 26.70                | np                    | 26.70                | 25.40        | 25.40        | 23.10       | 23.30        |
| Information media and telecommunications        | 141.70              | 29.10                | 67.60                 | 29.20                | 29.70        | 29.70        | 50.60       | 37.00        |
| Financial and insurance services                | 146.60              | 31.90                | 35.40                 | 32.00                | 32.50        | 32.50        | 19.30       | 28.50        |
| Rental, hiring and real estate services         | 152.30              | 23.70                | 29.00                 | 23.60                | 30.60        | 31.00        | 25.60       | 30.30        |
| Professional, scientific and technical services | 126.00              | 28.30                | 31.10                 | 28.00                | 31.00        | 30.50        | 29.40       | 28.00        |
| Administrative and support services             | 138.60              | 23.80                | 15.70                 | 24.00                | 23.60        | 23.70        | 17.10       | 30.70        |
| Public administration and safety                | 135.50              | 12.00                | 82.20                 | 12.00                | 13.00        | 13.10        | 27.30       | 20.00        |
| Education and training                          | 116.90              | 15.80                | 43.30                 | 16.10                | 19.70        | 20.00        | 18.10       | 32.00        |
| Health care and social assistance               | 115.50              | 30.40                | 21.80                 | 30.60                | 28.20        | 28.40        | 13.40       | 19.60        |
| Arts and recreation services                    | 181.40              | 27.90                | 42.40                 | 31.70                | 32.80        | 36.30        | 14.90       | 30.40        |
| Other services                                  | 84.00               | 20.10                | 26.60                 | 23.30                | 22.20        | 23.90        | 26.40       | 20.10        |
| <b>All industries</b>                           | <b>45.30</b>        | <b>8.50</b>          | <b>11.40</b>          | <b>8.70</b>          | <b>8.90</b>  | <b>9.00</b>  | <b>6.90</b> | <b>9.30</b>  |

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

|   | FULL-TIME EMPLOYEES     |                                 |                                  |                                 |                    | PART-TIME    | ALL          |             |
|---|-------------------------|---------------------------------|----------------------------------|---------------------------------|--------------------|--------------|--------------|-------------|
|   | .....                   |                                 |                                  |                                 |                    | EMPLOYEES    | EMPLOYEES    |             |
|   | <i>Managerial adult</i> | <i>Non-man managerial adult</i> | <i>Non-man managerial junior</i> | <i>Total non-man managerial</i> | <i>Total adult</i> | <i>Total</i> | <i>Total</i> |             |
|   | \$                      | \$                              | \$                               | \$                              | \$                 | \$           | \$           |             |
| PERSONS   |                         |                                 |                                  |                                 |                    |              |              |             |
| Mining  | 221.90                  | 31.90                           | 66.70                            | 32.30                           | 39.60              | 39.90        | 116.10       | 40.30       |
| Manufacturing                                   | 95.40                   | 17.20                           | 43.70                            | 16.90                           | 19.40              | 19.00        | 28.10        | 21.90       |
| Electricity, gas, water and waste services      | 115.60                  | 26.90                           | 43.90                            | 26.60                           | 30.70              | 30.30        | 52.50        | 32.10       |
| Construction                                    | 65.10                   | 47.70                           | 25.70                            | 47.90                           | 40.80              | 40.60        | 28.70        | 40.10       |
| Wholesale trade                                 | 85.90                   | 23.90                           | 31.70                            | 22.80                           | 26.20              | 25.50        | 15.40        | 26.50       |
| Retail trade                                    | 79.30                   | 16.40                           | 17.50                            | 16.20                           | 17.50              | 17.30        | 7.90         | 16.50       |
| Accommodation and food services                 | 114.00                  | 18.50                           | 24.50                            | 18.20                           | 20.00              | 19.70        | 8.90         | 15.30       |
| Transport, postal and warehousing               | 81.90                   | 18.60                           | 86.50                            | 18.70                           | 19.10              | 19.10        | 23.60        | 19.60       |
| Information media and telecommunications        | 139.40                  | 42.30                           | 53.20                            | 42.50                           | 41.10              | 41.20        | 39.90        | 48.60       |
| Financial and insurance services                | 120.10                  | 40.50                           | 40.80                            | 40.40                           | 44.90              | 44.70        | 19.30        | 39.60       |
| Rental, hiring and real estate services         | 230.90                  | 34.60                           | 28.90                            | 35.10                           | 65.90              | 66.00        | 24.30        | 59.50       |
| Professional, scientific and technical services | 112.40                  | 30.80                           | 38.40                            | 30.70                           | 34.70              | 34.80        | 29.10        | 33.60       |
| Administrative and support services             | 118.70                  | 24.80                           | 20.10                            | 24.30                           | 27.40              | 26.90        | 16.10        | 30.00       |
| Public administration and safety                | 61.60                   | 14.20                           | 71.50                            | 14.20                           | 13.10              | 13.10        | 27.40        | 24.30       |
| Education and training                          | 75.10                   | 20.50                           | 45.10                            | 28.40                           | 25.00              | 32.00        | 19.30        | 37.60       |
| Health care and social assistance               | 284.10                  | 32.00                           | 24.40                            | 32.20                           | 35.60              | 35.50        | 14.90        | 24.50       |
| Arts and recreation services                    | 85.80                   | 36.10                           | 29.60                            | 37.10                           | 32.80              | 34.10        | 13.40        | 31.10       |
| Other services                                  | 72.10                   | 21.50                           | 32.70                            | 22.50                           | 26.40              | 26.40        | 29.10        | 21.40       |
| <b>All industries</b>                           | <b>33.80</b>            | <b>7.80</b>                     | <b>11.70</b>                     | <b>7.90</b>                     | <b>8.30</b>        | <b>8.40</b>  | <b>6.20</b>  | <b>8.90</b> |

|                                 | FULL-TIME EMPLOYEES |                             |                              |                          |                | PART-TIME    | ALL         |              |
|---------------------------------|---------------------|-----------------------------|------------------------------|--------------------------|----------------|--------------|-------------|--------------|
|                                 | Managerial<br>adult | Non-<br>managerial<br>adult | Non-<br>managerial<br>junior | Total non-<br>managerial | Total<br>adult | EMPLOYEES    | EMPLOYEES   |              |
|                                 | \$                  | \$                          | \$                           | \$                       | \$             | \$           | \$          |              |
| MALES                           |                     |                             |                              |                          |                |              |             |              |
| New South Wales                 | 62.70               | 17.10                       | 16.70                        | 17.20                    | 19.00          | 19.00        | 13.10       | 21.90        |
| Victoria                        | 55.50               | 23.00                       | 49.40                        | 22.90                    | 21.60          | 21.50        | 20.50       | 23.50        |
| Queensland                      | 106.20              | 29.10                       | 27.20                        | 31.20                    | 28.40          | 30.50        | 26.10       | 29.80        |
| South Australia                 | 133.60              | 20.90                       | 32.10                        | 21.00                    | 25.70          | 25.70        | 24.10       | 24.60        |
| Western Australia               | 192.10              | 30.10                       | 21.80                        | 30.90                    | 38.10          | 37.90        | 33.10       | 37.30        |
| Tasmania                        | 211.30              | 30.50                       | 30.70                        | 31.90                    | 39.30          | 40.20        | 31.60       | 38.90        |
| Northern Territory              | 88.60               | 25.70                       | 53.40                        | 26.00                    | 27.60          | 28.00        | 23.60       | 31.90        |
| Australian Capital<br>Territory | 118.90              | 48.60                       | 30.60                        | 48.80                    | 44.70          | 44.90        | 70.00       | 45.90        |
| <b>Australia</b>                | <b>39.80</b>        | <b>10.70</b>                | <b>16.20</b>                 | <b>11.00</b>             | <b>11.10</b>   | <b>11.40</b> | <b>9.50</b> | <b>12.00</b> |
| FEMALES                         |                     |                             |                              |                          |                |              |             |              |
| New South Wales                 | 77.40               | 13.20                       | 21.30                        | 13.90                    | 15.30          | 16.00        | 12.00       | 18.90        |
| Victoria                        | 101.10              | 14.60                       | 27.30                        | 14.80                    | 15.90          | 15.90        | 12.90       | 17.00        |
| Queensland                      | 94.30               | 29.80                       | 17.10                        | 30.50                    | 28.00          | 28.70        | 17.20       | 24.80        |
| South Australia                 | 118.30              | 16.30                       | 38.00                        | 16.10                    | 17.50          | 17.40        | 12.70       | 13.10        |
| Western Australia               | 130.80              | 22.40                       | 41.40                        | 21.80                    | 23.20          | 22.60        | 25.90       | 18.60        |
| Tasmania                        | 138.00              | 39.50                       | 33.20                        | 40.20                    | 36.90          | 37.50        | 33.00       | 27.30        |
| Northern Territory              | 73.70               | 20.50                       | 91.50                        | 20.60                    | 23.50          | 23.80        | 22.10       | 31.30        |
| Australian Capital<br>Territory | 100.70              | 30.40                       | 90.80                        | 30.30                    | 30.40          | 30.30        | 56.40       | 54.80        |
| <b>Australia</b>                | <b>45.30</b>        | <b>8.50</b>                 | <b>11.40</b>                 | <b>8.70</b>              | <b>8.90</b>    | <b>9.00</b>  | <b>6.90</b> | <b>9.30</b>  |
| PERSONS                         |                     |                             |                              |                          |                |              |             |              |
| New South Wales                 | 54.20               | 12.40                       | 14.20                        | 12.60                    | 14.20          | 14.40        | 9.70        | 17.70        |
| Victoria                        | 53.00               | 16.40                       | 37.80                        | 16.40                    | 16.30          | 16.20        | 12.50       | 17.10        |
| Queensland                      | 85.10               | 21.80                       | 21.90                        | 22.80                    | 20.90          | 21.90        | 15.70       | 20.30        |
| South Australia                 | 108.60              | 14.80                       | 27.20                        | 14.70                    | 17.60          | 17.60        | 12.10       | 15.20        |
| Western Australia               | 159.10              | 25.20                       | 19.90                        | 24.80                    | 29.80          | 29.10        | 22.90       | 27.10        |
| Tasmania                        | 171.50              | 25.30                       | 23.90                        | 26.30                    | 30.30          | 31.00        | 31.70       | 27.30        |
| Northern Territory              | 67.30               | 20.10                       | 45.50                        | 19.80                    | 21.50          | 21.30        | 17.40       | 26.60        |
| Australian Capital<br>Territory | 93.30               | 32.10                       | 40.20                        | 32.10                    | 28.10          | 28.20        | 52.30       | 47.10        |
| <b>Australia</b>                | <b>33.80</b>        | <b>7.80</b>                 | <b>11.70</b>                 | <b>7.90</b>              | <b>8.30</b>    | <b>8.40</b>  | <b>6.20</b> | <b>8.90</b>  |

|   | INDIVIDUAL ARRANGEMENT  |                         |                            |   |              | All methods of setting pay |
|---|-------------------------|-------------------------|----------------------------|---|--------------|----------------------------|
|   | Award or pay scale only | Collective agreement(a) | Registered or unregistered | Working proprietor of incorporated business | Total        |                            |
| PROPORTION OF EMPLOYEES (%)             |                         |                         |                            |   |              |                            |
| New South Wales                         | 1.2                     | 1.7                     | 1.3                        | 0.3   | 1.4          | —                          |
| Victoria                                | 1.0                     | 2.2                     | 1.8                        | 0.4   | 1.9          | —                          |
| Queensland                              | 1.8                     | 3.5                     | 2.3                        | 0.4   | 2.5          | —                          |
| South Australia                         | 1.1                     | 1.5                     | 1.7                        | 0.6   | 1.7          | —                          |
| Western Australia                       | 1.6                     | 3.3                     | 2.8                        | 0.6   | 3.0          | —                          |
| Tasmania                                | 2.5                     | 5.1                     | 3.2                        | 0.5   | 3.4          | —                          |
| Northern Territory                      | 1.6                     | 3.6                     | 2.8                        | 0.7   | 3.0          | —                          |
| Australian Capital Territory            | 3.6                     | 3.5                     | 2.9                        | 0.6   | 3.2          | —                          |
| <b>Australia</b>                        | <b>0.6</b>              | <b>1.1</b>              | <b>0.8</b>                 | <b>0.2</b>                                  | <b>0.9</b>   | —                          |
| AVERAGE WEEKLY TOTAL CASH EARNINGS (\$) |                         |                         |                            |   |              |                            |
| New South Wales                         | 15.80                   | 35.90                   | 22.40                      | 45.80                                       | 20.60        | 17.70                      |
| Victoria                                | 16.90                   | 29.90                   | 24.50                      | 51.40                                       | 22.70        | 17.10                      |
| Queensland                              | 19.80                   | 32.70                   | 25.70                      | 121.00                                      | 26.10        | 20.30                      |
| South Australia                         | 19.80                   | 20.20                   | 26.70                      | 82.50                                       | 26.20        | 15.20                      |
| Western Australia                       | 28.70                   | 40.90                   | 39.60                      | 108.80                                      | 37.00        | 27.10                      |
| Tasmania                                | 23.20                   | 42.80                   | 34.50                      | 86.40                                       | 33.00        | 27.30                      |
| Northern Territory                      | 28.80                   | 33.00                   | 42.80                      | 102.50                                      | 40.20        | 26.60                      |
| Australian Capital Territory            | 89.00                   | 20.40                   | 96.70                      | 340.60                                      | 71.40        | 47.10                      |
| <b>Australia</b>                        | <b>9.10</b>             | <b>15.50</b>            | <b>12.40</b>               | <b>32.60</b>                                | <b>11.60</b> | <b>8.90</b>                |

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

|  | <i>Proportion of<br/>employees</i> |
|--|------------------------------------|
|  | %                                  |
| .....  |                                    |
| Federal jurisdiction   |                                    |
| Federal award or agreement(a)  | 1.0                                |
| State award or agreement(b)  | 0.1                                |
| Unregistered arrangement(c)  | 0.8                                |
| Federal jurisdiction (excluding working<br>proprietors of incorporated businesses) | 1.1                                |
| Working proprietor of incorporated business  | 0.2                                |
| Total federal jurisdiction   | 1.2                                |
| State jurisdiction   |                                    |
| State award or agreement   | 1.2                                |
| Unregistered arrangement(c)  | 0.2                                |
| Total state jurisdiction   | 1.2                                |
| Unable to be determined(d)   | 0.8                                |
| <b>Total</b>   | —                                  |

- .....
- nil or rounded to zero (including null cells)
  - (a) Includes employees transitioning out of the federal jurisdiction.
  - (b) Employees transitioning into the federal jurisdiction.
  - (c) Includes employees receiving overaward pay.
  - (d) Employees whose jurisdictional coverage for pay-setting was unable to be determined.

STANDARD ERRORS, Methods of setting pay—Average weekly total cash earnings and hours paid for, of non-managerial employees: **Type of employee**

|                                     | AVERAGE WEEKLY<br>TOTAL CASH EARNINGS |             |             | AVERAGE WEEKLY<br>TOTAL HOURS PAID FOR |            |            | AVERAGE HOURLY<br>TOTAL CASH EARNINGS |             |             | TOTAL EMPLOYEES |              |              |
|-------------------------------------|---------------------------------------|-------------|-------------|--|------------|------------|---------------------------------------|-------------|-------------|-----------------|--------------|--------------|
|                                     | Males                                 | Females     | Persons     | Males                                  | Females    | Persons    | Males                                 | Females     | Persons     | Males           | Females      | Persons      |
|                                     | \$                                    | \$          | \$          | hours                                  | hours      | hours      | \$                                    | \$          | \$          | ('000)          | ('000)       | ('000)       |
| PERMANENT FULL-TIME (a)             |                                       |             |             |  |            |            |                                       |             |             |                 |              |              |
| Award or pay scale only             | 12.20                                 | 16.50       | 10.70       | 0.2                                    | 0.2        | 0.2        | 0.30                                  | 0.40        | 0.30        | 21.4            | 13.4         | 26.6         |
| Registered collective agreement     | 17.10                                 | 11.70       | 12.10       | 0.2                                    | 0.1        | 0.2        | 0.30                                  | 0.40        | 0.30        | 46.0            | 60.9         | 95.0         |
| Unregistered collective agreement   | 197.50                                | 87.60       | 137.70      | 0.8                                    | 0.5        | 0.7        | 5.10                                  | 2.20        | 3.50        | 6.0             | 2.8          | 7.8          |
| Registered individual agreement     | 56.30                                 | 36.70       | 42.90       | 0.5                                    | 0.5        | 0.4        | 1.40                                  | 0.90        | 1.10        | 9.6             | 5.2          | 12.8         |
| Unregistered individual arrangement | 14.60                                 | 11.40       | 11.10       | 0.2                                    | 0.1        | 0.1        | 0.40                                  | 0.30        | 0.30        | 38.7            | 32.2         | 58.0         |
| <b>All methods of setting pay</b>   | <b>11.40</b>                          | <b>8.80</b> | <b>8.20</b> | <b>0.1</b>                             | <b>0.1</b> | <b>0.1</b> | <b>0.30</b>                           | <b>0.30</b> | <b>0.20</b> | <b>65.1</b>     | <b>70.3</b>  | <b>115.3</b> |
| PERMANENT PART-TIME (a)             |                                       |             |             |  |            |            |                                       |             |             |                 |              |              |
| Award or pay scale only             | 25.40                                 | 24.00       | 19.30       | 1.1                                    | 0.6        | 0.5        | 1.00                                  | 0.80        | 0.70        | 7.8             | 14.8         | 19.1         |
| Registered collective agreement     | 25.30                                 | 9.60        | 10.70       | 0.6                                    | 0.3        | 0.3        | 0.90                                  | 0.40        | 0.50        | 15.1            | 51.7         | 61.9         |
| Unregistered collective agreement   | 153.80                                | 58.10       | 51.70       | 2.6                                    | 1.2        | 1.0        | 10.80                                 | 2.10        | 2.20        | 0.6             | 3.0          | 3.0          |
| Registered individual agreement     | 46.30                                 | 46.40       | 38.00       | 1.9                                    | 1.6        | 1.3        | 0.90                                  | 1.20        | 1.00        | 1.1             | 2.7          | 3.0          |
| Unregistered individual arrangement | 51.70                                 | 15.50       | 18.30       | 0.9                                    | 0.4        | 0.4        | 2.50                                  | 0.60        | 0.80        | 10.8            | 15.3         | 21.5         |
| <b>All methods of setting pay</b>   | <b>20.40</b>                          | <b>8.00</b> | <b>8.30</b> | <b>0.5</b>                             | <b>0.2</b> | <b>0.2</b> | <b>0.90</b>                           | <b>0.30</b> | <b>0.30</b> | <b>20.3</b>     | <b>55.4</b>  | <b>67.7</b>  |
| CASUAL                              |                                       |             |             |  |            |            |                                       |             |             |                 |              |              |
| Award or pay scale only             | 16.90                                 | 9.90        | 10.30       | 0.6                                    | 0.4        | 0.4        | 0.40                                  | 0.30        | 0.30        | 22.1            | 31.0         | 42.6         |
| Registered collective agreement     | 30.50                                 | 15.00       | 16.50       | 0.9                                    | 0.4        | 0.5        | 0.80                                  | 0.80        | 0.60        | 19.2            | 25.6         | 40.4         |
| Unregistered collective agreement   | 492.90                                | 72.80       | 249.00      | 7.4                                    | 2.6        | 4.0        | 9.30                                  | 3.60        | 7.20        | 1.0             | 0.8          | 1.3          |
| Registered individual agreement     | 47.90                                 | 61.40       | 50.70       | 2.1                                    | 2.8        | 2.2        | 1.30                                  | 0.80        | 0.90        | 3.0             | 3.7          | 5.1          |
| Unregistered individual arrangement | 31.90                                 | 14.20       | 18.70       | 0.9                                    | 0.6        | 0.6        | 0.70                                  | 0.40        | 0.50        | 14.3            | 16.4         | 23.7         |
| <b>All methods of setting pay</b>   | <b>15.80</b>                          | <b>7.40</b> | <b>8.80</b> | <b>0.5</b>                             | <b>0.3</b> | <b>0.3</b> | <b>0.40</b>                           | <b>0.30</b> | <b>0.30</b> | <b>33.1</b>     | <b>43.9</b>  | <b>63.7</b>  |
| ALL NON-MANAGERIAL EMPLOYEES        |                                       |             |             |  |            |            |                                       |             |             |                 |              |              |
| Award or pay scale only             | 11.50                                 | 11.50       | 9.10        | 0.6                                    | 0.4        | 0.4        | 0.30                                  | 0.30        | 0.20        | 33.4            | 41.5         | 59.1         |
| Registered collective agreement     | 20.90                                 | 14.70       | 15.10       | 0.4                                    | 0.3        | 0.3        | 0.30                                  | 0.30        | 0.30        | 57.8            | 110.8        | 153.8        |
| Unregistered collective agreement   | 168.70                                | 57.90       | 103.80      | 1.5                                    | 1.2        | 1.4        | 4.80                                  | 1.60        | 3.00        | 6.3             | 5.6          | 9.9          |
| Registered individual agreement     | 53.80                                 | 45.40       | 43.30       | 0.6                                    | 1.1        | 0.7        | 1.30                                  | 0.80        | 1.00        | 10.9            | 7.9          | 15.7         |
| Unregistered individual arrangement | 15.10                                 | 11.50       | 11.10       | 0.3                                    | 0.3        | 0.2        | 0.40                                  | 0.30        | 0.30        | 44.9            | 43.4         | 72.0         |
| <b>All methods of setting pay</b>   | <b>11.90</b>                          | <b>9.20</b> | <b>8.60</b> | <b>0.2</b>                             | <b>0.2</b> | <b>0.2</b> | <b>0.20</b>                           | <b>0.20</b> | <b>0.20</b> | <b>80.9</b>     | <b>125.9</b> | <b>178.7</b> |

(a) Includes fixed term contract employees.

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains estimates from the 2008 Survey of Employee Earnings and Hours. The survey was conducted in respect of August 2008 and collected information from a sample of employers about the earnings, hours paid for, and selected characteristics of their employees. These estimates update and replace the preliminary estimates published in *Employee Earnings and Hours, Australia, Preliminary, August 2008* (cat. no. 6305.0.55.001), released on 7 April 2009.

**2** The survey is designed to provide detailed statistics on the composition and distribution of earnings and hours paid for, of employees. Information is collected about the characteristics of employers, such as industry and sector, and their employees, such as occupation, type of employee, and method of setting pay. This information is used to provide comprehensive statistics about earnings and hours paid for, for various groups of employees, for example, classified by industry, occupation and pay setting method.

### CONCEPTS, SOURCES AND METHODS

**3** Descriptions of the underlying concepts of employee earnings, hours paid for and methods of setting pay, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001) which is available on the ABS web site <<http://www.abs.gov.au>>.

**4** Estimates of employee earnings produced from the Survey of Employee Earnings and Hours and presented in this publication are based on the Australian conceptual framework for measures of employee remuneration. From 2006, the measure of employee earnings for estimates produced from the survey is regular wages and salaries in cash (including amounts salary sacrificed), that is, cash earnings.

### SCOPE AND COVERAGE

**5** The survey covered all employing organisations in Australia (public and private sectors) except:

- enterprises primarily engaged in agriculture, forestry and fishing
- private households employing staff
- foreign embassies, consulates, etc.

**6** The employees of employers covered in the survey are in scope if they received pay for the reference period, except:

- members of the Australian permanent defence forces
- employees based outside Australia
- employees on workers' compensation who are not paid through the payroll.

### SURVEY METHODOLOGY AND DESIGN

**7** The Survey of Employee Earnings and Hours uses a two-stage sample selection approach. The first stage involves selecting a probability sample of employer units from the ABS Business Register. The statistical unit for the first stage comprises all activities of an employer in a particular state or territory based on the Australian Business Number (ABN) unit or Type of Activity Unit (TAU) (see paragraphs 12-16). Each statistical unit is classified to an industry which reflects the predominant activity of the business. The statistical units are stratified by state/territory, sector (private/public), industry, and employment size. For the public sector, level of government (i.e. Commonwealth government, State/Local government) is also used as a stratification variable. Within each stratum statistical units are selected with equal probability. A sample of approximately 10,000 employer (selection) units was selected to ensure adequate industry and state/territory representation.

**8** In the second stage the selected employers are asked to select a random sample of employees from their payrolls using instructions provided by the ABS. Data for approximately 57,000 employees contributed to the results in this publication.

## EXPLANATORY NOTES *continued*

### STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER

**9** The ABS uses an economic statistics units model on the ABS Business Register to describe the characteristics of businesses (and other organisations, including government departments), and the structural relationships between related businesses. The units model is also used to group related businesses into relatively homogeneous components that can provide data to the ABS.

**10** In mid 2002, to better use the information available as a result of The New Tax System, the ABS changed its economic statistics units model. The new units model allocates businesses to one of two sub-populations. The vast majority of businesses are in what is called the ATO Maintained Population, while the remaining businesses are in the ABS Maintained Population. Together, these two sub-populations make up the ABS Business Register population.

### ATO MAINTAINED POPULATION

**11** Most businesses and organisations in Australia need to obtain an Australian Business Number (ABN), and are then included on the ATO Australian Business Register. Most of these businesses have simple structures, in which case the unit registered for an ABN will satisfy ABS statistical requirements. For these businesses, the ABS has aligned its statistical units structure with the ABN unit. The businesses with simple structures constitute the ATO Maintained Population, and the ABN unit is used for these businesses as the statistical unit for all economic collections.

### ABS MAINTAINED POPULATION

**12** For the population of businesses where the ABN unit is not suitable for ABS statistical requirements, the ABS maintains its own units structure through direct contact with the business. These businesses constitute the ABS Maintained Population. This population consists typically of large, complex and diverse businesses. The new statistical units model described below is used for these businesses.

**13** Enterprise Group: This is a unit covering all the operations in Australia of one or more legal entities under common ownership and/or control. It covers all the operations in Australia of legal entities which are related in terms of the current Corporations Law (as amended by the *Corporations Legislation Amendment Act 1991*), including legal entities such as companies, trusts, and partnerships. Majority ownership is not required for control to be exercised.

**14** Enterprise: The enterprise is an institutional unit comprising (i) a single legal entity or business entity, or (ii) more than one legal entity or business entity within the same Enterprise Group and in the same institutional sub-sector (i.e. they are all classified to a single Standard Institutional Sector Classification of Australia (SISCA) sub-sector).

**15** Type of Activity Unit (TAU): The TAU comprises one or more business entities, sub-entities or branches of a business entity within an Enterprise Group that can report production and employment data for similar economic activities. When a minimum set of data items is available, a TAU is created which covers all the operations within an industry sub-division (and the TAU is classified to the relevant sub-division of ANZSIC). Where a business cannot supply adequate data for each industry, a TAU is formed which contains activity in more than one industry sub-division.

**16** For more information on the impacts of the introduction of the new economic statistics units model, refer to *Information Paper: Improvements in ABS Economic Statistics [Arising from The New Tax System]* (cat. no. 1372.0).

### INDUSTRY CLASSIFICATION

**17** Each statistical unit is classified to an industry which reflects the primary activity of the organisation in the state or territory. The industry classification used in this publication differs from previous publications. Data in previous publications of this series issued since 1994 are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993*. This classification has since been replaced by the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). The 2006 edition of ANZSIC was developed to provide a more

## EXPLANATORY NOTES *continued*

### INDUSTRY CLASSIFICATION

*continued*

contemporary industrial classification system taking into account issues such as changes in the structure and composition of the economy, changing user demands and compatibility with major international classification standards.

**18** Broad level industry data from the 2008 Survey of Employee Earnings and Hours is available on an ANZSIC 1993 basis, as an aid to analysis. While this publication only includes data classified to ANZSIC 2006, alternate data classified to ANZSIC 1993 are available in the electronic data release (data cubes) accompanying this publication, which is available on the ABS web site <<http://www.abs.gov.au>>.

**19** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the organisation in which they are employed.

### OCCUPATION CLASSIFICATION

**20** Each employee in the survey is classified to an occupation based on their job title and duties. Since May 2006, the classification used in this publication is the *Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition* (cat. no. 1220.0). Data in previous publications of this series issued since 1996 are based on the *Australian Standard Classification of Occupations (ASCO), Second Edition*.

### MANAGERIAL STATUS

**21** Employees have been classified as managerial if they have strategic responsibilities in the conduct or operations of the organisation and/or were in charge of a significant number of employees. These employees usually did not have an entitlement to paid overtime. All other employees have been classified as non-managerial.

**22** Care should be taken when comparing survey estimates based on ANZSCO groups with estimates based on the managerial status of employees. Estimates for employees with managerial status include employees classified to ANZSCO categories other than the ANZSCO major group MANAGERS; e.g. employees classified as PROFESSIONALS according to ANZSCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) include some employees classified to the ANZSCO major group MANAGERS.

### METHODS OF SETTING PAY

**23** Data on how employees' pay was set in the survey reference period have been collected in the survey since May 2000. Since May 2000, data have also been collected on whether agreements (individual or collective) were certified, approved or registered with an industrial tribunal or authority.

**24** From May 2002, each survey cycle has collected data on whether the *main* part of employees' pay was set by individual agreement, collective agreement or award. The May 2000 survey collected data on whether *all* or *any* part of employees' pay was set by an individual agreement, collective agreement, award, or a combination of these. It is considered unlikely that the change between 2000 and 2002 will affect comparability of estimates across time.

**25** Estimates of employees covered by the various pay setting methods, and their associated pay outcomes, have been compiled based on the workplace relations environment following the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005*. Data in previous publications of this series issued since 2000 are based on the workplace relations environment prior to the introduction of this legislation. Previously, employers could essentially choose whether to access the federal or state workplace relations systems (i.e. by using a federal or state award, collective or individual agreement to set the pay and conditions of their employees). Alternatively they could choose to negotiate pay and conditions outside of either the federal or state systems (through an unregistered arrangement, e.g. common-law contract). However, since the introduction of the *Workplace Relations Amendment (Work Choices) Act 2005* in March 2006, employers (and their employees) within scope of this legislation are deemed to be in the federal jurisdiction. This comprises:

## EXPLANATORY NOTES *continued*

### METHODS OF SETTING PAY

*continued*

- constitutional corporations (i.e. financial, trading and foreign corporations covered by paragraph 51(xx) of the Constitution);
- employers and employees in Victoria, the Australian Capital Territory, Northern Territory and Christmas and Cocos Islands (although employers and employees in Christmas and Cocos Islands are not in scope of this survey);
- the Commonwealth, including its authorities; and
- waterside, maritime and flight crew employers.

**26** For this publication employers have been categorised to either the federal or state jurisdiction largely on the basis of the Type of Legal Organisation (TOLO) indicator, as well as information on their state or territory. Employers who are located in Victoria, the Australian Capital Territory or the Northern Territory, as well as employers who are Ltd or Pty Ltd companies, Federal government departments, etc. have been categorised to the federal jurisdiction. Employers who are not located in Victoria, the Australian Capital Territory or the Northern Territory, and who are sole traders, partnerships, state government departments, etc. have been categorised to the state jurisdiction. For some employers, the TOLO indicator does not provide sufficient information to reliably determine whether they are in the federal or state jurisdiction (e.g. charitable institutions, local government authorities, trusts).

**27** It should be noted that the TOLO indicator provides information on whether an employer is incorporated, but not whether the employer is a constitutional corporation. For this publication, all incorporated employers have been assumed to be constitutional corporations. However, while most incorporated employers are likely to be constitutional corporations, there may be some incorporated employers who are not constitutional corporations as they are not financial or trading enterprises. Despite these limitations, it is possible to use this information, along with information on the prevailing pay-setting instruments, to provide a broad indication of the proportion of employees in the federal and state workplace relations jurisdictions for pay setting purposes.

### EMPLOYEE ESTIMATES

**28** Estimates of the number of employees based on the EEH survey are provided in the publication to assist in interpreting tables that contain proportions of employees for earnings ranges and methods of setting pay. Other estimates of employees, classified by selected characteristics, may be available on request to assist users in interpreting other estimates from the survey. Although the EEH survey can provide estimates of the number of employees, it is not designed specifically for this purpose (the ABS Labour Force Survey is the primary source for official ABS statistics of employment). Therefore, care should be taken in the interpretation and use of such estimates.

### COMPARABILITY OF RESULTS

**29** From May 2006, estimates of employee earnings from the Survey of Employee Earnings and Hours have been produced on a cash basis, that is, inclusive of amounts salary sacrificed. This differs from estimates provided in previous publications of this series, which excluded amounts salary sacrificed by employees. Estimates from the May 2004 and May 2002 surveys have also been reproduced on the new conceptual basis, and broad level estimates for these years were included in the electronic data release accompanying the May 2006 publication.

**30** Care should be taken when comparing estimates of average weekly earnings from this survey with those published quarterly in *Average Weekly Earnings, Australia* (cat. no. 6302.0). Estimates of average weekly earnings in that publication continue to be compiled on the previous conceptual basis (i.e. exclusive of amounts salary sacrificed). Additionally, the two collections use different sample design and survey methodologies. The Survey of Average Weekly Earnings collects information relating to the total gross earnings and the total number of employees of employer units selected in the survey. The average weekly earnings measures are derived by dividing total gross earnings by the number of employees. The Survey of Employee Earnings and Hours collects information

## EXPLANATORY NOTES *continued*

### COMPARABILITY OF RESULTS

*continued*

about weekly earnings of a sample of employees within the employer units selected. However, the size of the employer sample for the Survey of Employee Earnings and Hours is larger than that for the Survey of Average Weekly Earnings.

### RELIABILITY OF ESTIMATES

**31** Estimates are subject to sampling and non-sampling errors. For information on the reliability of estimates see the Technical Note.

### RELATED PUBLICATIONS

**32** Users may also wish to refer to the following publications:

- *Employee Earnings and Hours, Australia, Preliminary, August 2008* (6305.0.55.001)
- *Australian Labour Market Statistics* (cat. no. 6105.0) - issued quarterly
- *Average Weekly Earnings, Australia* (cat. no. 6302.0) - issued quarterly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0) - issued annually
- *Information Paper: Changes to ABS Measures of Employee Remuneration* (cat. no. 6313.0) - issued 14 Nov 2006
- *Labour Force, Australia* (cat. no. 6202.0) - issued monthly
- *Labour Price Index, Australia* (cat. no. 6345.0) - issued quarterly
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Employment and Earnings, Public Sector, Australia* (cat. no. 6248.0.55.002) - issued annually.

### ROUNDING

**33** Estimates of earnings shown in the tables are rounded to the nearest 10 cents and those of average weekly hours paid for are rounded to the first decimal place.

**34** Estimates of proportions of employees for earnings ranges and methods of setting pay are rounded to one-tenth of a percentage point.

**35** Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

# APPENDIX ABS DATA AVAILABLE ON REQUEST

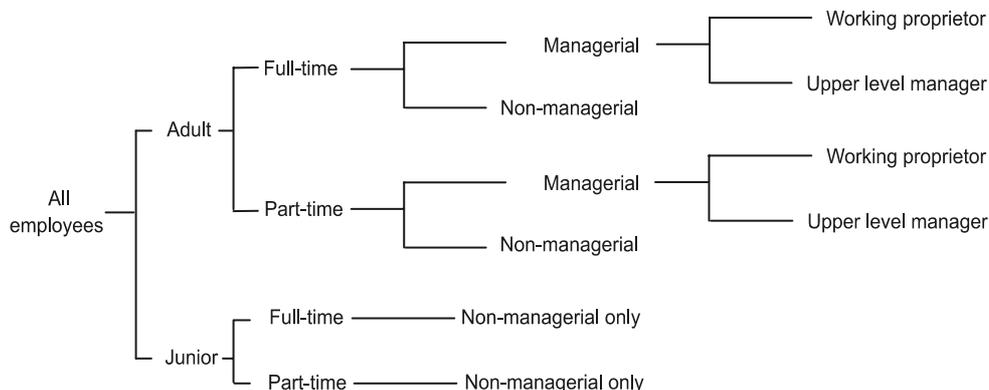
## INTRODUCTION

A limited range of unpublished data from this survey is available on request. Data availability will depend on the size of the sampling error for the estimates requested.

Data can be produced for clients as customised reports in a variety of formats. Contact Zaneta Georgievski on 08 9360 5305 for more information.

The survey populations and variables are listed below.

## POPULATION



## VARIABLES

Note that all data is subject to ABS confidentiality provisions, and data considered confidential will be suppressed. In general the more variables which are cross-classified in any one tabulation the more likely it is that some data will be suppressed. The following variables are available from the survey:

### *Distribution of employees*

- Weekly total cash earnings
- Weekly ordinary time cash earnings
- Weekly overtime earnings
- Weekly total hours paid for (non-managerial employees only)
- Weekly ordinary time hours paid for (non-managerial employees only)
- Weekly overtime hours paid for (non-managerial employees only)

### *Composition of earnings*

- Average weekly total cash earnings
- Average weekly ordinary time cash earnings
- Average weekly overtime earnings

### *Average hourly earnings - non-managerial employees*

- Average hourly total cash earnings
- Average hourly ordinary time cash earnings
- Average hourly overtime earnings

### *Composition of hours paid for - non-managerial employees*

- Average weekly total hours paid for
- Average weekly ordinary time hours paid for
- Average weekly overtime hours paid for

### *States and territories*

- States and territories available separately

### *Sector*

- Private and public available separately

### *Level of Government (Public Sector)*

- Commonwealth
- State
- Local

### *Age*

- Adult
- Junior

### *Employee status*

- Full-time

## APPENDIX ABS DATA AVAILABLE ON REQUEST *continued*

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|  |   |
|--|---|
| <i>Employee status continued</i>             | <ul style="list-style-type: none"><li>■ Part-time</li></ul>   |
| <i>Sex</i>                                   | <ul style="list-style-type: none"><li>■ Males</li><li>■ Females</li><li>■ Persons</li></ul>   |
| <i>Managerial status</i>                     | <ul style="list-style-type: none"><li>■ Managerial</li><li>■ Non-managerial</li></ul>   |
| <i>Type of employee</i>                      | <ul style="list-style-type: none"><li>■ Permanent</li><li>■ Fixed term</li><li>■ Casual</li></ul>   |
| <i>Occupation (ANZSCO First Edition)</i>     | <ul style="list-style-type: none"><li>■ ANZSCO Major group (1-digit codes)</li><li>■ ANZSCO Sub-major group (2-digit codes)</li><li>■ ANZSCO Minor group (3-digit codes)</li><li>■ ANZSCO Unit Group (4-digit codes)</li></ul>  |
| <i>Industry (ANZSIC 2006 classification)</i> | <ul style="list-style-type: none"><li>■ Division (1-digit codes)</li><li>■ Subdivision (2-digit codes)</li><li>■ Group (3-digit codes)</li></ul>  |
| <i>Industry (ANZSIC 1993 classification)</i> | <ul style="list-style-type: none"><li>■ Division (1-digit codes)</li></ul>  |
| <i>Employer size</i>                         | <ul style="list-style-type: none"><li>■ Under 20 employees</li><li>■ 20 to 49 employees</li><li>■ 50 to 99 employees</li><li>■ 100 to 499 employees</li><li>■ 500 to 999 employees</li><li>■ 1,000 and over employees</li></ul>   |
| <i>Methods of setting pay</i>                | <ul style="list-style-type: none"><li>■ Award or pay scale only</li><li>■ Registered collective agreement</li><li>■ Registered individual agreement</li><li>■ Unregistered collective agreement</li><li>■ Unregistered individual arrangement</li><li>■ Working proprietor of incorporated business</li></ul> |

## TECHNICAL NOTE SAMPLING ERROR

### RELIABILITY OF ESTIMATES

**1** As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability, that is, they may differ from the figures that would have been produced if the data had been obtained from all employers and all employees. The difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as non-sampling error and may occur in any enumeration whether it be a full count or a sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

**2** The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true value'). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

**3** An example of the use of a standard error is as follows. From table 1, the estimated average weekly total cash earnings for all male employees in Australia is \$1,146.50, with a standard error of \$12.00 (from table 21). Then there would be about two chances in three that a full enumeration would have given an estimate in the range \$1,134.50 to \$1,158.50 and about nineteen chances in twenty that it would be in the range \$1,122.50 to \$1,170.50.

**4** The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error on the difference between two survey estimates in the one time period (i.e.  $x-y$ ) can be calculated using the following formula:

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

**5** The formula above will overestimate the standard error where there is a positive correlation between two estimates (e.g. male and female school teachers). While this formula will only be accurate where there is no correlation between two estimates (e.g. estimates from different states), it is expected to provide a reasonable approximation of the standard error for the difference between two survey estimates.

**6** From table 1, the estimated average weekly total cash earnings for all female employees in Australia is \$762.30, with a standard error of \$9.30 (from table 21). The difference between the earnings of male and female employees is \$384.20. The estimate of the standard error of the difference between the average weekly total cash earnings for male and female employees in Australia is:

$$SE(\$1,146.50 - \$762.30) = \sqrt{[\$12.00]^2 + [\$9.30]^2} = \$15.20$$

**7** There are about two chances in three that the true figure for the difference between male and female average weekly total cash earnings lies in the range \$369.00 to \$399.40, and about nineteen chances in twenty that the figure is in the range \$353.80 to \$414.60.

**8** The formula above can be used to estimate the standard error on a difference between estimated averages in two different years. (The movement standard error will be approximately 1.4 times the standard error on the level estimate, if the standard errors on the two level estimates are similar.)

**9** Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Both the standard error and relative standard error are used to measure the reliability of estimates.

RELIABILITY OF ESTIMATES

*continued*

**10** Relative standard errors can be calculated using the actual standard error and the survey estimate using the formula below:

$$RSE(estimate) = [SE(estimate)/(estimate)] * 100$$

**11** For example, from table 1, the average weekly total cash earnings for all male employees in Australia is \$1,146.50, and for all female employees it is \$762.30. Table 21 shows an estimate for the standard error on the male estimate is \$12.00, and an estimate of the standard error on the female estimate is \$9.30.

**12** Applying the above formula the relative standard errors for the average weekly total cash earnings for all male employees and all female employees can be worked out as follows:

**13** All male employees

$$RSE(1146.50) = [12.00/1146.50] * 100$$

**14** All female employees

$$RSE(762.30) = [9.30/762.30] * 100$$

**15** An asterisk appears against an estimate in this publication where the sampling variability is considered high. For the tables in this publication, estimates with relative standard errors between 25% and 50% have been labelled with a single asterisk; estimates with a relative standard error greater than 50% have been labelled with a double asterisk.

**16** Standard errors can be used to construct confidence intervals around the estimated proportions. There are about two chances in three that the 'true' value is within the interval that ranges from the sample estimate minus one standard error (estimate - 1xSE) to the sample estimate plus one standard error (estimate + 1xSE). There are approximately 19 chances in 20 that the 'true' value lies within the interval from the estimate minus two standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

**17** The above rule gives a symmetric confidence interval that is reasonably accurate when the estimated proportion is not too near 0.00 or 1.00. Where the estimated proportion is close to 0.00 or 1.00 it would be more accurate to use a confidence interval that was not symmetric around the sample estimate. If an estimate is close to 1.00, then the upper boundary of the confidence interval should be closer to the sample estimate than suggested above, while the lower boundary should be further from the sample estimate. Similarly, if an estimate is close to 0.00, then the lower boundary of the confidence interval should be closer to the sample estimate than suggested above, while the upper boundary should be further from the sample estimate. In particular, the symmetric confidence interval could include values that are not between 0.00 and 1.00. In such a case a good rule of thumb is to use a confidence interval of the same size as the symmetric one, but with the lower (or upper) boundary set to 0.00 (or 1.00).

**18** Tables 22 to 26 contain estimates of standard errors from which confidence intervals may be constructed.

## GLOSSARY

|                                |  |
|--------------------------------|--|
| <b>Adult employees</b>         | Employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.  |
| <b>Average (mean) earnings</b> | The amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.   |
| <b>Award or pay scale only</b> | <p>Awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions) usually in a particular industry or occupation. From March 2006, pay rates for employees in the federal jurisdiction who were previously paid by an award are now contained within the Australian Pay and Classification Scales (Pay Scales). Pay rates for employees in one of the state jurisdictions who are paid by an award continue to be contained within the award.</p> <p>An award or pay scale may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement. Employees are classified to the Award or pay scale only category if they are paid at the rate of pay specified in the award or the pay scale, and are not paid more than that rate of pay.</p> |
| <b>Cash earnings</b>           | Remuneration paid to employees on a regular and frequent basis (quarterly or more frequently) for time worked or work done and for time not worked, such as recreation and other types of leave. Cash earnings (inclusive of amounts salary sacrificed) are gross amounts, that is, before tax and other items (e.g. superannuation) are deducted.   |
| <b>Casual employees</b>        | Casual employees usually receive a higher rate of pay, to compensate for lack of permanency and leave entitlements.  |
| <b>Collective agreement</b>    | <p>An agreement between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a Federal or State industrial tribunal or authority.</p> <p>Employees are classified to the Collective agreement category if they had the main part of their pay set by a registered or unregistered collective agreement or enterprise award.</p>  |
| <b>Employees</b>               | Persons who worked for a private or public employer and received pay for the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payment in kind. Persons who operated their own incorporated business with or without hiring employees were also included as employees.   |
| <b>Employer size</b>           | A measure of the size of the business in terms of the number of employees within that business. The employer size reflects the size of the business in a particular state or territory and not necessarily the size of the business Australia-wide.  |
| <b>Full-time employees</b>     | Employees who normally work the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.   |
| <b>Individual arrangement</b>  | <p>An arrangement between an employer and an individual employee on the terms of employment (pay and/or conditions) for the employee. Common types of individual arrangements are individual contracts, letters of offer and common law contracts. An individual contract (or letter of offer) may specify all terms of employment, or alternatively may reference an award for some conditions and/or in the setting of pay (e.g. overaward payments). Individual contracts may also be registered with a Federal or State industrial tribunal or authority (e.g. as an Australian Workplace Agreement).</p> <p>Working proprietors of incorporated businesses are regarded as having their pay set by individual arrangements, and are identified separately within the individual arrangement category.</p>   |

## GLOSSARY *continued*

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| <b>Individual arrangement</b><br><i>continued</i> | Employees are classified to the Individual arrangement category if they have the main part of their pay set by an individual contract, registered individual agreement (e.g. Australian Workplace Agreement), common law contract, or if they receive overaward payments by individual agreement.   |
| <b>Industry</b>                                   | Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).  |
| <b>Junior employees</b>                           | Employees who are under 21 years of age and are not paid at the full adult rate for their occupation.   |
| <b>Jurisdiction</b>                               | <p>The workplace relations jurisdiction (i.e. Federal or State) that the employee is deemed to be under for pay-setting purposes. Employees in the federal jurisdiction comprise:</p> <ul style="list-style-type: none"> <li>■ employees of constitutional corporations</li> <li>■ employees in Victoria, the Australian Capital Territory and the Northern Territory</li> <li>■ employees of the Commonwealth, including its authorities</li> <li>■ waterside, maritime and flight crew employees.</li> </ul> <p>The state jurisdictions comprise all other employees.</p> |
| <b>Managerial employees</b>                       | Employees who are in charge of a significant number of employees and/or have strategic responsibilities in the conduct or operations of the organisation, and usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of their own incorporated businesses are regarded as managerial employees.   |
| <b>Median earnings</b>                            | The amount of earnings which divides employees into two groups containing equal numbers of employees, one half with earnings below the median and the other half with earnings above the median.  |
| <b>Method of setting pay</b>                      | How the main part of an employee's pay is set. Employees are classified to one of the following categories: Award or pay scale only; Collective agreement; or Individual arrangement. Working proprietors of incorporated businesses are separately identified within the individual arrangement category.  |
| <b>Non-managerial employees</b>                   | Employees who are not managerial employees (as defined above) including non-managerial professionals and some employees with supervisory responsibilities.  |
| <b>Occupation</b>                                 | Classified according to the <i>Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition</i> (cat. no. 1220.0).   |
| <b>Ordinary time cash earnings</b>                | Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Ordinary time cash earnings are inclusive of amounts salary sacrificed. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments. See conceptual framework for measures of employee remuneration in Appendix 1.  |
| <b>Ordinary time hours paid for</b>               | Award, standard or agreed hours of work, paid for at the ordinary time rate. Included are stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. Ordinary time hours paid for was not collected for managerial employees.  |
| <b>Overtime earnings</b>                          | Payment for hours worked in excess of award, standard or agreed hours of work.  |
| <b>Overtime hours paid for</b>                    | Hours paid for in excess of award, standard or agreed hours of work. Overtime hours paid for was not collected for managerial employees.  |
| <b>Part-time employees</b>                        | Employees who normally work less than the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as part-time if they usually work less than 35 hours per week.  |
| <b>Percentile</b>                                 | Any of a hundred divisions of an earnings or hours distribution. For example:   |

## GLOSSARY *continued*

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| <b>Percentile <i>continued</i></b>                    | <ul style="list-style-type: none"><li>■ 25% of employees earn less than or equal to the 25th percentile</li><li>■ 75% of employees earn less than or equal to the 75th percentile.</li></ul>   |
| <b>Permanent or fixed term employees</b>              | Permanent employees are usually employed on an ongoing basis and are entitled to paid annual and sick leave. Fixed term employees are employed for a specified period of employment, and may be entitled to paid leave.  |
| <b>Reference period</b>                               | The survey refers to the last pay period ending on or before 15 August 2008. All estimates of earnings and hours in this publication are weekly, therefore, for employees paid other than weekly, estimates of earnings and hours have been converted to a weekly basis.   |
| <b>Salary sacrifice</b>                               | An arrangement under which an employee agrees contractually to forgo part of the remuneration, which the employee would otherwise receive as wages and salaries, in return for the employer or someone associated with the employer providing benefits of a similar value ( <i>Australian Taxation Office</i> ).   |
| <b>Sector</b>   | Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or State/Territory Parliaments. The private sector comprises all organisations not classified as public sector.  |
| <b>Total hours paid for</b>                           | Equal to ordinary time hours paid for plus overtime hours paid for. Total hours paid for was not collected for managerial employees.   |
| <b>Weekly total cash earnings</b>                     | Weekly total cash earnings of employees is equal to weekly ordinary time cash earnings plus weekly overtime earnings.  |
| <b>Working proprietor of an incorporated business</b> | A working proprietor of an incorporated business is considered to be an employee of their own business. As working proprietors of incorporated businesses differ from other employees in having the power to determine their own pay and working hours (subject to the earnings of the business and other factors), they are separately identified within the individual arrangement category. |





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