



**Australian
Bureau of
Statistics**

**November 1989
Award Rates of Pay
Indexes
Australia**

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**AWARD RATES OF PAY INDEXES
AUSTRALIA
NOVEMBER 1989**

IAN CASTLES
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6312.0

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SUMMARY OF FINDINGS

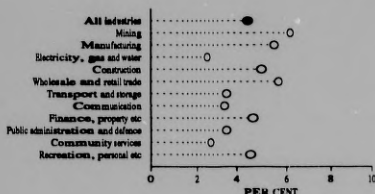
Annual Movements (November 1988 to November 1989)

Over the 12 months to November 1989, the weekly award rates of pay indexes rose by 4.4 per cent for

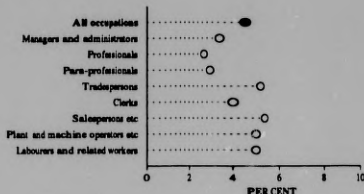
full-time adult males and 4.6 per cent for full-time adult females.

INDUSTRIES

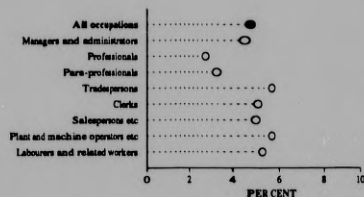
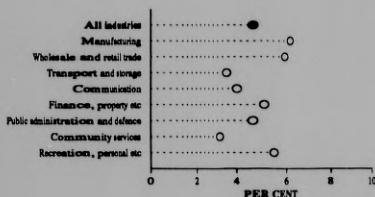
FULL-TIME ADULT MALES



OCCUPATIONS



FULL-TIME ADULT FEMALES



For full-time adult males the largest movements over the period occurred in the Mining (6.2 per cent) and Wholesale and retail trade (5.6 per cent) industries.

For full-time adult females the largest movements occurred in the Manufacturing (6.2 per cent) and Wholesale and retail trade (5.9 per cent) industries.

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (5.2 per cent) and Tradespersons (5.0 per cent) and for full-time adult female Tradespersons and Plant machine operators, and drivers (5.6 per cent each).

At the State level, the largest increases were for full-time adult males and females in Tasmania (5.3 per cent and 6.6 per cent respectively).

Monthly Movements (October 1989 to November 1989)

The largest movements occurred in the weekly award rates of pay indexes for the period October to November 1989 for full-time adult males and females in the Public administration and defence (1.4 per cent and 2.4 per cent respectively) and Recreation, personal and other services (0.6 per cent each) industries.

In terms of occupation groups, the largest increases were for full-time adult male and female Clerks (0.7 per cent and 0.6 per cent respectively).

At the State level, the largest increases occurred for full-time adult males in the Australian Capital Territory (1.8 per cent) and for full-time adult females in Tasmania (2.9 per cent).

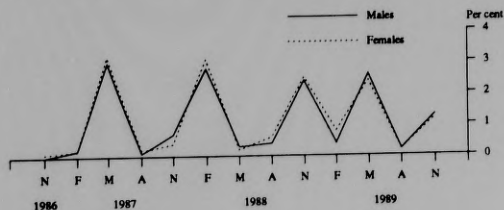
Effects of National Wage Cases

The continuing inclusion of March 1987 second-tier increases and the August 1988 National Wage Case increase has resulted in small movements in the months in which they took effect. Wage variations from the August 1989 National Wage case are being included as

specific awards are varied in accordance with the terms of that decision.

The following graph of quarterly changes in the indexes shows a close alignment between National Wage Case decisions and peaks in the indexes.

**FULL-TIME ADULT WEEKLY AWARD RATES OF PAY INDEXES, AUSTRALIA
QUARTERLY PERCENTAGE CHANGE, NOVEMBER 1986 TO NOVEMBER 1989**



The peaks correspond to the March 1987 \$10 increase, the February 1988 \$6 increase, and the September 1988 3% and March 1989 \$10 increases resulting from the August 1988 National Wage Case.

The next issue of the ABS publication, *Average weekly Earnings, Australia, Preliminary* (6301.0) to be released in March 1990, will include a similar graph, showing the flow through of these decisions to employees in the form of paid wages and salaries.

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	106.6	106.5	107.0	106.7
February	106.4	106.9	106.6	106.5	107.0	106.7
March	109.7	110.3	109.9	109.8	110.5	110.0
April	109.7	110.3	109.9	109.8	110.5	110.0
May	109.7	110.4	109.9	109.8	110.9	110.2
June	109.7	110.4	109.9	109.8	110.9	110.2
July	109.7	110.4	109.9	109.9	111.0	110.2
August	109.8	110.5	110.0	110.0	111.1	110.3
September	110.1	110.6	110.3	110.3	111.2	110.6
October	110.4	110.8	110.6	110.6	111.4	110.9
November	110.6	111.1	110.8	110.8	111.7	111.1
December	111.5	111.9	111.6	111.7	112.6	112.0
1988						
January	111.6	112.2	111.8	111.8	112.9	112.2
February	113.9	114.7	114.2	114.2	115.5	114.6
March	114.2	115.0	114.4	114.4	115.8	114.8
April	114.3	115.1	114.5	114.5	115.9	115.0
May	114.4	115.2	114.6	114.6	116.0	115.1
June	114.5	115.4	114.8	114.8	116.2	115.2
July	114.8	115.9	115.1	115.0	116.6	115.5
August	114.9	116.0	115.2	115.1	116.8	115.6
September	117.7	118.7	118.0	118.0	119.6	118.5
October	118.1	119.3	118.5	118.5	120.2	119.0
November	118.2	119.5	118.6	118.6	120.4	119.2
December	118.4	119.9	118.8	118.7	120.8	119.4
1989						
January	118.7	120.0	119.1	119.0	121.0	119.6
February	118.7	120.1	119.2	119.1	121.1	119.7
March	121.1	122.5	121.5	121.5	123.6	122.1
April	121.4	123.0	121.9	121.8	124.1	122.5
May	121.5	123.1	122.0	122.0	124.4	122.7
June	121.5	123.2	122.1	122.0	124.5	122.8
July	121.7	123.4	122.2	122.2	124.7	123.0
August	121.8	123.5	122.3	122.3	124.7	123.1
September	122.4	124.0	122.9	122.9	125.3	123.7
October	123.0	124.5	123.5	123.6	125.9	124.3
November	123.4	125.0	123.9	124.0	126.3	124.7
Annual percentage change (%)						
November 1988	6.9	7.6	7.1	7.0	7.8	7.3
November 1989	4.4	4.6	4.5	4.6	4.9	4.7

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

BASE : JUNE 1985 = 100.0

Industry	1988			1989									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
MALES													
Mining	118.8	119.0	123.0	123.0	124.0	124.3	124.6	124.7	125.8	125.9	125.9	126.0	126.2
Manufacturing	119.1	119.2	119.3	119.3	122.4	122.7	122.7	122.7	122.8	122.8	124.2	125.1	125.5
Food, beverages and tobacco	117.5	117.8	117.9	117.9	120.4	121.0	121.0	121.2	121.2	121.2	121.9	122.5	123.0
Textiles, clothing and footwear	122.4	122.5	122.5	122.5	125.9	126.3	126.3	126.3	126.3	126.3	127.0	130.0	130.1
Paper, paper products, printing and publishing	119.3	119.4	119.4	119.4	122.2	122.6	122.6	122.6	122.7	122.7	122.7	123.3	124.0
Chemicals, petroleum, coal	117.7	118.3	118.3	118.3	121.2	121.9	121.9	122.1	122.1	122.2	123.2	123.8	124.1
Metal products, machinery and equipment	118.8	118.8	118.9	118.9	121.9	122.1	122.1	122.1	122.1	122.1	124.4	125.2	125.4
Basic metal products	117.4	117.4	117.4	117.4	119.8	119.8	119.8	119.8	119.8	119.9	120.6	121.1	121.3
Fabricated metal products;													
Other machinery and equipment	119.5	119.6	119.6	119.6	123.0	123.3	123.3	123.3	123.3	123.3	127.1	127.5	127.6
Transport equipment	118.8	118.9	118.9	118.9	121.9	122.2	122.2	122.2	122.3	122.3	123.6	125.1	125.4
Other manufacturing(a)	121.1	121.4	121.4	121.5	125.5	125.6	125.6	125.6	125.7	125.7	126.8	128.5	129.0
Electricity, gas and water	116.6	116.6	116.6	116.6	118.6	118.6	118.6	118.6	118.6	118.6	118.7	119.4	119.6
Construction	118.6	118.6	118.6	118.6	121.3	121.5	121.5	121.5	121.7	121.7	123.1	123.9	124.4
Wholesale and retail trade	118.2	118.6	119.6	119.9	121.8	122.0	122.2	122.4	123.5	123.7	124.3	124.7	124.8
Wholesale trade	119.0	119.7	120.2	120.3	122.9	123.3	123.3	123.5	123.9	124.0	124.9	125.5	125.7
Retail trade	117.4	117.7	119.2	119.5	120.8	121.0	121.2	121.5	123.1	123.4	123.7	123.9	124.1
Transport and storage	118.4	118.5	118.5	118.6	120.9	121.5	121.5	121.6	121.6	121.7	121.8	122.5	122.7
Communication	118.8	118.8	118.8	118.8	121.6	121.8	121.8	121.8	121.8	121.8	122.9	122.9	122.9
Finance, property and business services	116.6	116.7	116.7	116.8	119.1	119.5	119.8	119.8	119.8	119.9	120.1	121.8	122.0
Public administration and defence(b)	118.1	118.1	118.1	118.1	119.5	120.2	120.5	120.5	120.5	120.5	120.6	120.6	122.3
Community services	117.7	117.8	117.9	117.9	120.0	120.2	120.2	120.3	120.3	120.3	120.4	120.5	121.0
Recreation, personal and other services	118.1	118.2	118.5	118.8	121.7	121.9	121.9	122.0	122.1	122.4	122.7	122.8	123.5
All industries(c)	118.2	118.4	118.7	118.7	121.1	121.4	121.5	121.5	121.7	121.8	122.4	123.0	123.4
FEMALES													
Manufacturing	120.4	120.9	121.0	121.0	124.3	124.8	124.9	124.9	125.0	125.0	126.4	127.8	127.9
Food, beverages and tobacco	117.7	118.5	118.6	118.7	121.0	121.8	121.9	122.0	122.1	122.1	123.0	123.6	123.8
Textiles, clothing and footwear	124.1	124.1	124.2	124.2	128.1	128.3	128.3	128.3	128.3	128.3	128.5	131.5	131.5
Paper, paper products, printing and publishing	119.7	120.2	120.3	120.4	123.2	124.0	124.0	124.0	124.0	124.1	124.3	124.6	125.3
Metal products, machinery and equipment	119.4	119.9	120.0	120.1	123.3	123.8	123.8	123.9	123.9	124.0	127.4	128.0	128.1
Other manufacturing(a)	120.9	121.6	121.7	121.7	125.6	125.9	125.9	125.9	126.3	126.3	127.5	129.5	129.6
Wholesale and retail trade	117.7	118.7	119.4	119.7	121.5	122.0	122.0	122.7	123.4	123.7	124.3	124.4	124.6
Wholesale trade	118.2	119.4	119.8	119.9	122.1	122.9	122.9	123.1	123.5	123.6	124.6	124.8	125.1
Retail trade	117.4	118.4	119.2	119.5	121.1	121.5	121.6	122.4	123.3	123.7	124.1	124.2	124.4
Transport and storage	118.1	118.2	118.2	118.4	120.2	121.6	121.6	121.6	121.6	121.6	121.9	121.9	122.3
Communication	120.5	120.5	120.5	120.5	123.4	123.8	123.8	123.8	123.8	123.8	125.3	125.3	125.3
Finance, property and business services	117.1	117.6	117.7	117.8	120.1	120.5	120.8	120.8	120.9	120.9	121.2	122.7	122.9
Public administration and defence(b)	119.9	119.9	119.9	119.9	120.9	122.5	122.5	122.5	122.6	122.6	122.6	122.6	125.5
Community services	120.8	121.0	121.0	121.1	123.6	123.9	124.0	124.0	124.0	124.0	124.4	124.5	124.8
Recreation, personal and other services	117.7	117.8	118.4	118.7	121.2	121.8	122.1	122.4	122.7	122.9	123.4	123.5	124.2
All industries(c)	119.5	119.9	120.0	120.1	122.5	123.0	123.1	123.2	123.4	123.5	124.0	124.5	125.0

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

BASE: JUNE 1985 = 100.0

Industry	1988		1989									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct. Nov.
PERSONS												
Mining	118.9	119.1	122.9	122.9	124.0	124.2	124.6	124.7	125.8	125.8	125.9	126.0 126.2
Manufacturing	119.4	119.6	119.6	119.7	122.8	123.2	123.2	123.2	123.3	123.3	124.6	125.7 126.0
Food, beverages and tobacco	117.5	117.9	118.0	118.1	120.6	121.2	121.2	121.3	121.4	121.4	122.2	122.8 123.2
Textiles; Clothing and footwear	123.6	123.6	123.6	123.6	127.3	127.6	127.6	127.6	127.6	127.6	128.0	131.0 131.0
Paper, paper products, printing and publishing	119.4	119.5	119.5	119.6	122.4	122.9	122.9	122.9	122.9	122.9	123.0	123.5 124.2
Chemicals, petroleum, coal	117.7	118.4	118.4	118.4	121.5	122.1	122.2	122.3	122.3	122.4	123.6	124.1 124.4
Metal products, machinery and equipment	118.9	119.0	119.0	119.1	122.1	122.4	122.4	122.4	122.4	122.4	124.8	125.6 125.8
Basic metal products	117.4	117.4	117.5	117.5	119.8	119.9	119.9	119.9	119.9	119.9	120.7	121.2 121.4
Fabricated metal products;												
Other machinery and equipment	119.5	119.7	119.7	119.8	123.1	123.4	123.4	123.4	123.5	123.5	127.3	127.6 127.7
Transport equipment	119.0	119.0	119.0	119.1	122.1	122.4	122.5	122.5	122.5	122.5	124.1	125.6 125.9
Other manufacturing(a)	121.1	121.4	121.5	121.5	125.5	125.7	125.7	125.7	125.8	125.8	126.9	128.7 129.1
Electricity, gas and water	116.6	116.6	116.6	116.6	118.7	118.7	118.7	118.7	118.7	118.7	118.7	119.4 119.6
Construction	118.5	118.6	118.6	118.7	121.3	121.5	121.5	121.6	121.7	121.7	123.0	123.8 124.3
Wholesale and retail trade	118.0	118.7	119.6	119.8	121.7	122.0	122.1	122.5	123.4	123.7	124.3	124.6 124.8
Wholesale trade	118.8	119.6	120.1	120.2	122.7	123.1	123.2	123.4	123.8	123.9	124.8	125.3 125.5
Retail trade	117.4	118.0	119.2	119.5	120.9	121.2	121.3	121.8	123.2	123.5	123.8	124.0 124.2
Transport and storage	118.4	118.5	118.5	118.6	120.8	121.5	121.5	121.6	121.6	121.7	121.8	122.4 122.7
Communication	119.2	119.2	119.2	119.2	122.0	122.3	122.3	122.3	122.3	122.3	123.5	123.5 123.5
Finance, property and business services	116.8	117.2	117.2	117.3	119.6	119.9	120.3	120.3	120.3	120.4	120.6	122.3 122.4
Public administration and defence(b)	118.5	118.5	118.5	118.5	119.9	120.8	121.0	121.0	121.0	121.0	121.1	121.1 123.1
Community services	119.4	119.5	119.5	119.6	121.9	122.1	122.2	122.2	122.2	122.3	122.5	122.6 123.0
Recreation, personal and other services	118.0	118.0	118.5	118.8	121.5	121.9	122.0	122.2	122.4	122.6	123.0	123.1 123.8
All industries(c)	118.6	118.8	119.1	119.2	121.5	121.9	122.0	122.1	122.2	122.3	122.9	123.5 123.9

Note: Statistics for a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes. (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 3. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA

BASE : JUNE 1985 = 100.0

Occupation	1988					1989							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
MALES													
Managers and administrators	116.8	116.9	117.2	117.3	118.9	119.3	119.4	119.5	119.7	119.7	120.0	120.6	120.9
Professionals	116.9	117.0	117.1	117.1	118.9	119.1	119.2	119.2	119.2	119.2	119.4	119.7	120.2
Building professionals etc	116.8	116.8	116.9	116.9	118.5	118.7	118.8	118.8	118.9	118.9	119.0	119.1	119.8
Health practitioners etc	116.9	116.9	118.3	118.3	119.9	120.1	120.1	120.1	120.1	120.1	120.2	120.2	120.3
Teachers and instructors	117.0	117.0	117.0	117.0	119.0	119.1	119.2	119.2	119.2	119.2	119.3	119.7	119.8
Business professionals	116.4	116.7	116.7	116.8	118.5	118.9	119.0	119.1	119.1	119.1	119.2	120.2	120.8
Other professionals	117.2	117.3	117.3	117.3	118.7	119.2	119.3	119.3	119.3	119.4	119.6	119.7	120.9
Para-professionals	118.0	118.0	118.0	118.0	120.0	120.4	120.4	120.4	120.5	120.5	121.0	121.1	121.6
Engineering etc	117.4	117.4	117.5	117.5	119.4	119.7	119.7	119.7	119.8	119.8	120.8	121.0	121.6
Police	117.5	117.5	117.5	117.5	119.8	119.9	119.9	119.9	119.9	119.9	119.9	119.9	120.6
Other para-professionals	118.5	118.5	118.6	118.6	120.5	121.0	121.1	121.1	121.1	121.1	121.5	121.6	122.3
Tradespersons	118.5	118.5	118.9	119.0	121.5	121.7	121.8	121.8	122.1	122.1	123.4	124.0	124.4
Metal	118.8	118.8	119.3	119.3	122.1	122.3	122.3	122.4	122.5	122.5	124.9	125.4	125.7
Electrical and electronic	118.0	118.0	118.3	118.3	120.9	120.9	120.9	120.9	121.1	121.1	122.0	122.5	123.0
Building	118.2	118.2	118.3	118.3	120.8	121.0	121.1	121.1	121.3	121.3	122.9	123.7	124.2
Vehicle	118.1	118.1	119.4	119.5	121.3	121.5	121.5	121.6	123.0	123.0	123.5	124.0	124.3
Other	119.2	119.2	119.3	119.5	122.1	122.5	122.6	122.6	122.7	122.8	123.2	124.0	124.4
Clerks	118.1	118.3	118.4	118.4	120.3	121.0	121.1	121.1	121.2	121.2	121.5	122.1	122.9
Salespersons and personal service workers	117.5	118.0	118.8	119.1	121.0	121.3	121.5	121.8	122.6	122.9	123.0	123.4	123.6
Plant and machine operators, and drivers	118.6	118.9	119.3	119.4	121.9	122.2	122.3	122.4	122.6	122.8	123.2	124.1	124.4
Rail and road transport drivers	118.5	118.9	119.1	119.2	121.7	122.1	122.2	122.4	122.5	123.0	123.2	124.2	124.5
Machine operators	119.9	120.1	120.2	120.2	123.4	123.8	123.8	123.8	123.9	123.9	124.9	126.4	126.6
Other plant operators	118.1	118.3	119.0	119.1	121.3	121.6	121.7	121.7	122.0	122.0	122.9	123.2	123.7
Labourers and related workers	119.0	119.1	119.3	119.3	122.1	122.5	122.6	122.7	122.8	122.8	123.6	124.3	124.7
Trades assistants and factory hands	119.5	119.6	119.7	119.8	123.0	123.3	123.3	123.4	123.4	123.5	124.8	125.7	126.0
Construction and mining labourers	118.4	118.5	119.0	119.1	121.5	121.7	121.9	121.9	122.1	122.1	122.7	123.3	123.7
Other labourers	118.8	118.8	119.0	119.0	122.0	122.3	122.3	122.4	122.5	122.5	123.0	123.4	123.9
All occupation groups	118.2	118.4	118.7	118.7	121.1	121.4	121.5	121.5	121.7	121.8	122.4	123.0	123.4
FEMALES													
Managers and administrators	118.6	119.0	119.3	119.5	121.4	121.9	122.0	122.1	122.4	122.6	123.1	123.4	123.8
Professionals	118.3	118.4	118.4	118.4	120.8	121.0	121.0	121.0	121.0	121.1	121.2	121.4	121.7
Teachers and instructors	118.4	118.4	118.4	118.4	120.9	121.0	121.0	121.0	121.0	121.0	121.1	121.4	121.5
Other professionals	118.1	118.3	118.7	118.7	120.6	121.0	121.1	121.1	121.1	121.2	121.4	121.7	122.3
Para-professionals	125.3	125.5	125.5	125.6	128.0	128.2	128.4	128.4	128.4	128.5	129.3	129.4	129.7
Registered nurses	129.2	129.5	129.5	129.5	132.0	132.2	132.3	132.3	132.3	132.4	133.6	133.6	133.8
Other para-professionals	118.5	118.6	118.6	118.8	120.9	121.3	121.3	121.3	121.4	121.5	121.8	121.9	122.4
Tradespersons	119.0	119.1	119.5	119.6	122.6	122.7	122.8	123.2	123.4	123.6	124.5	125.1	125.7
Clerks	118.4	119.0	119.1	119.2	121.2	122.1	122.2	122.3	122.4	122.4	123.0	123.4	124.2
Stenographers	118.1	118.6	118.7	118.8	120.7	121.6	121.7	121.8	121.9	121.9	122.6	122.9	123.6
Receptionists	118.9	119.6	119.7	119.7	121.8	122.8	123.0	123.0	123.1	123.1	124.0	124.2	124.9
Other clerks	118.4	119.0	119.1	119.2	121.2	122.1	122.2	122.3	122.4	122.4	122.9	123.4	124.2
Salespersons and personal service workers	119.9	120.4	120.9	121.2	123.3	123.6	123.8	124.2	124.7	124.9	125.3	125.4	125.7
Salespersons	117.2	117.9	118.6	119.1	121.0	121.3	121.5	122.1	122.8	123.1	123.3	123.5	123.8
Personal service workers	125.1	125.3	125.3	125.4	127.9	128.1	128.3	128.3	128.3	128.4	129.0	129.0	129.2
Plant and machine operators, and drivers	122.8	122.9	122.9	123.0	126.7	126.9	126.9	127.0	127.0	127.1	127.4	129.6	129.7
Machine operators	123.3	123.3	123.4	123.4	127.3	127.4	127.4	127.5	127.5	127.5	127.8	130.2	130.3
Other plant and machine operators etc	118.2	118.3	118.7	118.9	121.4	122.0	122.0	122.2	122.6	122.8	123.4	123.9	124.1
Labourers and related workers	119.1	119.2	119.3	119.5	122.7	122.9	123.0	123.0	123.1	123.1	124.2	124.9	125.1
Trades assistants and factory hands	120.1	120.2	120.2	120.3	123.9	124.2	124.2	124.3	124.4	124.4	126.8	128.0	128.1
Cleaners	117.1	117.1	117.2	117.4	119.6	119.8	119.8	119.9	119.9	119.9	120.0	120.2	120.5
Other labourers	119.0	119.2	119.4	119.7	122.8	123.0	123.1	123.2	123.3	123.3	123.7	124.1	124.4
All occupation groups	119.5	119.9	120.0	120.1	122.5	123.0	123.1	123.2	123.4	123.5	124.0	124.5	125.0

TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA —continued

BASE : JUNE 1985 = 100.0

Occupation	1988			1989									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
PERSONS													
Managers and administrators	117.2	117.3	117.6	117.7	119.4	119.8	119.9	120.0	120.2	120.3	120.6	121.2	121.5
Professionals	117.4	117.5	117.6	117.6	119.6	119.8	119.9	119.9	119.9	119.9	120.0	120.4	120.8
Building professionals etc	116.8	116.8	116.9	116.9	118.5	118.7	118.8	118.8	118.9	118.9	119.0	119.1	119.8
Health practitioners etc	117.3	117.3	118.7	118.7	120.4	120.5	120.5	120.5	120.5	120.5	120.6	120.6	120.8
Teachers and instructors	117.7	117.7	117.7	117.7	120.0	120.1	120.2	120.2	120.2	120.2	120.2	120.6	120.7
Business professionals	116.7	117.1	117.2	117.2	119.0	119.5	119.6	119.6	119.7	119.7	119.9	120.8	121.4
Other professionals	117.5	117.6	117.6	117.6	119.2	119.7	119.7	119.7	119.7	119.8	120.0	120.1	121.2
Para-professionals	120.2	120.3	120.3	120.3	122.5	122.8	122.8	122.9	122.9	122.9	123.5	123.6	124.1
Engineering etc	117.4	117.4	117.5	117.6	119.4	119.7	119.8	119.8	119.8	119.8	120.8	121.1	121.6
Registered nurses	128.5	128.8	128.8	128.8	131.2	131.4	131.5	131.5	131.5	131.6	132.7	132.7	132.9
Police	117.4	117.4	117.4	117.4	119.8	119.8	119.8	119.8	119.8	119.8	119.8	119.8	119.9
Other para-professionals	118.1	118.1	118.1	118.2	120.2	120.6	120.7	120.8	120.8	120.8	121.2	121.3	122.0
Tradespersons	118.5	118.6	119.0	119.0	121.6	121.8	121.9	121.9	122.2	122.2	123.5	124.1	124.5
Metal	118.8	118.9	119.3	119.3	122.2	122.4	122.4	122.4	122.6	122.6	124.9	125.5	125.8
Electrical and electronic	118.1	118.2	118.4	118.5	121.1	121.1	121.1	121.1	121.3	121.3	122.4	122.9	123.3
Building	118.2	118.2	118.3	118.3	120.9	121.0	121.1	121.1	121.4	121.4	122.9	123.7	124.2
Vehicle	118.1	118.1	119.4	119.5	121.3	121.5	121.5	121.6	123.0	123.0	123.5	124.0	124.3
Other	119.0	119.1	119.2	119.4	122.1	122.4	122.5	122.7	122.8	122.9	123.3	124.1	124.5
Clerks	118.3	118.7	118.8	118.9	120.8	121.6	121.8	121.8	121.9	121.9	122.4	122.9	123.6
Stenographers	118.1	118.6	118.7	118.8	120.7	121.5	121.7	121.7	121.9	121.9	122.5	122.8	123.6
Receptionists	118.7	119.2	119.3	119.4	121.4	122.3	122.5	122.5	122.6	122.6	123.2	123.5	124.3
Other clerks	118.2	118.7	118.8	118.9	120.8	121.6	121.7	121.8	121.9	121.9	122.3	122.9	123.7
Salespersons and personal service workers	118.7	119.2	119.8	120.2	122.1	122.5	122.6	123.0	123.6	123.9	124.1	124.4	124.6
Salespersons	117.2	117.8	118.6	119.0	120.8	121.1	121.3	121.8	122.6	122.9	123.0	123.4	123.6
Personal service workers	124.4	124.6	124.6	124.6	127.2	127.4	127.5	127.6	127.6	127.6	128.2	128.2	128.4
Plant and machine operators, and drivers	119.3	119.5	119.8	119.9	122.6	122.9	123.0	123.1	123.2	123.4	123.8	124.9	125.2
Rail and road transport drivers	118.5	118.8	119.0	119.2	121.7	122.1	122.2	122.4	122.5	123.0	123.2	124.2	124.5
Machine operators	121.3	121.5	121.5	121.6	125.0	125.3	125.3	125.4	125.4	125.4	126.2	128.0	128.1
Other plant operators	118.1	118.3	119.0	119.1	121.3	121.6	121.7	121.7	122.0	122.0	122.3	122.9	123.2
Labourers and related workers	119.0	119.1	119.3	119.4	122.4	122.6	122.7	122.7	122.8	122.9	123.7	124.4	124.8
Trades assistants and factory hands	119.6	119.7	119.8	119.9	123.2	123.5	123.5	123.6	123.7	123.7	125.2	126.2	126.5
Construction and mining labourers	118.4	118.5	119.1	119.1	121.5	121.8	121.9	122.0	122.1	122.1	122.8	123.4	123.8
Cleaners	118.4	118.4	118.5	118.6	121.4	121.6	121.7	121.7	121.7	121.8	122.1	122.4	123.0
Other labourers	118.8	118.9	119.1	119.2	122.2	122.4	122.5	122.6	122.7	122.8	123.2	123.6	124.0
All occupation groups	118.6	118.8	119.1	119.2	121.5	121.9	122.0	122.1	122.2	122.3	122.9	123.5	123.9

Note: Statistics for a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
1988									
November	117.3	118.8	118.9	119.0	118.2	118.8	117.6	117.8	118.2
December	117.5	118.9	119.0	119.1	118.5	118.9	117.6	117.8	118.4
1989									
January	117.9	119.2	119.3	119.4	118.5	118.9	117.6	117.8	118.7
February	117.9	119.2	119.4	119.4	118.8	119.0	117.6	118.0	118.7
March	120.1	121.7	122.1	122.0	120.7	121.8	120.0	118.9	121.1
April	120.3	122.0	122.5	122.2	121.4	122.0	120.3	120.4	121.4
May	120.5	122.0	122.5	122.3	121.7	122.0	120.3	120.4	121.5
June	120.5	122.1	122.5	122.4	121.8	122.1	120.4	120.4	121.5
July	120.7	122.3	122.7	122.8	121.8	122.1	120.4	120.4	121.7
August	120.8	122.4	122.7	122.8	121.9	122.2	120.4	120.4	121.8
September	121.3	123.2	123.4	123.7	122.2	122.4	120.5	120.7	122.4
October	121.6	124.4	123.6	124.5	122.7	123.1	120.6	121.0	123.0
November	121.9	125.0	123.7	124.8	123.0	125.1	120.9	123.2	123.4
Annual change (%)	3.9	5.2	4.0	4.9	4.0	5.3	2.8	4.6	4.4
FEMALES									
1988									
November	118.8	120.4	119.4	119.2	119.4	119.6	119.9	120.2	119.5
December	119.6	120.4	119.6	119.5	119.5	119.6	119.9	120.2	119.9
1989									
January	119.7	120.7	119.7	120.2	119.6	119.6	119.9	120.2	120.0
February	119.7	120.7	120.0	120.3	120.1	119.7	119.9	120.4	120.1
March	122.2	122.9	123.3	122.6	121.9	122.5	122.0	121.1	122.5
April	122.5	123.7	123.5	122.8	122.5	122.9	122.2	123.2	123.0
May	122.6	123.7	123.5	123.0	123.1	122.9	122.2	123.3	123.1
June	122.9	123.7	123.5	123.1	123.1	122.9	122.3	123.3	123.2
July	122.9	123.9	123.6	123.9	123.1	122.9	122.3	123.3	123.4
August	122.9	124.0	123.6	123.9	123.6	123.0	122.3	123.3	123.5
September	123.2	125.4	123.9	124.3	123.7	123.1	122.3	123.3	124.0
October	123.6	126.1	124.2	124.6	124.2	123.8	122.4	124.2	124.5
November	123.8	126.5	124.4	125.0	124.7	127.4	122.6	126.2	125.0
Annual change (%)	4.3	5.0	4.2	4.8	4.4	6.6	2.3	5.0	4.6
PERSONS									
1988									
November	117.8	119.4	119.1	119.0	118.6	119.0	118.5	118.6	118.6
December	118.2	119.4	119.2	119.2	118.8	119.1	118.5	118.6	118.8
1989									
January	118.5	119.7	119.4	119.6	118.9	119.1	118.5	118.6	119.1
February	118.5	119.7	119.6	119.7	119.2	119.2	118.5	118.8	119.2
March	120.8	122.1	122.4	122.2	121.1	122.0	120.8	119.6	121.5
April	121.0	122.5	122.8	122.4	121.7	122.2	121.1	121.3	121.9
May	121.1	122.6	122.8	122.5	122.1	122.2	121.1	121.4	122.0
June	121.3	122.6	122.8	122.6	122.2	122.2	121.2	121.4	122.1
July	121.4	122.8	122.9	123.1	122.2	122.3	121.2	121.4	122.2
August	121.4	122.9	123.0	123.1	122.4	122.4	121.2	121.4	122.3
September	121.9	123.9	123.5	123.9	122.6	122.6	121.2	121.6	122.9
October	122.2	124.9	123.8	124.5	123.1	123.3	121.3	122.1	123.5
November	122.5	125.5	123.9	124.8	123.5	125.7	121.6	124.2	123.9
Annual change (%)	4.0	5.1	4.1	4.9	4.1	5.6	2.6	4.7	4.5

TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES
ANNUAL PERCENTAGE CHANGE NOVEMBER 1988 TO NOVEMBER 1989

BASE : JUNE 1985 = 100.0

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Industry	Annual change (%)								
MALES									
Mining	8.9	4.6	6.0	3.5	2.9	5.0	3.0	—	6.2
Manufacturing	4.1	6.5	5.1	6.4	5.4	5.3	3.6	5.6	5.4
Electricity, gas and water	0.6	3.7	2.5	4.6	3.0	3.2	2.2	6.1	2.6
Construction	4.8	5.5	4.6	5.3	4.6	8.2	2.8	5.5	4.9
Wholesale and retail trade	5.1	6.8	3.8	6.0	6.6	6.3	4.5	3.2	5.6
Transport and storage	3.0	4.4	3.3	4.2	3.9	4.7	3.2	5.4	3.6
Communication	3.7	2.4	3.8	4.1	4.0	3.4	4.8	4.8	3.5
Finance, property and business services	4.5	5.0	4.3	4.0	4.2	5.9	5.1	5.5	4.6
Public administration and defence(a)	2.6	5.2	3.2	4.2	3.2	3.6	2.7	4.3	3.6
Community services	3.0	2.1	2.6	3.1	2.1	6.1	2.1	3.9	2.8
Recreation, personal and other services	3.1	6.2	6.0	3.6	4.5	6.8	0.0	6.5	4.5
All industries(b)	3.9	5.2	4.0	4.9	4.0	5.3	2.8	4.6	4.4
FEMALES									
Manufacturing	5.4	6.7	5.4	7.1	5.6	7.5	3.3	5.5	6.2
Wholesale and retail trade	5.9	7.0	4.7	5.0	6.1	8.0	3.8	3.7	5.9
Transport and storage	2.7	4.5	2.8	4.4	5.9	4.9	2.1	4.1	3.6
Communication	4.5	2.9	5.2	3.5	2.9	4.4	2.4	6.4	4.0
Finance, property and business services	4.9	5.0	4.4	5.4	5.6	7.1	3.2	4.4	5.0
Public administration and defence(a)	3.7	5.0	4.1	5.2	4.9	6.1	3.5	5.7	4.6
Community services	3.2	3.1	3.4	3.3	2.9	6.2	2.2	4.5	3.3
Recreation, personal and other services	4.4	6.2	5.6	6.0	7.1	7.6	0.6	6.3	5.4
All industries(b)	4.3	5.0	4.2	4.8	4.4	6.6	2.3	5.0	4.6

Note: Statistics for a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes. (a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES
ANNUAL PERCENTAGE CHANGE NOVEMBER 1988 TO NOVEMBER 1989

BASE : JUNE 1985 = 100.0

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Occupation	Annual change (%)								
MALES									
Managers and administrators	3.4	4.1	3.0	3.3	3.2	4.9	1.4	3.4	3.5
Professionals	3.0	2.5	2.3	2.4	1.8	5.1	2.1	4.4	2.8
Para-professionals	2.7	3.0	3.4	3.9	2.9	4.6	2.5	4.0	3.1
Tradespersons	4.4	5.8	4.7	5.9	4.2	5.6	2.8	5.1	5.0
Clerks	3.7	4.5	3.4	4.5	3.7	5.1	3.0	4.9	4.0
Salespersons and personal service workers	4.3	6.5	4.2	5.3	6.4	7.2	3.1	3.7	5.2
Plant and machine operators, and drivers	4.3	5.8	4.2	5.1	4.6	4.8	3.6	5.8	4.8
Labourers and related workers	3.9	6.1	4.3	5.6	4.6	5.4	3.1	5.3	4.8
All occupation groups	3.9	5.2	4.0	4.9	4.0	5.3	2.8	4.6	4.4
FEMALES									
Managers and administrators	3.9	4.9	4.4	3.7	4.6	6.1	2.0	5.1	4.4
Professionals	3.0	2.6	2.2	3.0	2.0	5.3	1.8	5.0	2.9
Para-professionals	3.0	4.1	3.5	2.8	3.4	6.4	2.5	2.8	3.4
Tradespersons	5.1	5.5	5.9	6.3	8.1	6.4	2.5	6.7	5.6
Clerks	5.1	5.2	3.8	5.4	4.5	6.4	2.7	5.4	4.9
Salespersons and personal service workers	4.0	5.9	4.9	4.6	5.6	7.5	1.9	4.2	4.8
Plant and machine operators, and drivers	5.5	5.3	6.3	7.1	6.7	7.6	0.0	5.0	5.6
Labourers and related workers	3.6	6.4	5.1	6.0	5.2	7.3	2.2	3.7	5.1
All occupation groups	4.3	5.0	4.2	4.8	4.4	6.6	2.3	5.0	4.6

Note: Statistics for a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES

BASE: JUNE 1985 = 100.0

Industry	NSW			Vic.			Qld			SA			WA			Tas.		
	1988			1988			1988			1988			1988			1988		
	Nov.	Dec.	Jan.	Nov.	Dec.	Jan.	Nov.	Dec.	Jan.	Nov.	Dec.	Jan.	Nov.	Dec.	Jan.	Nov.	Dec.	Jan.
MALES																		
Mining	118.6	129.0	129.0	129.1	116.8	121.6	122.0	122.2	120.2	127.3	127.4	127.4	119.7	123.1	123.9	123.9	118.4	121.8
Manufacturing	118.3	122.3	122.6	122.9	120.0	125.4	127.2	127.8	118.5	124.4	124.5	124.5	119.9	126.1	127.6	118.9	124.0	124.9
Food, beverages and tobacco	116.3	119.7	119.9	120.0	118.4	122.6	124.1	125.0	117.4	123.1	123.1	123.1	118.0	125.1	125.2	125.2	118.5	123.9
Textiles; clothing and footwear	120.9	124.8	125.6	125.8	123.2	128.3	131.9	132.0	118.2	120.1	121.1	121.1	123.5	129.0	132.9	132.9	130.0	133.9
Paper, paper products, printing and publishing	118.6	121.6	122.0	122.0	119.7	123.2	124.2	125.6	119.0	122.3	122.3	122.3	119.9	123.8	123.8	124.3	121.3	124.7
Chemicals, petroleum, coal	117.1	120.2	120.8	121.2	118.9	127.5	128.2	128.4	117.5	121.0	121.7	121.7	113.1	114.1	114.1	114.1	114.6	123.5
Metal products, machinery and equipment	117.7	122.4	122.4	122.8	119.3	125.6	126.9	127.1	119.8	126.9	127.0	127.0	119.8	126.3	128.3	128.3	119.2	123.2
Basic metal products	115.3	117.0	117.0	117.1	119.4	125.2	126.3	126.3	118.8	122.2	122.2	122.2	120.3	125.9	128.1	128.2	118.8	121.9
Fabricated metal products; Other machinery and equipment	119.1	125.5	125.6	125.9	119.6	128.5	128.8	128.9	120.3	128.9	129.1	129.1	119.7	129.2	129.7	129.7	119.7	124.7
Transport equipment	118.1	122.8	122.8	123.5	118.9	123.4	125.6	126.0	119.3	125.0	125.0	125.0	119.5	124.6	127.4	127.4	119.0	122.3
Other manufacturing(s)	121.3	126.9	128.3	128.6	122.5	128.2	131.7	132.2	117.5	122.8	122.8	123.0	121.7	127.2	127.9	127.9	118.7	124.9
Electricity, gas and water	112.9	113.6	113.6	113.6	118.1	120.8	122.4	122.5	118.8	121.8	121.8	121.8	118.9	122.1	124.4	124.4	117.0	119.7
Construction	118.0	122.3	123.0	123.7	118.1	122.5	124.3	124.5	119.2	124.5	124.5	124.5	124.7	120.1	125.9	126.4	126.4	119.1
Wholesale and retail trade	117.6	123.5	123.6	123.7	118.7	125.8	126.5	126.7	118.5	123.4	123.6	123.6	118.2	125.0	125.3	125.3	118.3	124.9
Wholesale trade	118.4	124.1	124.3	124.5	120.0	126.8	128.0	128.2	119.1	123.6	123.6	123.6	118.8	125.3	125.9	125.9	118.1	124.9
Retail trade	116.7	122.8	122.8	122.9	117.4	124.9	125.1	125.2	118.1	123.3	123.6	123.6	117.5	124.6	124.7	124.7	118.4	124.9
Transport and storage	116.9	119.9	120.3	120.4	119.2	123.0	124.2	124.4	119.7	123.1	123.6	123.7	120.2	124.1	125.1	125.2	118.8	122.6
Communication	119.4	123.8	123.8	123.8	117.4	120.1	120.1	120.1	119.3	123.9	123.9	123.9	119.4	124.2	124.2	124.2	119.3	124.0
Finance, property and business services	116.3	120.1	121.4	121.5	116.9	120.3	122.5	122.7	117.7	121.1	122.8	122.8	114.7	117.7	119.3	119.3	116.8	119.5
Public administration and defence(b)	115.8	117.9	117.9	118.8	120.3	122.8	123.1	126.6	119.1	122.2	122.2	122.9	118.6	121.5	121.5	122.6	118.8	121.5
Community services	117.4	120.5	120.7	120.8	117.2	119.1	119.3	119.7	119.1	119.1	122.0	122.2	119.0	121.9	122.0	122.6	117.2	119.6
Recreation, personal and other services	118.8	122.1	122.2	122.5	119.2	125.3	125.5	126.6	117.2	123.6	123.9	124.3	116.0	120.1	120.1	120.1	117.1	122.0
All industries(c)	117.3	121.3	121.6	121.9	118.8	123.2	124.4	125.0	118.9	123.4	123.6	123.7	119.0	123.7	124.5	124.8	118.2	122.2

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES —continued

BASE: JUNE 1985 = 100.0

Industry	NSW				Vic.				Qld				SA				WA				Tas.			
	1988		1989		1988		1989		1988		1989		1988		1989		1988		1989		1988		1989	
	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.
FEMALES																								
Manufacturing	118.7	124.2	125.1	125.1	122.3	128.4	130.2	130.4	119.9	125.0	126.3	126.3	118.3	126.1	126.8	126.8	119.6	125.2	126.3	126.3	122.0	126.3	130.6	131.1
Food, beverages and tobacco	116.4	120.2	120.5	120.5	120.6	126.0	127.2	127.7	117.0	123.6	123.6	123.6	115.8	123.3	123.5	123.6	117.2	124.3	124.3	124.3	120.5	124.5	128.7	129.5
Textiles; Clothing and footwear	123.4	127.2	130.5	130.5	124.2	128.8	131.2	131.2	124.2	128.4	133.6	133.6	124.8	129.1	134.8	134.8	125.7	129.9	135.7	135.7	125.8	130.0	136.7	136.8
Paper, paper products, printing and publishing	118.5	124.0	124.6	124.6	120.6	125.2	125.7	127.0	120.1	123.8	123.8	123.8	119.0	123.6	123.6	123.6	120.0	124.2	124.2	124.5	120.4	124.4	124.4	125.0
Metal products, machinery and equipment	118.6	126.0	126.2	126.2	120.2	128.7	129.8	129.9	119.7	124.5	125.1	125.1	119.2	128.9	129.2	129.2	118.8	124.2	125.5	125.5	120.5	130.5	130.5	130.5
Other manufacturing(a)	118.7	125.7	126.5	126.5	124.1	130.6	134.8	135.0	119.7	125.1	125.1	125.1	118.6	125.8	126.2	126.2	119.7	124.9	124.9	124.9	"	"	"	"
Wholesale and retail trade	117.1	123.6	123.8	124.1	118.4	126.6	126.6	126.7	118.3	123.8	123.8	123.8	116.9	122.8	122.8	122.8	118.7	125.4	125.9	125.9	116.3	120.2	120.2	125.5
Wholesale trade	117.6	123.6	124.0	124.4	119.2	127.6	127.7	127.8	119.1	123.7	123.7	123.7	116.8	123.9	123.9	123.9	119.0	124.8	124.8	124.8	118.3	122.5	122.5	127.9
Retail trade	116.8	123.6	123.6	123.8	118.1	126.1	126.1	126.2	118.0	123.8	123.8	123.9	116.9	122.4	122.4	122.4	118.6	125.6	126.2	126.2	115.8	119.7	119.7	125.0
Transport and storage	116.9	119.8	119.8	120.0	119.4	124.3	124.3	124.8	118.9	122.2	122.2	122.2	120.4	124.4	124.4	125.8	118.6	125.6	125.6	125.6	117.6	121.0	121.0	123.3
Communication	120.9	126.3	126.3	126.3	117.8	121.2	121.2	121.2	121.9	128.2	128.2	128.2	121.0	125.2	125.2	125.2	122.1	125.6	125.6	125.6	123.2	128.7	128.7	128.7
Finance, property and business services	116.0	120.3	121.7	121.7	117.7	122.0	123.5	123.5	118.6	122.2	123.8	123.8	117.2	122.1	123.4	123.5	117.4	121.3	122.9	124.0	115.9	119.1	122.9	124.1
Public administration and defence(b)	118.4	120.6	120.6	122.8	120.0	122.4	122.4	126.0	120.7	124.0	124.0	125.7	119.6	122.4	122.4	125.8	121.8	124.8	124.8	127.8	120.5	123.7	123.7	127.9
Community services	120.6	124.2	124.2	124.4	121.5	125.1	125.1	125.3	119.9	123.9	124.0	124.0	121.4	124.9	124.9	125.4	120.6	123.8	124.1	124.2	120.1	123.4	123.4	127.6
Recreation, personal and other services	119.0	123.8	123.9	124.3	118.6	124.7	125.1	125.9	116.7	123.1	123.2	123.2	116.8	123.9	123.9	123.9	115.5	122.3	122.3	123.7	120.4	124.3	124.3	129.6
All industries(c)	118.8	123.2	123.6	123.8	120.4	125.4	126.1	126.5	119.4	123.9	124.2	124.4	119.2	124.3	124.6	125.0	119.4	123.7	124.2	124.7	119.6	123.1	123.8	127.4

Note: Statistics for a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes. (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 1. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: OCCUPATION, STATE

BASE: JUNE 1985 = 100.0

Occupation	NSW				Vic.				Qld				SA				WA				Tas.			
	1988		1989		1988		1989		1988		1989		1988		1989		1988		1989		1988		1989	
	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.	Nov.	Dec.
MALES																								
Managers and administrators	116.3	119.4	120.1	120.2	117.2	120.9	121.8	122.0	118.1	121.3	121.6	121.7	117.5	120.7	121.1	121.3	116.6	119.8	120.1	120.3	116.5	118.9	120.4	122.2
Professionals	116.8	119.8	120.1	120.3	116.8	118.9	119.2	119.7	118.4	120.6	121.0	121.2	117.2	119.7	119.9	120.1	115.1	116.9	117.1	117.1	117.5	120.1	120.7	123.5
Building professionals etc	115.8	118.1	118.1	118.5	117.0	119.2	119.4	120.6	118.0	120.3	120.3	120.4	117.2	119.8	120.0	120.1	116.1	118.2	118.2	118.3	118.4	120.4	120.5	122.3
Health practitioners etc	115.3	121.0	121.0	121.0	117.3	119.4	119.4	119.5	123.0	124.3	124.3	124.4	116.8	118.7	118.7	118.7	113.1	114.3	114.3	114.3	114.8	116.2	116.2	118.7
Teachers and instructors	117.9	120.8	121.3	121.3	116.4	118.4	118.6	118.6	117.2	119.1	119.9	119.9	118.1	120.8	120.8	120.8	114.4	115.9	116.0	116.0	117.8	120.2	120.4	124.0
Business professionals	115.8	119.2	120.0	120.1	117.0	119.5	120.8	121.2	118.2	120.9	121.4	121.6	115.0	118.0	119.0	119.3	116.1	118.4	119.3	119.6	117.8	120.6	124.8	125.8
Other professionals	116.8	118.6	118.7	119.6	117.2	119.5	119.7	120.8	117.6	120.5	120.6	121.2	117.0	119.4	119.5	120.1	117.1	119.7	119.8	119.9	117.1	120.5	120.5	123.5
Para-professionals	116.9	119.7	119.7	120.0	118.7	121.4	121.7	122.3	119.0	122.6	122.6	123.0	118.9	122.5	122.8	123.6	118.5	121.4	121.5	121.9	118.1	121.1	121.1	123.6
Engineering etc	116.3	119.7	119.7	120.1	118.0	121.0	121.4	122.3	118.0	121.6	121.7	121.8	118.0	122.5	123.5	123.6	117.8	121.4	121.6	121.8	118.0	121.4	121.4	122.9
Police	116.2	118.6	118.6	118.6	119.8	122.0	122.0	122.0	118.0	120.5	120.5	120.5	121.4	124.0	124.0	124.0	119.9	122.0	122.0	122.0	114.0	116.8	116.8	121.2
Other para-professionals	117.5	120.2	120.3	120.5	118.7	121.4	121.8	122.4	119.5	123.5	123.5	124.2	118.6	121.8	122.0	123.4	118.4	121.3	121.4	121.9	119.7	122.4	122.5	124.9
Tradespersons	117.6	122.3	122.4	122.8	119.1	124.2	125.6	126.1	118.9	124.5	124.5	124.6	119.5	125.4	126.5	126.6	118.6	122.5	123.4	123.6	119.1	123.4	123.9	125.8
Metal	118.0	123.7	123.8	124.2	119.2	125.9	127.0	127.3	119.4	126.4	126.4	126.5	119.8	126.8	127.8	128.0	118.8	122.1	123.9	124.1	119.4	124.2	124.3	125.3
Electrical and electronic	117.6	121.9	121.9	122.4	117.7	121.3	122.4	123.2	118.8	123.0	123.3	123.3	119.0	123.5	125.4	125.4	118.1	121.9	122.3	122.7	118.3	122.6	122.7	124.0
Building	116.7	120.6	121.1	121.8	119.2	124.1	125.9	126.3	119.1	124.4	124.4	124.5	119.6	125.5	126.9	126.9	118.7	123.9	124.3	124.4	118.1	121.7	122.8	125.5
Vehicle	117.0	122.6	122.6	122.9	118.7	124.8	125.8	126.2	118.6	123.4	123.5	123.5	118.3	124.7	125.4	125.4	119.0	123.0	125.2	125.4	119.1	124.1	124.3	127.0
Other	117.9	121.5	121.8	121.9	120.5	124.5	126.5	127.0	118.6	124.0	124.1	124.1	120.7	125.0	125.6	125.8	118.8	122.8	122.9	123.1	120.6	124.4	125.6	127.9
Clerks	117.6	121.0	121.5	122.0	118.2	121.9	122.8	123.5	118.8	121.9	122.4	122.8	118.2	122.1	122.6	123.5	118.2	121.2	121.7	122.5	118.4	121.3	122.5	124.4
Salespersons and personal service workers	117.4	122.1	122.3	122.4	117.4	123.9	124.8	125.0	118.3	123.2	123.3	123.3	117.0	123.0	123.1	123.2	117.9	125.3	125.4	125.5	117.6	121.3	122.1	126.0
Plant and machine operators, and drivers	116.8	121.3	121.8	121.8	119.7	124.3	126.1	126.7	118.8	123.5	123.8	123.8	120.4	125.2	126.5	126.5	118.7	123.2	123.9	124.1	119.7	123.3	124.3	125.5
Rail and road transport drivers	117.0	122.0	122.5	122.6	118.8	123.5	125.3	125.9	119.7	124.2	124.8	124.8	119.6	124.2	125.7	125.8	118.6	123.5	123.9	123.9	119.3	122.7	124.4	125.5
Machine operators	118.7	122.8	123.6	123.7	121.0	125.9	128.4	128.7	118.6	125.1	125.2	125.3	121.3	127.7	128.8	128.8	118.7	124.2	125.2	125.7	121.3	125.6	126.5	127.1
Other plant operators	115.8	120.1	120.4	120.4	119.5	123.6	124.9	125.7	118.4	122.7	122.8	122.8	120.9	125.1	126.3	126.3	118.8	122.6	123.5	123.7	119.1	122.6	123.0	124.5
Labourers and related workers	117.7	121.8	122.2	122.3	120.1	125.1	126.5	127.3	119.4	124.4	124.5	124.5	119.6	125.0	126.1	126.3	119.3	123.9	124.4	124.7	120.1	124.1	124.5	126.6
Trades assistants and factory hands	118.3	122.9	123.4	123.5	120.7	126.5	128.2	128.8	119.1	124.7	125.0	125.0	120.5	126.7	128.0	128.0	119.1	124.3	125.0	125.5	120.9	125.3	125.7	127.0
Construction and mining labourers	116.8	120.7	121.1	121.2	120.0	124.4	125.8	126.6	119.4	124.5	124.6	124.8	119.9	124.5	125.2	125.2	118.8	123.0	123.4	123.7	119.6	123.5	124.2	125.4
Other labourers	117.7	121.3	121.6	121.8	119.4	123.9	124.8	126.0	119.5	124.1	124.2	124.2	118.5	123.3	124.3	124.7	119.6	124.0	124.4	124.6	119.7	123.6	123.9	126.8
All occupation groups	117.3	121.3	121.6	121.9	118.8	123.2	124.4	125.0	118.9	123.4	123.6	123.7	119.0	123.7	124.5	124.8	118.2	122.2	122.7	123.0	118.8	122.4	123.1	125.1

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: OCCUPATION, STATE —continued

BASE: JUNE 1985 = 100.0

Occupation	NSW			Vic.			Qld			SA			WA			Tas.		
	1988			1988			1988			1988			1988			1988		
	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.
FEMALES																		
Managers and administrators	117.8	121.9	122.1	122.4	119.2	124.3	124.8	125.0	120.6	125.3	125.7	125.8	117.6	121.5	121.7	121.9	118.5	123.3
Professionals	118.5	121.9	122.0	122.1	118.5	121.2	121.4	121.5	118.0	120.4	120.6	120.7	119.0	122.3	122.3	122.5	115.6	117.8
Teachers and instructors	118.8	121.9	122.0	122.0	118.6	121.4	121.5	121.5	117.4	119.5	119.7	119.7	119.2	122.4	122.4	122.4	114.8	116.7
Other professionals	117.7	121.8	122.1	122.6	118.1	120.7	121.1	121.6	119.7	122.6	123.0	123.2	118.2	121.6	121.9	122.9	117.8	120.7
Para-professionals	122.9	126.5	126.6	126.6	129.9	134.9	134.9	135.2	123.9	128.1	128.2	128.2	124.8	128.1	128.2	128.4	124.7	128.5
Registered nurses	126.2	129.9	129.9	129.9	136.8	143.2	143.2	143.2	125.7	130.3	130.3	130.3	127.4	130.5	130.5	128.1	132.0	132.4
Other para-professionals	117.5	120.9	121.0	121.2	119.7	122.7	122.8	123.5	119.5	122.7	123.0	123.1	120.3	124.0	124.3	124.7	117.3	121.1
Tradespersons	119.2	124.9	125.2	125.2	119.7	124.6	125.9	126.4	117.3	124.0	124.1	124.1	119.8	126.1	127.3	127.3	117.5	123.8
Clerks	117.7	122.7	123.1	123.7	118.5	123.5	124.0	124.7	119.5	123.4	123.7	124.0	117.6	122.9	123.2	123.9	118.7	122.7
Stenographers	117.4	122.3	122.6	123.2	117.6	122.3	122.6	123.1	119.8	123.8	124.0	124.4	117.3	122.9	123.1	123.5	117.1	121.0
Receptionists	117.9	123.1	123.4	123.8	119.0	124.6	124.9	125.5	120.5	125.6	125.8	126.0	118.0	123.4	123.6	124.2	119.7	123.9
Other clerks	117.7	122.7	123.1	123.7	118.7	123.7	124.3	125.0	119.2	122.7	123.1	123.5	117.6	122.8	123.1	124.0	118.8	122.7
Salespersons and personal service workers	119.9	124.5	124.6	124.6	120.6	127.3	127.5	127.7	118.8	124.6	124.7	124.7	119.8	125.3	125.3	125.4	120.5	126.6
Salespersons	117.0	122.6	122.8	122.9	117.5	124.6	124.9	125.1	117.3	123.4	123.5	123.5	117.5	123.8	123.9	123.9	117.2	124.5
Personal service workers	123.5	126.7	126.7	126.8	129.8	135.1	135.1	135.3	123.0	127.9	127.9	126.8	129.8	129.8	129.9	126.5	130.4	131.0
Plant and machine operators, and drivers	121.3	125.6	128.0	128.0	124.0	128.6	130.5	130.6	121.4	126.2	129.1	129.1	121.4	127.5	130.1	130.1	120.8	126.2
Machine operators	121.9	126.0	128.7	128.7	124.3	128.8	130.7	130.8	122.1	126.9	130.4	130.4	121.8	128.0	131.0	131.0	122.1	127.4
Other plant and machine operators etc	117.5	122.6	122.9	123.0	119.0	124.2	125.2	126.1	118.2	123.4	123.4	123.4	119.5	124.8	124.8	124.8	117.5	122.9
Labourers and related workers	118.0	121.9	122.2	122.2	120.5	126.4	128.0	128.2	118.3	124.1	124.3	124.3	120.2	127.1	127.3	127.4	119.5	124.8
Trades assistants and factory hands	118.9	124.7	125.3	125.3	121.6	128.7	130.7	130.9	118.6	124.6	125.2	125.2	119.8	129.0	129.4	129.4	119.1	125.7
Cleaners	114.8	115.9	116.0	116.0	118.8	123.0	123.7	124.3	118.7	124.0	124.0	124.0	120.9	125.0	125.3	125.9	119.3	123.1
Other labourers	119.0	122.4	122.6	122.6	119.3	124.0	125.1	125.3	117.9	123.9	124.1	124.1	120.5	126.1	126.1	126.3	119.6	125.0
All occupation groups	118.8	123.2	123.6	123.8	120.4	125.4	126.1	126.5	119.4	123.9	124.2	124.4	119.2	124.3	124.6	125.0	119.4	123.7

Note: Statistics for a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.

TABLE 9. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: FEDERAL AND STATE AWARDS

BASE: JUNE 1985 = 100.0

	Federal Awards						
Month	NSW	Vic.	Qld	SA	WA	Tas.	Aust. (a)
MALES							
1988							
November	118.7	119.0	118.9	119.2	118.9	119.4	118.8
December	118.7	119.1	119.0	119.3	119.2	119.4	118.9
1989							
January	119.5	119.2	119.7	119.4	119.2	119.4	119.3
February	119.5	119.3	119.8	119.4	119.3	119.6	119.3
March	121.9	121.9	122.1	122.2	121.9	122.2	121.8
April	122.1	122.2	122.3	122.5	122.2	122.4	122.1
May	122.2	122.2	122.5	122.5	122.2	122.4	122.2
June	122.2	122.3	122.5	122.6	122.3	122.4	122.2
July	122.6	122.4	122.8	122.7	122.4	122.4	122.4
August	122.6	122.4	122.8	122.7	122.4	122.4	122.4
September	123.7	123.3	124.5	124.3	122.8	122.7	123.4
October	124.2	124.9	125.0	125.4	123.5	123.9	124.3
November	124.5	125.4	125.4	125.7	124.0	124.2	124.8
Annual change (%)	5.0	5.4	5.5	5.5	4.3	4.1	5.1
FEMALES							
1988							
November	119.8	119.8	120.4	120.2	120.2	120.2	119.9
December	119.8	119.8	120.4	120.2	120.3	120.2	120.0
1989							
January	119.8	119.8	120.6	120.3	120.3	120.2	120.0
February	119.9	119.8	120.6	120.3	120.5	120.5	120.0
March	122.0	122.5	122.8	122.9	122.8	122.2	122.2
April	122.9	123.0	123.5	123.5	123.7	123.4	123.1
May	123.1	123.2	123.8	123.8	123.8	123.4	123.3
June	123.2	123.2	123.8	123.8	123.8	123.4	123.3
July	123.2	123.2	123.9	123.8	123.8	123.4	123.3
August	123.2	123.2	123.9	123.8	123.8	123.4	123.3
September	124.0	123.9	124.7	125.4	123.8	123.6	124.0
October	125.1	125.9	126.1	126.6	125.3	125.9	125.3
November	126.0	126.8	126.9	127.3	126.3	127.6	126.3
Annual change (%)	5.2	5.9	5.4	5.9	5.1	6.2	5.3
PERSONS							
1988							
November	118.9	119.2	119.2	119.3	119.2	119.5	119.1
December	118.9	119.2	119.3	119.4	119.4	119.5	119.1
1989							
January	119.6	119.4	119.9	119.5	119.5	119.5	119.4
February	119.6	119.4	120.0	119.5	119.5	119.7	119.5
March	121.9	122.0	122.2	122.3	122.1	122.2	121.9
April	122.3	122.4	122.6	122.6	122.5	122.5	122.3
May	122.4	122.4	122.7	122.7	122.6	122.5	122.4
June	122.4	122.4	122.8	122.7	122.6	122.5	122.4
July	122.7	122.6	123.0	122.9	122.7	122.5	122.6
August	122.7	122.6	123.0	122.9	122.7	122.5	122.6
September	123.7	123.5	124.6	124.4	123.0	122.8	123.5
October	124.4	125.1	125.3	125.6	123.9	124.2	124.6
November	124.9	125.7	125.7	125.9	124.5	124.7	125.2
Annual change (%)	5.0	5.5	5.4	5.5	4.5	4.4	5.1

TABLE 9. WEEKLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES: FEDERAL AND STATE AWARDS —continued

BASE: JUNE 1985 = 100.0

	State Awards							
Month	NSW	Vic.	Qld	SA	WA	Tas.	Aust. (a)	
MALES								
1988								
November	116.1	118.4	118.9	118.7	117.9	118.0	117.6	
December	116.4	118.6	119.0	118.9	118.1	118.1	117.8	
1989								
January	116.5	119.0	119.0	119.3	118.1	118.1	117.9	
February	116.5	119.1	119.1	119.4	118.6	118.1	118.0	
March	118.5	121.3	122.1	121.8	120.1	121.3	120.3	
April	118.7	121.6	122.6	121.9	120.9	121.3	120.6	
May	118.8	121.6	122.6	121.9	121.3	121.3	120.7	
June	119.0	121.7	122.6	122.3	121.5	121.4	120.8	
July	119.0	122.1	122.6	122.8	121.5	121.6	121.0	
August	119.1	122.3	122.6	122.9	121.7	121.9	121.1	
September	119.1	123.0	122.7	123.0	121.8	121.9	121.3	
October	119.3	123.4	122.7	123.4	122.2	121.9	121.5	
November	119.5	124.1	122.7	123.6	122.4	126.5	121.8	
Annual change (%)	2.9	4.7	3.2	4.2	3.8	7.2	3.6	
FEMALES								
1988								
November	118.3	120.7	119.1	118.9	119.1	119.3	119.3	
December	119.6	120.8	119.3	119.3	119.3	119.3	119.8	
1989								
January	119.6	121.1	119.4	120.2	119.4	119.4	120.0	
February	119.6	121.1	119.8	120.4	120.0	119.4	120.2	
March	122.3	123.1	123.4	122.5	121.6	122.7	122.7	
April	122.4	124.0	123.4	122.5	122.2	122.7	123.0	
May	122.4	124.0	123.4	122.8	122.9	122.7	123.1	
June	122.8	124.0	123.5	122.8	122.9	122.7	123.2	
July	122.8	124.3	123.5	123.9	122.9	122.7	123.4	
August	122.8	124.5	123.5	124.0	123.5	122.8	123.5	
September	122.9	126.1	123.6	124.0	123.7	122.8	124.1	
October	122.9	126.2	123.6	124.0	123.9	122.8	124.1	
November	122.9	126.3	123.6	124.3	124.1	127.4	124.3	
Annual change (%)	3.9	4.6	3.8	4.5	4.2	6.7	4.2	
PERSONS								
1988								
November	116.9	119.6	119.0	118.8	118.3	118.5	118.2	
December	117.6	119.7	119.1	119.0	118.5	118.6	118.6	
1989								
January	117.7	120.1	119.2	119.7	118.6	118.6	118.8	
February	117.7	120.1	119.4	119.8	119.0	118.6	118.9	
March	120.0	122.2	122.5	122.1	120.6	121.8	121.2	
April	120.1	122.8	122.9	122.1	121.3	121.8	121.5	
May	120.2	122.8	122.9	122.3	121.9	121.8	121.7	
June	120.4	122.8	122.9	122.5	122.0	121.9	121.8	
July	120.4	123.2	122.9	123.3	122.0	122.0	121.9	
August	120.5	123.4	122.9	123.3	122.3	122.2	122.1	
September	120.6	124.5	123.0	123.4	122.4	122.2	122.4	
October	120.6	124.7	123.0	123.6	122.8	122.2	122.5	
November	120.7	125.2	123.0	123.9	123.0	126.8	122.8	
Annual change (%)	3.3	4.7	3.4	4.3	4.0	7.0	3.9	

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 10. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA

BASE : JUNE 1985 = 100.0

Industry	1988					1989							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
MALES													
Mining	119.0	119.2	123.2	123.2	124.3	124.5	124.8	124.9	126.1	126.1	126.2	126.3	126.4
Manufacturing	119.2	119.4	119.4	119.5	122.5	122.8	122.9	122.9	122.9	123.0	124.3	125.4	125.7
Food, beverages and tobacco	117.8	118.0	118.2	118.2	120.7	121.3	121.4	121.5	121.6	121.6	122.3	123.2	123.7
Textiles; Clothing and footwear	122.6	122.6	122.6	122.6	126.0	126.4	126.4	126.4	126.4	126.5	127.2	130.1	130.2
Paper, paper products, printing and publishing	119.5	119.5	119.5	119.5	122.4	122.8	122.8	122.8	122.8	122.8	122.8	123.4	124.1
Chemicals, petroleum, coal	117.9	118.5	118.5	118.5	121.3	122.0	122.1	122.3	122.3	122.3	123.4	124.0	124.3
Metal products, machinery and equipment	118.9	118.9	119.0	119.0	122.0	122.2	122.2	122.2	122.2	122.3	124.5	125.3	125.5
Basic metal products	117.5	117.5	117.5	117.5	119.8	119.9	119.9	119.9	119.9	119.9	120.7	121.2	121.4
Fabricated metal products;													
Other machinery and equipment	119.6	119.7	119.7	119.8	123.1	123.4	123.4	123.4	123.4	123.4	127.3	127.6	127.8
Transport equipment	118.9	118.9	119.0	119.0	122.0	122.3	122.3	122.3	122.4	122.4	123.7	125.2	125.5
Other manufacturing(a)	121.2	121.6	121.6	121.7	125.6	125.8	125.8	125.8	125.8	125.9	126.9	128.7	129.1
Electricity, gas and water	116.6	116.6	116.6	116.6	118.7	118.7	118.7	118.7	118.7	118.7	118.7	119.4	119.6
Construction	118.8	118.8	118.8	118.8	121.5	121.7	121.7	121.8	121.9	122.0	123.3	124.1	124.7
Wholesale and retail trade	119.4	119.9	121.0	121.2	123.1	123.4	124.1	124.4	125.5	125.7	126.3	126.8	126.9
Wholesale trade	120.1	120.7	121.3	121.4	124.0	124.4	124.7	124.9	125.3	125.4	126.4	126.9	127.1
Retail trade	118.9	119.2	120.7	121.1	122.3	122.5	123.6	123.9	125.6	125.9	126.2	126.6	126.8
Transport and storage	118.6	118.7	118.7	118.8	121.1	121.7	121.8	121.8	121.8	122.0	122.1	122.8	123.0
Communication	118.8	118.8	118.8	118.8	121.6	121.8	121.8	121.8	121.8	121.8	122.9	122.9	122.9
Finance, property and business services	116.9	117.0	117.0	117.1	119.4	119.8	120.1	120.1	120.2	120.2	120.4	122.2	122.3
Public administration and defence(b)	118.1	118.1	118.1	118.1	119.6	120.3	120.6	120.6	120.6	120.6	120.6	120.6	122.3
Community services	118.3	118.3	118.4	118.5	120.8	121.0	121.0	121.0	121.0	121.1	121.2	121.2	121.7
Recreation, personal and other services	118.8	118.9	119.2	119.5	122.4	122.6	122.6	122.7	122.8	123.1	123.4	123.5	124.2
All industries(c)	118.6	118.7	119.0	119.1	121.5	121.8	122.0	122.0	122.2	122.3	122.9	123.6	124.0
FEMALES													
Manufacturing	121.2	121.8	121.8	121.9	125.2	125.7	125.9	125.9	126.0	126.0	127.4	128.9	129.0
Food, beverages and tobacco	118.9	119.8	119.9	120.0	122.3	123.2	123.3	123.4	123.5	123.6	124.4	125.4	125.6
Textiles; Clothing and footwear	124.2	124.2	124.2	124.2	128.1	128.3	128.3	128.3	128.3	128.4	128.6	131.5	131.6
Paper, paper products, printing and publishing	120.7	121.3	121.5	121.5	124.4	125.1	125.4	125.4	125.5	125.5	125.8	126.1	126.7
Metal products, machinery and equipment	120.3	120.9	121.0	121.1	124.4	124.9	125.1	125.1	125.2	125.2	128.6	129.3	129.3
Other manufacturing(a)	121.9	122.8	122.9	122.9	126.8	127.1	127.4	127.4	127.7	127.7	129.0	131.0	131.0
Wholesale and retail trade	119.7	120.9	121.6	121.8	123.7	124.2	124.7	125.4	126.1	126.4	127.0	127.1	127.4
Wholesale trade	120.5	121.9	122.4	122.5	124.7	125.5	126.1	126.3	126.7	126.8	127.8	128.1	128.4
Retail trade	119.2	120.3	121.2	121.5	123.2	123.5	124.0	124.8	125.7	126.1	126.5	126.6	126.9
Transport and storage	119.7	119.9	119.9	120.0	121.9	123.3	123.4	123.4	123.4	123.4	123.8	123.8	124.2
Communication	120.6	120.6	120.6	120.6	123.6	124.0	124.0	124.0	124.0	124.0	125.4	125.4	125.4
Finance, property and business services	118.4	119.0	119.1	119.2	121.6	122.0	122.8	122.8	122.9	122.9	123.2	124.8	124.9
Public administration and defence(b)	119.9	119.9	120.0	120.0	120.9	122.6	122.6	122.6	122.6	122.6	122.6	122.6	125.5
Community services	121.5	121.7	121.7	121.8	124.4	124.7	124.9	124.9	124.9	124.9	125.3	125.4	125.8
Recreation, personal and other services	118.7	118.7	119.3	119.8	122.7	123.3	123.6	123.9	124.3	124.4	124.9	125.1	125.7
All industries(c)	120.4	120.8	121.0	121.1	123.6	124.1	124.4	124.5	124.7	124.7	125.3	125.9	126.3

TABLE 10. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA —continued

BASE : JUNE 1985 = 100.0

Industry	1988				1989									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	
PERSONS														
Mining	119.2	119.4	123.2	123.2	124.2	124.5	124.9	125.0	126.1	126.1	126.2	126.3	126.4	
Manufacturing	119.7	119.9	120.0	120.0	123.1	123.5	123.5	123.6	123.6	123.6	125.0	126.1	126.5	
Food, beverages and tobacco	118.0	118.5	118.5	118.6	121.1	121.7	121.8	121.9	122.0	122.0	122.8	123.7	124.1	
Textiles; Clothing and footwear	123.6	123.7	123.7	123.7	127.4	127.7	127.7	127.7	127.7	127.7	128.1	131.1	131.1	
Paper, paper products, printing and publishing	119.7	119.8	119.8	119.9	122.7	123.2	123.2	123.2	123.2	123.2	123.3	123.8	124.6	
Chemicals, petroleum, coal	118.1	118.8	118.9	118.9	122.0	122.6	122.7	122.9	122.9	123.0	124.2	124.7	125.0	
Metal products, machinery and equipment	119.1	119.2	119.2	119.3	122.3	122.6	122.6	122.6	122.7	122.7	125.1	125.9	126.1	
Basic metal products	117.5	117.5	117.6	117.6	119.9	120.0	120.0	120.0	120.0	120.0	120.9	121.4	121.6	
Fabricated metal products:														
Other machinery and equipment	119.8	120.1	120.1	120.1	123.5	123.8	123.9	123.9	123.9	123.9	127.7	128.0	128.2	
Transport equipment	119.1	119.1	119.1	119.2	122.2	122.6	122.6	122.6	122.6	122.6	124.2	125.7	126.0	
Other manufacturing(a)	121.3	121.8	121.8	121.9	125.8	126.0	126.1	126.1	126.2	126.2	127.3	129.1	129.5	
Electricity, gas and water	116.7	116.7	116.7	116.7	118.7	118.7	118.8	118.8	118.8	118.8	118.8	119.5	119.7	
Construction	118.8	118.9	119.0	119.0	121.7	121.9	121.9	121.9	122.1	122.1	123.4	124.2	124.7	
Wholesale and retail trade	119.5	120.3	121.2	121.4	123.3	123.7	124.3	124.7	125.7	125.9	126.5	126.9	127.1	
Wholesale trade	120.2	121.1	121.6	121.7	124.2	124.7	125.1	125.3	125.7	125.8	126.8	127.3	127.4	
Retail trade	119.0	119.7	120.9	121.2	122.6	122.9	123.8	124.3	125.6	126.0	126.3	126.6	126.8	
Transport and storage	118.7	118.8	118.8	118.9	121.2	121.9	122.0	122.0	122.0	122.2	122.3	122.9	123.1	
Communication	119.3	119.3	119.3	119.3	122.1	122.3	122.3	122.3	122.3	122.3	123.5	123.5	123.5	
Finance, property and business services	117.6	118.0	118.0	118.1	120.5	120.9	121.4	121.4	121.5	121.5	121.8	123.4	123.6	
Public administration and defence(b)	118.5	118.5	118.5	118.5	119.9	120.8	121.1	121.1	121.1	121.1	121.1	121.1	123.1	
Community services	120.0	120.1	120.2	120.3	122.7	123.0	123.1	123.1	123.1	123.1	123.4	123.5	123.9	
Recreation, personal and other services	118.7	118.8	119.2	119.6	122.5	122.9	123.1	123.3	123.5	123.7	124.1	124.2	124.9	
All industries(c)	119.2	119.4	119.6	119.7	122.1	122.5	122.7	122.8	123.0	123.1	123.7	124.3	124.7	

Note: Statistics for a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes. (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. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: OCCUPATION, AUSTRALIA

BASE: JUNE 1985 = 100.0

Occupation	1988					1989							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
MALES													
Managers and administrators	117.1	117.2	117.5	117.6	119.3	119.7	119.8	119.9	120.1	120.2	120.4	121.1	121.4
Professionals	117.4	117.4	117.6	117.6	119.6	119.8	119.9	119.9	119.9	119.9	120.1	120.3	120.8
Building professionals etc	116.7	116.8	116.9	116.9	118.5	118.7	118.8	118.8	118.8	118.8	119.0	119.1	119.8
Health practitioners etc	117.1	117.2	118.6	118.7	120.3	120.5	120.5	120.5	120.5	120.5	120.6	120.6	120.7
Teachers and instructors	117.9	117.9	117.9	117.9	120.5	120.6	120.6	120.6	120.6	120.6	120.7	120.8	121.0
Business professionals	117.0	117.3	117.3	117.4	119.2	119.5	119.7	119.7	119.8	119.8	119.9	120.9	121.0
Other professionals	117.5	117.5	117.5	117.5	119.0	119.5	119.6	119.6	119.6	119.7	119.8	120.0	121.0
Para-professionals	118.1	118.2	118.2	118.2	120.3	120.6	120.7	120.7	120.7	120.7	121.2	121.4	121.9
Engineering etc	117.4	117.4	117.5	117.6	119.4	119.7	119.8	119.8	119.8	119.8	120.9	121.1	121.7
Police	118.0	118.0	118.0	118.0	120.4	120.4	120.4	120.4	120.4	120.4	120.4	120.4	120.5
Other para-professionals	118.7	118.7	118.7	118.7	120.8	121.2	121.3	121.4	121.4	121.4	121.8	121.9	122.6
Tradespersons	118.8	118.8	119.2	121.8	122.0	122.2	122.2	122.2	122.5	122.6	123.8	124.5	124.9
Metal	118.9	118.9	119.3	119.4	122.2	122.4	122.5	122.5	122.7	122.7	125.0	125.6	125.9
Electrical and electronic	118.1	118.1	118.4	118.4	120.9	121.0	121.1	121.1	121.2	121.2	122.2	122.7	123.2
Building	118.5	118.5	118.5	118.6	121.1	121.3	121.3	121.4	121.6	121.6	123.2	124.0	124.5
Vehicle	119.2	119.3	120.6	120.7	122.5	122.7	123.8	123.9	125.4	125.4	125.9	126.4	126.7
Other	119.4	119.4	119.5	119.7	122.3	122.7	122.8	122.8	122.9	123.0	123.4	124.5	124.9
Clerks	118.7	118.9	119.0	119.1	120.9	121.6	121.8	121.9	121.9	122.0	122.2	122.8	123.6
Salespersons and personal service workers	118.6	119.1	120.0	120.3	122.2	122.5	123.0	123.4	124.2	124.5	124.6	125.0	125.2
Plant and machine operators, and drivers	118.8	119.0	119.4	119.5	122.0	122.4	122.5	122.6	122.7	122.9	123.3	124.3	124.6
Rail and road transport drivers	118.6	119.0	119.2	119.3	121.5	122.2	122.4	122.6	122.7	123.2	123.3	124.4	124.7
Machine operators	120.0	120.2	120.3	120.3	123.5	123.9	123.9	123.9	124.0	124.0	125.0	126.5	126.7
Other plant operators	118.3	118.4	119.2	119.2	121.5	121.8	121.9	121.9	122.1	122.2	122.5	123.1	123.4
Labourers and related workers	119.2	119.3	119.5	119.6	122.5	122.8	122.9	122.9	123.1	123.1	123.9	124.6	125.0
Trades assistants and factory hands	119.6	119.8	119.9	119.9	123.1	123.4	123.5	123.6	123.7	123.7	125.0	126.0	126.3
Construction and mining labourers	118.5	118.6	119.2	119.2	121.6	121.9	122.0	122.1	122.2	122.3	122.9	123.5	123.8
Other labourers	119.1	119.2	119.3	119.4	122.4	122.6	122.7	122.8	122.9	122.9	123.4	123.8	124.4
All occupation groups	118.6	118.7	119.0	119.1	121.5	121.8	122.0	122.0	122.2	122.3	122.9	123.6	124.0
FEMALES													
Managers and administrators	119.6	120.1	120.4	120.6	122.6	123.1	123.3	123.5	123.8	124.0	124.4	124.9	125.3
Professionals	118.7	118.7	118.9	118.9	121.3	121.5	121.6	121.6	121.6	121.6	121.8	122.0	122.3
Teachers and instructors	118.7	118.7	118.7	118.7	121.4	121.6	121.6	121.6	121.6	121.6	121.7	121.9	122.1
Other professionals	118.5	118.8	119.1	119.2	121.1	121.5	121.7	121.7	121.7	121.8	122.0	122.3	123.0
Para-professionals	125.6	125.8	125.9	125.9	128.3	128.6	128.7	128.7	128.7	128.8	129.6	129.7	130.0
Registered nurses	129.3	129.5	129.5	129.5	132.1	132.2	132.4	132.4	132.4	132.5	133.6	133.7	133.9
Other para-professionals	118.8	118.9	118.9	119.1	121.3	121.6	121.7	121.7	121.7	121.8	122.2	122.3	122.8
Tradespersons	119.2	119.2	119.7	119.7	123.2	123.3	123.5	123.8	124.1	124.3	125.3	126.1	126.4
Clerks	119.7	120.4	120.5	120.6	122.7	123.6	124.1	124.2	124.3	124.3	124.9	125.3	126.1
Stenographers	119.3	119.9	120.1	120.1	122.1	123.0	123.6	123.6	123.8	123.8	124.5	124.8	125.6
Receptionists	120.2	121.0	121.1	121.2	123.3	124.4	124.9	125.0	125.1	125.1	125.9	126.2	126.9
Other clerks	119.7	120.4	120.5	120.6	122.7	123.6	124.0	124.1	124.2	124.2	124.7	125.2	126.0
Salespersons and personal service workers	121.0	121.6	122.1	122.4	124.6	124.9	125.2	125.6	126.1	126.3	126.7	126.8	127.1
Salespersons	118.6	119.4	120.1	120.7	122.6	122.9	123.2	123.8	124.6	124.9	125.1	125.3	125.6
Personal service workers	125.7	125.9	125.9	125.9	128.5	128.8	128.9	129.0	129.0	129.1	129.7	129.7	129.9
Plant and machine operators, and drivers	123.0	123.0	123.1	123.1	126.9	127.1	127.1	127.1	127.2	127.2	127.6	129.9	129.9
Machine operators	123.4	123.4	123.4	123.5	127.4	127.5	127.5	127.5	127.6	127.6	127.9	130.4	130.4
Other plant and machine operators etc	118.9	119.0	119.4	119.6	122.1	122.7	123.0	123.2	123.7	123.9	124.5	125.0	125.2
Labourers and related workers	119.7	119.8	120.0	120.1	123.5	123.7	123.8	123.9	124.0	124.0	125.2	126.0	126.2
Trades assistants and factory hands	120.3	120.3	120.3	120.4	124.1	124.4	124.4	124.4	124.5	124.5	126.9	128.3	128.4
Cleaners	118.8	118.8	119.0	119.2	122.2	122.4	122.5	122.5	122.6	122.6	122.8	123.0	123.5
Other labourers	119.6	119.7	120.0	120.2	123.4	123.6	123.7	123.8	123.9	123.9	124.3	124.8	125.0
All occupation groups	120.4	120.8	121.0	121.1	123.6	124.1	124.4	124.5	124.7	124.7	125.3	125.9	126.3

TABLE 11. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: OCCUPATION, AUSTRALIA —continued

BASE: JUNE 1985 = 100.0

Occupation	1988					1989							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.
PERSONS													
Managers and administration	117.6	117.8	118.1	118.2	120.0	120.4	120.5	120.6	120.8	120.9	121.2	121.9	122.2
Professionals	117.8	117.9	118.1	118.1	120.2	120.5	120.5	120.5	120.5	120.6	120.7	120.9	121.3
Building professionals etc	116.7	116.8	116.9	116.9	118.5	118.7	118.8	118.8	118.9	118.9	119.0	119.1	119.8
Health practitioners etc	117.5	117.5	119.0	119.0	120.7	120.8	120.8	120.8	120.8	120.9	121.0	121.0	121.1
Teachers and instruction	118.4	118.4	118.4	118.4	121.0	121.1	121.1	121.1	121.1	121.1	121.3	121.4	121.6
Business professionals	117.4	117.8	117.9	117.9	119.8	120.2	120.5	120.5	120.6	120.6	120.8	121.7	122.3
Other professionals	117.7	117.8	117.8	117.9	119.5	119.9	120.0	120.0	120.0	120.1	120.3	120.4	121.4
Para-professionals	120.4	120.5	120.6	120.6	122.7	123.0	123.1	123.1	123.2	123.2	123.8	123.9	124.4
Engineering etc	117.5	117.5	117.6	117.6	119.5	119.8	119.8	119.8	119.9	119.9	120.9	121.1	121.7
Registered nurses	128.6	128.8	128.8	128.8	131.3	131.5	131.6	131.6	131.6	131.7	132.7	132.8	132.9
Police	117.9	117.9	117.9	117.9	120.3	120.3	120.3	120.3	120.3	120.3	120.3	120.3	120.5
Other para-professionals	118.3	118.3	118.4	118.4	120.5	121.0	121.1	121.1	121.1	121.2	121.5	121.7	122.4
Tradespersons	118.8	118.8	119.2	119.3	121.9	122.1	122.3	122.3	122.7	122.7	124.0	124.7	125.0
Metal	118.9	119.0	119.4	119.4	122.3	122.5	122.5	122.5	122.7	122.7	125.1	125.6	125.9
Electrical and electronic	118.2	118.2	118.5	118.5	121.1	121.2	121.3	121.3	121.4	121.4	122.5	123.0	123.4
Building	118.5	118.5	118.6	118.6	121.1	121.3	121.3	121.4	121.6	121.6	123.2	124.0	124.5
Vehicle	119.2	119.3	120.6	120.7	122.5	122.7	123.8	123.8	125.4	125.4	125.8	126.4	126.7
Other	119.2	119.2	119.4	119.6	122.4	122.7	122.9	123.0	123.1	123.3	123.7	124.7	125.1
Clerks	119.3	119.8	119.9	120.0	121.9	122.8	123.1	123.2	123.3	123.3	123.8	124.3	125.1
Stenographers	119.3	119.9	120.0	120.1	122.0	122.9	123.5	123.5	123.7	123.7	124.3	124.7	125.4
Receptionists	119.7	120.4	120.5	120.5	122.6	123.5	124.0	124.0	124.1	124.1	124.8	125.1	125.8
Other clerks	119.2	119.8	119.9	120.0	121.9	122.7	123.1	123.2	123.3	123.3	123.7	124.3	125.1
Salespersons and personal service workers	119.8	120.4	121.0	121.4	123.4	123.7	124.1	124.5	125.1	125.4	125.6	125.9	126.1
Salespersons	118.5	119.1	119.9	120.4	122.2	122.6	123.0	123.5	124.3	124.6	124.8	125.1	125.4
Personal service workers	125.1	125.3	125.3	125.4	128.0	128.2	128.3	128.4	128.4	128.4	129.0	129.1	129.2
Plant and machine operation, and drivers	119.4	119.6	120.0	120.0	122.7	123.1	123.2	123.3	123.4	123.6	124.0	125.1	125.4
Rail and road transport drivers	118.6	119.0	119.2	119.3	121.8	122.2	122.4	122.6	122.7	123.2	123.4	124.4	124.7
Machine operators	121.4	121.5	121.6	121.7	125.1	125.4	125.4	125.4	125.5	125.5	126.3	128.1	128.3
Other plant operators	118.3	118.4	119.2	119.2	121.5	121.8	121.9	121.9	122.2	122.2	122.5	123.1	123.4
Labourers and related workers	119.3	119.4	119.6	119.7	122.7	123.0	123.1	123.1	123.3	123.3	124.2	124.9	125.3
Trades assistants and factory hands	119.8	119.9	120.0	120.0	123.4	123.7	123.7	123.8	123.9	123.9	125.4	126.5	126.8
Construction and mining labourers	118.5	118.7	119.2	119.2	121.6	121.9	122.1	122.1	122.3	122.3	122.9	123.6	123.9
Cleaners	119.1	119.1	119.2	119.4	122.4	122.6	122.7	122.7	122.8	122.8	123.1	123.5	124.2
Other labourers	119.2	119.3	119.5	119.6	122.7	122.9	123.0	123.1	123.2	123.3	123.7	124.1	124.5
All occupation groups	119.2	119.4	119.6	119.7	122.1	122.5	122.7	122.8	123.0	123.1	123.7	124.3	124.7

Note: Statistics for a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.

TABLE 12. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATE

BASE: JUNE 1985 = 100.0

Industry	NSW			Vic.			Qld			SA			WA			Tas.		
	1988			1989			1988			1988			1988			1988		
	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.
MALES																		
Mining	118.6	129.0	129.0	129.1	117.7	122.5	122.9	123.1	120.4	127.6	127.6	119.8	123.2	124.0	124.0	118.5	121.9	121.9
Manufacturing	118.2	122.5	122.8	123.1	120.1	125.5	127.4	128.0	118.6	124.6	125.0	125.0	120.0	126.3	127.7	127.8	118.9	124.1
Food, beverages and tobacco	116.4	119.9	120.2	120.4	118.9	123.1	124.9	125.7	117.4	123.2	124.2	124.2	118.0	125.7	125.8	125.8	118.3	124.0
Textiles; Clothing and footwear	121.1	124.9	125.7	126.0	123.2	128.3	132.0	132.0	118.2	120.1	121.1	121.1	125.4	130.9	134.8	134.8	130.0	133.9
Paper, paper products, printing and publishing	118.9	122.0	122.3	122.4	119.7	123.2	124.2	125.6	119.0	122.3	122.3	122.3	120.2	124.1	124.1	124.7	121.6	125.0
Chemicals, petroleum, coal	117.3	120.3	121.0	121.4	119.0	127.6	128.3	128.5	117.4	121.5	122.2	122.2	113.1	114.1	114.1	114.1	114.6	123.5
Metal products, machinery and equipment	117.9	122.5	122.6	122.9	119.3	125.7	127.0	127.2	119.9	127.0	127.1	127.1	119.8	126.3	128.3	128.3	119.3	123.3
Basic metal products	115.3	117.1	117.1	117.2	119.5	125.3	126.4	126.4	118.9	122.3	122.3	122.3	120.6	126.1	128.4	128.4	118.8	121.9
Fabricated metal products; Other machinery and equipment	119.3	125.7	125.8	126.1	119.7	128.5	128.8	128.9	120.3	129.0	129.1	129.1	119.7	129.3	129.7	129.7	119.8	125.0
Transport equipment	118.2	122.9	122.9	123.5	119.0	123.6	125.8	126.1	119.4	125.3	125.3	125.3	119.5	124.6	127.4	127.4	119.0	122.4
Other manufacturing (a)	121.4	127.1	128.4	128.7	122.5	128.2	131.7	132.2	118.1	123.4	123.5	123.6	121.8	127.3	128.1	128.1	118.8	125.0
Electricity, gas and water	112.9	113.6	113.6	113.6	118.1	120.8	122.4	122.5	118.8	121.8	121.8	121.8	119.2	122.3	124.7	124.7	117.6	120.3
Construction	118.1	122.3	123.1	123.8	118.1	122.5	124.3	124.5	119.7	125.1	125.1	125.1	121.0	126.8	127.3	127.3	119.4	123.5
Wholesale and retail trade	119.1	125.9	126.2	126.3	119.7	127.6	128.4	128.5	119.3	124.8	125.2	125.2	119.7	127.1	127.6	127.6	119.9	127.1
Wholesale trade	119.9	125.9	126.1	126.3	120.9	128.0	129.2	129.4	119.4	124.5	124.5	124.5	120.2	127.0	127.7	127.7	119.2	126.4
Retail trade	118.3	125.9	126.3	126.4	118.6	127.3	127.6	127.7	119.3	125.1	125.7	125.7	119.1	127.2	127.6	127.6	120.3	127.4
Transport and storage	117.0	120.1	120.5	120.7	119.2	123.1	124.3	124.4	119.9	123.3	123.8	123.9	120.3	124.2	125.2	125.3	119.1	122.9
Communication	119.4	123.8	123.8	123.8	117.4	120.1	120.1	120.1	119.3	123.9	123.9	123.9	119.4	124.2	124.2	124.2	119.3	124.0
Finance, property and business services	116.8	120.7	122.0	122.1	116.9	120.4	122.5	122.7	117.7	121.3	123.0	123.0	114.9	117.9	119.5	119.6	116.8	119.5
Public administration and defence (b)	115.8	117.9	117.9	118.8	118.1	120.3	122.8	123.1	126.6	119.1	122.2	122.2	122.9	118.6	121.5	121.5	123.6	119.0
Community services	117.5	120.8	120.8	121.0	118.1	120.2	120.3	120.7	119.3	122.1	122.1	122.3	120.0	122.9	123.1	123.6	118.9	122.1
Recreation, personal and other services	118.8	122.2	122.2	122.5	120.0	126.2	126.3	127.4	117.2	123.6	123.9	124.3	117.3	121.5	121.5	121.5	117.6	122.5
All industries (c)	117.6	121.8	122.1	122.4	119.2	123.8	125.0	125.6	119.1	123.7	124.0	124.2	119.5	124.4	125.2	125.5	118.8	123.0

TABLE 12. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATE—continued

BASE: JUNE 1985 = 100.0

Industry	NSW				Vic.				Qld				SA				WA				Tas.			
	1988		1989		1988		1989		1988		1989		1988		1989		1988		1989		1988		1989	
	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.
FEMALES																								
Manufacturing	120.4	126.0	126.9	126.9	122.3	128.4	130.4	130.6	119.9	126.7	128.7	128.7	120.4	128.3	129.0	129.0	119.8	126.8	128.0	128.0	122.6	126.9	131.2	131.7
Food, beverages and tobacco	117.4	121.2	121.6	121.6	121.1	126.5	128.0	128.6	117.0	124.2	126.3	126.3	120.3	128.1	128.3	128.4	117.2	125.2	125.2	125.2	121.4	125.5	129.7	130.6
Textiles; Clothing and footwear	123.6	127.4	130.7	130.8	124.2	128.8	131.2	131.2	124.2	128.8	134.0	134.0	124.9	129.2	134.9	134.9	125.7	129.9	135.7	135.7	125.8	130.1	136.8	136.8
Paper, paper products, printing and publishing	121.4	127.0	127.7	127.7	120.6	125.2	125.7	127.0	120.1	125.8	125.8	125.8	120.7	125.4	125.4	120.5	126.3	126.3	126.6	120.7	124.8	124.8	125.4	
Metal products, machinery and equipment	120.8	128.3	128.5	128.5	120.2	128.7	129.8	129.9	119.8	128.9	129.5	129.5	119.8	129.5	129.9	129.9	119.0	126.9	128.1	128.2	120.5	130.5	130.5	130.5
Other manufacturing(a)	121.2	128.4	129.2	129.2	124.1	130.6	134.8	135.0	119.7	127.5	127.5	127.5	119.7	127.0	127.5	127.5	119.7	129.0	129.0	129.0	..	..	..	..
Wholesale and retail trade	119.9	126.6	126.9	127.2	119.3	127.6	127.6	127.8	119.1	126.9	126.9	127.0	120.5	126.6	126.7	126.7	120.9	130.4	130.9	130.9	121.6	126.0	126.0	131.5
Wholesale trade	121.2	127.4	127.8	128.2	119.5	128.0	128.1	128.2	119.6	126.7	128.7	128.7	122.0	129.3	129.3	129.3	120.4	130.0	130.0	130.0	120.9	125.8	125.8	131.2
Retail trade	118.9	125.9	126.0	126.3	119.1	127.4	127.4	127.5	118.9	126.3	126.3	126.4	120.0	125.6	125.7	125.7	121.1	130.6	131.2	131.2	121.8	126.0	126.0	131.6
Transport and storage	118.2	121.4	121.4	121.7	121.0	125.9	125.9	126.4	119.6	123.6	123.6	123.6	121.6	125.6	125.6	127.0	121.6	128.7	128.7	128.7	123.3	126.9	126.9	129.3
Communication	121.3	126.6	126.6	126.6	117.8	121.2	121.2	121.2	121.9	128.2	128.2	128.2	121.0	125.2	125.2	122.1	125.6	125.6	125.6	123.2	128.7	128.7	128.7	
Finance, property and business services	119.0	124.0	125.6	125.6	117.7	122.1	123.6	123.6	118.6	124.9	126.4	126.5	119.9	125.0	126.3	126.4	117.4	121.3	122.9	124.0	117.4	120.6	124.4	125.6
Public administration and defence(b)	118.4	120.6	120.6	122.8	120.0	122.4	122.4	126.0	120.7	124.0	124.0	125.7	119.6	122.4	122.4	125.8	121.8	124.8	124.8	127.8	121.0	124.2	124.2	128.4
Community services	121.3	125.0	125.0	125.2	122.2	126.0	126.0	126.2	120.0	124.8	124.8	124.8	121.9	125.4	125.4	126.0	122.1	126.1	126.4	126.5	121.4	124.6	124.6	129.1
Recreation, personal and other services	119.4	125.4	125.5	125.9	118.9	125.0	125.5	126.2	116.7	124.2	124.3	124.3	122.8	130.2	130.2	130.2	116.9	123.8	123.8	125.2	121.9	125.9	125.9	131.2
All industries(c)	120.2	124.9	125.3	125.6	120.8	125.8	126.6	127.0	119.5	125.3	125.7	125.9	121.0	126.2	126.5	126.9	120.4	125.6	126.2	126.7	121.3	124.9	125.6	129.4

Note: Statistics for a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes. (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 13. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: OCCUPATION, STATE

BASE : JUNE 1985 = 100.0

Occupation	NSW			Vic.			Qld			SA			WA			Tas.		
	1988			1989			1988			1988			1989			1988		
	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.	Nov.	Sep.	Oct.
MALES																		
Managers and administrators	116.7	120.0	120.7	120.8	117.3	121.1	122.0	122.2	118.0	121.3	121.5	121.7	118.0	121.3	121.7	121.9	117.4	121.1
Professionals	117.0	120.1	120.3	120.5	117.6	120.0	120.2	120.7	118.6	120.9	121.0	121.1	117.2	119.8	119.9	120.1	116.0	119.1
Building professionals etc	115.8	118.2	118.2	118.6	117.0	119.2	119.4	120.6	118.0	120.3	120.3	120.4	117.3	120.1	120.3	116.1	118.2	118.3
Health practitioners etc	115.3	121.0	121.0	121.0	118.7	120.8	120.8	120.9	123.1	124.4	124.4	124.4	116.8	118.7	118.7	113.1	114.3	114.3
Teachers and instructors	118.1	121.1	121.1	121.1	118.0	120.4	120.4	120.4	117.3	119.4	119.4	119.4	118.1	120.7	120.7	115.7	121.5	121.5
Business professionals	117.2	120.8	121.6	121.7	117.2	119.7	121.0	121.5	118.2	121.4	122.0	122.1	115.2	118.3	119.2	119.5	116.2	118.5
Other professionals	117.3	119.2	119.3	120.1	117.3	119.7	119.9	120.9	117.7	120.6	120.7	121.0	117.0	119.4	119.5	120.1	117.3	120.2
Para-professionals	117.1	120.1	120.1	120.4	118.7	121.4	121.6	122.2	118.9	122.6	122.6	123.0	120.0	123.6	124.0	124.7	118.8	121.8
Engineering etc	116.3	119.7	119.8	120.2	118.1	121.1	121.4	122.3	118.0	121.6	121.7	121.8	118.2	122.7	123.6	123.8	117.9	121.4
Police	116.2	118.6	118.6	118.6	119.8	122.0	122.0	122.0	118.0	120.5	120.5	120.5	126.7	129.5	129.5	129.5	119.9	122.0
Other para-professionals	118.0	121.0	121.0	121.3	118.6	121.3	121.7	122.3	119.4	123.5	123.5	124.1	118.7	121.9	122.1	123.6	118.8	121.9
Tradespersons	117.8	122.7	122.9	123.3	119.3	124.6	126.1	126.5	119.2	124.9	125.1	125.2	119.9	125.8	127.0	127.1	118.9	122.9
Metal	118.1	123.9	124.0	124.4	119.3	126.0	127.1	127.4	119.5	126.6	126.7	126.7	119.8	126.9	127.9	128.0	118.8	122.2
Electrical and electronic	117.7	122.0	122.0	122.6	117.7	121.5	122.6	123.3	118.8	123.0	123.3	123.3	119.0	123.5	125.4	125.5	118.5	122.3
Building	116.7	120.6	121.1	121.8	119.2	124.2	125.9	126.3	119.3	123.3	125.3	125.4	119.7	125.7	127.0	127.0	120.0	125.3
Vehicle	118.5	125.7	125.8	126.1	120.0	127.5	128.6	129.0	119.2	124.7	124.8	124.8	119.8	126.9	127.5	127.5	119.4	123.8
Other	117.9	121.5	122.1	122.2	120.7	124.7	126.8	127.4	118.6	124.0	124.9	125.0	121.5	125.8	126.8	126.9	118.8	122.8
Clerks	118.6	122.1	122.5	123.1	118.6	122.4	123.3	124.1	119.1	122.6	123.1	123.5	118.7	122.8	123.3	124.2	118.5	121.7
Salespersons and personal service workers	117.8	123.0	123.2	123.3	118.8	125.7	126.6	126.8	119.0	124.3	124.5	124.5	118.7	125.5	125.6	125.7	120.3	128.1
Plant and machine operators, and driven	116.8	121.4	121.8	121.9	119.9	124.5	126.4	127.0	119.1	123.8	124.1	124.1	120.5	125.4	126.7	126.8	118.8	123.3
Rail and road transport drivers	117.0	122.1	122.6	122.7	119.0	123.8	125.6	126.2	119.7	124.3	124.9	124.9	119.6	124.4	125.9	126.0	118.2	123.5
Machine operators	118.7	122.8	123.7	123.7	121.1	126.1	128.6	128.9	118.7	125.2	125.4	125.5	121.3	127.7	128.8	128.9	118.7	124.2
Other plant operation	115.9	120.2	120.4	120.5	119.6	123.8	125.1	125.9	118.8	123.1	123.2	123.2	121.2	125.4	126.6	126.6	118.9	122.8
Labourers and related workers	117.9	122.0	122.4	122.5	120.2	125.3	126.7	127.6	119.5	124.5	124.9	124.9	120.3	125.8	126.9	127.0	119.8	124.5
Trades assistants and factory hands	118.5	123.1	123.7	123.8	120.8	126.7	128.5	129.0	119.3	125.0	125.6	125.7	120.6	126.9	128.3	128.3	119.2	124.4
Construction and mining labourers	116.8	120.7	121.2	121.3	120.1	124.6	126.0	126.8	119.5	124.5	124.7	124.8	120.8	125.4	126.1	126.2	118.9	123.0
Other labourers	117.8	121.6	121.8	122.0	119.6	124.1	125.1	126.2	119.7	124.2	124.4	124.5	119.6	124.6	125.6	126.0	120.6	125.2
All occupations group	117.6	121.8	122.1	122.4	119.2	123.8	125.0	125.6	119.1	123.7	124.0	124.2	119.5	124.4	125.2	125.5	118.8	123.0

TABLE 13. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE —continued

BASE : JUNE 1985 = 100.0

Occupation	NSW				Vic.				Qld				SA				WA				Tas.			
	1988		1989		1988		1989		1988		1989		1988		1989		1988		1989		1988		1989	
	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.	Nov.	Sep.	Oct.	Nov.
FEMALES																								
Managers and administrators	119.1	123.4	123.8	124.1	119.6	124.9	125.4	125.6	120.7	126.6	127.0	127.1	120.2	124.2	124.4	124.6	120.4	126.4	126.7	127.1	120.2	123.1	123.4	127.6
Professionals	118.8	122.3	122.3	122.5	118.6	121.3	121.5	121.6	118.1	120.7	120.8	120.9	119.2	122.4	122.5	122.7	117.2	121.6	121.8	121.9	118.0	120.8	120.9	124.5
Teachers and instructors	118.9	122.1	122.1	122.1	118.8	121.6	121.6	121.6	117.4	119.6	119.6	119.6	119.2	122.4	122.4	122.4	116.3	122.2	122.2	122.2	117.9	120.4	120.4	124.0
Other professionals	118.5	122.7	123.0	123.5	118.1	120.8	121.2	121.7	119.8	123.8	124.1	124.3	119.1	122.6	122.9	123.9	118.1	121.2	121.4	121.7	118.8	123.9	124.6	127.9
Para-professionals	123.3	126.9	126.9	127.0	130.1	135.1	135.2	135.4	124.0	128.2	128.3	128.3	125.3	128.6	128.7	128.8	125.0	128.9	129.2	129.3	125.4	128.8	128.8	133.5
Registered nurses	126.3	130.0	130.0	130.0	136.8	143.2	143.2	143.2	125.7	130.3	130.3	130.3	127.4	130.5	130.5	130.5	128.1	132.0	132.4	132.4	128.8	132.1	132.1	137.2
Other para-professionals	117.8	121.2	121.4	121.6	119.9	122.8	123.0	123.6	119.6	122.9	123.2	123.2	121.5	125.2	125.5	126.0	117.6	121.8	121.9	122.0	118.4	121.7	121.7	125.7
Tradespersons	119.5	126.2	126.6	126.6	119.8	124.8	126.1	126.5	117.3	124.4	124.6	124.6	120.4	127.2	128.5	128.5	128.5	129.9	125.2	127.1	121.0	124.9	127.5	128.7
Clerks	120.2	125.4	125.8	126.4	118.8	123.9	124.5	125.2	119.6	125.9	126.2	126.6	120.6	126.1	126.3	127.1	118.9	124.1	124.6	125.4	120.5	124.2	124.9	128.4
Stenographers	120.3	125.4	125.7	126.3	117.9	122.7	123.1	123.6	119.9	126.9	127.2	127.6	120.7	126.5	126.7	127.1	117.3	122.2	122.6	123.1	121.1	124.8	125.1	129.5
Receptionists	120.6	126.0	126.3	126.7	119.2	124.9	125.2	125.8	120.6	128.6	128.7	129.0	121.3	126.9	127.1	127.7	119.8	125.2	125.5	126.4	120.9	125.4	125.5	129.4
Other clerks	120.1	125.2	125.7	126.3	119.0	124.2	124.8	125.6	119.4	125.0	125.4	125.8	120.4	125.7	126.1	127.0	119.1	124.2	124.9	125.7	120.3	123.7	124.7	127.9
Salespersons and personal service workers	120.9	125.7	125.8	125.9	121.5	128.3	128.5	128.7	119.2	125.8	125.9	125.9	121.8	127.3	127.4	127.5	122.1	128.6	128.9	129.3	122.3	126.3	126.7	131.6
Salespersons	118.1	123.9	124.1	124.2	118.7	126.0	126.3	126.5	117.8	125.0	125.2	125.2	120.1	126.5	126.6	126.7	119.6	127.5	127.7	128.2	121.4	125.4	126.1	130.9
Personal service workers	124.4	127.9	127.9	127.9	129.8	135.1	135.1	135.4	123.0	127.9	127.9	127.9	126.8	129.8	129.8	129.9	126.5	130.4	131.0	131.2	125.0	128.7	128.7	133.6
Plant and machine operators, and drivers	121.5	125.8	128.2	128.2	124.1	128.7	130.6	130.7	121.4	126.4	129.5	129.5	121.8	127.9	130.5	130.5	121.5	127.0	129.7	129.8	123.8	128.0	133.0	133.2
Machine operators	122.0	126.2	128.9	128.9	124.3	128.8	130.8	130.9	122.1	126.9	130.8	130.8	121.8	128.0	131.1	131.1	122.5	127.9	131.5	131.6	123.9	128.0	133.1	133.2
Other plant and machine operators etc	117.8	123.2	123.5	123.5	119.7	125.7	126.7	127.6	118.4	124.0	124.1	124.1	121.8	127.2	127.2	127.2	118.5	124.3	124.5	124.6	122.3	126.4	130.2	130.2
Labourers and related workers	118.9	123.4	123.7	123.8	120.6	126.6	128.2	128.4	118.4	124.3	124.9	124.9	120.8	127.7	128.0	128.1	120.4	125.8	126.5	126.7	122.2	126.2	127.2	131.0
Trades assistants and factory hands	119.0	124.9	125.5	125.6	121.8	128.8	130.9	131.1	118.6	124.7	126.7	126.7	119.8	129.1	129.5	129.5	119.4	126.0	127.4	127.4	121.8	126.0	130.1	130.6
Cleaners	117.3	119.8	119.9	120.0	118.8	123.1	123.8	124.4	118.8	124.3	124.3	124.3	121.1	125.3	125.6	126.1	119.5	123.3	123.6	124.1	123.0	127.0	127.3	132.1
Other labourers	119.2	122.7	122.9	122.9	119.4	124.1	125.2	125.4	118.1	124.2	124.5	124.5	121.7	127.3	127.3	127.5	121.0	126.4	127.2	127.3	121.9	125.8	126.3	130.7
All occupation groups	120.2	124.9	125.3	125.6	120.8	125.8	126.6	127.0	119.5	125.3	125.7	125.9	121.0	126.2	126.5	126.9	120.4	125.6	126.2	126.7	121.3	124.9	125.6	129.4

Note: Statistics for a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.

TABLE 14. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
1988									
November	117.6	119.2	119.1	119.5	118.8	119.6	118.0	117.8	118.6
December	117.8	119.3	119.2	119.6	119.2	119.6	118.0	117.8	118.7
1989									
January	118.2	119.5	119.5	119.9	119.2	119.6	118.0	117.8	119.0
February	118.3	119.6	119.6	120.0	119.5	119.8	118.0	117.9	119.1
March	120.5	122.1	122.3	122.6	121.5	122.7	120.4	118.9	121.5
April	120.7	122.4	122.7	122.8	122.2	122.8	120.7	120.4	121.8
May	120.9	122.5	122.9	122.9	122.5	122.8	120.7	120.4	122.0
June	120.9	122.6	122.9	123.1	122.6	122.8	120.8	120.4	122.0
July	121.1	122.8	123.1	123.4	122.7	122.9	120.8	120.4	122.2
August	121.2	122.9	123.1	123.4	122.8	123.1	120.8	120.4	122.3
September	121.8	123.8	123.7	124.4	123.0	123.3	120.9	120.7	122.9
October	122.1	125.0	124.0	125.2	123.6	124.0	121.0	121.0	123.6
November	122.4	125.6	124.2	125.5	123.9	126.0	121.4	123.2	124.0
Annual change (%)	4.0	5.3	4.2	5.0	4.3	5.4	2.9	4.6	4.6
FEMALES									
1988									
November	120.2	120.8	119.5	121.0	120.4	121.3	121.4	120.3	120.4
December	121.2	120.8	119.7	121.3	121.0	121.3	121.4	120.3	120.8
1989									
January	121.2	121.0	119.8	122.1	121.1	121.3	121.4	120.3	121.0
February	121.2	121.1	120.2	122.2	121.6	121.4	121.4	120.4	121.1
March	123.9	123.3	123.5	124.4	123.6	124.3	123.5	121.2	123.6
April	124.2	124.1	123.7	124.6	124.3	124.6	123.7	123.3	124.1
May	124.3	124.1	125.0	124.9	125.0	124.6	123.8	123.3	124.4
June	124.6	124.1	125.0	124.9	125.0	124.6	123.9	123.3	124.5
July	124.6	124.4	125.0	125.8	125.0	124.6	123.9	123.3	124.7
August	124.6	124.5	125.0	125.8	125.5	124.8	123.9	123.4	124.7
September	124.9	125.8	125.3	126.2	125.6	124.9	123.9	123.4	125.3
October	125.3	126.6	125.7	126.5	126.2	125.6	124.0	124.3	125.9
November	125.6	127.0	125.9	126.9	126.7	129.4	124.3	126.4	126.3
Annual change (%)	4.5	5.2	5.3	4.9	5.2	6.7	2.4	5.0	4.9
PERSONS									
1988									
November	118.4	119.7	119.3	119.9	119.3	120.0	119.3	118.7	119.2
December	118.8	119.8	119.4	120.1	119.7	120.0	119.3	118.7	119.4
1989									
January	119.2	120.0	119.6	120.5	119.8	120.1	119.3	118.7	119.6
February	119.2	120.1	119.8	120.6	120.1	120.2	119.3	118.8	119.7
March	121.5	122.5	122.7	123.1	122.1	123.1	121.5	119.7	122.1
April	121.8	123.0	123.0	123.3	122.8	123.3	121.8	121.4	122.5
May	121.9	123.1	123.5	123.5	123.2	123.3	121.9	121.4	122.7
June	122.1	123.1	123.5	123.6	123.3	123.3	122.0	121.4	122.8
July	122.2	123.3	123.6	124.1	123.3	123.4	122.0	121.4	123.0
August	122.3	123.4	123.7	124.1	123.6	123.5	122.0	121.5	123.1
September	122.7	124.5	124.2	124.9	123.8	123.7	122.1	121.7	123.7
October	123.1	125.5	124.5	125.6	124.4	124.4	122.1	122.2	124.3
November	123.4	126.0	124.7	125.9	124.7	126.9	122.5	124.3	124.7
Annual change (%)	4.2	5.3	4.5	5.0	4.5	5.7	2.7	4.8	4.7

EXPLANATORY NOTES

Introduction

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 Producer and Foreign Trade price indexes. 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, 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 base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4. 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; and
- factors for linking the current and previous series.

5. 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

6. 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 wage fixing 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.

7. 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

8. 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

9. 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, the award under which they are covered and their award classification.

10. 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.

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

Compilation

12. 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

13. 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 indexes is shown in Appendix A of the December 1987 issue of this publication.

14. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. 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 indexes to account for the total employment coverage of all minor awards.

Limitations of weighting

15. The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are 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 indexes 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 weighting structure must be used.

16. Another example of the problems that can occur with fixed weight indexes concerns second-tier variations (March 1987 National Wage Case decision). 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 indexes a partial increase to the award cannot be included in the indexes. In such cases the indexes are varied if the increase applies to the majority of the employees covered by the award.

Revision of the indexes

17. 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 included in this publication. Revised figures for each industry and occupation group in each State are available on request.

Definitions

18. 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); and
- (ii) supplementary payments when they are specified within the award.

Exclude

- (i) 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; and
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

19. 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.

20. 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.

21. 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.

22. 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 of this publication.

Reliability of indexes

23. 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.

24. 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, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

Comparability of results

25. 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 fixed-weight indexes constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee 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

26. 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

27. 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

28. 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).

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

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.

Unpublished statistics

31. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Janet Gunn on (062) 52 6581, or to Information Services in the nearest ABS office.

Symbols and other usages

... not applicable

32. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 1, 4, 5, 6, 9 and 14 and the value which would be produced by calculating the percentage change from the published statistics.

Forthcoming issues

33. The following table shows the dates on which the *Award Rates of Pay Indexes, Australia* (6312.0) publication is expected to be released.

Issue		Expected Release Date
1989	December	9 February 1990
1990	January	9 March 1990
	February	13 April 1990
	March	11 May 1990

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