



AUSTRALIAN BUREAU OF STATISTICS

Canberra



CATALOGUE NO. 6312.0

EMBARGOED UNTIL 11.30 A.M. 18 OCTOBER 1988

AWARD RATES OF PAY INDEXES, AUSTRALIA, MAY AND JUNE 1988

PHONE INQUIRIES

• about these statistics — contact Katrina Evans on Canberra (062) 52 6581 or any ABS State office.

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MAIL INQUIRIES

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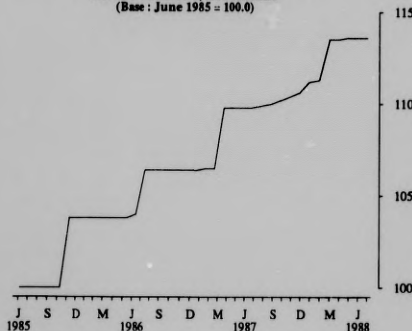
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NOTE: This issue of the Award Rates of Pay Indexes, Australia, 6312.0, includes index numbers for May and June 1988. A separate issue for May will not be released. It is expected that the indexes for July and August 1988, will also be released in a combined publication.

MAIN FEATURES

INDEX OF WEEKLY AWARD RATES OF PAY
ADULT PERSONS, AUSTRALIA
(Base: June 1985 = 100.0)



Over the twelve months to June 1988, the weekly index for full-time adult males rose by 3.5 per cent and for full-time adult females rose by 3.3 per cent, at the Australia level.

For the month of June 1988, the full-time adult male and full-time adult female weekly indexes, Australia (Table 1), showed no change.

Minor movements from April to June 1988, occurred in the persons indexes at the Australia level for a number of industries and occupations. Those movements were mainly due to the continuing inclusion of 4 per cent National Wage Case second-tier increases.

Retrospective changes to some Federal awards have been included in this issue resulting in revisions to both weekly and hourly indexes.

EXPLANATORY NOTES

Introduction

1. This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Wholesale Prices Index. It is based on a representative 'basket' of award rates of pay. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general trends in award rates of pay over time. They do not measure relative levels of average award rates of pay between States and industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendices containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period;
- factors for linking the current and previous series.

4. The base for the new series of June 1985 has been determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985. These series replace an earlier series which covered the period June 1976 to November 1987. Note that separate indexes for wage earners and wage and salary earners are not provided in the current series, because of difficulties in distinguishing wage and salary earners in award

documentation or in the survey from which employment numbers were obtained. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

Scope and coverage

5. The award rates of pay for full-time adult employees which are normally varied in accordance with awards, determinations or registered collective agreements have been selected in the indexes. The indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees are covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State industrial arbitration authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

6. Rates of pay applicable to approximately 16 per cent of full-time adult employees who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

Collection of award information

7. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes.

Design of the indexes

Selection of the classifications

8. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, on the award under which they are covered and their award classification.

9. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

10. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

Compilation

11. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

Weighting

12. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the index is shown in Appendix A of the December 1987 issue.

13. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All major awards have been included in the indexes, while only a sample of minor awards have been included. There are 200 major awards and 500 minor awards in the index. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the index to account for the total employment coverage of all minor awards.

Limitations of weighting

14. The index is a fixed weight index. The weights of the index need to be reviewed periodically because of problems inherent with having a fixed weight index. In particular, the index is not responsive to changes in the structure and coverage of awards, and is likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the index means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old structure must be used.

15. Another example of the problems that can occur with fixed weight indexes concerns second-tier variations. In general, second-tier variations have been applied to all employees covered by an award. In some cases however, the second-tier increase has only been granted to a proportion of the employees covered by the award. Because of the fixed weights of the index a partial increase to the award cannot be included in the index. In such cases the index is varied if the increase applies to the majority of the employees covered by the award.

Revision of the indexes

16. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of

notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are published in the normal monthly tables of this publication. Revised figures for each industry and occupation group in each State are available on request.

Definitions

17. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification, e.g. industry allowance.
- (ii) supplementary payments when they are specified within the award.

Exclude

- (iii) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees.
- (iv) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

18. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

19. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

20. Estimates of *standard weekly hours of work* are included as an appendix to the June and December issues of this publication. These estimates apply to all wage and salary earners where standard hours are specified in the award, etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

21. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue.

Reliability of indexes

22. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

23. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns and in relating the figures to comparable statistics; these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, a contribution to non-sampling error has occurred in this survey because a number of employers had difficulty in providing information on awards and classifications as they lacked knowledge of which awards and/or classifications covered their employees.

Comparability of results

24. When comparisons are made between period-to-period movements in the Award Rates of Pay Indexes (ARPI) and movements in Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults published in *Average Weekly Earnings, States and Australia* (6302.0) it is important to recognise the different coverage, scope, definitions, and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height or dirt allowances, are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments such as shift penalty payments and over-award pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is also affected by compositional changes in the labour force. However ARPI is not similarly affected, being a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employees Earnings and Hours. It is subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons between the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope, and definitions used in compiling AWOTE is featured in Catalogue No. 6302.0.

Classification of industry and occupation

25. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983* (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) (1222.0)*.

General increases in award wages

26. Details of general increases in award wages as a result of wage hearings since 1980 are included as an appendix to those issues of this publication which correspond to the month in which general wage increases have been awarded. Information for earlier periods was published in *Labour Statistics, Australia 1980* (6101.0) and earlier issues of that publication.

Related publications

27. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

28. Users may also be interested in the following publications:

Information Paper: Award Rates of Pay Indexes (6343.0)

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0) — annual

Average Weekly Earnings, Australia, Preliminary (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

Incidence of Awards, Australia, May 1985 (6315.0)

Labour Statistics, Australia (6101.0) — annual

A Guide to Labour Statistics (6102.0) — annual

Labour Statistics in Brief (6104.0) — annual

Occasional paper: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to their Concepts, Measurements and Usage No. 1986/1

29. Unpublished information which may be available on request includes more detailed industry and occupation tables.

30. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue of Publications*, and the *Publications Advice* are available from any ABS office.

Symbols and other usages

— nil or rounded down to zero

31. Where indexes have been rounded, discrepancies may occur between sums of the component items and annual percentage changes.

Electronic services

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TABLE 1. AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : AUSTRALIA

BASE : JUNE 1985 = 100.0

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985						
June	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8
1986						
January	103.8	103.8	103.8	103.8	103.9	103.8
February	103.8	103.8	103.8	103.8	103.9	103.8
March	103.8	103.8	103.8	103.8	103.9	103.8
April	103.8	103.8	103.8	103.8	103.9	103.9
May	103.8	103.8	103.8	103.9	103.9	103.9
June	103.9	104.2	104.0	103.9	104.3	104.0
July	106.3	106.6	106.4	106.3	106.7	106.4
August	106.3	106.6	106.4	106.3	106.8	106.4
September	106.3	106.7	106.4	106.3	106.8	106.5
October	106.3	106.7	106.4	106.3	106.8	106.5
November	106.3	106.7	106.4	106.3	106.9	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
1987						
January	106.4	106.9	106.5	106.4	107.0	106.6
February	106.4	106.9	106.5	106.4	107.0	106.6
March	109.6	110.3	109.8	109.7	110.5	110.0
April	109.6	110.3	109.8	109.7	110.5	110.0
May	109.6	110.3	109.8	109.8	110.9	110.1
June	109.6	110.3	109.8	109.8	110.9	110.1
July	109.6	110.4	109.9	109.8	110.9	110.2
August	109.7	110.5	110.0	109.9	111.0	110.3
September	110.0	110.6	110.2	110.2	111.1	110.5
October	110.3	110.7	110.4	110.4	111.3	110.7
November	110.4	110.9	110.6	110.6	111.5	110.9
December	111.1	111.5	111.2	111.3	112.2	111.5
1988						
January	111.1	111.7	111.3	111.3	112.4	111.7
February	113.3	113.9	113.5	113.5	114.6	113.8
March	113.3	114.0	113.5	113.6	114.6	113.9
April	113.4	114.0	113.6	113.6	114.7	114.0
May	113.4	114.0	113.6	113.7	114.7	114.0
June	113.4	114.0	113.6	113.7	114.8	114.0

TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, AUSTRALIA

BASE: JUNE 1985 = 100.0

Industry	1987					1988									
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.
Males															
Mining	111.8	111.9	111.9	112.1	112.3	112.2	112.5	112.6	114.5	114.5	114.5	114.5	114.5	114.5	114.5
Manufacturing	109.9	110.0	110.1	110.2	110.5	110.8	112.0	112.0	114.3	114.3	114.3	114.3	114.3	114.3	114.3
Food, beverages, tobacco	110.1	110.1	110.1	110.2	110.2	110.5	110.9	111.0	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Textiles, clothing, footwear	110.3	110.3	110.3	110.3	110.4	111.7	112.3	112.5	115.6	115.6	115.6	115.6	115.6	115.6	115.6
Paper products, printing and publishing	109.7	109.8	109.8	110.1	110.1	110.8	110.8	110.8	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Metal products, machinery and equipment	109.9	109.9	110.0	110.1	110.4	110.6	112.6	112.6	114.8	115.0	115.0	115.0	115.0	115.0	115.0
Basic metal products	110.0	110.0	110.0	110.0	110.2	110.5	111.6	111.6	113.9	114.3	114.3	114.3	114.3	114.3	114.3
Fabricated metal products, other machinery and equipment	110.1	110.1	110.1	110.1	110.2	110.3	113.4	113.4	115.7	115.9	115.9	115.9	115.9	115.9	115.9
Transport equipment	109.6	109.6	110.0	110.3	110.8	111.3	112.3	112.4	114.4	114.4	114.4	114.4	114.4	114.4	114.4
Other manufacturing(s)	110.1	110.1	110.2	110.6	111.7	111.8	112.5	112.5	114.8	114.9	114.9	114.9	114.9	114.9	114.9
Electricity, gas and water	109.2	109.2	109.2	109.9	110.2	110.4	110.6	110.8	112.6	112.6	112.6	112.6	112.6	112.6	112.6
Construction	109.4	109.4	110.3	110.4	110.6	110.7	111.2	111.2	113.1	113.3	113.3	113.3	113.3	113.3	113.3
Wholesale and retail trade	110.0	110.0	110.0	110.1	110.3	110.5	110.9	111.1	114.1	114.2	114.2	114.2	114.2	114.2	114.2
Wholesale trade	109.9	109.9	109.9	110.1	110.5	110.7	111.3	111.6	114.0	114.2	114.2	114.2	114.2	114.2	114.2
Retail trade	110.0	110.0	110.0	110.1	110.1	110.4	110.6	110.6	114.1	114.2	114.2	114.2	114.2	114.2	114.2
Transport and storage	109.5	109.5	109.5	109.5	110.3	110.3	111.1	111.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2
Communication	109.1	109.1	109.1	112.1	112.5	112.5	113.2	113.2	114.9	115.4	115.4	115.4	115.4	115.4	115.4
Finance, property and business services	109.3	109.3	109.3	109.6	109.7	109.7	109.9	109.9	111.8	111.8	111.8	111.8	111.8	111.8	111.8
Public administration and defence(s)	109.1	109.1	109.1	109.1	109.2	109.3	110.4	110.4	112.5	112.5	112.5	112.5	112.5	112.5	112.5
Community services	109.2	109.2	109.2	109.3	109.3	109.4	109.7	109.8	111.4	111.4	111.4	111.4	111.4	111.4	111.4
Recreation, personal and other services	110.0	110.0	110.0	110.3	110.5	110.4	110.6	110.6	112.9	112.9	112.9	112.9	112.9	112.9	112.9
All industries(c)	109.6	109.6	109.7	110.0	110.3	110.4	111.1	111.1	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Females															
Manufacturing	110.3	110.3	110.3	110.4	110.6	110.9	112.1	112.4	114.9	114.9	114.9	114.9	114.9	114.9	114.9
Food, beverages, tobacco	110.6	110.6	110.6	110.6	110.6	110.7	111.2	111.5	113.9	113.9	113.9	113.9	113.9	113.9	113.9
Textiles, clothing, footwear	110.4	110.4	110.4	110.4	110.5	111.6	112.8	112.9	115.9	115.9	115.9	115.9	115.9	115.9	115.9
Paper products, printing and publishing	110.0	110.1	110.1	110.3	110.3	110.5	111.1	111.4	113.6	113.9	113.9	113.9	113.9	113.9	113.9
Metal products, machinery and equipment	110.1	110.1	110.2	110.3	110.6	110.7	112.8	113.3	115.6	115.7	115.7	115.7	115.7	115.7	115.7
Other manufacturing(s)	110.3	110.3	110.3	110.3	110.9	110.9	111.6	111.9	114.4	114.4	114.4	114.4	114.4	114.4	114.4
Wholesale and retail trade	109.9	109.9	109.9	109.9	110.2	110.2	110.4	110.9	113.2	113.2	113.2	113.2	113.2	113.2	113.2
Wholesale trade	109.8	109.8	109.8	109.8	110.3	110.3	110.7	111.4	113.6	113.6	113.6	113.6	113.6	113.6	113.6
Retail trade	110.0	110.0	110.0	110.0	110.2	110.2	110.3	110.6	113.0	113.0	113.0	113.0	113.0	113.0	113.0
Transport and storage	109.5	109.5	109.5	109.5	109.9	110.0	111.0	111.3	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Communication	109.7	109.7	109.7	110.5	111.5	112.9	114.6	114.6	116.6	116.9	116.9	116.9	116.9	116.9	116.9
Finance, property and business services	109.6	109.6	109.7	109.9	110.2	110.2	110.3	110.6	112.6	112.6	112.6	112.6	112.6	112.6	112.6
Public administration and defence(s)	109.3	109.3	109.3	109.3	109.3	109.5	112.2	112.2	114.1	114.1	114.1	114.1	114.1	114.1	114.1
Community services	111.1	111.2	111.4	111.4	111.5	111.5	111.9	112.0	114.2	114.2	114.2	114.2	114.2	114.2	114.2
Recreation, personal and other services	110.1	110.1	110.1	110.1	110.2	110.2	110.4	110.5	112.9	112.9	112.9	112.9	112.9	112.9	112.9
All industries(c)	110.3	110.4	110.5	110.6	110.7	110.9	111.5	111.7	113.9	114.0	114.0	114.0	114.0	114.0	114.0
Persons															
Mining	111.9	111.9	112.0	112.2	112.3	112.3	112.6	112.7	114.6	114.6	114.6	114.6	114.6	114.6	114.6
Manufacturing	110.0	110.0	110.1	110.3	110.6	110.8	112.0	112.1	114.4	114.4	114.4	114.4	114.4	114.4	114.4
Food, beverages, tobacco	110.2	110.2	110.2	110.3	110.3	110.5	111.0	111.1	113.4	113.5	113.6	113.6	113.6	113.6	113.6
Textiles, clothing, footwear	110.4	110.4	110.4	110.4	110.5	111.6	112.6	112.8	115.6	115.8	115.8	115.8	115.8	115.8	115.8
Paper products, printing and publishing	109.8	109.9	109.9	110.1	110.1	110.2	110.8	110.9	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Chemicals, petroleum, coal	109.9	110.0	110.0	110.1	110.5	110.5	111.4	111.5	113.8	113.8	113.8	113.8	113.8	113.8	113.8
Metal products, machinery and equipment	109.9	109.9	110.0	110.2	110.4	110.6	112.6	112.7	114.9	115.1	115.1	115.1	115.1	115.1	115.1
Basic metal products	110.0	110.0	110.0	110.0	110.3	110.3	111.3	111.7	113.9	114.3	114.3	114.3	114.3	114.3	114.3
Fabricated metal products, other machinery and equipment	110.0	110.0	110.0	110.1	110.2	110.2	113.2	113.4	115.6	115.8	115.8	115.8	115.8	115.8	115.8
Transport equipment	109.7	109.7	110.1	110.4	110.8	111.3	112.5	112.5	114.6	114.7	114.7	114.7	114.7	114.7	114.7
Other manufacturing(s)	110.1	110.1	110.2	110.5	111.5	111.7	112.3	112.4	114.8	114.8	114.8	114.8	114.8	114.8	114.8
Electricity, gas and water	109.2	109.2	109.2	109.9	110.2	110.5	110.7	110.9	112.7	112.7	112.7	112.7	112.7	112.7	112.7
Construction	109.4	109.4	110.2	110.3	110.6	110.7	111.2	111.2	113.1	113.3	113.3	113.3	113.3	113.3	113.3
Wholesale and retail trade	110.0	110.0	110.0	110.0	110.3	110.4	110.7	111.0	113.8	113.8	113.8	113.8	113.8	113.8	113.8
Wholesale trade	109.9	109.9	109.9	110.0	110.5	110.4	111.1	111.5	113.9	114.0	114.0	114.0	114.0	114.0	114.0
Retail trade	110.0	110.0	110.0	110.1	110.3	110.4	110.6	110.6	113.7	113.7	113.7	113.7	113.7	113.7	113.7
Transport and storage	109.5	109.5	109.5	109.5	110.2	110.3	111.1	111.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2
Communication	109.3	109.3	109.3	111.7	112.2	112.6	113.5	113.5	115.7	115.7	115.7	115.7	115.7	115.7	115.7
Finance, property and business services	109.5	109.5	109.5	109.8	109.9	109.9	110.1	110.2	112.2	112.2	112.2	112.2	112.2	112.2	112.2
Public administration and defence(s)	109.2	109.2	109.2	109.2	109.2	109.3	110.8	110.8	112.9	112.9	112.9	112.9	112.9	112.9	112.9
Community services	110.2	110.2	110.4	110.4	110.4	110.5	110.9	110.9	112.9	112.9	112.9	112.9	112.9	112.9	112.9
Recreation, personal and other services	110.1	110.1	110.1	110.1	110.3	110.4	110.5	110.6	112.9	112.9	112.9	112.9	112.9	112.9	112.9
All industries(c)	109.8	109.9	110.0	110.2	110.4	110.6	111.2	111.3	113.5	113.5	113.5	113.5	113.5	113.5	113.5

(a) Includes wood, wood products and furniture (non-metallic mineral products) and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff.

TABLE 11. WAGE EARNERS : INDEXES OF HOURLY AWARD RATES OF PAY (A)

STATES AND TERRITORIES

BASE : WEIGHTED AVERAGE MINIMUM HOURLY AWARD RATE, JUNE 1976 = 100.0

END OF	N.S.W.	VIC.	QLD	S.A.	W.A.	TAS.	N.T.	A.C.T.	AUST.
ADULT MALES									
1986 -									
MAY	223.5	228.2	222.8	228.4	224.3	220.5	217.7	225.2	225.1
JUNE	223.6	228.2	222.8	228.4	224.3	220.5	217.7	225.2	225.1
JULY	228.6	233.5	227.9	233.6	229.6	225.5	222.6	228.2	230.3
AUGUST	228.7	233.5	227.9	233.7	229.6	225.5	222.6	228.2	230.3
SEPTEMBER	228.7	233.5	227.9	233.7	229.6	225.5	222.6	228.2	230.3
OCTOBER	228.7	233.5	227.9	233.9	229.6	225.5	222.6	228.2	230.3
NOVEMBER	228.7	233.5	227.9	233.9	229.6	225.5	222.6	228.2	230.3
DECEMBER	228.7	233.3	227.9	233.9	229.6	225.5	222.6	228.2	230.3
1987 -									
JANUARY	228.7	233.3	227.9	233.9	229.6	225.5	222.6	228.2	230.3
FEBRUARY	228.8	233.3	227.9	233.9	229.6	225.5	222.6	228.2	230.3
MARCH	233.1	238.4	233.5	238.2	235.6	228.4	222.9	230.5	235.1
APRIL	233.1	238.4	233.5	238.2	235.6	228.4	222.9	230.5	235.1
MAY	233.1	238.4	233.5	238.2	235.6	228.4	222.9	230.5	235.1
ANNUAL CHANGE (%)	4.3	4.5	4.8	4.3	5.1	3.6	2.4	3.3	4.4
ADULT FEMALES									
1986 -									
MAY	220.8	224.0	218.6	223.1	228.5	216.9	215.2	218.0	222.0
JUNE	221.4	224.0	218.6	223.1	228.5	216.9	215.2	218.0	222.3
JULY	226.5	229.1	223.6	228.3	233.7	222.5	220.0	223.0	227.4
AUGUST	226.5	229.3	223.6	228.3	233.7	222.5	220.0	223.0	227.5
SEPTEMBER	226.7	229.3	223.6	228.3	233.7	222.5	220.0	223.0	227.5
OCTOBER	226.7	229.3	223.6	228.6	233.7	222.5	220.0	223.0	227.6
NOVEMBER	226.7	229.3	223.6	228.6	233.7	222.5	220.0	223.0	227.6
DECEMBER	226.7	229.4	223.6	228.6	233.7	222.5	220.0	223.0	227.6
1987 -									
JANUARY	226.7	229.5	223.6	228.6	233.7	222.5	220.0	223.0	227.7
FEBRUARY	226.7	229.5	223.6	228.8	233.7	222.5	220.0	224.3	227.8
MARCH	231.1	236.6	230.2	234.3	241.7	225.2	220.6	225.6	233.4
APRIL	231.1	236.6	230.2	234.3	241.7	225.2	220.6	225.6	233.4
MAY	231.1	236.6	230.2	234.3	241.7	225.2	220.6	225.6	233.4
ANNUAL CHANGE (%)	4.7	5.7	5.3	5.0	5.8	3.8	2.5	3.5	5.1
ADULT PERSONS									
1986 -									
MAY	222.8	226.9	221.8	227.1	225.2	219.7	217.1	221.4	224.3
JUNE	223.0	227.0	221.8	227.1	225.2	219.7	217.1	221.4	224.4
JULY	228.0	232.2	226.9	232.3	230.5	224.8	222.0	226.4	229.5
AUGUST	228.1	232.2	226.9	232.3	230.5	224.8	222.0	226.4	229.5
SEPTEMBER	228.1	232.2	226.9	232.3	230.5	224.8	222.0	226.4	229.6
OCTOBER	228.1	232.2	226.9	232.3	230.5	224.8	222.0	226.4	229.6
NOVEMBER	228.1	232.2	226.9	232.3	230.5	224.8	222.0	226.4	229.6
DECEMBER	228.1	232.1	226.9	232.6	230.5	224.8	222.0	226.4	229.6
1987 -									
JANUARY	228.1	232.2	226.9	232.6	230.8	224.8	222.0	226.4	229.6
FEBRUARY	228.2	232.2	226.9	232.6	230.8	224.8	222.0	226.9	229.6
MARCH	232.5	237.9	232.7	237.2	236.9	227.7	222.4	228.8	234.6
APRIL	232.5	237.9	232.7	237.2	236.9	227.7	222.4	228.8	234.6
MAY	232.6	237.9	232.7	237.2	236.9	227.7	222.4	228.8	234.6
ANNUAL CHANGE (%)	4.4	4.8	4.9	4.4	5.2	3.7	2.4	3.4	4.6

(A) INDEXES OF HOURLY RATES ARE CALCULATED BY DIVIDING THE MINIMUM WEEKLY WAGE RATE BY THE STANDARD HOURS OF WORK PRESCRIBED IN AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS. THE HOURLY INDEXES EXCLUDE CERTAIN OCCUPATIONS IN SHIPPING AND STEVEDORING BECAUSE PARTICULARS FOR THE COMPUTATION OF HOURLY RATES ARE NOT AVAILABLE.

DAVID E. MAUER

BASE : WEIGHTED AVERAGE MINIMUM HOURLY AWARD RATE, JUNE 1976 = 100.0

INDUSTRIES	BASE-WEIGHTED AVERAGE MINIMUM HOURLY WAGE RATE, JUNE 1967 - 1987											
	1966			1967			1968			1969		
	MAY			MAY			MAY			MAY		
	MAY	MAR.	APR.	MAY	MAR.	APR.	MAY	MAR.	APR.	MAY	MAR.	APR.
	N.S.W.						VIC.			QLD		
MINING	214.8	224.2	223.8	224.6	216.2	228.1	228.1	228.1	228.1	205.2	213.5	213.5
MANUFACTURING	227.2	238.6	240.6	240.6	229.8	241.3	241.3	241.3	241.3	241.1	248.1	248.1
FOOD, BEVERAGES & TOBACCO	219.7	229.6	230.6	230.6	217.7	226.9	226.9	226.9	226.9	215.6	226.5	226.5
METAL PRODUCTS, MACHINERY & EQUIPMENT	226.2	243.3	243.3	243.3	234.7	245.3	245.3	245.3	245.3	234.7	247.3	247.3
BASIC METAL PRODUCTS	228.6	237.0	237.0	237.0	237.0	*	*	*	*			
FABRICATED METALS	240.5	254.2	254.2	254.2	239.8	254.2	254.2	254.2	254.2	254.4	254.3	254.3
METAL PRODUCTS & EQUIPMENT	222.0	231.5	231.5	231.5	230.0	237.0	237.0	237.0	237.0	227.4	239.9	239.9
TRANSPORT EQUIPMENT	226.0	240.9	240.9	240.9	227.3	241.7	241.7	241.7	241.7	227.5	240.2	240.2
OTHER (C)	212.1	217.1	217.1	217.1	232.4	234.6	234.6	234.6	234.6	210.7	218.7	218.7
ELECTRICITY, GAS & WATER	225.9	233.0	233.0	233.0	231.7	238.4	238.4	238.4	238.4	218.9	228.7	228.7
CONSTRUCTION	224.9	237.7	237.7	237.7	228.6	243.2	243.2	243.2	243.2	225.1	236.9	236.9
WHOLESALE TRADE	216.1	226.7	226.7	226.7	226.0	235.0	235.0	235.0	235.0	211.7	229.3	229.3
RETAIL TRADE	224.1	226.7	226.7	226.7	226.0	235.0	235.0	235.0	235.0	224.4	235.7	235.7
FINANCE & STORAGE	220.6	228.6	228.6	228.6	225.6	233.0	233.0	233.0	233.0	222.1	237.4	237.4
COMMUNICATIONS	229.3	234.6	234.6	234.6	228.9	234.7	234.7	234.7	234.7	*	*	*
FINANCE, PROPERTY & BUSINESS SERVICES	225.5	235.4	235.4	235.4	229.3	234.7	234.7	234.7	234.7	*	*	*
PUBLIC ADMINISTRATION & DEFENCE (C)	213.8	219.3	219.3	219.3	214.1	220.8	220.8	220.8	220.8	222.2	231.4	231.4
COMMUNITY SERVICES	231.5	237.7	237.7	237.7	226.2	232.2	232.2	232.2	232.2	220.1	233.4	233.4
RECREATION, PERSONAL & OTHER SERVICES	235.2	233.1	233.1	233.1	228.2	233.6	233.6	233.6	233.6	222.8	234.3	234.3
	235.2	233.1	233.1	233.1	228.2	233.6	233.6	233.6	233.6	222.8	234.3	234.3

	S.A.			W.A.			TAS.				
MINING	226.8	239.0	239.0	219.0	212.7	221.5	221.5	222.5	231.1	231.1	231.1
FOOD MANUFACTURING	229.7	232.9	232.9	229.7	225.7	231.8	231.8	231.8	228.9	228.9	228.9
BEVERAGES & TOBACCO	239.8	243.5	243.5	243.5	222.5	238.8	238.8	238.8	234.4	234.4	234.4
METAL PRODUCTS, MACHINERY & EQUIPMENT	209.9	218.9	218.9	218.9	202.6	209.8	209.8	209.8	217.5	217.5	217.5
NON-FABRICATED METAL PRODUCTS, OTHER MACHINERY & EQUIPMENT	245.8	258.9	258.9	258.9	235.3	253.8	253.8	246.7	261.3	261.3	261.3
TRANSPORT EQUIPMENT	234.3	241.1	241.1	241.1	232.5	245.7	245.7	236.0	236.0	236.0	236.0
OTHER (B)	229.0	242.0	242.0	242.0	232.0	237.0	237.0	235.4	235.0	235.0	235.0
ELECTRICITY, GAS & WATER	230.5	235.4	235.4	235.4	226.8	238.8	238.8	234.2	234.2	234.2	234.2
CONSTRUCTION	241.1	252.7	252.7	252.7	219.5	237.0	237.0	224.4	224.4	224.4	224.4
WHOLESALE TRADE	224.5	236.4	236.4	236.4	216.6	228.8	228.8	217.1	217.1	217.1	217.1
RETAIL	225.8	234.7	234.7	234.7	231.5	244.8	244.8	244.8	238.3	238.3	238.3
TRANSPORT & STORAGE	218.0	223.3	223.3	223.3	225.7	234.4	234.4	234.4	232.0	232.0	232.0
COMMUNICATION	235.5	238.8	238.8	238.8	238.8	238.8	238.8	238.8	238.8	238.8	238.8
FINANCE, PROPERTY & BUSINESS SERVICES	221.8	228.9	228.9	228.9	227.3	237.2	237.2	237.2	237.2	237.2	237.2
PUBLIC ADMINISTRATION & DEFENCE (C)	221.8	228.9	228.9	228.9	227.3	237.2	237.2	237.2	237.2	237.2	237.2
COMMUNITY SERVICES	221.8	228.9	228.9	228.9	227.3	237.2	237.2	237.2	237.2	237.2	237.2
DELEGATION, PERSONAL & OTHER SERVICES	221.8	228.9	228.9	228.9	227.3	237.2	237.2	237.2	237.2	237.2	237.2
ALL INDUSTRIES (C)	228.4	238.2	238.2	238.2	224.3	235.6	235.6	235.6	228.4	228.4	228.4

BASE : WEIGHTED AVERAGE MINIMUM HOURLY AWARD RATE, JUNE 1976 = 100.0

INDUSTRIES	1986				1987				1986				1986				1987			
	MAR.		APR.		MAR.		APR.		MAR.		APR.		MAR.		APR.		MAR.		APR.	
	N.S.W.				VIC.				QLD											
MANUFACTURING	227.1	238.8	238.8	238.8	225.4	239.1	239.1	239.1	223.6	236.1	236.1	236.1	227.1	238.8	238.8	238.8	227.1	238.8	238.8	238.8
FOOD, BEVERAGES & TOBACCO	215.5	235.4	235.4	235.4	209.7	219.6	219.6	219.6	217.4	227.8	227.8	227.8	217.4	227.8	227.8	227.8	217.4	227.8	227.8	227.8
TEXTILES, CLOTHING & FOOTWEAR	235.2	246.6	246.6	246.6	226.5	239.2	239.2	239.2	226.5	239.2	239.2	239.2	226.5	239.2	239.2	239.2	226.5	239.2	239.2	239.2
METAL PRODUCTS, MACHINERY & EQUIPMENT	233.1	245.6	245.6	245.6	223.3	235.8	235.8	235.8	223.3	235.8	235.8	235.8	223.3	235.8	235.8	235.8	223.3	235.8	235.8	235.8
OTHER (B)	233.3	233.3	233.3	233.3	222.9	238.6	238.6	238.6	222.9	238.6	238.6	238.6	222.9	238.6	238.6	238.6	222.9	238.6	238.6	238.6
WHOLESALE TRADE	215.5	225.4	225.4	225.4	220.4	233.1	233.1	233.1	215.5	225.4	225.4	225.4	215.5	225.4	225.4	225.4	215.5	225.4	225.4	225.4
RETAIL TRADE	215.4	224.5	224.5	224.5	220.3	232.3	232.3	232.3	215.4	224.5	224.5	224.5	215.4	224.5	224.5	224.5	215.4	224.5	224.5	224.5
TRANSPORT & STORAGE	215.4	222.9	222.9	222.9	213.7	222.9	222.9	222.9	213.7	222.9	222.9	222.9	213.7	222.9	222.9	222.9	213.7	222.9	222.9	222.9
COMMUNICATION	216.0	223.4	223.4	223.4	213.7	225.0	225.0	225.0	216.0	223.4	223.4	223.4	216.0	223.4	223.4	223.4	216.0	223.4	223.4	223.4
FINANCE, PROPERTY AND BUSINESS SERVICES	215.2	220.1	220.1	220.1	215.9	220.9	220.9	220.9	215.2	220.1	220.1	220.1	215.2	220.1	220.1	220.1	215.2	220.1	220.1	220.1
PUBLIC ADMINISTRATION & DEFENCE (C)	229.8	241.0	241.0	241.0	222.9	237.3	237.3	237.3	229.8	241.0	241.0	241.0	229.8	241.0	241.0	241.0	229.8	241.0	241.0	241.0
COMMUNITY SERVICES	229.8	231.1	231.1	231.1	224.0	236.6	236.6	236.6	229.8	231.1	231.1	231.1	229.8	231.1	231.1	231.1	229.8	231.1	231.1	231.1
RECREATION, PERSONAL & OTHER SERVICES	229.8	231.1	231.1	231.1	224.0	236.6	236.6	236.6	229.8	231.1	231.1	231.1	229.8	231.1	231.1	231.1	229.8	231.1	231.1	231.1

	S.A.				W.A.				TAS.			
MANUFACTURING	224.7	236.1	236.1	236.1	256.7	250.9	250.9	250.9	221.9	234.7	234.7	234.7
FOOD, BEVERAGES & TOBACCO	"	"	"	"	"	"	"	"	"	"	"	"
TEXTILES, CLOTHING & FOOTWEAR	"	"	"	"	"	"	"	"	"	"	"	"
METAL PRODUCTS, MACHINERY & EQUIPMENT	232.0	242.4	242.4	242.4	"	"	"	"	"	"	"	"
OTHER (C)	"	"	"	"	"	"	"	"	"	"	"	"
WHOLESALE TRADE	213.6	227.8	227.8	227.8	"	"	"	"	"	"	"	"
RETAIL TRADE	"	"	"	"	"	"	"	"	"	"	"	"
TRANSPORT & STORAGE	"	"	"	"	"	"	"	"	"	"	"	"
COMMUNICATION	"	"	"	"	"	"	"	"	"	"	"	"
FINANCE, PROPERTY AND BUSINESS SERVICES	"	"	"	"	"	"	"	"	"	"	"	"
PUBLIC ADMINISTRATION & DEFENCE (C)	220.8	225.9	225.9	225.9	"	"	"	"	"	"	"	"
COMMUNITY SERVICES	232.6	243.5	243.5	243.5	236.6	253.9	253.9	253.9	225.2	233.2	233.2	233.2
RECREATION, PERSONAL & OTHER SERVICES	"	"	"	"	"	"	"	"	"	"	"	"
INDUSTRIES (C)	223.1	234.3	234.3	234.3	228.5	241.7	241.7	241.7	216.9	223.0	223.0	223.0

SUBJECT TO SAMPLING VARIABILITY TOO HIGH FOR MOST PRACTICAL USES.

* SUBJECT TO SAMPLING VARIABILITY TOO HIGH FOR MOST PRACTICAL USES. THE STANDARD HOURS OF WORK, PRESCRIBED IN THE SCHEDULE, ARE CALCULATED BY DIVIDING THE MINIMUM WEEKLY WAGE RATE BY THE STANDARD HOURS OF WORK. PRESCRIBED IN THE SCHEDULE. THE HOURLY RATES ARE NOT AVAILABLE. (B) INCLUDES: WOOD, WOOD PRODUCTS AND STEVEDORING BECAUSE PARTICULARS FOR THE COMPUTATION OF HOURLY RATES ARE NOT AVAILABLE. (C) EXCLUDES EMPLOYEES IN THE DEFENCE FORCES. (D) FURNITURE; NON-METALLIC MINERAL PRODUCTS; AND MISCELLANEOUS MANUFACTURING. (E) EXCLUDES EMPLOYEES IN THE DEFENCE FORCES. (F) EXCLUDES EMPLOYEES IN THE DEFENCE FORCES. (G) EXCLUDES EMPLOYEES IN THE DEFENCE FORCES.