

EARNINGS AND HOURS OF EMPLOYEES, AUSTRALIA, OCTOBER 1979 (PRELIMINARY)

INQUIRIES

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MAIN FEATURES

Estimated average weekly earnings of all adult employees (including part-time workers) in the pay-period which included 15 October 1979 were \$251.10 for males and \$171.60 for females.

Estimated average weekly earnings and hours for full-time non-managerial employees were as follows (changes since October 1978 being shown in brackets):

- Adult males \$243.10 (+\$21.00 or 9 per cent) for 41.0 hours (+0.4)
- Junior males \$127.10 (+\$8.30 or 7 per cent) for 40.1 hours (+0.3)
- Adult females \$196.60 (+\$16.80 or 9 per cent) for 38.6 hours (+0.4)
- Junior females \$123.40 (+\$8.70 or 8 per cent) for 38.8 hours (+0.3)

Average overtime earnings for full-time non-managerial adult males were \$23.30 and average overtime hours were 2.7. Average ordinary time earnings and hours were \$219.80 and 38.3.

EXPLANATORY NOTES

Introduction

This publication contains preliminary results of a sample survey of employers conducted in respect of the pay-period which included 15 October 1979. Some comparative figures are also shown for October 1978. When investigation of the sampling variability of the estimates has been completed further information will be published in *Earnings and Hours of Employees, Australia, October 1979* (6304.0).

2. Average weekly earnings figures for males in this publication are not directly comparable with estimates of average weekly earnings per employed male unit published in the quarterly statement (6302.0), since they relate to only one pay-period in October, not to the average for a quarter, and their scope is less extensive. (See paragraph 4.)

3. Estimates of earnings and hours in this publication may not be strictly comparable with those from earlier surveys. The private sector sample is selected from payroll taxpayers, and increases in payroll tax exemption levels, particularly since 1976, have resulted in the exclusion of more of the smaller businesses, whose employees generally have slightly lower average earnings.

Scope of survey

4. All wage and salary earners were represented except —

- members of the permanent defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis, persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying in wages and salaries more than \$125,000 a year in Queensland, more than \$66,000 a year in New South Wales, Victoria and the Territories, and more than \$60,000 a year in South Australia, Western Australia and Tasmania. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

5. The survey covered stratified random samples of government departments and authorities, non-government hospitals (not subject to payroll tax) and other private employers subject to payroll tax.

Industry classification

6. The industry classification used for the survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969*, Vol. 1.

Definitions

7. *Adult employees* comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

8. *Full-time employees* are employees who *ordinarily* work 30 hours or more a week, and *part-time employees* are those who *ordinarily* work less than 30 hours a week.

9. *Non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

10. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

11. *Weekly hours paid for* refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

12. The estimates obtained from this survey may differ from figures that would have been produced had information been obtained from all employers. One measure of the likely difference is given by the standard error of the estimates. There are about two chances in three that a sample estimate will differ by less than one

standard error from the results which would be obtained from a comparable complete collection, and about nineteen chances in twenty that the difference will be less than two standard errors.

13. The standard errors of the published estimates of average weekly ordinary time earnings and average weekly total earnings are generally less than 3 per cent. The standard errors of the published estimates of average weekly overtime earnings and hours, and of average weekly earnings of part-time employees are generally less than 10 per cent.

14. The imprecision due to sampling variability which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as the non-sampling error, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce the non-sampling error by careful design of questionnaires and detailed checking of completed returns.

Related publications

15. Users may also wish to refer to the following earnings publications which are available on request: *Earnings and Hours of Employees, Distribution and Composition* (6306.0) - results of a sample survey conducted each May; *Average Weekly Earnings* (6302.0), quarterly; *Weekly Earnings of Employees (Distribution)* (6310.0) - results of a household sample survey conducted each August; *Wage Rates* (6312.0), monthly.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

R. J. CAMERON
Australian Statistician

TABLE 1. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

	October 1979									October 1978	
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	1978	Percentage increase (b)
	- \$ -										
Males	242.60	243.50	231.90	228.60	236.60	234.00	284.40	287.20	240.40	222.50	8.0
Adults	252.30	254.60	243.00	239.00	249.10	245.20	291.90	296.20	251.10	232.10	8.2
Juniors	114.10	109.20	112.10	118.90	112.50	121.10	113.90	115.90	113.10	108.20	4.5
<i>Full-time employees</i>	260.60	251.10	239.50	235.80	247.50	243.50	289.70	304.90	252.20	230.40	9.5
Adults	270.10	260.00	249.20	244.60	258.40	254.80	294.60	312.00	261.70	239.10	9.5
Juniors	127.40	125.30	124.30	132.60	126.50	128.20	142.50	140.80	127.10	118.80	7.0
Females	162.50	163.40	158.80	152.80	157.30	151.60	170.10	178.90	161.10	149.50	7.8
Adults	172.00	173.10	171.40	163.60	169.30	159.90	184.20	183.70	171.60	158.30	8.4
Juniors	108.80	101.10	101.80	100.40	100.90	111.00	95.60	100.80	104.00	98.90	5.2
<i>Full-time employees</i>	187.60	188.30	183.00	181.70	193.70	186.70	194.80	217.00	187.90	172.20	9.1
Adults	199.00	198.60	196.60	194.10	212.80	205.60	206.40	224.30	200.90	183.10	9.7
Juniors	127.20	123.10	122.00	119.00	118.70	120.20	126.40	129.50	123.40	114.70	7.6
Persons	216.10	214.10	207.80	200.60	207.30	208.40	256.40	245.50	212.80	196.90	8.1
Adults	227.40	225.80	221.10	212.80	221.30	220.40	268.00	254.10	224.90	207.60	8.3
Juniors	111.40	105.10	106.80	109.00	106.40	116.50	103.80	107.80	108.40	103.50	4.7
<i>Full-time employees</i>	238.90	231.40	223.30	219.40	231.10	229.90	270.20	273.90	232.80	212.90	9.3
Adults	250.50	241.70	235.40	231.20	245.90	244.40	278.20	281.90	244.50	223.40	9.4
Juniors	127.30	124.20	123.20	125.70	122.50	124.70	133.80	135.00	125.30	116.80	7.3

(a) Total private and government employees including managerial, executive, etc., staff. See paragraph 9. above. (b) Percentage increase October 1979 over October 1978.

TABLE 2. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

	Adult Males									
	Oct. 1978	Oct. 1979			Junior Males		Adult Females		Junior Females	
	Total	Overtime (a)	Ordinary time	Total	Oct. 1978	Oct. 1979	Oct. 1978	Oct. 1979	Oct. 1978	Oct. 1979
AVERAGE WEEKLY EARNINGS (\$)										
New South Wales	225.90	27.10	225.00	252.10	120.00	127.40	178.70	195.00	117.50	127.20
Victoria	220.20	22.00	218.80	238.80	118.40	125.30	181.50	195.10	117.30	123.10
Queensland	218.80	20.30	215.20	235.50	119.50	124.30	176.80	194.00	107.70	122.00
South Australia	209.50	17.30	211.30	228.70	115.50	132.60	178.70	191.00	116.30	119.00
Western Australia	223.30	24.80	217.20	242.00	116.20	126.50	174.20	210.30	109.00	118.70
Tasmania	214.50	13.60	223.60	237.30	117.60	128.20	184.10	201.20	110.20	120.20
Northern Territory	253.70	57.30	225.90	283.20	141.80	142.50	199.40	200.60	124.00	126.40
Australian Capital Territory	252.90	12.40	249.50	261.90	128.50	140.80	201.00	221.10	124.70	129.50
Australia	222.10	23.30	219.80	243.10	118.80	127.10	179.80	196.60	114.70	123.40
AVERAGE WEEKLY HOURS PAID FOR										
New South Wales	40.8	3.1	38.1	41.2	39.6	40.2	38.1	38.7	38.5	38.6
Victoria	40.7	2.6	38.5	41.1	39.9	40.0	38.6	38.8	38.5	38.8
Queensland	40.3	2.3	38.0	40.3	39.8	40.0	37.9	38.2	38.7	38.9
South Australia	40.4	2.1	38.7	40.8	39.9	39.4	38.4	38.6	38.2	39.2
Western Australia	40.9	2.9	38.3	41.2	39.8	40.4	38.5	38.8	38.9	39.1
Tasmania	40.0	1.5	38.7	40.3	39.9	39.8	37.8	38.0	39.1	39.3
Northern Territory	40.6	6.1	37.9	44.0	40.3	41.0	37.2	38.9	37.4	39.1
Australian Capital Territory	39.5	1.3	37.7	39.0	40.1	40.1	37.5	37.3	38.1	38.4
Australia	40.6	2.7	38.3	41.0	39.8	40.1	38.2	38.6	38.5	38.8
AVERAGE HOURLY EARNINGS (\$)										
New South Wales	5.54	8.78	5.91	6.12	3.03	3.17	4.69	5.03	3.05	3.29
Victoria	5.41	8.37	5.63	5.81	2.97	3.13	4.70	5.03	3.05	3.17
Queensland	5.43	8.68	5.67	5.85	3.00	3.11	4.66	5.08	2.78	3.14
South Australia	5.19	8.09	5.47	5.60	2.89	3.37	4.65	4.95	3.04	3.04
Western Australia	5.46	8.58	5.67	5.88	2.92	3.13	4.52	5.42	2.80	3.04
Tasmania	5.36	8.87	5.77	5.89	2.95	3.22	4.87	5.29	2.82	3.06
Northern Territory	6.25	9.44	5.96	6.44	3.52	3.48	5.36	5.15	3.32	3.23
Australian Capital Territory	6.40	9.71	6.62	6.72	3.20	3.52	5.36	5.93	3.27	3.37
Australia	5.47	8.61	5.74	5.93	2.98	3.17	4.71	5.09	2.98	3.18

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 3. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

	Adult Males		Junior Males		Adult Females		Junior Females	
	October 1978	October 1979	October 1978	October 1979	October 1978	October 1979	October 1978	October 1979
	AVERAGE WEEKLY EARNINGS (\$)							
Overtime (a)	19.50	23.30	5.30	7.20	4.10	5.00	1.80	2.30
Ordinary time (a)	202.50	219.80	113.50	119.90	175.70	191.50	113.00	121.20
Total	222.10	243.10	118.80	127.10	179.80	196.60	114.70	123.40
AVERAGE WEEKLY HOURS PAID FOR								
Overtime (a)	2.5	2.7	1.1	1.4	0.6	0.7	0.4	0.5
Ordinary time (a)	38.2	38.3	38.7	38.6	37.6	37.9	38.1	38.4
Total	40.6	41.0	39.8	40.1	38.2	38.6	38.5	38.8

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 4. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1979

Manufacturing											
Metal products, machinery and equipment											
Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical, petroleum and coal products	Basic metal products	Fabricated metal products; other machinery, etc.	Transport equipment	Total	Other	Total manufacturing		
AVERAGE WEEKLY EARNINGS (\$)											
Adult males	233.70	215.00	251.00	275.00	264.00	230.30	226.00	236.20	236.80	238.20	
Junior males	127.90	116.10	130.50	162.30	138.70	122.50	125.20	125.80	114.70	124.60	
Adult females	186.30	161.00	175.20	189.40	199.20	173.40	178.60	177.10	165.70	172.70	
Junior females	122.20	105.90	108.30	140.40	128.90	114.60	124.70	117.80	106.00	112.00	
AVERAGE WEEKLY HOURS PAID FOR											
Adult males	41.5	42.0	41.8	40.9	43.4	42.6	41.2	42.4	43.0	42.2	
Junior males	38.3	40.5	41.0	39.6	40.8	40.4	40.2	40.4	40.6	40.1	
Adult females	39.5	39.5	39.6	38.7	39.5	39.9	39.2	39.7	39.3	39.5	
Junior females	39.2	38.6	39.3	38.4	39.2	39.1	39.0	39.1	39.0	38.9	
Non-manufacturing											
Mining	Electricity, gas and water	Construction	Wholesale trade	Retail trade	Transport and Storage; communication	Finance, business services	Public administration, etc.	Other	Total non-manufacturing	Total all industries	
AVERAGE WEEKLY EARNINGS (\$)											
Adult males	336.00	260.90	235.40	225.80	197.70	254.20	236.80	255.90	215.60	245.60	243.10
Junior males	202.70	145.20	140.00	123.20	115.20	125.40	131.50	137.10	121.30	128.70	127.10
Adult females	222.10	206.70	176.40	191.40	169.10	222.70	190.10	220.80	175.50	204.40	196.60
Junior females	147.40	137.60	128.40	120.40	112.90	125.00	125.00	138.90	116.50	125.30	123.40
AVERAGE WEEKLY HOURS PAID FOR											
Adult males	41.5	40.3	41.1	40.8	40.6	41.3	38.9	39.0	41.1	40.4	41.0
Junior males	41.9	39.8	40.4	40.6	40.8	39.7	38.7	38.5	40.8	40.0	40.1
Adult females	38.5	37.4	38.4	38.9	39.6	38.8	37.7	38.0	38.6	38.3	38.6
Junior females	39.3	37.1	38.9	39.9	39.7	38.7	38.0	38.4	38.7	38.8	38.8

TABLE 5. AVERAGE WEEKLY EARNINGS : MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1979 (\$)

	TOTAL ALL INDUSTRIES							Females Aust. (b)
	Males							
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust. (b)	
October 1978	335.30	336.80	326.60	308.70	320.80	319.10	332.70	260.80
October 1979	367.60	368.60	339.30	347.60	344.70	353.90	362.80	287.60

(a) Private and government managerial, executive, professional and higher supervisory staff. See paragraph 9, page 2. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.

TABLE 6. AVERAGE WEEKLY EARNINGS : PART-TIME EMPLOYEES (a), OCTOBER 1979

	Adult males	Junior males	Adult females	Junior females
October 1978	76.80	27.70	83.90	30.40
October 1979	79.40	30.00	89.30	29.40

(a) Part-time employees are those who normally work less than 30 hours a week - see paragraph 8.