



MAY 2010

6306.0

# **EMPLOYEE EARNINGS AND HOURS**

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) THURS 27 JAN 2011

## **C O N T E N T S**

	<i>page</i>
Notes .....	2
Summary of findings .....	3

### **T A B L E S**

List of tables .....	9
Methods of setting pay, non-managerial employees .....	10
Methods of setting pay, all employees .....	11
Distribution of earnings and employees .....	17
Full-time non-managerial adult employees - composition of earnings .....	21

### **A D D I T I O N A L I N F O R M A T I O N**

Explanatory Notes .....	25
Appendix, ABS data available on request .....	30
Technical Note, Sampling error .....	32
Glossary .....	34

## **I N Q U I R I E S**

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

# NOTES

## ABOUT THIS PUBLICATION

This publication contains estimates obtained from a sample survey of employers conducted in respect of May 2010.

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

This publication presents estimates of numbers of employees by method of setting pay, and differs from previous publications which presented estimates of proportions of employees by methods of setting pay. See the notes on these estimates in paragraphs 29 and 30 of the Explanatory Notes.

Information about the proportions of employees covered by national and state jurisdictions for pay setting are no longer published but can be provided on request. See paragraphs 26 to 28 of the Explanatory Notes.

Tables of standard errors are not presented in this publication, but are available in the accompanying electronic data release (data cubes 3 to 7). For information on sampling error refer to the Technical Note.

## NOTES ON ESTIMATES

The Survey of Employee Earnings and Hours was not designed as a time series so caution should be exercised when comparing estimates presented in this publication with estimates from previous surveys.

Care should be taken in the interpretation and use of estimates of numbers of employees presented in this publication. Although the Survey of Employee Earnings and Hours can provide estimates of the number of employees, it is not designed specifically for this purpose. Users are directed to *Labour Force, Australia* (cat. no. 6202.0) as the primary source of official ABS statistics of employment. For more information see paragraphs 29 and 30 of the Explanatory Notes.

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 32 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.



## ABBREVIATIONS

- 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

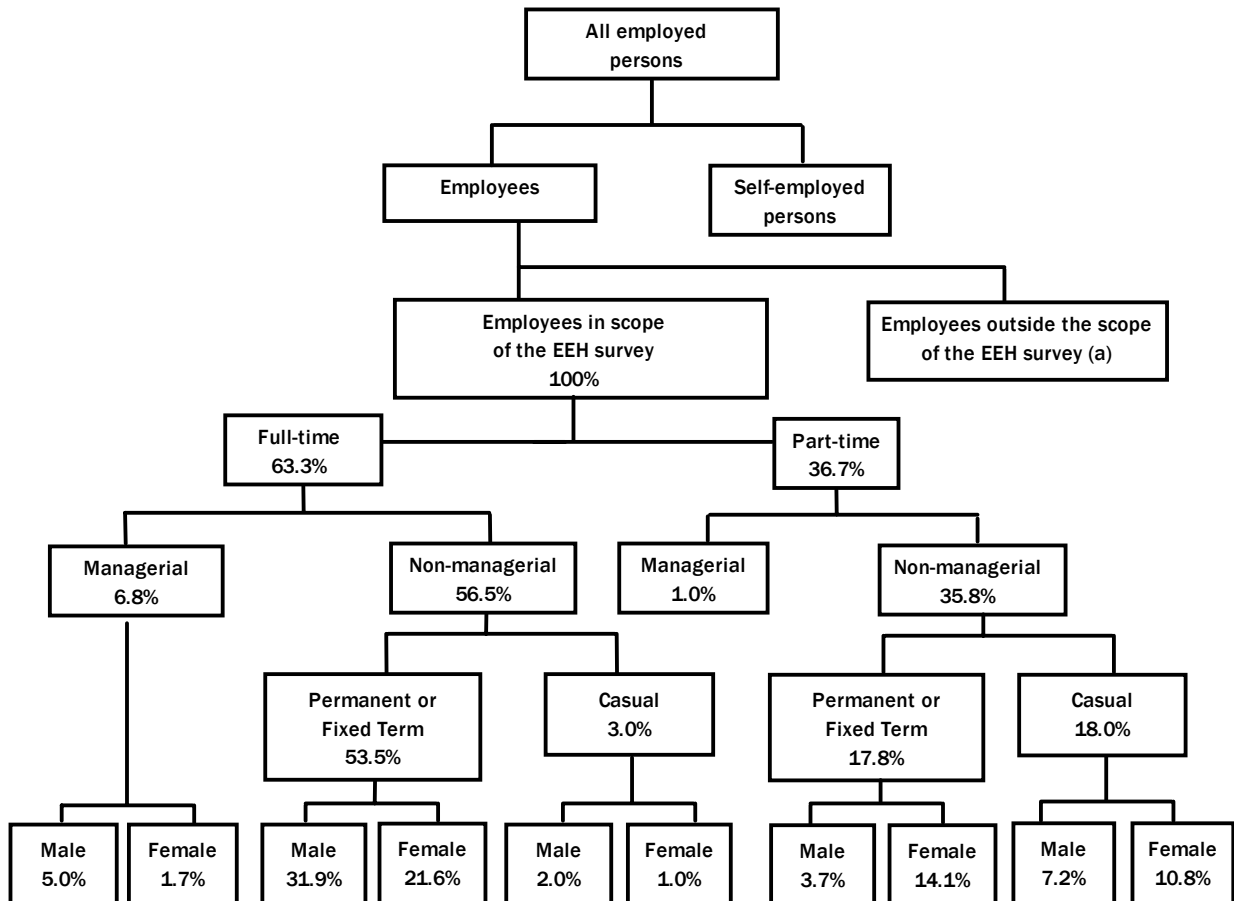
Brian Pink  
Australian Statistician

## 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 only, collective agreement or individual arrangement. The statistics are based on the Survey of Employee Earnings and Hours conducted in respect of May 2010.

The diagram below shows the proportion of employees in scope of the May 2010 Survey of Employee Earnings and Hours, by category of employee.



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

### COMPOSITION AND DISTRIBUTION OF EARNINGS AND HOURS

In May 2010, 50.1% of all employees were male and 49.9% of all employees were female. Average weekly total cash earnings were \$1,010.30 for all employees, \$1,192.10 for male employees and \$827.70 for female employees.

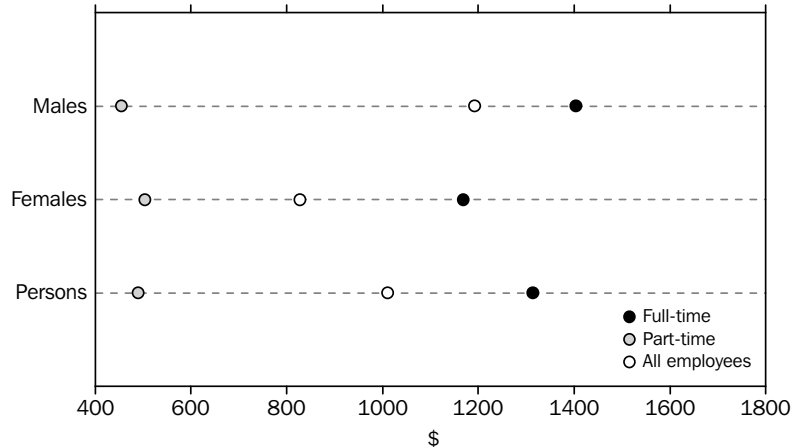
Full-time employees made up 63.3% of all employees and had average weekly total cash earnings of \$1,313.30. Part-time employees accounted for 36.7% of all employees and had average weekly total cash earnings of \$488.80.

Male employees were predominantly full-time (77.7% of male employees) and full-time males had average weekly total cash earnings of \$1,404.40. Part-time male employees had average weekly total cash earnings of \$454.50.

## SUMMARY OF FINDINGS *continued*

COMPOSITION AND  
DISTRIBUTION OF  
EARNINGS AND HOURS  
*continued*

AVERAGE WEEKLY TOTAL CASH EARNINGS, May 2010



Female employment was almost equally split between full-time (48.8%) and part-time (51.2%). Average weekly total cash earnings were \$1,167.70 for full-time females and \$503.80 for part-time females.

The majority of employees (79.0%) were employed on a permanent or fixed term basis and had average weekly total cash earnings of \$1,154.30. Average weekly total cash earnings were \$1,332.00 for permanent or fixed term males and \$963.40 for permanent or fixed term females.

Casual employees accounted for 21.0% of employees and had average weekly total cash earnings of \$468.60. A greater proportion of female employees (23.7%) were casual than were male employees (18.3%). Average weekly total cash earnings were \$390.90 for casual females and \$568.70 for casual males.

Non-managerial employees were paid for, on average, 31.3 hours per week and received average weekly total cash earnings of \$948.90. Non-managerial males, on average, were paid for 34.8 hours per week and received average weekly total cash earnings of \$1,113.50. Non-managerial females were paid for, on average, 28.1 hours per week and received average weekly total cash earnings of \$794.10.

Permanent full-time non-managerial male employees were paid for, on average, 40.1 hours per week at an hourly cash rate of \$33.30 to receive \$1,334.20 in average weekly total cash earnings. Permanent full-time non-managerial females were paid for, on average, 37.9 hours per week at an hourly cash rate of \$29.70 to receive \$1,126.60 in average weekly total cash earnings.

*Occupation:* Among major occupation groups, MANAGERS had the highest average weekly total cash earnings (\$1,848.90) while SALES WORKERS had the lowest (\$578.60). MANAGERS comprised 8.9% of all employees and SALES WORKERS comprised 10.8% of all employees. The greatest proportion of employees were PROFESSIONALS (19.8%) who received average weekly total cash earnings of \$1,348.80.

*Industry:* Average weekly total cash earnings were highest for employees in the MINING industry (\$2,206.90), who represented 1.5% of all employees. The lowest average weekly total cash earnings were for employees in the ACCOMMODATION AND FOOD SERVICES industry (\$475.60), who represented 7.2% of employees. The greatest proportion of employees

## SUMMARY OF FINDINGS *continued*

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

were in the HEALTH CARE AND SOCIAL ASSISTANCE industry (12.6%) who received average weekly total cash earnings of \$932.90.

*States and territories:* The average weekly total cash earnings of all employees was highest in the Australian Capital Territory (\$1,218.20) and lowest in Tasmania (\$876.80). The greatest proportion of employees were in New South Wales (31.3%) where average weekly total cash earnings were \$1,053.60.

### 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 only' had their rate of pay specified by an award 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 collective agreement, or an enterprise award.

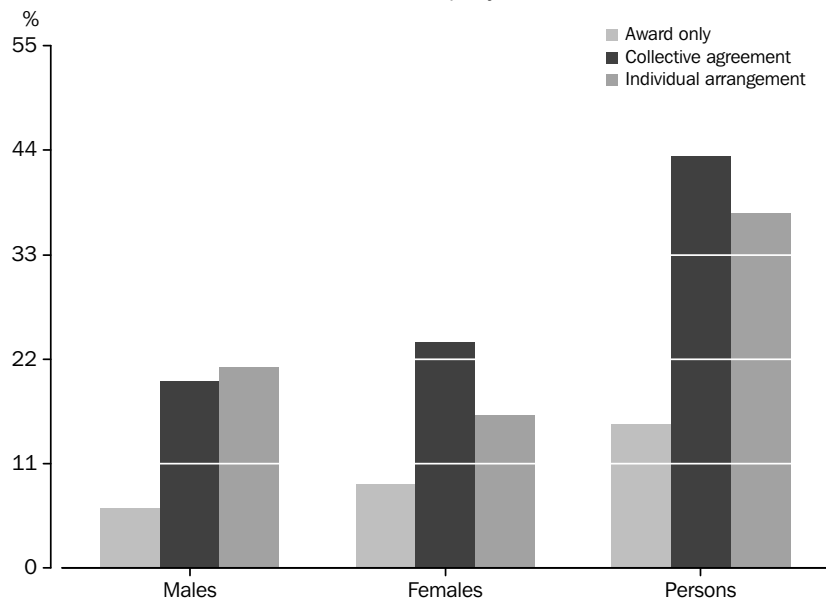
Those in the 'Individual arrangement' category include employees who had the main part of their pay set by an individual contract, registered individual agreement (e.g. *Australian Workplace Agreement*), common law contract, or an agreement to receive over award payments.

Owner managers of incorporated enterprises are presented separately in estimates by method of setting pay.

#### *Proportions of employees*

The most common methods of setting pay for all employees in May 2010 were collective agreement (43.4%) and individual arrangement (37.3%). Award only was the least common method of setting pay (15.2%). The remaining 4.1% of employees were owner managers of incorporated enterprises.

#### METHODS OF SETTING PAY, All employees



## SUMMARY OF FINDINGS *continued*

### *Proportions of employees continued*

For all male employees, the most common method of setting pay was individual arrangement (42.3%), while the most common method of setting pay for all female employees was collective agreement (47.6%).

For full-time employees, the most common method of setting pay was individual arrangement (44.1%). The most common method of setting pay for part-time employees was collective agreement (47.1%).

Collective agreement was the most common method of setting pay for both permanent or fixed term employees (45.1%) and casual employees (36.9%).

Among non-managerial employees, the most common method of setting pay was collective agreement (45.6%). For permanent full-time non-managerial employees, the most common method of setting pay was individual arrangement (45.7%).

*Occupation:* Among the major occupation groups, the award only method of setting pay was the highest for COMMUNITY AND PERSONAL SERVICE WORKERS (31.0%), the collective agreement method was highest for PROFESSIONALS (57.4%) and the individual arrangement method was highest for MANAGERS (55.0%).

*Industry:* The award only method of setting pay for employees was highest in the ACCOMMODATION AND FOOD SERVICES industry (45.2%). The collective agreement method was highest for the PUBLIC ADMINISTRATION AND SAFETY industry (92.3%). The PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES industry had the highest proportion of employees paid by the individual arrangement method (71.4%).

*States and territories:* Tasmania had the highest proportion of employees whose main method of setting pay was award only (19.8%). The Australian Capital Territory had the highest proportion of employees whose pay was set by collective agreement (64.0%) and Western Australia had the highest proportion of employees whose pay was set by individual arrangement (42.0%).

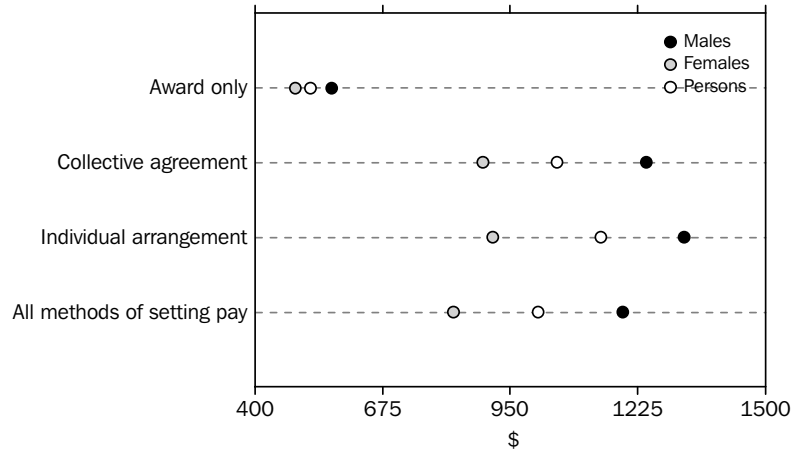
### *Average weekly total cash earnings*

Average weekly total cash earnings for employees who had their pay set by individual arrangement were higher for males than females (\$1,323.70 and \$912.70 respectively). Similarly, earnings for employees who had their pay set by collective agreement were higher for males (\$1,242.80) than females (\$891.40). The difference in earnings, however, was significantly less for employees whose pay was set by award only (\$566.20 for males and \$487.20 for females).

## SUMMARY OF FINDINGS *continued*

Average weekly total cash earnings *continued*

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



FULL-TIME  
NON-MANAGERIAL ADULT  
EMPLOYEES

In May 2010, average weekly total cash earnings were \$1,265.70 for full-time non-managerial adult employees (\$1,353.50 for male employees and \$1,135.80 for female employees). For this category of employee, average weekly total hours paid for were 39.4 hours (40.3 hours for males and 38.0 hours for females). Average hourly total cash earnings for full-time non-managerial adult employees was \$32.20.

*Occupation:* Among the major occupation groups, full-time non-managerial adult MACHINERY OPERATORS AND DRIVERS had the highest average weekly total hours paid for (43.7 hours) while PROFESSIONALS had the lowest average weekly total hours paid for (37.8 hours). MANAGERS had the highest average hourly total cash earnings (\$42.70) among full-time non-managerial adult employees, and LABOURERS had the lowest (\$24.60).

HOURS PAID FOR, Full-time non-managerial adult employees—Occupation



*Industry:* Average weekly total hours paid for were highest in the MINING industry (44.3 hours) and lowest in the EDUCATION AND TRAINING industry (37.3 hours). The MINING industry also had the highest average hourly total cash earnings of \$49.00. The ACCOMMODATION AND FOOD SERVICES industry had the lowest average hourly total cash earnings of \$22.60.

**SUMMARY OF FINDINGS** *continued*

---

FULL-TIME  
NON-MANAGERIAL ADULT  
EMPLOYEES *continued*

*Sector:* For full-time non-managerial adult employees, average weekly total hours paid for were higher in the private sector (39.8 hours) than in the public sector (38.0 hours). In contrast, average hourly total cash earnings were higher in the public sector than the private sector (\$36.40 and \$30.90 respectively).



## LIST OF TABLES

page

### METHODS OF SETTING PAY - NON-MANAGERIAL EMPLOYEES

- 1** Average weekly total cash earnings and hours paid for, type of employee . . . . . 10

### METHODS OF SETTING PAY - ALL EMPLOYEES

- 2** Full-time and part-time status . . . . . 11
- 3** Type of employee . . . . . 12
- 4** Occupation . . . . . 13
- 5** Industry . . . . . 14
- 6** States and territories . . . . . 15
- 7** Employer size . . . . . 16

### DISTRIBUTION OF EARNINGS AND EMPLOYEES

- 8** Weekly total cash earnings, distribution, methods of setting pay . . . . . 17
- 9** Weekly total cash earnings, distribution, occupation . . . . . 18

### FULL-TIME NON-MANAGERIAL ADULT EMPLOYEES - COMPOSITION OF EARNINGS

- 10** Average weekly cash earnings and hours paid for, occupation . . . . . 21
- 11** Average weekly cash earnings and hours paid for, industry . . . . . 22
- 12** Average weekly cash earnings and hours paid for, sector . . . . . 24

# 1

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

	AVERAGE WEEKLY TOTAL CASH EARNINGS			AVERAGE WEEKLY TOTAL HOURS PAID FOR			AVERAGE HOURLY TOTAL CASH EARNINGS			TOTAL EMPLOYEES (b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$	'000	'000	'000
PERMANENT FULL-TIME (c)												
Award only	724.20	749.60	735.20	40.0	38.0	39.2	18.10	19.70	18.80	258.7	198.0	456.7
Collective agreement(d)	1 443.20	1 222.30	1 345.90	40.4	37.6	39.2	35.70	32.50	34.40	1 202.2	946.2	2 148.4
Individual arrangement(e)	1 353.40	1 106.60	1 263.60	39.9	38.3	39.3	33.90	28.90	32.20	1 397.2	798.6	2 195.7
<b>All methods of setting pay</b>	<b>1 334.20</b>	<b>1 126.60</b>	<b>1 250.20</b>	<b>40.1</b>	<b>37.9</b>	<b>39.2</b>	<b>33.30</b>	<b>29.70</b>	<b>31.90</b>	<b>2 858.1</b>	<b>1 942.8</b>	<b>4 800.9</b>
PERMANENT PART-TIME (c)												
Award only	360.30	462.80	437.70	19.8	23.1	22.3	18.20	20.10	19.70	68.9	212.0	280.9
Collective agreement(d)	644.70	664.90	661.10	22.3	23.1	22.9	28.90	28.80	28.90	175.2	755.2	930.4
Individual arrangement(e)	541.20	623.30	605.10	19.2	22.1	21.5	28.10	28.20	28.20	84.2	295.9	380.1
<b>All methods of setting pay</b>	<b>558.40</b>	<b>621.20</b>	<b>608.30</b>	<b>21.0</b>	<b>22.8</b>	<b>22.4</b>	<b>26.60</b>	<b>27.20</b>	<b>27.10</b>	<b>328.3</b>	<b>1 263.1</b>	<b>1 591.4</b>
CASUAL												
Award only	453.90	365.90	399.50	21.4	17.4	18.9	21.20	21.00	21.10	237.9	385.7	623.6
Collective agreement(d)	576.00	376.40	466.90	20.3	14.6	17.2	28.40	25.80	27.20	315.0	379.5	694.5
Individual arrangement(e)	661.40	442.00	546.90	24.0	17.0	20.4	27.60	26.00	26.90	270.2	295.1	565.3
<b>All methods of setting pay</b>	<b>568.70</b>	<b>390.90</b>	<b>468.60</b>	<b>21.8</b>	<b>16.3</b>	<b>18.7</b>	<b>26.10</b>	<b>24.00</b>	<b>25.00</b>	<b>823.1</b>	<b>1 060.3</b>	<b>1 883.4</b>
ALL NON-MANAGERIAL EMPLOYEES												
Award only	566.20	487.20	520.00	29.7	24.0	26.4	19.00	20.30	19.70	565.6	795.6	1 361.2
Collective agreement(d)	1 199.10	865.80	1 015.30	34.8	28.1	31.1	34.50	30.80	32.60	1 692.3	2 081.0	3 773.3
Individual arrangement(e)	1 207.60	862.60	1 054.90	36.4	30.3	33.7	33.10	28.50	31.30	1 751.6	1 389.5	3 141.2
<b>All methods of setting pay</b>	<b>1 113.50</b>	<b>794.10</b>	<b>948.90</b>	<b>34.8</b>	<b>28.1</b>	<b>31.3</b>	<b>32.00</b>	<b>28.30</b>	<b>30.30</b>	<b>4 009.5</b>	<b>4 266.2</b>	<b>8 275.7</b>

(a) Owner managers of incorporated enterprises are regarded as managerial employees.

(b) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(c) Includes fixed term contract employees.

(d) Includes registered and unregistered collective agreements.

(e) Includes registered and unregistered individual arrangements.

## METHODS OF SETTING PAY, Full-time and part-time status

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Individual arrangement(b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
<b>Males</b>					
Full-time employees	300.2	1 326.8	1 622.3	239.3	3 488.6
Part-time employees	265.4	435.8	278.0	24.5	1 003.7
<b>All employees</b>	<b>565.6</b>	<b>1 762.6</b>	<b>1 900.4</b>	<b>263.8</b>	<b>4 492.3</b>
<b>Females</b>					
Full-time employees	227.4	1 013.7	881.8	60.7	2 183.6
Part-time employees	568.2	1 115.6	564.1	43.9	2 291.8
<b>All employees</b>	<b>795.6</b>	<b>2 129.3</b>	<b>1 445.9</b>	<b>104.6</b>	<b>4 475.4</b>
<b>Persons</b>					
Full-time employees	527.6	2 340.5	2 504.1	300.0	5 672.2
Part-time employees	833.6	1 551.4	842.1	68.4	3 295.5
<b>All employees</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>
AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)					
<b>Males</b>					
Full-time employees	748.40	1 488.20	1 469.90	1 318.30	1 404.40
Part-time employees	360.20	495.90	470.20	560.10	454.50
<b>All employees</b>	<b>566.20</b>	<b>1 242.80</b>	<b>1 323.70</b>	<b>1 248.00</b>	<b>1 192.10</b>
<b>Females</b>					
Full-time employees	760.90	1 252.70	1 173.00	1 195.30	1 167.70
Part-time employees	377.70	563.10	505.80	604.90	503.80
<b>All employees</b>	<b>487.20</b>	<b>891.40</b>	<b>912.70</b>	<b>947.40</b>	<b>827.70</b>
<b>Persons</b>					
Full-time employees	753.80	1 386.20	1 365.40	1 293.40	1 313.30
Part-time employees	372.10	544.20	494.00	588.90	488.80
<b>All employees</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</b>
(a) Includes registered and unregistered collective agreements.					
(b) Includes registered and unregistered individual arrangements.					
(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.					

## METHODS OF SETTING PAY, Type of employee

	Award only	Collective agreement(a)	Individual arrangement(b)	Owner manager of incorporated enterprise	All methods of setting pay
NUMBER OF EMPLOYEES ('000) (c)					
<b>Males</b>					
Permanent or fixed term employees	327.7	1 447.6	1 630.2	263.8	3 669.2
Casual employees	237.9	315.0	270.2	—	823.1
<b>All employees</b>	<b>565.6</b>	<b>1 762.6</b>	<b>1 900.4</b>	<b>263.8</b>	<b>4 492.3</b>
<b>Females</b>					
Permanent or fixed term employees	410.0	1 749.8	1 150.8	104.6	3 415.1
Casual employees	385.7	379.5	295.1	—	1 060.3
<b>All employees</b>	<b>795.6</b>	<b>2 129.3</b>	<b>1 445.9</b>	<b>104.6</b>	<b>4 475.4</b>
<b>Persons</b>					
Permanent or fixed term employees	737.6	3 197.4	2 781.0	368.4	7 084.4
Casual employees	623.6	694.5	565.3	—	1 883.4
<b>All employees</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>
AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)					
<b>Males</b>					
Permanent or fixed term employees	647.70	1 387.90	1 433.40	1 248.00	1 332.00
Casual employees	453.90	576.00	661.40	—	568.70
<b>All employees</b>	<b>566.20</b>	<b>1 242.80</b>	<b>1 323.70</b>	<b>1 248.00</b>	<b>1 192.10</b>
<b>Females</b>					
Permanent or fixed term employees	601.30	1 003.10	1 033.40	947.40	963.40
Casual employees	365.90	376.40	442.00	—	390.90
<b>All employees</b>	<b>487.20</b>	<b>891.40</b>	<b>912.70</b>	<b>947.40</b>	<b>827.70</b>
<b>Persons</b>					
Permanent or fixed term employees	621.90	1 177.30	1 267.90	1 162.60	1 154.30
Casual employees	399.50	466.90	546.90	—	468.60
<b>All employees</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</b>

— nil or rounded to zero (including null cells)

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.

## METHODS OF SETTING PAY, Occupation

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Individual arrangement(b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
Managers(d)	17.5	204.5	440.3	138.6	800.9
Professionals	59.2	1 018.1	627.5	69.6	1 774.3
Technicians and trades workers	203.1	317.3	459.9	58.9	1 039.1
Community and personal service workers	338.4	564.9	181.9	*4.7	1 089.7
Clerical and administrative workers	152.9	645.0	796.8	54.8	1 649.5
Sales workers	227.1	419.2	303.6	17.7	967.5
Machinery operators and drivers	68.7	270.8	235.4	14.9	589.7
Labourers	294.4	452.2	301.0	*9.3	1 056.9
<b>All occupations</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>
AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)					
Managers(d)	877.10	1 880.40	2 052.80	1 277.50	1 848.90
Professionals	863.80	1 302.10	1 441.30	1 609.80	1 348.80
Technicians and trades workers	597.00	1 341.40	1 121.80	1 037.50	1 081.50
Community and personal service workers	497.10	769.20	549.60	925.00	648.70
Clerical and administrative workers	581.40	955.10	854.10	673.70	862.30
Sales workers	387.70	419.80	912.00	1 070.20	578.60
Machinery operators and drivers	692.10	1 389.30	1 055.10	883.80	1 162.00
Labourers	433.10	774.60	682.10	519.00	650.90
<b>All occupations</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</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) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(d) See paragraphs 20 and 21 of the Explanatory Notes.

	<i>Award only</i>	<i>Collective agreement (a)</i>	<i>Individual arrangement (b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
Mining	**2.6	56.9	76.5	*1.3	137.2
Manufacturing	120.8	218.2	462.4	26.6	828.0
Electricity, gas, water and waste services	*3.0	65.3	27.9	1.4	97.5
Construction	53.2	123.3	295.1	61.3	532.9
Wholesale trade	45.9	51.4	294.3	27.7	419.4
Retail trade	204.9	376.3	303.7	33.3	918.2
Accommodation and food services	291.6	194.0	148.7	10.8	645.1
Transport, postal and warehousing	32.9	214.0	138.9	24.2	410.0
Information media and telecommunications	9.2	50.1	94.7	6.1	160.1
Financial and insurance services	*7.9	164.1	194.7	18.6	385.3
Rental, hiring and real estate services	40.3	16.8	105.3	14.3	176.8
Professional, scientific and technical services	26.2	74.3	447.1	78.4	626.0
Administrative and support services	161.0	139.4	201.6	11.2	513.2
Public administration and safety	*12.8	607.1	35.2	*2.8	658.0
Education and training	43.1	710.1	87.6	*3.4	844.2
Health care and social assistance	193.6	725.6	195.4	17.4	1 132.0
Arts and recreation services	24.1	73.4	58.0	*4.0	159.4
Other services	88.2	31.7	179.1	25.7	324.6
<b>All industries</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)				
Mining	998.40	2 281.30	2 201.30	*1 643.90	2 206.90
Manufacturing	544.50	1 189.30	1 173.10	1 056.30	1 082.00
Electricity, gas, water and waste services	1 017.20	1 562.00	1 741.00	977.70	1 588.50
Construction	612.00	1 631.80	1 160.80	1 006.90	1 197.30
Wholesale trade	602.10	1 104.20	1 143.80	1 071.00	1 074.90
Retail trade	460.70	416.00	925.20	813.80	608.80
Accommodation and food services	446.40	392.00	626.80	686.00	475.60
Transport, postal and warehousing	631.30	1 303.20	1 115.50	920.00	1 163.10
Information media and telecommunications	628.90	1 146.90	1 484.30	1 173.90	1 317.60
Financial and insurance services	610.60	1 200.00	1 713.20	1 333.10	1 453.60
Rental, hiring and real estate services	495.60	1 021.90	1 054.20	1 309.70	944.40
Professional, scientific and technical services	540.20	1 292.90	1 302.90	1 381.70	1 279.70
Administrative and support services	450.70	879.20	1 038.00	1 000.60	809.80
Public administration and safety	681.40	1 225.30	1 610.30	1 457.90	1 236.40
Education and training	606.00	1 103.40	828.60	773.60	1 048.20
Health care and social assistance	642.00	1 004.90	806.30	2 590.20	932.90
Arts and recreation services	408.10	627.20	798.90	769.70	660.10
Other services	507.10	1 110.20	878.20	915.10	803.00
<b>All industries</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</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

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.

## METHODS OF SETTING PAY, States and territories

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Individual arrangement(b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
New South Wales	452.4	1 085.9	1 132.1	134.1	2 804.5
Victoria	334.4	1 003.6	849.9	96.7	2 284.7
Queensland	303.5	791.2	604.1	66.0	1 764.8
South Australia	112.9	296.2	215.2	22.6	646.8
Western Australia	95.5	429.5	405.3	34.9	965.2
Tasmania	36.8	94.1	49.7	5.2	185.8
Northern Territory	7.8	50.9	34.1	3.6	96.4
Australian Capital Territory	17.9	140.5	55.9	*5.2	219.5
<b>Australia</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)				
New South Wales	545.00	1 068.10	1 240.40	1 073.90	1 053.60
Victoria	488.30	985.60	1 080.50	1 154.60	955.30
Queensland	522.70	1 040.80	1 075.60	1 196.80	969.40
South Australia	514.00	1 023.80	1 008.30	1 141.30	933.80
Western Australia	535.20	1 109.60	1 209.50	1 460.70	1 107.50
Tasmania	490.30	996.60	936.10	879.60	876.80
Northern Territory	638.90	1 203.30	1 116.90	1 235.50	1 128.50
Australian Capital Territory	405.30	1 291.30	1 270.00	1 492.60	1 218.20
<b>Australia</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</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) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.

METHODS OF SETTING PAY, Employer size

	<i>Award only</i>	<i>Collective agreement(a)</i>	<i>Individual arrangement(b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
Under 20 employees	619.8	109.9	1 355.0	350.8	2 435.5
20 - 49 employees	235.8	149.4	588.0	12.6	985.8
50 - 99 employees	159.4	222.8	337.5	*3.1	722.7
100 - 999 employees	289.2	1 164.3	759.7	**1.9	2 215.1
1 000 and over employees	57.0	2 245.5	306.1	—	2 608.6
<b>Total</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)				
Under 20 employees	481.30	805.00	861.40	1 130.20	800.90
20 - 49 employees	519.10	982.90	1 081.80	1 673.80	939.80
50 - 99 employees	580.60	814.50	1 234.10	1 936.10	963.60
100 - 999 employees	541.30	1 064.40	1 409.90	**2 507.40	1 115.80
1 000 and over employees	667.90	1 083.30	1 778.10	—	1 155.80
<b>Total</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</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)

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.



## METHODS OF SETTING PAY, Weekly total cash earnings—Distribution of all employees

	<i>Award only</i>	<i>Collective agreement (a)</i>	<i>Individual arrangement (b)</i>	<i>Owner manager of incorporated enterprise</i>	<i>All methods of setting pay</i>
NUMBER OF EMPLOYEES ('000) (c)					
<b>Weekly total cash earnings (\$)</b>					
Under 200	231.9	335.8	209.3	14.1	791.1
200 and under 300	151.7	153.9	103.9	16.6	426.1
300 and under 400	148.0	164.5	115.6	15.0	443.1
400 and under 500	130.2	169.9	100.6	20.4	421.1
500 and under 600	154.5	197.5	144.2	31.9	528.0
600 and under 700	190.6	221.9	204.4	28.7	645.7
700 and under 800	134.3	256.6	281.1	24.5	696.4
800 and under 900	89.3	274.2	333.5	19.5	716.6
900 and under 1 000	49.2	232.5	288.2	23.2	593.0
1 000 and under 1 100	26.0	256.9	247.4	24.2	554.5
1 100 and under 1 200	16.7	249.9	205.7	16.7	489.1
1 200 and under 1 300	15.5	204.2	158.7	23.7	402.2
1 300 and under 1 400	*7.2	172.5	125.8	12.0	317.5
1 400 and under 1 500	*4.6	161.3	99.8	10.4	276.0
1 500 and under 1 600	*2.9	172.3	98.5	17.8	291.5
1 600 and under 1 700	*3.1	123.6	74.4	*10.4	211.5
1 700 and under 1 800	*1.7	90.5	66.9	*4.7	163.7
1 800 and under 1 900	*1.5	98.5	53.7	*6.8	160.5
1 900 and under 2 000	*0.4	56.9	56.4	*5.1	118.8
2 000 and over	**1.8	298.7	378.1	42.8	721.3
<b>Total</b>	<b>1 361.2</b>	<b>3 891.9</b>	<b>3 346.3</b>	<b>368.4</b>	<b>8 967.7</b>

## WEEKLY TOTAL CASH EARNINGS (\$) (d)

## Deciles and quartiles

10th percentile	124.00	228.00	307.00	346.00	222.00
20th percentile	228.00	474.00	596.00	503.00	430.00
25th percentile (1st quartile)	272.00	576.00	680.00	577.00	528.00
30th percentile	317.00	664.00	750.00	635.00	611.00
40th percentile	407.00	823.00	855.00	767.00	750.00
50th percentile (median) (2nd quartile)	510.00	974.00	961.00	961.00	873.00
60th percentile	600.00	1 126.00	1 088.00	1 100.00	1 018.00
70th percentile	672.00	1 301.00	1 258.00	1 293.00	1 193.00
75th percentile (3rd quartile)	710.00	1 416.00	1 387.00	1 443.00	1 304.00
80th percentile	758.00	1 538.00	1 554.00	1 545.00	1 447.00
90th percentile	893.00	1 858.00	2 108.00	2 075.00	1 856.00
<b>Average weekly total cash earnings</b>	<b>520.00</b>	<b>1 050.60</b>	<b>1 146.10</b>	<b>1 162.60</b>	<b>1 010.30</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

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(d) Percentiles are based on whole dollars only.

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

	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
NUMBER OF EMPLOYEES - MALES ('000) (b)									
<b>Weekly total cash earnings (\$)</b>									
Under 200	*3.3	15.1	13.5	54.2	20.3	81.4	*17.1	107.5	312.3
200 and under 300	*4.1	11.2	23.2	19.9	6.9	24.4	7.0	46.7	143.4
300 and under 400	*4.3	8.7	34.1	18.9	14.6	19.4	9.5	36.3	145.9
400 and under 500	*3.4	10.4	33.6	26.5	9.1	19.0	13.4	35.6	151.1
500 and under 600	11.7	11.6	46.8	15.7	11.7	22.2	19.6	48.5	187.9
600 and under 700	13.5	13.2	62.7	25.6	22.4	27.1	31.7	61.6	257.8
700 and under 800	13.1	17.3	73.2	21.8	33.8	39.1	41.7	66.6	306.6
800 and under 900	16.2	25.4	80.4	28.0	46.4	31.7	51.6	68.1	347.9
900 and under 1 000	29.5	33.0	76.8	15.5	40.9	23.6	52.1	49.7	321.0
1 000 and under 1 100	23.5	47.0	67.4	15.3	36.3	25.9	45.1	39.5	300.1
1 100 and under 1 200	23.7	49.8	51.4	13.5	30.2	19.4	37.5	30.1	255.6
1 200 and under 1 300	22.3	45.6	58.7	13.2	34.4	12.8	33.7	16.7	237.5
1 300 and under 1 400	17.1	48.9	37.0	14.5	24.8	9.4	22.4	13.7	187.9
1 400 and under 1 500	18.5	51.2	33.4	11.5	16.3	np	20.5	np	167.3
1 500 and under 1 600	32.8	56.9	31.7	9.3	13.2	*4.9	np	np	175.5
1 600 and under 1 700	23.1	46.8	20.4	*11.1	8.9	*5.0	14.6	7.6	137.4
1 700 and under 1 800	22.3	35.6	np	*5.1	6.7	*4.0	11.2	np	107.6
1 800 and under 1 900	26.4	31.6	14.8	*4.6	5.9	*2.0	np	np	97.7
1 900 and under 2 000	15.7	26.7	np	*2.3	*5.9	np	10.1	np	81.6
2 000 and over	203.5	153.4	91.5	8.5	17.4	11.8	62.3	22.0	570.4
<b>Total</b>	<b>528.0</b>	<b>739.4</b>	<b>885.2</b>	<b>334.9</b>	<b>406.3</b>	<b>391.7</b>	<b>528.7</b>	<b>678.1</b>	<b>4 492.3</b>

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

Deciles and quartiles									
10th percentile	792.00	732.00	456.00	145.00	390.00	97.00	547.00	117.00	295.00
20th percentile	1 000.00	1 001.00	644.00	252.00	678.00	189.00	728.00	260.00	579.00
25th percentile (1st quartile)	1 150.00	1 078.00	710.00	340.00	765.00	260.00	782.00	352.00	673.00
30th percentile	1 250.00	1 155.00	770.00	420.00	808.00	366.00	840.00	428.00	752.00
40th percentile	1 534.00	1 318.00	881.00	586.00	889.00	564.00	937.00	595.00	883.00
50th percentile (median) (2nd quartile)	1 709.00	1 456.00	998.00	720.00	993.00	703.00	1 036.00	702.00	1 018.00
60th percentile	1 928.00	1 595.00	1 132.00	868.00	1 103.00	807.00	1 175.00	802.00	1 182.00
70th percentile	2 242.00	1 766.00	1 295.00	1 050.00	1 236.00	947.00	1 335.00	902.00	1 392.00
75th percentile (3rd quartile)	2 436.00	1 882.00	1 408.00	1 164.00	1 294.00	1 010.00	1 465.00	972.00	1 530.00
80th percentile	2 648.00	2 026.00	1 550.00	1 296.00	1 361.00	1 094.00	1 615.00	1 036.00	1 668.00
90th percentile	3 397.00	2 556.00	2 013.00	1 574.00	1 634.00	1 348.00	2 106.00	1 328.00	2 175.00
<b>Average weekly total cash earnings</b>	<b>1 979.40</b>	<b>1 604.60</b>	<b>1 140.90</b>	<b>802.90</b>	<b>1 040.40</b>	<b>728.00</b>	<b>1 188.80</b>	<b>750.20</b>	<b>1 192.10</b>

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

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

(a) See paragraphs 20 and 21 of the Explanatory Notes.

(b) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(c) 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
NUMBER OF EMPLOYEES - FEMALES ('000) (b)									
<b>Weekly total cash earnings (\$)</b>									
Under 200	*2.7	37.5	9.7	114.4	61.0	157.0	*2.7	93.7	478.8
200 and under 300	*3.8	33.7	9.5	69.5	50.8	69.0	*1.6	44.9	282.7
300 and under 400	*2.5	28.5	10.0	72.9	72.5	68.0	**2.2	40.6	297.2
400 and under 500	*2.7	27.4	12.1	69.3	70.9	50.2	*3.9	33.5	270.0
500 and under 600	6.8	51.5	11.9	96.8	90.0	43.7	*6.7	32.5	340.1
600 and under 700	8.2	39.7	21.1	85.9	123.5	56.8	7.0	45.6	387.9
700 and under 800	12.9	50.6	22.7	72.0	146.4	46.1	8.2	31.0	389.8
800 and under 900	19.5	64.5	15.2	57.1	163.0	22.2	*4.3	22.9	368.7
900 and under 1 000	12.3	60.1	9.7	36.3	123.8	16.3	*2.6	11.0	272.1
1 000 and under 1 100	16.0	84.9	8.8	22.7	99.3	9.5	*4.2	8.9	254.4
1 100 and under 1 200	14.5	89.3	5.7	19.2	84.3	9.7	*3.6	*7.1	233.5
1 200 and under 1 300	11.0	78.3	6.5	8.4	52.1	*5.4	*1.8	*1.4	164.7
1 300 and under 1 400	12.7	61.1	*2.7	8.1	34.5	*7.2	*2.0	*1.4	129.6
1 400 and under 1 500	7.6	59.2	*1.5	5.5	28.1	np	*1.8	np	108.8
1 500 and under 1 600	13.8	73.7	*0.9	6.0	17.2	*3.6	np	np	116.0
1 600 and under 1 700	14.6	44.4	*1.4	*3.0	8.0	*1.0	*0.7	**0.9	74.1
1 700 and under 1 800	11.1	34.1	np	*3.4	4.9	*1.2	*0.5	np	56.1
1 800 and under 1 900	17.6	33.9	*0.4	*1.1	4.9	*1.7	np	np	62.8
1 900 and under 2 000	12.5	20.1	np	**0.6	2.0	np	**0.5	np	37.2
2 000 and over	69.9	62.4	*2.6	*2.7	6.2	3.6	*3.1	**0.5	151.0
<b>Total</b>	<b>272.9</b>	<b>1 034.9</b>	<b>153.9</b>	<b>754.8</b>	<b>1 243.3</b>	<b>575.9</b>	<b>61.0</b>	<b>378.8</b>	<b>4 475.4</b>

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

Deciles and quartiles									
10th percentile	700.00	420.00	261.00	141.00	310.00	82.00	393.00	90.00	187.00
20th percentile	877.00	664.00	408.00	256.00	490.00	145.00	537.00	166.00	344.00
25th percentile (1st quartile)	962.00	775.00	464.00	306.00	562.00	180.00	564.00	204.00	419.00
30th percentile	1 058.00	864.00	539.00	361.00	627.00	220.00	627.00	248.00	502.00
40th percentile	1 250.00	1 032.00	644.00	458.00	720.00	304.00	703.00	327.00	630.00
50th percentile (median) (2nd quartile)	1 524.00	1 140.00	718.00	552.00	802.00	392.00	762.00	419.00	746.00
60th percentile	1 726.00	1 262.00	768.00	636.00	878.00	502.00	898.00	550.00	865.00
70th percentile	1 910.00	1 430.00	854.00	729.00	962.00	629.00	1 076.00	646.00	1 016.00
75th percentile (3rd quartile)	2 031.00	1 520.00	912.00	781.00	1 026.00	674.00	1 174.00	680.00	1 104.00
80th percentile	2 162.00	1 578.00	1 003.00	846.00	1 092.00	731.00	1 318.00	740.00	1 201.00
90th percentile	2 659.00	1 822.00	1 212.00	1 013.00	1 257.00	923.00	1 852.00	876.00	1 540.00
<b>Average weekly total cash earnings</b>	<b>1 596.50</b>	<b>1 166.00</b>	<b>739.70</b>	<b>580.30</b>	<b>804.10</b>	<b>477.00</b>	<b>929.60</b>	<b>472.90</b>	<b>827.70</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

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

(a) See paragraphs 20 and 21 of the Explanatory Notes.

(b) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(c) 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
NUMBER OF EMPLOYEES - PERSONS ('000) (b)									
<b>Weekly total cash earnings (\$)</b>									
Under 200	6.0	52.6	23.1	168.6	81.3	238.3	19.8	201.3	791.1
200 and under 300	*7.9	44.9	32.7	89.3	57.7	93.4	8.6	91.5	426.1
300 and under 400	6.9	37.1	44.1	91.8	87.1	87.4	11.7	77.0	443.1
400 and under 500	6.1	37.8	45.7	95.8	80.0	69.1	17.4	69.2	421.1
500 and under 600	18.5	63.1	58.7	112.5	101.8	66.0	26.4	81.0	528.0
600 and under 700	21.7	53.0	83.8	111.5	145.9	83.9	38.7	107.2	645.7
700 and under 800	26.0	67.9	95.9	93.8	180.2	85.2	49.9	97.6	696.4
800 and under 900	35.7	89.9	95.6	85.2	209.4	53.9	56.0	91.0	716.6
900 and under 1 000	41.9	93.1	86.5	51.8	164.6	39.8	54.7	60.7	593.0
1 000 and under 1 100	39.5	131.9	76.3	38.0	135.7	35.4	49.4	48.4	554.5
1 100 and under 1 200	38.2	139.0	57.1	32.7	114.5	29.1	41.1	37.2	489.1
1 200 and under 1 300	33.3	123.9	65.3	21.6	86.5	18.2	35.5	18.1	402.2
1 300 and under 1 400	29.8	110.0	39.7	22.6	59.3	16.6	24.4	15.1	317.5
1 400 and under 1 500	26.1	110.4	34.9	17.0	44.4	*9.4	22.3	11.6	276.0
1 500 and under 1 600	46.6	130.6	32.6	15.3	30.4	*8.6	18.3	9.2	291.5
1 600 and under 1 700	37.7	91.2	21.7	14.1	16.9	6.0	15.3	8.6	211.5
1 700 and under 1 800	33.5	69.7	20.0	8.5	11.6	*5.3	11.7	3.4	163.7
1 800 and under 1 900	44.0	65.5	15.3	5.7	10.8	3.7	12.7	2.7	160.5
1 900 and under 2 000	28.1	46.8	16.0	*2.9	*7.9	*2.9	10.6	*3.6	118.8
2 000 and over	273.4	215.8	94.1	11.2	23.6	15.4	65.4	22.5	721.3
<b>Total</b>	<b>800.9</b>	<b>1 774.3</b>	<b>1 039.1</b>	<b>1 089.7</b>	<b>1 649.5</b>	<b>967.5</b>	<b>589.7</b>	<b>1 056.9</b>	<b>8 967.7</b>

## WEEKLY TOTAL CASH EARNINGS - PERSONS (\$) (c)

## Deciles and quartiles

10th percentile	756.00	502.00	402.00	142.00	323.00	87.00	504.00	105.00	222.00
20th percentile	973.00	795.00	600.00	254.00	520.00	160.00	691.00	212.00	430.00
25th percentile (1st quartile)	1 061.00	893.00	668.00	314.00	600.00	203.00	758.00	272.00	528.00
30th percentile	1 164.00	990.00	726.00	377.00	668.00	253.00	807.00	332.00	611.00
40th percentile	1 423.00	1 128.00	836.00	491.00	763.00	366.00	912.00	478.00	750.00
50th percentile (median) (2nd quartile)	1 634.00	1 257.00	947.00	588.00	846.00	492.00	1 018.00	604.00	873.00
60th percentile	1 848.00	1 416.00	1 072.00	692.00	924.00	629.00	1 153.00	709.00	1 018.00
70th percentile	2 110.00	1 565.00	1 232.00	799.00	1 030.00	742.00	1 310.00	813.00	1 193.00
75th percentile (3rd quartile)	2 272.00	1 640.00	1 330.00	864.00	1 093.00	801.00	1 444.00	872.00	1 304.00
80th percentile	2 499.00	1 756.00	1 473.00	946.00	1 155.00	890.00	1 584.00	942.00	1 447.00
90th percentile	3 107.00	2 116.00	1 940.00	1 239.00	1 360.00	1 154.00	2 054.00	1 162.00	1 856.00
<b>Average weekly total cash earnings</b>	<b>1 848.90</b>	<b>1 348.80</b>	<b>1 081.50</b>	<b>648.70</b>	<b>862.30</b>	<b>578.60</b>	<b>1 162.00</b>	<b>650.90</b>	<b>1 010.30</b>

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

(a) See paragraphs 20 and 21 of the Explanatory Notes.

(b) Important: See paragraphs 29 and 30 of the Explanatory Notes.

(c) Percentiles are based on whole dollars only.

	AVERAGE WEEKLY CASH EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE HOURLY CASH EARNINGS		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	hours	hours	hours	\$	\$	\$
MALES									
Managers(a)	1 753.00	18.10	1 771.10	38.7	0.4	39.1	45.30	50.30	45.30
Professionals	1 701.20	20.20	1 721.40	37.9	0.3	38.2	44.90	65.60	45.10
Technicians and trades workers	1 164.00	120.30	1 284.30	38.4	2.5	40.9	30.30	47.30	31.40
Community and personal service workers	1 177.50	58.70	1 236.20	38.3	1.2	39.5	30.80	47.60	31.30
Clerical and administrative workers	1 149.40	32.50	1 181.90	37.7	0.8	38.5	30.50	41.20	30.70
Sales workers	1 067.40	17.60	1 085.10	38.5	0.5	39.0	27.70	32.10	27.80
Machinery operators and drivers	1 172.10	158.80	1 330.90	39.8	4.1	43.9	29.50	38.60	30.30
Labourers	937.40	121.30	1 058.70	38.4	3.0	41.4	24.40	40.20	25.60
<b>All occupations</b>	<b>1 274.10</b>	<b>79.30</b>	<b>1 353.50</b>	<b>38.4</b>	<b>1.8</b>	<b>40.3</b>	<b>33.10</b>	<b>43.10</b>	<b>33.60</b>
FEMALES									
Managers(a)	1 440.40	*5.00	1 445.30	37.8	*0.1	37.9	38.10	42.70	38.10
Professionals	1 414.40	11.00	1 425.40	37.3	0.2	37.5	37.90	52.60	38.00
Technicians and trades workers	918.50	28.50	947.00	37.5	0.9	38.5	24.50	30.80	24.60
Community and personal service workers	947.10	25.10	972.30	37.1	0.6	37.7	25.50	41.20	25.80
Clerical and administrative workers	986.40	12.60	999.00	37.6	0.3	38.0	26.20	37.30	26.30
Sales workers	923.50	9.00	932.50	37.9	0.3	38.2	24.40	32.60	24.40
Machinery operators and drivers	1 029.10	114.00	1 143.10	38.7	3.4	42.2	26.60	33.10	27.10
Labourers	773.10	49.30	822.40	37.6	1.6	39.1	20.60	31.70	21.00
<b>All occupations</b>	<b>1 118.40</b>	<b>17.30</b>	<b>1 135.80</b>	<b>37.5</b>	<b>0.5</b>	<b>38.0</b>	<b>29.80</b>	<b>37.50</b>	<b>29.90</b>
PERSONS									
Managers(a)	1 638.60	13.30	1 652.00	38.4	0.3	38.7	42.70	49.10	42.70
Professionals	1 555.80	15.50	1 571.40	37.6	0.3	37.8	41.40	60.30	41.50
Technicians and trades workers	1 137.40	110.30	1 247.80	38.3	2.4	40.7	29.70	46.60	30.70
Community and personal service workers	1 053.10	40.60	1 093.60	37.6	0.9	38.5	28.00	45.30	28.40
Clerical and administrative workers	1 037.00	18.80	1 055.80	37.7	0.5	38.1	27.50	39.30	27.70
Sales workers	1 008.00	14.10	1 022.00	38.3	0.4	38.7	26.30	32.20	26.40
Machinery operators and drivers	1 159.40	154.80	1 314.30	39.7	4.0	43.7	29.20	38.20	30.10
Labourers	900.90	105.30	1 006.10	38.2	2.7	40.9	23.60	39.10	24.60
<b>All occupations</b>	<b>1 211.40</b>	<b>54.30</b>	<b>1 265.70</b>	<b>38.1</b>	<b>1.3</b>	<b>39.4</b>	<b>31.80</b>	<b>42.30</b>	<b>32.20</b>

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

(a) See paragraphs 20 and 21 of the Explanatory Notes.

	AVERAGE WEEKLY CASH EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE 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									
Mining	2 183.90	79.50	2 263.40	43.4	1.6	45.0	50.40	49.10	50.30
Manufacturing	1 131.30	109.10	1 240.40	38.1	2.7	40.8	29.70	40.30	30.40
Electricity, gas, water and waste services	1 448.40	200.00	1 648.40	37.5	3.6	41.1	38.60	55.50	40.10
Construction	1 233.00	176.90	1 409.90	38.6	3.7	42.2	32.00	48.20	33.40
Wholesale trade	1 127.60	52.80	1 180.40	38.5	1.6	40.0	29.30	34.00	29.50
Retail trade	962.00	46.50	1 008.50	39.0	1.4	40.5	24.60	32.70	24.90
Accommodation and food services	887.00	12.10	899.20	38.2	*0.5	38.7	23.20	26.50	23.30
Transport, postal and warehousing	1 211.90	139.20	1 351.10	38.9	3.6	42.5	31.10	38.60	31.80
Information media and telecommunications	1 532.10	21.80	1 553.90	37.6	0.4	38.0	40.80	52.80	40.90
Financial and insurance services	1 757.50	*7.10	1 764.60	37.9	*0.2	38.1	46.40	44.20	46.40
Rental, hiring and real estate services	1 150.40	*89.00	1 239.40	37.9	*1.7	39.7	30.30	51.60	31.30
Professional, scientific and technical services	1 469.90	22.60	1 492.50	38.3	0.4	38.7	38.40	51.10	38.50
Administrative and support services	1 183.50	82.90	1 266.40	38.8	2.1	40.9	30.50	40.10	31.00
Public administration and safety	1 280.40	51.60	1 332.00	37.8	1.1	39.0	33.90	45.20	34.20
Education and training	1 451.60	*6.60	1 458.20	37.4	*0.1	37.6	38.80	49.40	38.80
Health care and social assistance	1 461.50	76.40	1 537.90	37.8	1.2	39.0	38.70	63.80	39.40
Arts and recreation services	1 073.40	25.30	1 098.70	38.8	0.6	39.4	27.70	41.10	27.90
Other services	1 025.40	*58.50	1 083.90	38.3	*1.4	39.7	26.80	41.80	27.30
<b>All industries</b>	<b>1 274.10</b>	<b>79.30</b>	<b>1 353.50</b>	<b>38.4</b>	<b>1.8</b>	<b>40.3</b>	<b>33.10</b>	<b>43.10</b>	<b>33.60</b>

FEMALES									
Mining	1 645.10	**22.60	1 667.60	40.3	**0.5	40.7	40.90	46.30	40.90
Manufacturing	970.40	46.70	1 017.10	37.6	1.4	39.0	25.80	34.00	26.10
Electricity, gas, water and waste services	1 301.50	*21.60	1 323.10	37.6	*0.5	38.1	34.60	45.20	34.70
Construction	1 089.60	*30.90	1 120.50	38.7	**1.2	39.9	28.10	26.60	28.10
Wholesale trade	1 013.00	*24.80	1 037.80	38.0	*0.7	38.6	26.70	36.10	26.90
Retail trade	892.10	13.10	905.20	38.0	0.4	38.4	23.50	29.80	23.50
Accommodation and food services	828.10	*9.80	837.90	37.9	*0.4	38.3	21.90	23.60	21.90
Transport, postal and warehousing	1 089.70	37.60	1 127.20	37.3	1.0	38.3	29.20	38.60	29.50
Information media and telecommunications	1 246.70	*8.90	1 255.60	37.6	*0.2	37.8	33.20	37.90	33.20
Financial and insurance services	1 249.20	5.80	1 255.00	37.7	0.1	37.8	33.10	40.10	33.20
Rental, hiring and real estate services	978.20	*7.20	985.40	38.1	*0.2	38.3	25.70	30.80	25.70
Professional, scientific and technical services	1 143.50	*4.00	1 147.50	37.7	*0.1	37.8	30.30	32.50	30.30
Administrative and support services	988.90	17.40	1 006.30	38.5	0.5	39.0	25.70	33.80	25.80
Public administration and safety	1 208.10	17.90	1 226.10	36.7	0.4	37.0	33.00	48.10	33.10
Education and training	1 320.70	*1.60	1 322.30	37.1	*—	37.1	35.60	36.30	35.60
Health care and social assistance	1 149.40	27.70	1 177.10	37.2	0.6	37.8	30.90	47.50	31.20
Arts and recreation services	967.80	*15.40	983.20	38.3	*0.5	38.7	25.30	33.90	25.40
Other services	948.00	13.90	961.90	37.2	*0.5	37.7	25.50	27.70	25.50
<b>All industries</b>	<b>1 118.40</b>	<b>17.30</b>	<b>1 135.80</b>	<b>37.5</b>	<b>0.5</b>	<b>38.0</b>	<b>29.80</b>	<b>37.50</b>	<b>29.90</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 CASH EARNINGS AND HOURS PAID FOR, Full-time non-managerial adult employees—Industry *continued*

	AVERAGE WEEKLY CASH EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE 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	\$	\$	\$
PERSONS									
Mining	2 102.40	70.90	2 173.30	42.9	1.4	44.3	49.00	48.90	49.00
Manufacturing	1 097.10	95.80	1 192.80	38.0	2.4	40.4	28.90	39.50	29.50
Electricity, gas, water and waste services	1 419.10	164.40	1 583.50	37.5	3.0	40.5	37.80	55.20	39.10
Construction	1 216.20	159.70	1 375.90	38.6	3.4	42.0	31.50	47.30	32.80
Wholesale trade	1 090.50	43.80	1 134.30	38.3	1.3	39.6	28.50	34.30	28.70
Retail trade	935.60	33.90	969.40	38.6	1.1	39.7	24.20	32.30	24.40
Accommodation and food services	860.40	11.10	871.50	38.1	*0.4	38.5	22.60	25.20	22.60
Transport, postal and warehousing	1 182.30	114.50	1 296.80	38.5	3.0	41.5	30.70	38.60	31.20
Information media and telecommunications	1 420.50	16.70	1 437.20	37.6	0.3	37.9	37.80	48.80	37.90
Financial and insurance services	1 500.50	6.40	1 506.90	37.8	0.2	38.0	39.70	42.20	39.70
Rental, hiring and real estate services	1 063.90	*47.90	1 111.80	38.0	*1.0	39.0	28.00	49.10	28.50
Professional, scientific and technical services	1 328.40	14.50	1 342.90	38.0	0.3	38.3	34.90	47.80	35.00
Administrative and support services	1 089.50	51.20	1 140.70	38.7	1.3	40.0	28.20	38.90	28.50
Public administration and safety	1 249.60	37.30	1 286.90	37.3	0.8	38.1	33.50	45.80	33.70
Education and training	1 368.00	3.40	1 371.40	37.2	0.1	37.3	36.80	44.50	36.80
Health care and social assistance	1 224.70	39.40	1 264.10	37.3	0.7	38.1	32.80	53.90	33.20
Arts and recreation services	1 023.50	20.60	1 044.10	38.6	0.5	39.1	26.50	38.20	26.70
Other services	992.80	*39.70	1 032.50	37.8	1.0	38.8	26.30	38.90	26.60
<b>All industries</b>	<b>1 211.40</b>	<b>54.30</b>	<b>1 265.70</b>	<b>38.1</b>	<b>1.3</b>	<b>39.4</b>	<b>31.80</b>	<b>42.30</b>	<b>32.20</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—Sector

	AVERAGE WEEKLY CASH EARNINGS			AVERAGE WEEKLY HOURS PAID FOR			AVERAGE 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	1 241.60	82.70	1 324.30	38.6	2.0	40.6	32.10	41.40	32.60
Public sector	1 414.00	64.70	1 478.70	37.6	1.2	38.8	37.60	55.40	38.10
<b>All sectors</b>	<b>1 274.10</b>	<b>79.30</b>	<b>1 353.50</b>	<b>38.4</b>	<b>1.8</b>	<b>40.3</b>	<b>33.10</b>	<b>43.10</b>	<b>33.60</b>
FEMALES									
Private sector	1 046.50	17.60	1 064.10	37.8	0.5	38.3	27.70	33.80	27.80
Public sector	1 283.00	16.70	1 299.80	37.0	0.3	37.3	34.70	50.90	34.80
<b>All sectors</b>	<b>1 118.40</b>	<b>17.30</b>	<b>1 135.80</b>	<b>37.5</b>	<b>0.5</b>	<b>38.0</b>	<b>29.80</b>	<b>37.50</b>	<b>29.90</b>
PERSONS									
Private sector	1 170.10	58.80	1 228.90	38.3	1.5	39.8	30.50	40.40	30.90
Public sector	1 345.80	39.70	1 385.50	37.3	0.7	38.0	36.10	54.30	36.40
<b>All sectors</b>	<b>1 211.40</b>	<b>54.30</b>	<b>1 265.70</b>	<b>38.1</b>	<b>1.3</b>	<b>39.4</b>	<b>31.80</b>	<b>42.30</b>	<b>32.20</b>



## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains estimates from the 2010 Survey of Employee Earnings and Hours. The survey was conducted in respect of May 2010 and collected information from a sample of employers about the earnings, hours paid for, and selected characteristics of their employees.

**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; and
- 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; and
- 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 9-16). 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. Within each stratum statistical units are selected with equal probability. A sample of approximately 9,000 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 60,000 employees contributed to the results in this publication.

### 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.

## EXPLANATORY NOTES *continued*

### STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER *continued*

**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. Prior to 2008, 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 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** Employees selected in the Survey of Employee Earnings and Hours are classified to the industry of the organisation in which they are employed.

## EXPLANATORY NOTES *continued*

- OCCUPATION CLASSIFICATION** **19** 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** **20** 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.
- 21** 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** **22** 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.
- 23** 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.
- 24** 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 *Fair Work Act 2009* and the subsequent introduction of the *Fair Work (State Referral and Consequential and Other Amendments) Act*, which allowed for the extension of the *Fair Work Act* to states that refer workplace relations related matters to the Commonwealth. From 1 January 2010, private sector employers in New South Wales, Queensland, South Australia and Tasmania are covered by the national system. Data in previous publications of this series issued since 2000 are based on the workplace relations environment prior to the introduction of this legislation. The Fair Work system replaces the *Workplace Relations Amendment (Work Choices) Act 2005* that was in place for the August 2008 Survey of Employee Earnings and Hours.
- 25** Key elements of the Fair Work system include:
- a legislated safety net of 10 National Employment Standards;
  - new modern awards; and
  - revised enterprise bargaining arrangements, including the cessation of registered individual agreements.
- 26** Under the Fair Work system, the majority of employees come under the federal workplace relations system. The following employers are covered by the national system:
- constitutional corporations (including a financial or trading corporation - generally Pty Ltd or Ltd);
  - the Commonwealth and Commonwealth authorities;
  - employers who employ flight crews, maritime employees or waterside workers;
  - employers in the Australian Capital Territory and Northern Territory;
  - most Victorian employers; and

## EXPLANATORY NOTES *continued*

### METHODS OF SETTING PAY

*continued*

- private sector employees in New South Wales, Queensland, South Australia and Tasmania.

**27** The following employers are generally not covered by the national system:

- state government public sector employers;
- Australian corporations whose main activity is not trading or financial; and
- sole traders and partnerships in Western Australia.

**28** Information about the proportions of employees covered by national and state jurisdictions for pay setting are no longer published but can be provided on request.

### EMPLOYEE ESTIMATES

**29** From May 2010, estimates of numbers of employees by method of setting pay are presented in this survey publication, to add context around other estimates by method of setting pay. Care should be taken in the interpretation and use of such estimates, as the Survey of Employee Earnings and Hours is not designed specifically to produce estimates of numbers of employees. Consideration should be given to the level of variance of the estimates of numbers of employees, which are available from the standard error tables in the electronic data release accompanying this publication. Users are directed to *Labour Force, Australia* (cat. no. 6202.0) as the primary source for official ABS estimates of employment. Caution should be exercised when comparing estimates of numbers of employees from the Survey of Employee Earnings and Hours with those published in *Labour Force, Australia* (cat. no. 6202.0) as the two collections use different sample design and survey methodologies. For more information see paragraph 30 of the Explanatory Notes.

### COMPARABILITY OF RESULTS

**30** Caution should be exercised when comparing estimates of numbers of employees from the Survey of Employee Earnings and Hours with those published monthly in *Labour Force, Australia* (cat. no. 6202.0) as there are a number of differences between the two collections. The Survey of Employee Earnings and Hours is a business survey that collects information from a sample of employers about their employees, whereas the Labour Force Survey is a household survey that collects information from the occupants of selected dwellings. The two collections use different sample design and survey methodologies and there are differences in scope and coverage. Users are directed to *Labour Force, Australia* (cat. no. 6202.0) as the primary source for official ABS estimates of employment. Detailed information about the concepts, sources and methods of the Survey of Employee Earnings and Hours and Labour Force Survey can be found in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

**31** 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.

**32** Care should be taken when comparing estimates of average weekly earnings from the Survey of Employee Earnings and Hours 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 about weekly earnings of a sample of employees within the employer units selected.

## EXPLANATORY NOTES *continued*

---

### RELIABILITY OF ESTIMATES

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

### RELATED PUBLICATIONS

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

- *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); and
- *Employment and Earnings, Public Sector, Australia* (cat. no. 6248.0.55.002) - issued annually.

### ROUNDING

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

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

# APPENDIX ABS DATA AVAILABLE ON REQUEST

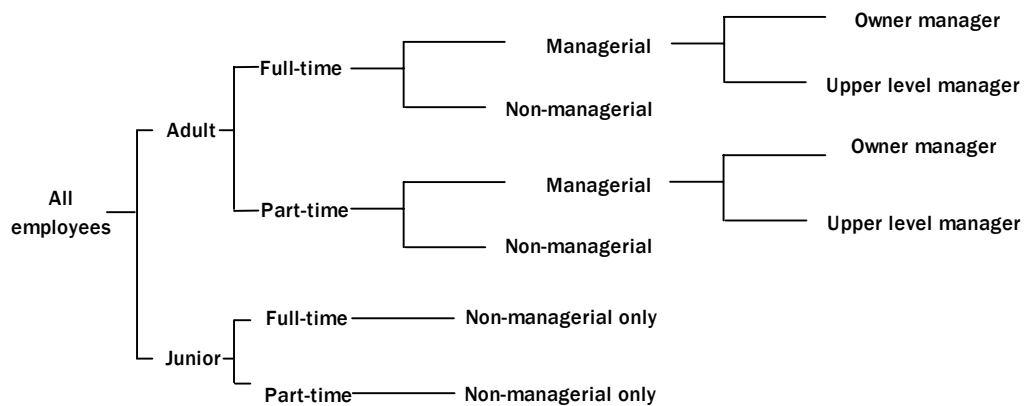
## INTRODUCTION

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 the National Information and Referral Service on 1300 135 070 or Amanda Baile on (08) 9360 5305 for more information.

## POPULATION

The survey populations and variables are listed below.



## 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 total hours paid for (non-managerial employees only)
- Weekly ordinary time 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

### *Age*

- Adult
- Junior

### *Employee status*

- Full-time
- Part-time

### *Sex*

- Males
- Females
- Persons

## APPENDIX ABS DATA AVAILABLE ON REQUEST *continued*

---

<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 or 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>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 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 only</li><li>■ Collective agreement</li><li>■ Individual arrangement</li><li>■ Owner manager of incorporated enterprise</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. Standard errors are available in the electronic data release accompanying this publication (see data cubes 3 to 7).

**3** An example of the use of a standard error is as follows. From table 4 of the publication, the estimated average weekly total cash earnings for all employees paid by collective agreement is \$1,050.60, with a standard error of \$12.30 (from the standard error data cube 4). There would be about two chances in three that a full enumeration would have given an estimate in the range \$1,038.30 to \$1,062.90 and about nineteen chances in twenty that it would be in the range \$1,026.00 to \$1,075.20.

**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 4 of the publication, the estimated average weekly total cash earnings for all employees paid by award only is \$520.00, with a standard error of \$10.40 (from the standard error data cube 4). The difference between the earnings of employees paid by collective agreement and award only is \$530.60. The estimate of the standard error of the difference between the average weekly total cash earnings employees paid by collective agreement and award only is:

$$SE(\$1,050.60 - \$520.00) = \sqrt{[\$12.30]^2 + [\$10.40]^2} = \$16.10$$

**7** There are about two chances in three that the true figure for the difference between average weekly total cash earnings for employees paid by collective agreement and award only lies in the range \$514.50 to \$546.70, and about nineteen chances in twenty that the figure is in the range \$498.40 to \$562.80.

**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.)



RELIABILITY OF ESTIMATES  
*continued*

**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.

**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 4, the average weekly total cash earnings for all employees paid by collective agreement is \$1,050.60, and for all employees paid by award only is \$520.00. The standard error data cube (data cube 4) shows an estimate for the standard error on the estimate for employees paid by collective agreement is \$12.30, and an estimate of the standard error on the estimate for employees paid by award only is \$10.40.

**12** Applying the above formula the relative standard errors for the average weekly total cash earnings for all employees paid by collective agreement and all employees paid by award only can be worked out as follows:

**13** All employees paid by collective agreement

$$RSE(1050.60) = [12.30/1050.60] * 100$$

**14** All employees paid by award only

$$RSE(520.00) = [10.40/520.00] * 100$$

**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** Data cubes 3 to 7 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 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.</p> <p>An award 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 only category if they are paid at the rate of pay specified in the award, 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. over award payments). Individual contracts may also be registered with a Federal or State industrial tribunal or authority (e.g. as an Australian Workplace Agreement). However, the <i>Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008</i> ceased the registration of individual agreements from 28 March 2008.</p> <p>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.</p>

## GLOSSARY *continued*

<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>Managerial employees</b>	Employees who have strategic responsibilities in the conduct or operations of the organisation and/or are in charge of a significant number of employees. These employees 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. Owner managers of incorporated enterprises 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 only; Collective agreement; Individual arrangement; or Owner manager of incorporated enterprise.
<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.
<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>Owner manager of incorporated enterprise</b>	A person who works in their own incorporated enterprise - that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). Owner managers of incorporated enterprises are presented separately in estimates by method of setting pay.
<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: <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 21 May 2010. 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.

## GLOSSARY *continued*

---

<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.







## FOR MORE INFORMATION . . .

*INTERNET*      **www.abs.gov.au** the ABS website is the best place for data from our publications and information about the ABS.

### INFORMATION AND REFERRAL SERVICE

Our consultants can help you access the full range of information published by the ABS that is available free of charge from our website. Information tailored to your needs can also be requested as a 'user pays' service. Specialists are on hand to help you with analytical or methodological advice.

*PHONE*                      1300 135 070

*EMAIL*                      client.services@abs.gov.au

*FAX*                              1300 135 211

*POST*                          Client Services, ABS, GPO Box 796, Sydney NSW 2001

## FREE ACCESS TO STATISTICS

All statistics on the ABS website can be downloaded free of charge.

*WEB ADDRESS*      **www.abs.gov.au**