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INQUIRIES

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AVERAGE WEEKLY EARNINGS, DECEMBER QUARTER 1976

MAIN FEATURES

- Average weekly earnings per employed male unit for the December quarter 1976 were \$193.50.
- Seasonally adjusted average weekly earnings were \$186.00. This was 0.9 per cent higher than for the previous quarter and 11.6 per cent higher than for the December quarter 1975.
- It is estimated that in the December quarter 1976 average weekly earnings, excluding overtime, of full-time adult male non-managerial wage and salary earners were \$177.50 (see Table 3).

Introduction

This publication presents estimates of average weekly earnings of civilian male wage and salary earners. Earnings figures for Australia are shown for each quarter from September quarter 1967 and for States for each quarter from September quarter 1975. Financial year averages are also shown for the period 1966-67 to 1975-76.

Definition of earnings

2. The earnings figures used in the calculation for the averages shown in Tables 1 and 2 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and of juniors as well as adults, are included.
3. Earnings figures used in calculating the averages shown in Table 3 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of part-time employees and managerial, executive, etc., staff.

Method of estimation

4. For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and Unemployment* (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

5. For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

Male units

6. Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from regular surveys of weekly earnings and hours and other sources. Ratios used for the current quarter are as follows: New South Wales 67 per cent, Victoria 67, Queensland 65, South Australia 66, Western Australia 62, Tasmania 66, the Northern Territory 65, and the Australian Capital Territory 63. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used, but the weighted average of the State and Territory ratios is

approximately 66 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$170 would be overstated by about 70 cents.

Seasonally adjusted estimates

7. Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying number of pay-days in different quarters, (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series.) Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables.

8. The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the

effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators*, (Reference No. 1.10).

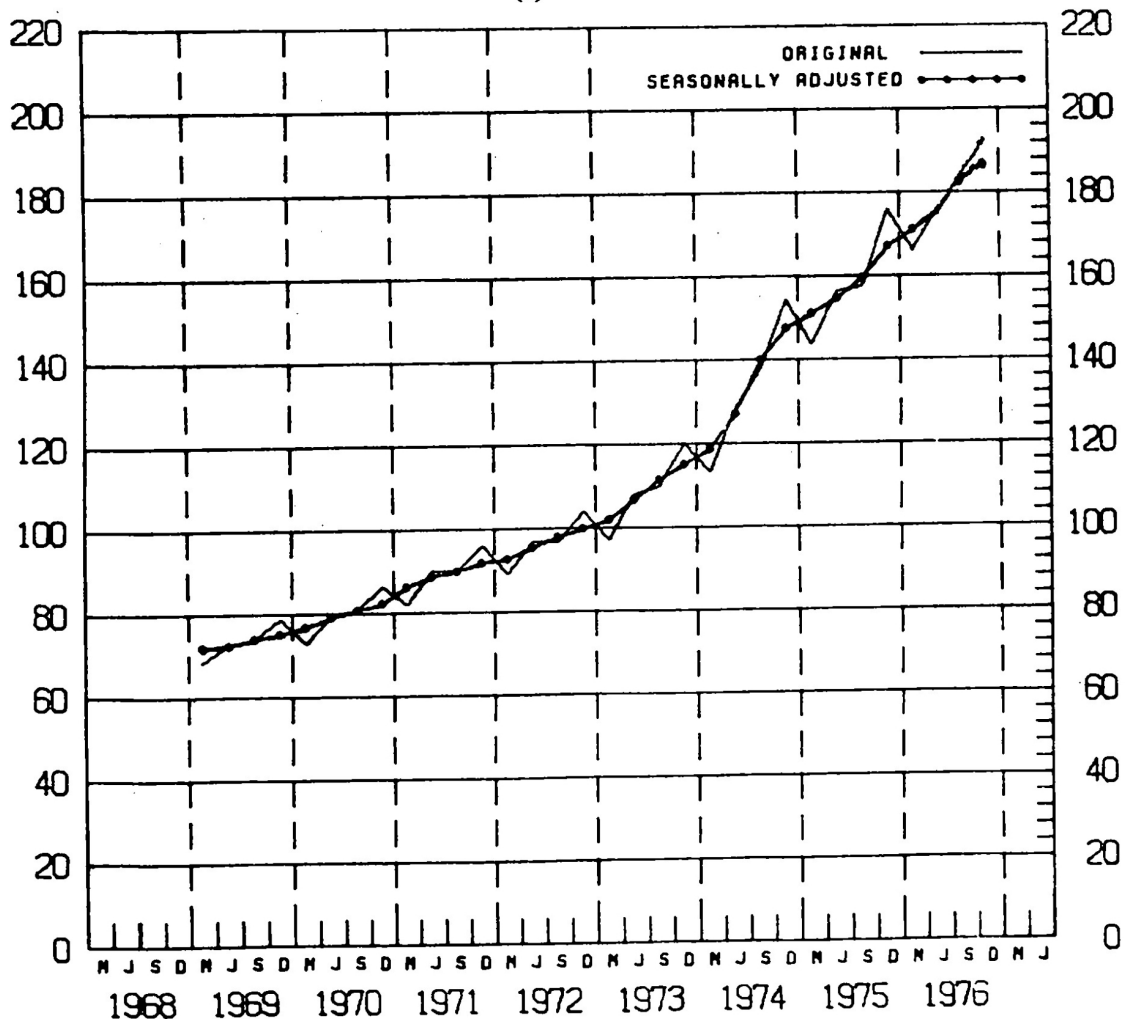
Revisions to the estimates

9. For a number of reasons estimates in these series are subject to revision. The seasonally adjusted estimates generally need to be revised following annual reanalysis of the series. The original estimates are revised whenever the employment series on which they are based is revised, for example, after the incorporation of new benchmarks following a population census. The surveys of earnings and hours, conducted in May and October, generally provide information about the ratio of female to male earnings, overtime earnings and hours and so on, which make it necessary to revise the average weekly earnings estimates. Other revisions are made from time to time as new or revised data become available.

ABS publications

10. All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8).

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) AUSTRALIA
(\$)



(a) For explanation see paragraph 6 on page 1.

TABLE 1. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : AUSTRALIA

Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %	Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %
1967 -					1972 -				
September	64.40	64.40	+1.7	+5.7	March	89.20	92.70	+1.0	+7.3
December	67.10	64.90	+0.8	+5.9	June	96.70	95.60	+3.1	+7.7
1968 -					September	96.80	98.10	+2.6	+8.8
March	63.20	65.80	+1.4	+5.8	December	104.10	100.10	+2.0	+9.0
June	67.30	66.90	+1.7	+5.7	1973 -				
September	67.80	67.90	+1.5	+5.4	March	97.20	101.80	+1.7	+9.8
December	72.50	69.80	+2.8	+7.6	June	107.80	106.60	+4.7	+11.5
1969 -					September	110.20	111.70	+4.8	+13.9
March	68.50	72.10	+3.3	+9.6	December	119.90	115.40	+3.3	+15.3
June	72.80	72.40	+0.6	+8.1	1974 -				
September	74.10	74.10	+2.3	+8.8	March	113.30	118.70	+2.9	+16.6
December	79.00	75.30	+1.6	+7.9	June	128.50	127.10	+7.1	+19.2
1970 -					September	137.90	140.10	+10.2	+25.4
March	72.70	77.00	+2.3	+6.9	December	154.20	147.60	+5.4	+27.9
June	79.40	79.00	+2.6	+9.1	1975 -				
September	80.90	80.60	+2.0	+8.8	March	143.60	151.10	+2.4	+27.3
December	86.30	82.50	+2.4	+9.6	June	157.00	155.40	+2.8	+22.3
1971 -					September	157.70	159.50	+2.6	+13.8
March	82.00	86.40	+4.7	+12.2	December	175.10	166.70	+4.5	+12.9
June	89.80	88.80	+2.8	+12.4	1976 -				
September	90.00	90.20	+1.6	+11.9	March	165.00	170.50	+2.3	+12.8
December	96.00	91.80	+1.8	+11.3	June	179.30	178.10	+4.5	+14.6
					September	184.30	r184.30	+3.5	+15.5
					December	193.50	186.00	+0.9	+11.6

(a) See paragraph 6 on page 1. (b) See paragraphs 7 and 8 on page 2. (c) Percentage change over previous quarter in the seasonally adjusted series. (d) Percentage change over same quarter of previous year in the seasonally adjusted series. r - revised.

TABLE 2. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : STATES AND TERRITORIES (\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Australia
1966-67	63.30	64.10	57.30	57.30	59.40	58.50	..	..	61.90
1967-68	66.70	67.80	60.30	60.60	64.10	62.00	..	..	65.50
1968-69	72.30	72.40	64.50	64.80	69.00	65.70	..	..	70.40
1969-70	78.50	78.40	69.40	70.30	75.70	70.90	..	..	76.30
1970-71	87.30	86.40	78.00	77.20	84.90	78.50	..	..	84.80
1971-72	95.90	93.60	87.00	85.30	93.70	86.80	..	..	93.00
1972-73	104.30	102.50	97.00	93.00	99.00	94.40	..	..	101.50
1973-74	121.00	118.40	112.60	110.60	115.50	110.20	..	..	118.00
1974-75	151.90	148.30	141.80	139.80	146.00	138.90	r169.80	r185.90	148.20
1975-76	172.10	170.70	162.90	158.40	168.60	157.60	193.20	210.40	169.30
Original Series									
1975 -									
Sept. qtr	160.20	158.70	150.50	148.30	159.00	149.90	191.00	202.70	157.70
Dec. qtr	177.40	177.90	169.40	163.30	171.40	164.80	194.30	r211.30	175.10
1976 -									
Mar. qtr	167.90	165.70	157.70	154.80	165.00	151.00	189.80	207.20	165.00
June qtr	183.00	180.30	174.10	167.00	179.10	164.80	197.70	224.30	179.30
Sept. qtr	186.70	182.70	181.10	174.40	184.30	174.60	201.90	230.80	184.30
Dec. qtr	195.30	195.40	187.20	182.20	192.90	185.90	218.80	245.40	193.50
Seasonally Adjusted Series (c)									
1975 -									
Sept. qtr	162.90	159.80	152.30	148.40	159.90	151.80	187.70	201.50	159.50
Dec. qtr	168.50	168.20	160.30	157.00	166.60	153.70	188.10	r212.20	166.70
1976 -									
Mar. qtr	172.80	172.20	165.00	159.00	169.70	158.40	190.70	215.20	170.50
June qtr	182.00	180.30	171.90	166.60	176.90	163.60	196.20	222.00	178.10
Sept. qtr r	186.20	182.10	181.20	173.40	182.00	175.00	204.60	232.40	184.30
Dec. qtr	188.60	186.40	p179.20	176.10	189.00	176.50	p207.20	p240.90	186.00

(a) See paragraph 6 on page 1. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to 1974-75 are not available. (c) See paragraphs 7 and 8 on page 2. r - revised p - provisional.

TABLE 3. AVERAGE WEEKLY ORDINARY TIME EARNINGS, FULL-TIME
ADULT MALE NON-MANAGERIAL EMPLOYEES, AUSTRALIA (a)

<i>Quarter</i>	<i>Original</i> \$	<i>Seasonally</i> <i>adjusted (b)</i> \$	<i>Annual</i> <i>change (c)</i> %
1973 -			
December	104.50	100.50	14.2
1974 -			
March	99.00	103.50	16.9
June	113.00	111.50	20.5
September	122.00	124.00	30.5
December	138.50	132.50	31.8
1975 -			
March	131.00	138.00	33.3
June	144.50	143.00	28.3
September	145.50	147.00	18.5
December	158.50	151.00	14.0
1976 -			
March	149.00	154.00	11.6
June r	164.50	163.50	14.3
September r	168.50	168.50	14.6
December p	177.50	170.50	12.9

(a) See paragraph 3 on page 1. Figures have been rounded to the nearest 50 cents. (b) See paragraphs 7 and 8 on page 2. (c) Percentage change over same quarter of previous year in the seasonally adjusted series. r - revised p - provisional.

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