Hot Off The Press

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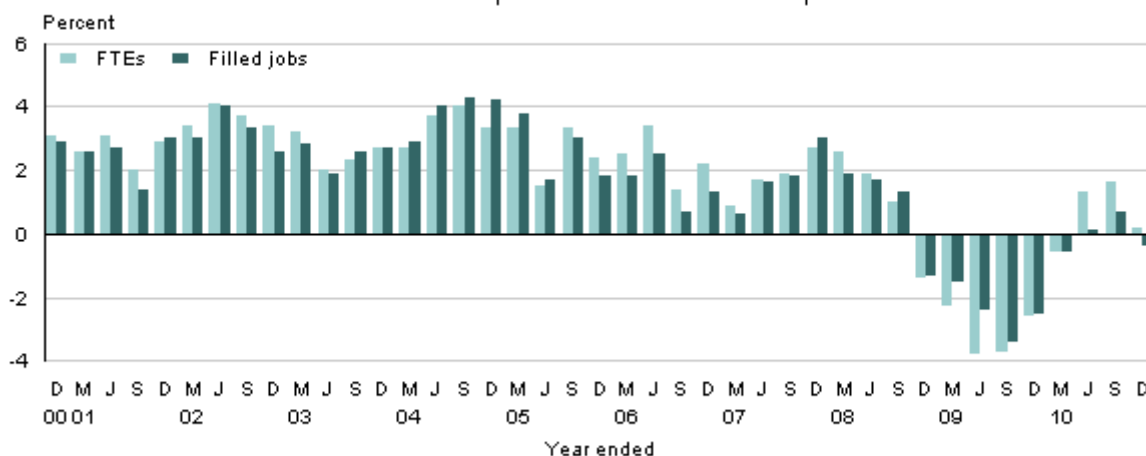
Quarterly Employment Survey: December 2010 quarter

Highlights

For the December 2010 year:

- Number of full-time equivalent employees (FTEs) increased 0.2 percent.
- Seasonally adjusted (SA) average total weekly paid hours (FTEs) increased 1.9 percent.
- Average total hourly earnings increased 1.9 percent.
- Private sector average total hourly earnings increased 1.8 percent.

Measure	December 2010 qtr	Percentage change from previous qtr	Percentage change from previous year
Full-time equivalent employees	1.31 million	0.0	0.2
SA average total weekly paid hours (FTEs)	38.35	0.9	1.9
Average total hourly earnings	$25.86	0.4	1.9
Average total hourly earnings (private sector)	$23.91	0.6	1.8

Annual percentage change in employment
December 2000 quarter to December 2010 quarter

Source: Statistics New Zealand

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Commentary

Overview

Quarterly Employment Survey (QES) results for the December 2010 quarter show that employment measures remained steady while average earnings have continued to increase. In the December 2010 year, the number of full-time equivalent employees (FTEs) increased 0.2 percent while average total hourly earnings increased 1.9 percent.

In the December 2010 quarter, seasonally adjusted total gross earnings increased 0.6 percent while seasonally adjusted total paid hours decreased 0.2 percent.

In the December 2010 quarter, seasonally adjusted average total weekly paid hours (FTEs) rose by 0.9 percent. This is the third consecutive increase in seasonally adjusted average total weekly paid hours (FTEs) and is the largest increase since the December 2004 quarter.

QES average earnings statistics reflect not only changes in pay rates, but also compositional and other changes across and within the paid workforce. In comparison, the labour cost index (LCI) measures changes in salary and wage rates for a fixed quantity and quality of labour input.

In the year to December 2010, salary and wage rates (including overtime), as measured by the LCI, increased 1.7 percent.

Employment

In the December 2010 year, the number of FTEs increased by 0.2 percent (to 1.31 million). Filled jobs decreased 0.4 percent in the December 2010 year, which is the first decrease in filled jobs since the March 2010 year.

For the same period, the number of full-time employees remained unchanged at 1.08 million while part-time employment increased 0.9 percent. This is the fifth consecutive increase in part-time employment on an annual basis.

Annual percentage change in full-time and part-time employees
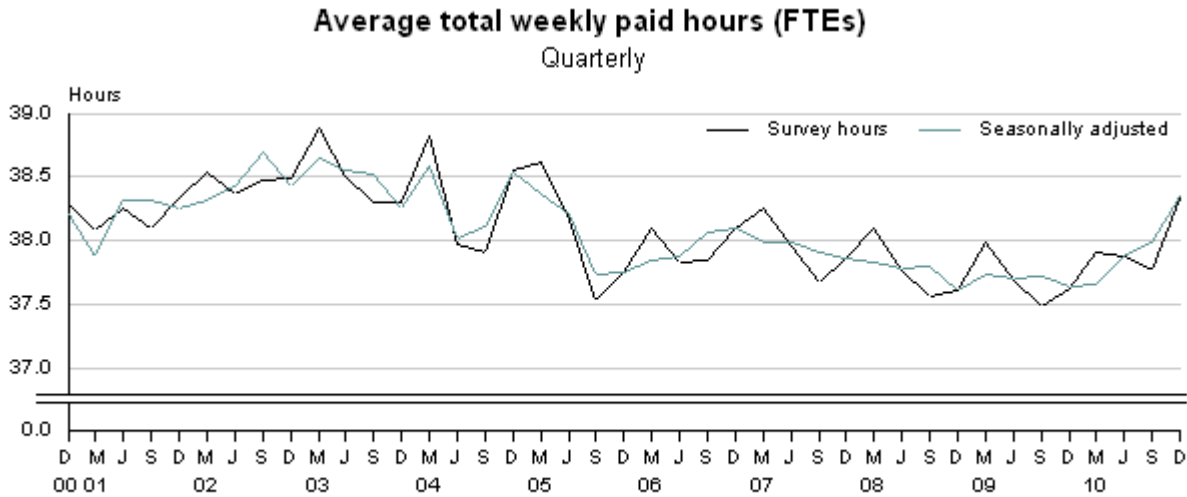December 2000 quarter to December 2010 quarter
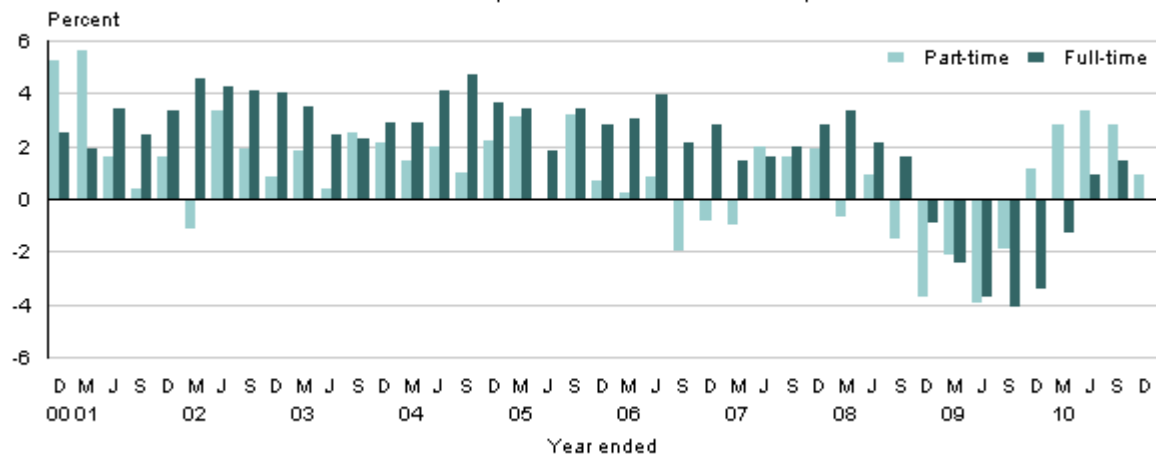
Source: Statistics New Zealand

Paid hours

In the December 2010 quarter, seasonally adjusted average total weekly paid hours (FTEs) increased by 0.9 percent (to 38.35 hours).

Actual average total weekly paid hours (FTEs) increased 1.9 percent for the December 2010 year, which is the largest increase since the series began. The main contributors to this increase were the health care and social assistance; and transport, postal, and warehousing industries.

Average total weekly paid hours (FTEs)
Quarterly

Source: Statistics New Zealand

In the December 2010 quarter, seasonally adjusted total paid hours decreased 0.2 percent.

Actual total paid hours increased by 2.0 percent for the December 2010 year. The health care and social assistance; and transport, postal, and warehousing industries drove this movement.

Total paid hours
Quarterly
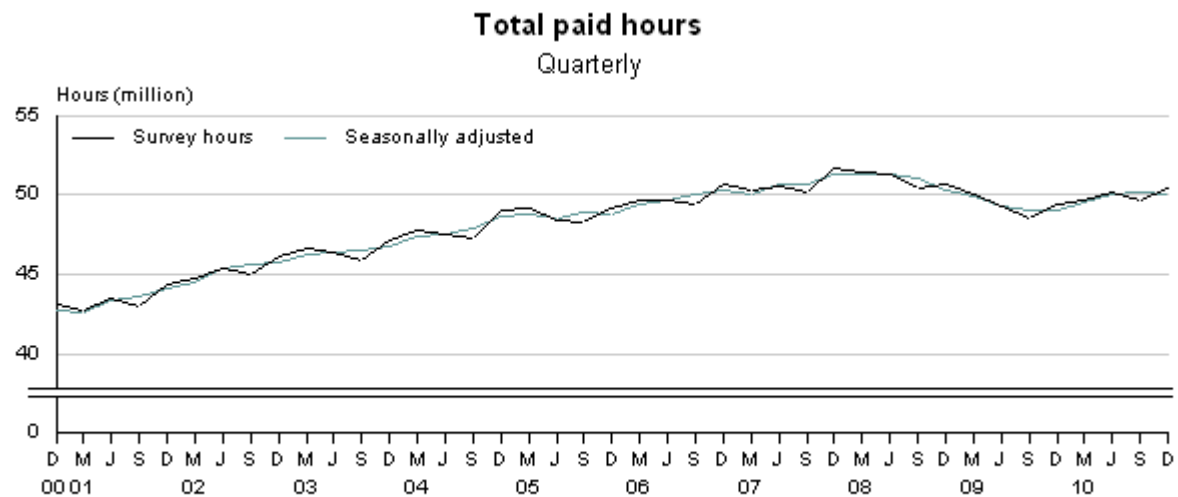
Source: Statistics New Zealand

Earnings

Seasonally adjusted total gross earnings increased 0.6 percent for the December 2010 quarter.

For the December 2010 year, actual total gross earnings increased 3.9 percent. This increase was mainly driven by the health care, and social assistance; and manufacturing industries.

For the same period, average total hourly earnings increased 1.9 percent. The main contributors to this increase were the health care and social assistance; and manufacturing industries.

Private sector average ordinary time hourly earnings increased 0.6 percent (to $23.87) for the December 2010 quarter. In the public sector, average ordinary time hourly earnings increased 0.3 percent, to reach $32.71.

Average ordinary time hourly earnings by sector
Percentage change from previous quarter
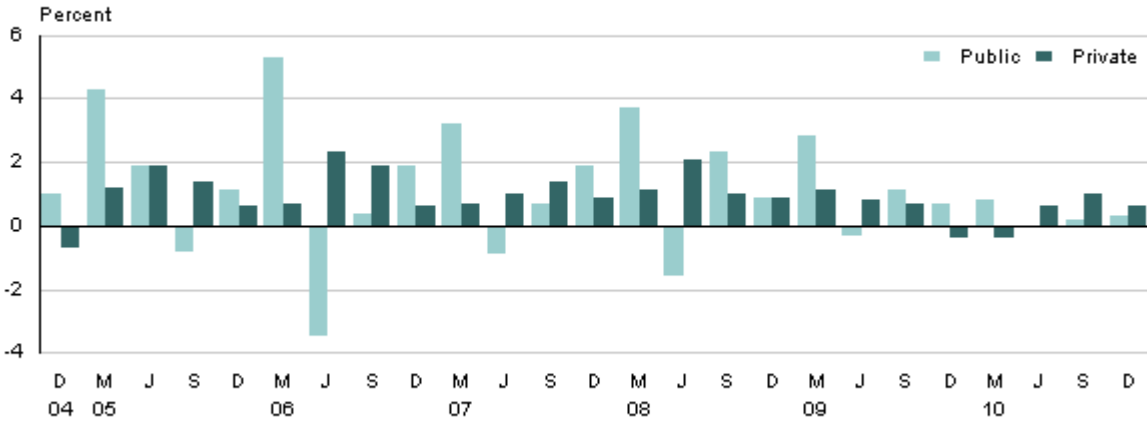
Source: Statistics New Zealand

Average total weekly earnings (FTEs) increased 1.9 percent (to $991.05) for the December 2010 quarter due to increased contributions from the manufacturing; and education and training industries.

Average total weekly earnings (FTEs)
Percentage change from previous quarter
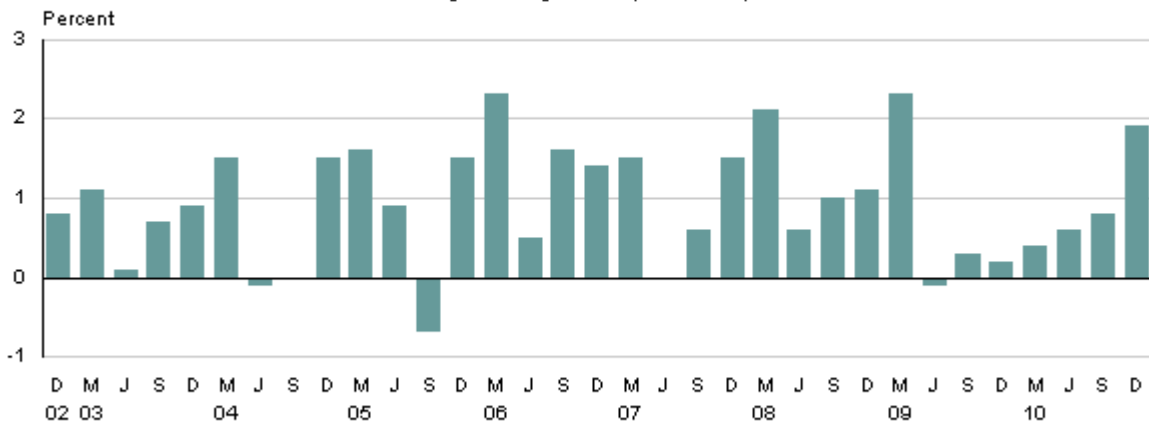
Source: Statistics New Zealand

In the December 2010 quarter, average ordinary time hourly earnings for females increased 0.5 percent (to $24.04). For the same period, average ordinary time hourly earnings for males increased 0.5 percent (to $27.40).

Average ordinary time hourly earnings
By sex
Quarterly
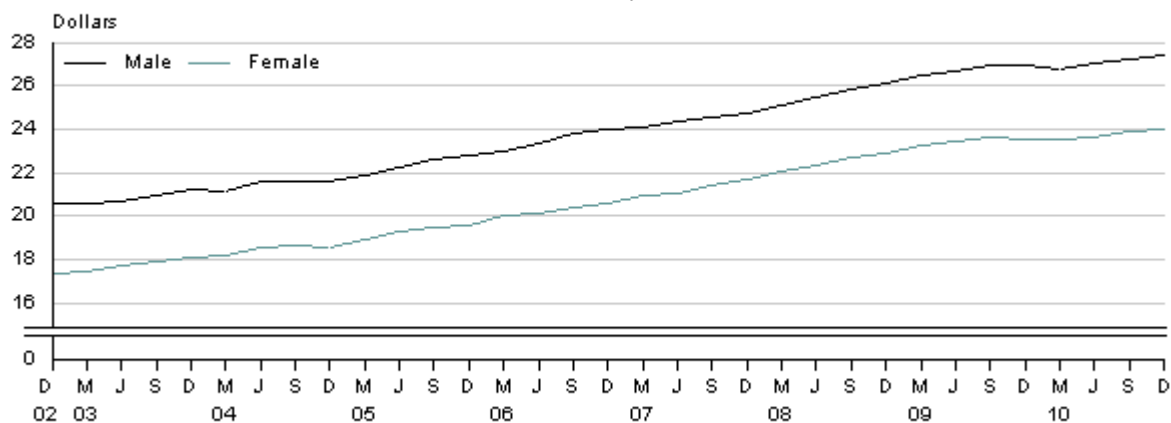
Source: Statistics New Zealand

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Next release ...

Quarterly Employment Survey: March 2011 quarter will be released on 3 May 2011.

Technical notes

What the survey measures

The Quarterly Employment Survey (QES) is designed to measure quarterly estimates of change in, and levels of, average hourly and average weekly (pre-tax) earnings, average weekly paid hours, and the number of filled jobs.

Operation of the survey

QES statistics are derived quarterly from approximately 18,000 surveyed business locations in a range of industries and regions throughout New Zealand. Information relates to the payweek ending on, or immediately before, the 20th of the middle month of the quarter. Therefore, the reference months are February, May, August, and November.

The QES is a panel survey. This means that all businesses in the sample are surveyed in each quarter until the sample is reselected or redesigned, when some businesses are rotated out. The need to maintain a sample that provides good coverage of economic activity means that smaller businesses have a higher chance of being rotated out of the sample than larger ones. Between a sample reselection or redesign, businesses are removed if they cease business or stop employing staff. A sample of new businesses and businesses that come into the scope of the survey is also introduced each quarter.

Results from the quarterly samples are available approximately three months after the survey reference month.

Coverage

The survey population comprises all business locations owned by economically significant enterprises in surveyed industries that employ staff.

An economically significant enterprise is one that meets at least one of the following criteria:

- has greater than $30,000 annual GST expenses or sales
- has at least three for its rolling mean employment (the average employee count over the previous 12 months)
- is in a GST-exempt industry (except residential property leasing and rental)
- is part of a group of enterprises
- is a new GST registration that is compulsory, special, or forced
- is registered for GST and involved in agriculture or forestry.

The following Australian and New Zealand Standard Industrial Classification 2006 (ANZSIC06) industries are excluded from coverage:

A01	Agriculture
A02	Aquaculture
A04	Fishing, hunting, and trapping
A052	Agriculture and fishing support services
L6711	Residential property operators
O7552	Foreign government representation
S96	Households employing staff
T99	Not included elsewhere

Non-civilian staff in ANZSIC 2006 classification O76 Defence are also excluded.

Glossary of terms

Business Frame (BF) – a listing of all economically significant businesses in New Zealand. The BF is maintained by Statistics New Zealand. The survey population for the QES is a subset of the BF.

Employee count (EC) – an attribute associated with each business in the population. It comes from the BF and is obtained from taxation data. EC is used only for sample design purposes.

Employees – survey estimate of all full-time and part-time paid employees.

Enterprise – a business or service entity operating in New Zealand.

Filled jobs – survey estimate of all full-time and part-time paid employees, plus working proprietors in businesses that have paid employees.

Full-time equivalent employees (FTEs) – survey estimate of all full-time paid employees, plus half the number of part-time paid employees.

Survey improvements: ANZSIC 2006

The current sample design was introduced in the September 2009 quarter. The sample was redesigned in order to implement the Australian and New Zealand Standard Industrial Classification 2006 (ANZSIC) into the survey. ANZSIC 2006 was developed by Statistics NZ and the Australian Bureau of Statistics to improve the comparability of industry statistics between the two countries, and with the rest of the world. ANZSIC 2006 updates the 1993 and 1996 versions, following a substantial review of the classification. The review set out to ensure the classification stayed current and relevant, reflecting changes in the structure and composition of industry since the previous edition, and recognising changing user requirements for industry data.

All estimates and comparisons before September 2009 are calculated from the backcast QES ANZSIC 2006 series. On 26 January 2010, Statistics New Zealand released revisions of the ANZSIC06 backcast estimates for the QES due to errors that were discovered in the original backcast estimates.

For more information about the ANZSIC 2006 classification and its implementation into the QES and other Statistics NZ collections, please see: Introducing ANZSIC 2006.

Previous survey improvements

The last sample redesign was implemented in the September 1999 quarter. It introduced a number of significant improvements to the QES. These included a new processing system, a redesigned sample, and an extension of the survey's coverage. However, it should be noted that these improvements did not address some key limitations inherent in the survey's conceptual underpinnings. In particular, the QES average earnings statistic does not provide a reliable measure of wage inflation. The QES movements shown by average earnings statistics are influenced not only by changes in employees' remuneration (resulting from changes in wage rates), salaries, and paid hours but also by changes in the composition of the paid workforce from survey to survey. (See 'Compositional effects' for more information.)

For the June 2001 to March 2003 quarters (inclusive), the QES results incorporated a modelled component that improved the coverage of existing businesses that had started employing paid labour, and accounted for the effect of annual BF updates. The results from the June 1999 to March 2001 quarters were revised to incorporate this improvement. The revisions were released on 19 July 2001.

At the start of September 2003, the reference quarters were renamed to bring them into line with other Statistics NZ surveys. The February, May, August, and November quarters became the March, June, September, and December quarters, respectively. The survey reference period did not change; it remained the payweek ending on or immediately before the 20th of the middle month of the quarter.

In October 2003, EC replaced FTE as the business size indicator in the sample design. This was the result of a change in the way the BF is maintained. Monthly administrative data is now used to update the BF rather than annual survey data. This is a more efficient and timely process, and reduces the survey compliance burden on businesses.

Before October 2003, a business was included in the QES population if it had at least 0.5 paid FTE. From October 2003 onwards, it must have an EC of at least one. The EC size indicator is used to identify businesses on the BF with paid employees. As a consequence of the improved coverage under the new BF maintenance environment, there was no need to retain the modelled component in the QES. It also meant revising previously published results from the December 1999 to June 2003 quarters (inclusive). The revisions were released on 22 October 2003.

The September 2003 quarterly release was the first that used EC count as the size indicator. The use of EC in the sample design resulted in a significant sample size increase. In the June 2004 quarter, the sample was reduced by about 1,700 business locations. This had a negligible effect on the accuracy of the key published estimates.

Addition of businesses to the QES sample

In each quarter, businesses enter or leave the sample in order to make it as representative as possible of the surveyed industries.

There are three types of businesses that enter the sample (known as sample births):

- A new enterprise with paid employees. These are new GST registrations within the scope of the QES. A sample of these is selected for each quarter.
- A business location that was not surveyed in the previous quarter and has transferred to a surveyed enterprise in the recent quarter. Examples are takeovers and mergers. The QES tracks enterprises. Therefore, all in-scope business locations belonging to a sampled enterprise are surveyed.
- An existing enterprise that has started to employ paid labour. These are businesses that have come within the scope of the QES and are usually small enterprises. A typical example is a business with two working proprietors that has started employing staff.

Filled jobs

It should be noted that the QES measures the number of filled jobs, not the number of people employed. Individuals with more than one job are counted at each workplace. Filled-job figures comprise QES estimates of full-time and part-time paid employees at surveyed business locations in surveyed industries, plus working proprietors in those locations and industries. This measure excludes jobs held by those in working proprietor-only businesses.

Filled-job figures are produced each quarter. Before the September 1999 quarter, filled-job estimates were subject to revision annually after the February census was conducted. This was done as working proprietor data was sourced from the BF.

Seasonal adjustment and trend

Seasonally adjusted and trend series are available for total earnings, total paid hours and average weekly paid hours. These are provided in tables 3 and 8 of this Hot Off the Press. Each of the seasonally adjusted series is adjusted separately. For this reason, the seasonally adjusted and trend estimates for total weekly paid hours will not be equal to the sum of estimates for ordinary weekly paid hours and overtime weekly paid hours.

For any series the survey estimate can be broken down into three components: trend, seasonal, and irregular. Seasonal adjustment aims to eliminate the impact of regular seasonal events (such as annual cycles in holidays) on the time series. This makes the data for adjacent quarters more comparable. The seasonally adjusted series has had the seasonal component removed, while the trend series has had both the seasonal and irregular components removed.

Trend estimates reveal the underlying direction of movement in a series and are likely to indicate turning points more accurately than seasonally adjusted estimates. The trend is calculated as a 'centred moving average' of the seasonally adjusted series. Towards the end of the series, trend estimates are subject to change because new data points are used in the estimation process as they become available. Revisions for the trend series can be particularly large if an observation is treated as an outlier in one quarter but is found to be part of the underlying trend as further observations are added to the series. Typically, only the previous two or three estimates will be subject to substantial revisions.

Seasonally adjusted series are also subject to some revisions, as they are also obtained using central moving average methods. Generally, these revisions are smaller than for the trend component.

The X-12-ARIMA package has been used to produce the seasonally adjusted and trend estimates for the QES.

Reliability of survey results

Survey results are subject to two types of possible error:

1. Non-sampling error

Non-sampling error applies to all quarters and includes errors arising from biases in the patterns of response and non-response, inaccuracies in reporting by respondents, errors introduced by modelled data, and errors in the recording and coding of data. Non-sampling error is by definition difficult to measure.

No direct measure of the size of non-sampling error in the QES is available. However, a selection of indicators of non-sampling errors is available.

Responses to the QES

Response rates measure the proportion of eligible respondents who provide data.

The target corporate response rate for the QES is 89 percent of weighted FTEs. This target was met in the December 2010 quarter. Response rates for the past four quarters are indicated below:

- March 2010 – 92.2 percent
- June 2010 – 91.1 percent
- September 2010 – 89.5 percent
- December 2010 – 89.3 percent.

The level of response rate also affects the level of imputation required.

Imputations in the QES

For sampled businesses that have not responded, one of two methods of imputation is used:

- Ratio imputation – based on auxiliary information (ie the EC business size indicator). This method is used for non-responding businesses that have been added to the sample in the recent period. It assumes the relationship between the size of a business and the variable of interest is robust for imputation purposes.
- Adjusted historical imputation – based on the previous period's data. This method is used for non-responding businesses that are in the sample in consecutive periods. The imputed data equals the previous period's data multiplied by a 'forward movement factor'. This factor reflects the average movement calculated from similar responding businesses in both periods.

Imputation is used to account for likely biases due to non-response.

For further information about the imputation methods, or the effects of imputation on the final dataset, please contact Statistics NZ.

2. Sampling error

Sampling error is a measure of variability that occurs by chance because a sample of eligible businesses, rather than the entire population, is surveyed. The magnitude of the sampling error is controlled by the size of the sample and the use of statistically sound selection techniques.

The December 2010 quarter average total hourly earnings estimate of $25.86 has a relative sampling error of 0.8 percent at the 95 percent confidence level. This means that there is a 95 percent likelihood that the true value, if a full-coverage rather than a sample survey had been conducted, lies between $25.65 and $26.07.

Estimates of change between quarters are also subject to sampling error. A change in an estimate (either between adjacent quarters or between quarters a year apart) is said to be statistically significant if it is larger than the sampling error associated with that change. For example, the 1.9 percent increase in average total weekly earnings (FTEs) between the September 2010 quarter and the December 2010 quarter is statistically significant, because it is more than the absolute sampling error of 0.4 percent at the 95 percent confidence level.

For more comprehensive information on QES sampling errors, please contact Statistics NZ.

Special treatment

Special treatment candidates are identified as outliers using graphical verification. The checks are carried out separately by variable. However, if a unit is accepted for special treatment for one variable then it will be specially treated for all variables. If a unit is specially treated then its final weight is set to 1 and it is unlinked for all imputation factor calculations. If a unit is not specially treated then its final weight is its adjusted weight.

Key points to note

Average ordinary time earnings include all shift, penal, and other allowances: bonuses; paid leave; and commissions earned in the survey payweek. Payments not earned in the week (such as back pay, redundancy, and severance pay) and non-taxable payments (such as tool money) are excluded. In contrast, the labour cost index (LCI) excludes irregular payments such as bonuses and commissions, and also excludes increases in salary and wage rates due to service increments and merit promotions. Casual employees and those employees temporarily absent from work due to sickness, leave, industrial disputes, and being temporarily laid off are included only if they are paid in the survey reference week.

Compositional effects

Movements in average earnings statistics are influenced not only by changes in employees' remuneration resulting from changes in wage rates, salaries, and hours worked but also by changes in the composition of the paid workforce from survey to survey. A measure that separates out the effects of employee remuneration and compositional changes in the workforce on these movements is not available.

Compositional changes that may affect movements in average earnings statistics and changes in weighted contributions include changes in the relative numbers of employees and their paid hours. These changes occur between males and females, full-timers and part-timers, different industries or within industries, and between different sectors or within sectors. (See the following section, 'Changes in weighted contribution', for more information.)

This means that the QES does not provide a good measure of pure wage inflation, as it is not possible to isolate shifts in numbers of employees and paid hours from pure wage increases. The QES collects total payout information for each business in the survey. An increase (or decrease) in total payout does not necessarily indicate that there has been an increase (or decrease) in wages. Total payout for a firm could have increased because more people were employed, more hours were worked, more qualified people were employed, or more full-time workers were employed. Survey respondents are not asked to explain changes in total payout from period to period; therefore, there is no way to isolate a pure wage increase.

However, wage increases excluding compositional effects are measured by the LCI. The LCI measures movements in salary and wage rates for a fixed quality and quantity of work, and is therefore a better measure of pure wage inflation.

Changes in weighted contribution

Level estimates for average hourly earnings and average weekly earnings can be expressed as the sum of contributions from each industry group (or sex, or sector, or size of firm). In turn, the contribution of each industry group can be determined by multiplying its average earnings by its share of paid hours (in the case of average hourly earnings) or paid employees (in the case of average weekly earnings). This returns an industry's weighted contribution.

Expressing the level estimate in this way highlights the effects of both the relative level of average hourly earnings in an industry, and the industry's share of total hours (or employees, in the case of weekly earnings).

In the retail trade industry, for example, it can be seen that average hourly earnings are lower than the average for all industry groups combined. If this industry had a significant increase in total ordinary time paid hours, and all other industries showed no change, then the weighted contribution of all the other industries would decrease relative to the contribution of retail trade. The influence of the retail trade industry would increase, and more weight would be given to its average ordinary time hourly earnings. This could result in the average decreasing for all industries combined, even though the contribution from the retail trade industry was positive. The average can decrease because there has been a relative decrease in the contribution from higher paid industries.

An example

The effect of weighted contributions can be demonstrated in a simple example. Say there are only two industries: Industry A and Industry B.

Period	Person	Average hourly earnings	Total hours paid	Hours contribution	Weighted contribution to average hourly earnings
1	Industry A	$10.00	120	0.43	$4.29
	Industry B	$50.00	160	0.57	$28.57
	Total	$32.86	280	1.00	$32.86
2	Industry A	$11.67	120	0.33	$3.89
	Industry B	$50.00	240	0.67	$33.33
	Total	$37.22	360	1.00	$37.22

Total average hourly earnings have risen by 13.3 percent, from $32.86 to $37.22. The increases at the industry level are 16.7 percent and 0 percent for industries A and B, respectively. However, the weighted contribution of Industry A to average hourly earnings actually decreased in period 2.

Even though Industry A had an increase in average earnings in period 2 and Industry B did not, Industry A made a negative contribution to the total overall movement, while Industry B made a positive contribution. This happened because:

(i) Industry B has higher average hourly earnings than Industry A.

(ii) Industry B's already high share of total paid hours increased in period 2.

This example of compositional change in paid hours at the industry level shows that compositional changes and changes in weighted contributions, rather than changes in wages, can drive changes in average earnings at the national level.

Average and median earnings

It is sometimes said that QES average earnings seem high, being boosted by those employees with very high earnings, and that median earnings measures would be more appropriate. QES average hourly earnings are calculated by dividing the total earnings of employees in all surveyed businesses by the total number of hours they are paid for. Average weekly earnings are calculated by dividing total earnings of employees in all surveyed businesses by the number of FTEs.

A median earnings estimate would be calculated by ranking the earnings of individual employees in order from lowest to highest, and taking the middle one. However, it is not possible to calculate median earnings from data collected by the QES. To do so, it would be necessary to have information on the earnings and hours of each individual employee, whereas the QES collects only the total earnings and hours of all employees at each surveyed business location.

Median and average earnings can be calculated from information collected by the New Zealand Income Survey (NZIS). The NZIS is run every June quarter as a supplement to the Household Labour Force Survey (HLFS). It was run for the first time in the June 1997 quarter. All respondents to the HLFS are surveyed and information is collected on income from self-employment, wages, and salaries (up to three main jobs), government transfers (including payments from the Ministry of Social Development, Inland Revenue, and the Accident Compensation Corporation), and income from investments and other private transfers (including private superannuation, pensions, and annuities).

Data from the NZIS for the June 2010 quarter showed that 63.42 percent of wage and salary earners had hourly earnings lower than the overall average for wage and salary earners. This confirms that the distribution of earnings is asymmetrical, with a bulge at the low end and a tail at the high end.

It is important to note that the data from the NZIS is not directly comparable with the QES.

Further information

Further technical information, including details of definitions and calculations, is available on request.

A wider range of QES statistics than is presented in this release is available on Infoshare, Statistics NZ's publicly accessible online database, or in a customised format to suit your requirements.

More information

For more information, follow the link from the 'Technical notes' of this release on the Statistics NZ website.

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Tables

The following tables are printed with this Hot Off the Press and can also be downloaded from the Statistics NZ website in Excel format. If you do not have access to Excel, you may use the Excel file viewer to view, print and export the contents of the file.

1.   Total weekly gross earnings by ANZSIC group, males and females combined
2.   Total weekly paid hours by ANZSIC group, males and females combined
3.   Total weekly gross earnings and paid hours, seasonally adjusted and trend series, males and females combined
4.   Full-time equivalent employees (FTEs), by part-time/full-time status and sex
5.   Filled jobs by ANZSIC group and sex
6.   Average hourly earnings, by sector, males and females combined
7.01. Average earnings and hours, all surveyed industries, males and females combined
7.02. Average earnings and hours, all surveyed industries, males
7.03. Average earnings and hours, all surveyed industries, females
8.   Average weekly paid hours, seasonally adjusted and trend series, males and females combined
9.   Average hourly earnings by ANZSIC group, males and females combined
10.   Weighted contribution towards average total hourly earnings, by ANZSIC group, at mid-point of quarter

Table 1

Total Weekly Gross Earnings[1] by ANZSIC Group[2]
Males and females combined

	Series ref:	Quarter					
		2009		2010			
Industry	QEXQ	Sep	Dec	Mar	Jun	Sep	Dec
		$(000)					
Forestry and mining	SHAB	12,350.5	11,979.8	11,667.4	12,109.0	12,063.1	11,527.7
Manufacturing	SHAC	158,630.7	163,436.3	169,409.8	173,036.6	164,438.1	171,141.4
Electricity, gas, water, and waste services	SHAD	9,063.1	10,575.2	10,698.9	10,760.8	10,898.0	11,481.8
Construction	SHAE	90,146.8	82,674.7	83,961.9	80,614.0	81,647.7	83,757.3
Wholesale trade	SHAF	83,728.9	84,489.2	82,201.5	81,893.0	81,040.4	84,179.6
Retail trade	SHAG	76,615.5	83,782.4	82,179.7	84,021.4	84,434.7	87,477.5
Accommodation and food services	SHAH	39,993.1	43,581.9	46,614.2	41,885.0	40,481.0	42,899.5
Transport, postal, and warehousing	SHAI	58,568.3	59,849.1	62,883.1	62,188.4	64,582.8	65,276.6
Information, media, and telecommunications	SHAJ	34,159.9	35,084.6	35,415.8	34,943.6	35,860.5	36,680.2
Finance and insurance services	SHAK	57,910.5	56,235.5	55,903.5	55,540.4	56,317.9	57,830.8
Rental, hiring, and real estate services	SHAL	17,077.7	18,289.3	18,837.4	18,742.0	19,143.6	19,879.3
Professional, scientific, technical, admin & support svcs	SHAN	176,541.7	178,489.5	177,563.4	186,228.6	185,458.9	183,711.3
Public administration and safety	SHAO	93,775.0	95,132.0	97,562.7	100,566.4	102,355.0	100,887.4
Education and training	SHAP	135,517.2	134,948.2	121,993.2	133,641.7	136,382.1	139,751.6
Health care and social assistance	SHAQ	138,455.7	142,344.7	146,186.0	145,914.1	147,982.9	150,935.7
Arts, recreation, and other services	SHAS	51,597.0	53,311.1	54,419.5	55,994.1	56,495.5	55,688.2
Total all industries	SHAZ	1,234,131.5	1,254,203.5	1,257,498.1	1,278,079.1	1,279,582.3	1,303,105.8

(1) The data relates to the payweek ending on, or immediately before, the 20th of the middle month of the quarter.
(2) ANZSIC06: Australian and New Zealand Standard Industrial Classification 2006.

Table 2

Total Weekly Paid Hours[1] by ANZSIC Group[2]
Males and females combined

	Series ref:	Quarter					
		2009		2010			
Industry	QEXQ	Sep	Dec	Mar	Jun	Sep	Dec
		(000)					
Forestry and mining	SIAB	458.8	434.1	443.4	468.1	467.1	442.5
Manufacturing	SIAC	6,783.9	7,026.2	7,155.0	7,238.9	6,841.2	7,056.1
Electricity, gas, water, and waste services	SIAD	300.0	352.6	353.1	356.6	361.9	374.9
Construction	SIAE	3,918.2	3,558.3	3,605.7	3,439.9	3,444.8	3,552.3
Wholesale trade	SIAF	3,117.2	3,219.7	3,161.5	3,103.1	3,071.6	3,160.8
Retail trade	SIAG	4,575.2	5,010.1	4,935.5	4,970.3	4,938.0	5,080.1
Accommodation and food services	SIAH	2,533.2	2,654.2	2,890.9	2,557.8	2,493.8	2,622.2
Transport, postal, and warehousing	SIAI	2,410.2	2,503.9	2,644.3	2,637.1	2,666.1	2,696.4
Information, media, and telecommunications	SIAJ	1,053.8	1,059.4	1,074.0	1,079.5	1,103.0	1,109.3
Finance and insurance services	SIAK	1,605.5	1,566.6	1,569.8	1,560.0	1,593.3	1,624.6
Rental, hiring, and real estate services	SIAL	687.7	747.3	789.0	762.8	760.4	795.3
Professional, scientific, technical, admin & support svcs	SIAN	6,065.6	6,123.4	6,127.4	6,387.4	6,240.7	6,123.3
Public administration and safety	SIAO	3,079.4	3,090.3	3,193.8	3,230.7	3,249.2	3,207.1
Education and training	SIAP	4,386.3	4,364.2	3,834.6	4,349.3	4,431.2	4,542.6
Health care and social assistance	SIAQ	5,187.0	5,237.7	5,368.1	5,420.8	5,447.4	5,503.8
Arts, recreation, and other services	SIAS	2,361.9	2,454.3	2,559.4	2,587.5	2,581.3	2,508.8
Total all industries	SIAZ	48,523.8	49,402.5	49,705.6	50,149.7	49,691.0	50,400.2

(1) The data relates to the payweek ending on, or immediately before, the 20th of the middle month of the quarter.
(2) ANZSIC06: Australian and New Zealand Standard Industrial Classification 2006.

Table 3

Total Weekly Gross Earnings and Paid Hours
Seasonally adjusted and trend series
Males and females combined

	Survey series[1]		Seasonally adjusted series[2]		Trend series[2]	
	Total gross earnings	Total paid hours	Total gross earnings	Total paid hours	Total gross earnings	Total paid hours
	$(000)	(000)	$(000)	(000)	$(000)	(000)
Series ref: QEXQ	*SHAZ*	*SIAZ*	*SHAZS*	*SIAZS*	*SHAZT*	*SIAZT*
Quarter						
2008 Dec	1,252,534.4 R	50,686.0 R	1,245,284.2 R	50,328.5 R	1,248,268.7 R	50,429.3 R
2009 Mar	1,254,227.4 R	50,101.0 R	1,251,556.2 R	49,931.1 R	1,247,700.9 R	49,821.6 R
Jun	1,242,158.8 R	49,264.3 R	1,241,529.1 R	49,222.0 R	1,244,619.4 R	49,315.9 R
Sep	1,234,131.5	48,523.8	1,244,387.2 R	49,071.9 R	1,243,070.6 R	49,018.7 R
Dec	1,254,203.5	49,402.5	1,247,227.9 R	49,073.1 R	1,246,912.7 R	49,124.3 R
2010 Mar	1,257,498.1	49,705.6	1,255,079.6 R	49,541.7 R	1,257,544.2 R	49,551.2 R
Jun	1,278,079.1	50,149.7	1,277,264.3 R	50,095.9 R	1,275,135.6 R	50,045.3 R
Sep	1,279,582.3	49,691.0	1,289,538.2 R	50,223.7 R	1,288,764.5 R	50,184.3 R
Dec	1,303,105.8	50,400.2	1,296,647.9	50,101.7	1,297,595.9	50,147.6
Percentage change from the same period of previous year						
Quarter						
2009 Dec	0.1 R	-2.5 R	0.2 R	-2.5 R	-0.1 R	-2.6 R
2010 Mar	0.3 R	-0.8 R	0.3 R	-0.8 R	0.8 R	-0.5 R
Jun	2.9 R	1.8 R	2.9 R	1.8 R	2.5 R	1.5 R
Sep	3.7	2.4	3.6 R	2.3 R	3.7 R	2.4 R
Dec	3.9	2.0	4.0	2.1	4.1	2.1
Percentage change from previous quarter						
Quarter						
2008 Dec	1.4 R	0.4 R	-0.1 R	-1.4 R	0.3 R	-1.1 R
2009 Mar	0.1 R	-1.2 R	0.5 R	-0.8 R	0 R	-1.2 R
Jun	-1.0 R	-1.7 R	-0.8 R	-1.4 R	-0.2 R	-1.0 R
Sep	-0.6 R	-1.5 R	0.2 R	-0.3 R	-0.1 R	-0.6 R
Dec	1.6	1.8	0.2 R	0 R	0.3 R	0.2 R
2010 Mar	0.3	0.6	0.6 R	1.0 R	0.9 R	0.9 R
Jun	1.6	0.9	1.8 R	1.1 R	1.4 R	1.0 R
Sep	0.1	-0.9	1.0 R	0.3 R	1.1 R	0.3 R
Dec	1.8	1.4	0.6	-0.2	0.7	-0.1

(1) The above figures relate to the payweek ending on, or immediately before, the 20th of the middle month of the quarter.
(2) All previously published figures are subject to revision when the seasonally adjusted program is run each quarter.

Symbol:
R revised

Table 4

Full-time Equivalent Employees (FTEs)[1]
By part-time/full-time status and sex

	Full-time paid employees	Part-time paid employees	Total FTEs
	(000)		

Males			
Series ref: QEXQ	*SFAZ1EC*	*SFAZ1EB*	*SGAZ1*
Quarter			
2008 Dec	642.8 R	131.0 R	708.3 R
2009 Mar	633.6 R	125.9 R	696.6 R
Jun	623.9 R	128.5 R	688.2 R
Sep	611.3	127.5	675.1
Dec	619.5	131.3	685.1
2010 Mar	625.4	128.3	689.5
Jun	623.8	132.5	690.0
Sep	618.3	132.6	684.6
Dec	612.6	133.2	679.2

Females			
Series ref: QEXQ	*SFAZ2EC*	*SFAZ2EB*	*SGAZ2*
Quarter			
2008 Dec	470.7 R	337.2 R	639.3 R
2009 Mar	465.5 R	313.7 R	622.3 R
Jun	453.0 R	332.1 R	619.1 R
Sep	452.9	332.7	619.2
Dec	456.6	341.9	627.6
2010 Mar	459.6	323.8	621.5
Jun	462.4	343.3	634.0
Sep	460.7	340.4	630.9
Dec	463.5	344.4	635.6

Total			
Series ref: QEXQ	*SFAZ9EC*	*SFAZ9EB*	*SGAZ9*
Quarter			
2008 Dec	1,113.4 R	468.2 R	1,347.6 R
2009 Mar	1,099.1 R	439.6 R	1,318.9 R
Jun	1,077.0 R	460.6 R	1,307.3 R
Sep	1,064.2	460.2	1,294.3
Dec	1,076.1	473.2	1,312.7
2010 Mar	1,085.0	452.1	1,311.1
Jun	1,086.2	475.8	1,324.0
Sep	1,079.0	473.0	1,315.5
Dec	1,076.1	477.6	1,314.9

(1) FTEs are used to calculate the weekly earnings and hours data in
   tables 7.01, 7.02, 7.03 and 8.

Symbol:
R revised

Table 5

Filled Jobs [1] by ANZSIC Group and Sex

		Quarter				
	Series	2009	2010			
	ref:	Dec	Mar	Jun	Sep	Dec
Industry	QEXQ	(000)				
Males						
Forestry and mining	SFAB1EZ	10.2	10.2	10.8	11.1	10.5
Manufacturing	SFAC1EZ	145.7	149.0	148.6	142.5	144.8
Electricity, gas, water, and waste services	SFAD1EZ	7.0	7.0	7.1	7.1	7.2
Construction	SFAE1EZ	99.7	97.2	93.3	95.3	94.5
Wholesale trade	SFAF1EZ	62.8	63.8	60.3	59.3	60.5
Retail trade	SFAG1EZ	79.7	77.2	79.2	76.4	77.4
Accommodation and food services	SFAH1EZ	50.1	53.0	51.0	48.3	47.1
Transport, postal, and warehousing	SFAI1EZ	50.9	53.4	52.8	52.9	51.7
Information, media, and telecommunications	SFAJ1EZ	17.2	16.7	17.3	17.6	17.1
Finance and insurance services	SFAK1EZ	19.2	19.2	18.8	19.9	20.0
Rental, hiring, and real estate services	SFAL1EZ	13.2	14.4	14.4	14.0	14.9
Professional, scientific, technical, admin & support svcs	SFAN1EZ	109.8	107.1	109.0	109.0	106.5
Public administration and safety	SFAO1EZ	45.9	46.7	47.3	48.1	47.3
Education and training	SFAP1EZ	42.7	39.0	45.2	45.2	44.1
Health care and social assistance	SFAQ1EZ	34.4	34.0	34.1	35.6	35.4
Arts, recreation, and other services	SFAS1EZ	48.5	50.2	50.1	49.8	47.7
Total all industries	SFAZ1EZ	836.9	838.1	839.5	832.3	826.8
Females						
Forestry and mining	SFAB2EZ	1.1	1.3	1.4	1.4	1.5
Manufacturing	SFAC2EZ	51.8	52.2	51.6	47.3	48.8
Electricity, gas, water, and waste services	SFAD2EZ	2.5	2.7	2.6	2.7	2.7
Construction	SFAE2EZ	17.4	14.9	15.8	15.5	15.9
Wholesale trade	SFAF2EZ	33.7	33.3	32.1	31.9	33.1
Retail trade	SFAG2EZ	111.8	106.4	109.5	107.9	111.4
Accommodation and food services	SFAH2EZ	73.6	76.9	72.3	69.0	70.3
Transport, postal, and warehousing	SFAI2EZ	22.4	23.5	23.0	24.9	24.6
Information, media, and telecommunication	SFAJ2EZ	16.6	16.4	16.7	16.7	16.8
Finance and insurance services	SFAK2EZ	29.8	29.2	28.7	29.2	29.4
Rental, hiring, and real estate services	SFAL2EZ	15.7	16.0	14.7	13.8	14.9
Professional, scientific, technical, admin & support svcs	SFAN2EZ	106.7	106.7	113.5	109.6	108.0
Public administration and safety	SFAO2EZ	44.3	44.7	44.9	45.3	44.3
Education and training	SFAP2EZ	109.4	87.1	106.4	109.1	111.3
Health care and social assistance	SFAQ2EZ	159.2	164.7	164.2	164.8	165.8
Arts, recreation, and other services	SFAS2EZ	50.9	54.5	55.4	53.5	51.3
Total all industries	SFAZ2EZ	847.0	830.6	852.7	842.5	850.1
Total						
Forestry and mining	SFAB9EZ	11.3	11.6	12.2	12.5	12.0
Manufacturing	SFAC9EZ	197.5	201.2	200.1	189.8	193.6
Electricity, gas, water, and waste services	SFAD9EZ	9.6	9.7	9.8	9.8	9.9
Construction	SFAE9EZ	117.1	112.2	109.1	110.8	110.5
Wholesale trade	SFAF9EZ	96.5	97.1	92.4	91.2	93.6
Retail trade	SFAG9EZ	191.5	183.6	188.7	184.3	188.7
Accommodation and food services	SFAH9EZ	123.7	129.8	123.3	117.4	117.4
Transport, postal, and warehousing	SFAI9EZ	73.3	77.0	75.9	77.8	76.3
Information, media, and telecommunications	SFAJ9EZ	33.8	33.1	34.0	34.3	33.9
Finance and insurance services	SFAK9EZ	49.0	48.4	47.6	49.1	49.4
Rental, hiring, and real estate services	SFAL9EZ	28.8	30.4	29.2	27.8	29.8
Professional, scientific, technical, admin & support svcs	SFAN9EZ	216.6	213.8	222.6	218.6	214.5
Public administration and safety	SFAO9EZ	90.2	91.4	92.1	93.4	91.6
Education and training	SFAP9EZ	152.0	126.1	151.6	154.3	155.5
Health care and social assistance	SFAQ9EZ	193.6	198.7	198.2	200.4	201.2
Arts, recreation, and other services	SFAS9EZ	99.4	104.7	105.5	103.3	99.1
Total all industries	SFAZ9EZ	1,683.9	1,668.7	1,692.3	1,674.7	1,676.9

(1) Filled jobs comprises all full-time and part-time employees plus working proprietors in businesses that have employees.

Table 6

Average Hourly Earnings
By sector
Males and females combined

	Public sector			Private sector			Total		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
					($)				
Series ref: QEXQ	*SASG9A*	*SASG9B*	*SASG9Z*	*SASH9A*	*SASH9B*	*SASH9Z*	*SASZ9A*	*SASZ9B*	*SASZ9Z*
Quarter									
2008 Dec	30.95 R	35.52 R	31.02 R	22.95 R	24.77 R	23.00 R	24.67 R	26.24 R	24.71 R
2009 Mar	31.83 R	32.37 R	31.84 R	23.21 R	24.36 R	23.24 R	25.02 R	25.50 R	25.03 R
Jun	31.73 R	33.41 R	31.76 R	23.39 R	24.59 R	23.42 R	25.19 R	26.07 R	25.21 R
Sep	32.07	36.67	32.12	23.55	24.58	23.57	25.42	26.25	25.43
Dec	32.30	37.32	32.36	23.45	24.73	23.48	25.37	26.23	25.39
2010 Mar	32.56	34.85	32.60	23.35	25.34	23.40	25.27	26.58	25.30
Jun	32.53	38.08	32.59	23.49	25.48	23.53	25.45	26.99	25.49
Sep	32.61	39.09	32.69	23.72	26.02	23.77	25.71	27.69	25.75
Dec	32.71	39.27	32.80	23.87	25.31	23.91	25.83	27.09	25.86
Percentage change from the same period of previous year									
Quarter									
2009 Dec	4.4 R	5.1 R	4.3 R	2.2 R	-0.2 R	2.1 R	2.8 R	0 R	2.8 R
2010 Mar	2.3 R	7.7 R	2.4 R	0.6 R	4.0 R	0.7 R	1.0 R	4.2 R	1.1 R
Jun	2.5 R	14.0 R	2.6 R	0.4 R	3.6 R	0.5 R	1.0 R	3.5 R	1.1 R
Sep	1.7	6.6	1.8	0.7	5.9	0.8	1.1	5.5	1.3
Dec	1.3	5.2	1.4	1.8	2.3	1.8	1.8	3.3	1.9
Percentage change from previous quarter									
Quarter									
2009 Mar	2.8 R	-8.9 R	2.6 R	1.1 R	-1.7 R	1.0 R	1.4 R	-2.8 R	1.3 R
Jun	-0.3 R	3.2 R	-0.3 R	0.8 R	0.9 R	0.8 R	0.7 R	2.2 R	0.7 R
Sep	1.1 R	9.8 R	1.1 R	0.7 R	0 R	0.6 R	0.9 R	0.7 R	0.9 R
Dec	0.7	1.8	0.7	-0.4	0.6	-0.4	-0.2	-0.1	-0.2
2010 Mar	0.8	-6.6	0.7	-0.4	2.5	-0.3	-0.4	1.3	-0.4
Jun	-0.1	9.3	0	0.6	0.6	0.6	0.7	1.5	0.8
Sep	0.2	2.7	0.3	1.0	2.1	1.0	1.0	2.6	1.0
Dec	0.3	0.5	0.3	0.6	-2.7	0.6	0.5	-2.2	0.4
Absolute sampling error (percent) for quarterly change in average earnings[1]									
Quarter									
2010 Dec	0.3	1.1	0.3	0.3	2.1	0.3	0.2	1.6	0.2

(1) The specified sample error is the largest possible error (estimated with 95 percent certainty) there may be in the quoted statistics,
   due to the survey sample not including every member of the survey population. In other words, there is one chance in 20 that the
   possible error may be larger than the quoted figure.

Symbol:
R revised

Table 7.01

Average Earnings and Hours
All surveyed industries
Males and females combined

	Average weekly paid hours[1]			Average hourly earnings ($)			Average weekly earnings[1] ($)		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Series ref: QEXQ	SDAZ9A	SDAZ9B	SDAZ9Z	SAAZ9A	SAAZ9B	SAAZ9Z	SBAZ9A	SBAZ9B	SBAZ9Z
Quarter									
2008 Dec	36.70 R	0.91 R	37.61 R	24.67 R	26.24 R	24.71 R	905.51 R	23.98 R	929.49 R
2009 Mar	37.03 R	0.96 R	37.99 R	25.02 R	25.50 R	25.03 R	926.53 R	24.44 R	950.98 R
Jun	36.85 R	0.84 R	37.69 R	25.19 R	26.07 R	25.21 R	928.33 R	21.87 R	950.20 R
Sep	36.77	0.72	37.49	25.42	26.25	25.43	934.60	18.88	953.48
Dec	36.85	0.79	37.63	25.37	26.23	25.39	934.78	20.64	955.43
2010 Mar	37.09	0.83	37.91	25.27	26.58	25.30	937.18	21.94	959.13
Jun	37.08	0.80	37.88	25.45	26.99	25.49	943.81	21.47	965.28
Sep	37.01	0.77	37.77	25.71	27.69	25.75	951.43	21.26	972.69
Dec	37.48	0.85	38.33	25.83	27.09	25.86	967.96	23.09	991.05
Percentage change from the same period of previous year									
Quarter									
2009 Dec	0.4 R	-13.2 R	0.1 R	2.8 R	0 R	2.8 R	3.2 R	-13.9 R	2.8 R
2010 Mar	0.2 R	-13.5 R	-0.2 R	1.0 R	4.2 R	1.1 R	1.1 R	-10.2 R	0.9 R
Jun	0.6 R	-4.8 R	0.5 R	1.0 R	3.5 R	1.1 R	1.7 R	-1.8 R	1.6 R
Sep	0.7	6.9	0.7	1.1	5.5	1.3	1.8	12.6	2.0
Dec	1.7	7.6	1.9	1.8	3.3	1.9	3.5	11.9	3.7
Percentage change from previous quarter									
Quarter									
2009 Mar	0.9 R	5.5 R	1.0 R	1.4 R	-2.8 R	1.3 R	2.3 R	1.9 R	2.3 R
Jun	-0.5 R	-12.5 R	-0.8 R	0.7 R	2.2 R	0.7 R	0.2 R	-10.5 R	-0.1 R
Sep	-0.2 R	-14.3 R	-0.5 R	0.9 R	0.7 R	0.9 R	0.7 R	-13.7 R	0.3 R
Dec	0.2	9.7	0.4	-0.2	-0.1	-0.2	0	9.3	0.2
2010 Mar	0.7	5.1	0.7	-0.4	1.3	-0.4	0.3	6.3	0.4
Jun	0	-3.6	-0.1	0.7	1.5	0.8	0.7	-2.1	0.6
Sep	-0.2	-3.8	-0.3	1.0	2.6	1.0	0.8	-1.0	0.8
Dec	1.3	10.4	1.5	0.5	-2.2	0.4	1.7	8.6	1.9
Absolute sampling error (percent) for quarterly change in average earnings and hours[2]									
Quarter									
2010 Dec	0.4	6.9	0.4	0.2	1.6	0.2	0.4	7.3	0.4

(1) The denominator used to calculate the weekly earnings and hours figures in this table is full-time equivalent employees (FTEs), as shown in table 4.

(2) The specified sample error is the largest possible error (estimated with 95 percent certainty) that there may be in the quoted statistics, due to the survey sample not including every member of the survey population. In other words, there is one chance in 20 that the possible error may be larger than the quoted figure.

Symbol:
R revised

Table 7.02

Average Earnings and Hours
All surveyed industries
Males

	Average weekly paid hours[1]			Average hourly earnings ($)			Average weekly earnings[1] ($)		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Series ref: QEXQ	*SDAZ1A*	*SDAZ1B*	*SDAZ1Z*	*SAAZ1A*	*SAAZ1B*	*SAAZ1Z*	*SBAZ1A*	*SBAZ1B*	*SBAZ1Z*
Quarter									
2008 Dec	37.79 R	1.25 R	39.04 R	26.16 R	27.95 R	26.21 R	988.54 R	34.97 R	1,023.51 R
2009 Mar	38.06 R	1.29 R	39.34 R	26.46 R	27.60 R	26.50 R	1,007.07 R	35.53 R	1,042.60 R
Jun	37.98 R	1.14 R	39.12 R	26.66 R	27.47 R	26.69 R	1,012.60 R	31.32 R	1,043.91 R
Sep	37.96	0.98	38.94	26.98	27.83	27.00	1,024.24	27.33	1,051.57
Dec	37.97	1.09	39.06	26.98	27.51	26.99	1,024.39	29.97	1,054.37
2010 Mar	38.04	1.14	39.18	26.79	27.73	26.81	1,018.98	31.55	1,050.53
Jun	38.12	1.14	39.25	27.04	28.44	27.08	1,030.68	32.41	1,063.08
Sep	38.04	1.11	39.14	27.26	29.16	27.31	1,036.83	32.27	1,069.09
Dec	38.59	1.20	39.79	27.40	28.53	27.43	1,057.27	34.35	1,091.62
Percentage change from the same period of previous year									
Quarter									
2009 Dec	0.5 R	-12.8 R	0.1 R	3.1 R	-1.6 R	3.0 R	3.6 R	-14.3 R	3.0 R
2010 Mar	-0.1 R	-11.6 R	-0.4 R	1.2 R	0.5 R	1.2 R	1.2 R	-11.2 R	0.8 R
Jun	0.4 R	0 R	0.3 R	1.4 R	3.5 R	1.5 R	1.8 R	3.5 R	1.8 R
Sep	0.2	13.3	0.5	1.0	4.8	1.1	1.2	18.1	1.7
Dec	1.6	10.1	1.9	1.6	3.7	1.6	3.2	14.6	3.5
Percentage change from previous quarter									
Quarter									
2009 Mar	0.7 R	3.2 R	0.8 R	1.1 R	-1.3 R	1.1 R	1.9 R	1.6 R	1.9 R
Jun	-0.2 R	-11.6 R	-0.6 R	0.8 R	-0.5 R	0.7 R	0.5 R	-11.8 R	0.1 R
Sep	-0.1 R	-14.0 R	-0.5 R	1.2 R	1.3 R	1.2 R	1.1 R	-12.7 R	0.7 R
Dec	0	11.2	0.3	0	-1.1	0	0	9.7	0.3
2010 Mar	0.2	4.6	0.3	-0.7	0.8	-0.7	-0.5	5.3	-0.4
Jun	0.2	0	0.2	0.9	2.6	1.0	1.1	2.7	1.2
Sep	-0.2	-2.6	-0.3	0.8	2.5	0.8	0.6	-0.4	0.6
Dec	1.4	8.1	1.7	0.5	-2.2	0.4	2.0	6.4	2.1
Absolute sampling error (percent) for quarterly change in average earnings and hours [2]									
Quarter									
2010 Dec	0.4	6.9	0.5	0.4	1.8	0.4	0.5	7.5	0.5

(1) The denominator used to calculate the weekly earnings and hours figures in this table is full-time equivalent employees (FTEs), as shown in table 4.

(2) The specified sample error is the largest possible error (estimated with 95 percent certainty) that there may be in the quoted statistics, due to the survey sample not including every member of the survey population. In other words, there is one chance in 20 that the possible error may be larger than the quoted figure.

Symbol:
R revised

Table 7.03

Average Earnings and Hours
All surveyed industries
Females

	Average weekly paid hours[1]			Average hourly earnings ($)			Average weekly earnings[1] ($)		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Series ref: QEXQ	*SDAZ2A*	*SDAZ2B*	*SDAZ2Z*	*SAAZ2A*	*SAAZ2B*	*SAAZ2Z*	*SBAZ2A*	*SBAZ2B*	*SBAZ2Z*
Quarter									
2008 Dec	35.49 R	0.54 R	36.03 R	22.92 R	21.84 R	22.91 R	813.52 R	11.80 R	825.32 R
2009 Mar	35.88 R	0.59 R	36.47 R	23.31 R	20.38 R	23.26 R	836.39 R	12.03 R	848.42 R
Jun	35.59 R	0.50 R	36.09 R	23.45 R	22.54 R	23.44 R	834.65 R	11.38 R	846.03 R
Sep	35.47	0.43	35.90	23.59	22.35	23.58	836.87	9.66	846.53
Dec	35.62	0.46	36.08	23.50	22.90	23.49	836.95	10.46	847.41
2010 Mar	36.03	0.48	36.50	23.50	23.54	23.50	846.44	11.28	857.73
Jun	35.95	0.42	36.38	23.62	22.71	23.61	849.28	9.56	858.85
Sep	35.89	0.40	36.29	23.93	23.27	23.92	858.76	9.31	868.07
Dec	36.29	0.48	36.77	24.04	23.20	24.03	872.52	11.06	883.57
Percentage change from the same period of previous year									
Quarter									
2009 Dec	0.4 R	-14.8 R	0.1 R	2.5 R	4.9 R	2.5 R	2.9 R	-11.4 R	2.7 R
2010 Mar	0.4 R	-18.6 R	0.1 R	0.8 R	15.5 R	1.0 R	1.2 R	-6.2 R	1.1 R
Jun	1.0 R	-16.0 R	0.8 R	0.7 R	0.8 R	0.7 R	1.8 R	-16.0 R	1.5 R
Sep	1.2	-7.0	1.1	1.4	4.1	1.4	2.6	-3.6	2.5
Dec	1.9	4.3	1.9	2.3	1.3	2.3	4.2	5.7	4.3
Percentage change from previous quarter									
Quarter									
2009 Mar	1.1 R	9.3 R	1.2 R	1.7 R	-6.7 R	1.5 R	2.8 R	1.9 R	2.8 R
Jun	-0.8 R	-15.3 R	-1.0 R	0.6 R	10.6 R	0.8 R	-0.2 R	-5.4 R	-0.3 R
Sep	-0.3 R	-14.0 R	-0.5 R	0.6 R	-0.8 R	0.6 R	0.3 R	-15.1 R	0.1 R
Dec	0.4	7.0	0.5	-0.4	2.5	-0.4	0	8.3	0.1
2010 Mar	1.2	4.3	1.2	0	2.8	0	1.1	7.8	1.2
Jun	-0.2	-12.5	-0.3	0.5	-3.5	0.5	0.3	-15.2	0.1
Sep	-0.2	-4.8	-0.2	1.3	2.5	1.3	1.1	-2.6	1.1
Dec	1.1	20.0	1.3	0.5	-0.3	0.5	1.6	18.8	1.8
Absolute sampling error (percent) for quarterly change in average earnings and hours[2]									
Quarter									
2010 Dec	0.5	16.3	0.6	0.3	2.2	0.3	0.6	17.8	0.6

(1) The denominator used to calculate the weekly earnings and hours figures in this table is full-time equivalent employees (FTEs), as shown in table 4.

(2) The specified sample error is the largest possible error (estimated with 95 percent certainty) there may be in the quoted statistics, due to the survey sample not including every member of the survey population. In other words, there is one chance in 20 that the possible error may be larger than the quoted figure.

Symbol:
R revised

Table 8

Average Weekly Paid Hours
Seasonally adjusted and trend series
Males and females combined

	Survey series[1]			Seasonally adjusted series[2]			Trend series[2]		
	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Series ref: QEXQ	*SDAZ9A*	*SDAZ9B*	*SDAZ9Z*	*SDAZ9AS*	*SDAZ9CS*	*SDAZ9ES*	*SDAZ9AT*	*SDAZ9CT*	*SDAZ9ET*
Quarter									
2008 Dec	36.70 R	0.91 R	37.61 R	36.72 R	0.90 R	37.61 R	36.78 R	0.92 R	37.68 R
2009 Mar	37.03 R	0.96 R	37.99 R	36.85 R	0.89 R	37.74 R	36.81 R	0.88 R	37.69 R
Jun	36.85 R	0.84 R	37.69 R	36.85 R	0.85 R	37.70 R	36.86 R	0.85 R	37.73 R
Sep	36.77	0.72	37.49	36.94 R	0.79 R	37.72 R	36.89 R	0.80 R	37.69 R
Dec	36.85	0.79	37.63	36.87 R	0.78 R	37.64 R	36.90 R	0.77 R	37.65 R
2010 Mar	37.09	0.83	37.91	36.91 R	0.76 R	37.66 R	36.93 R	0.77 R	37.69 R
Jun	37.08	0.80	37.88	37.07 R	0.81 R	37.88 R	37.04 R	0.80 R	37.83 R
Sep	37.01	0.77	37.77	37.17 R	0.84 R	37.99 R	37.23 R	0.83 R	38.05 R
Dec	37.48	0.85	38.33	37.51	0.84	38.35	37.47	0.85	38.31
Percentage change from the same period of previous year									
Quarter									
2009 Dec	0.4 R	-13.2 R	0.1 R	0.4 R	-12.9 R	0.1 R	0.3 R	-16.4 R	-0.1 R
2010 Mar	0.2 R	-13.5 R	-0.2 R	0.2 R	-14.6 R	-0.2 R	0.3 R	-12.2 R	0 R
Jun	0.6 R	-4.8 R	0.5 R	0.6 R	-4.8 R	0.5 R	0.5 R	-5.1 R	0.3 R
Sep	0.7	6.9	0.7	0.6 R	6.2 R	0.7 R	0.9 R	4.2 R	1.0 R
Dec	1.7	7.6	1.9	1.7	7.9	1.9	1.5	10.1	1.7
Percentage change from previous quarter									
Quarter									
2009 Mar	0.9 R	5.5 R	1.0 R	0.4 R	-1.0 R	0.3 R	0.1 R	-4.2 R	0 R
Jun	-0.5 R	-12.5 R	-0.8 R	0 R	-3.9 R	-0.1 R	0.1 R	-3.9 R	0.1 R
Sep	-0.2 R	-14.3 R	-0.5 R	0.2 R	-7.7 R	0 R	0.1 R	-5.5 R	-0.1 R
Dec	0.2	9.7	0.4	-0.2 R	-0.8 R	-0.2 R	0 R	-3.9 R	-0.1 R
2010 Mar	0.7	5.1	0.7	0.1 R	-3.0 R	0 R	0.1 R	0.5 R	0.1 R
Jun	0	-3.6	-0.1	0.4 R	7.1 R	0.6 R	0.3 R	3.9 R	0.4 R
Sep	-0.2	-3.8	-0.3	0.3 R	3.0 R	0.3 R	0.5 R	3.8 R	0.6 R
Dec	1.3	10.4	1.5	0.9	0.8	0.9	0.6	1.5	0.7

(1) The denominator used to calculate the hours in this table is full-time equivalent employees (FTEs), as shown in table 4.
(2) All previously published figures are subject to revision when the seasonal adjustment program is run each quarter.

Symbol:
R revised

Table 9

Average Hourly Earnings by ANZSIC Group
Males and females combined

		Quarter				
	Series	2009	2010			
	ref:	Dec	Mar	Jun	Sep	Dec
Industry	QEXQ			($)		

Ordinary time

Industry	Series ref	Dec 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010
Forestry and mining	SAAB9A	27.56	26.18	25.74	25.68	25.90
Manufacturing	SAAC9A	23.05	23.49	23.68	23.79	24.04
Electricity, gas, water, and waste services	SAAD9A	30.07	30.43	30.23	30.21	30.74
Construction	SAAE9A	22.93	22.96	23.08	23.31	23.22
Wholesale trade	SAAF9A	26.29	26.03	26.44	26.45	26.68
Retail trade	SAAG9A	16.84	16.72	17.05	17.18	17.37
Accommodation and food services	SAAH9A	16.39	16.03	16.34	16.20	16.33
Transport, postal, and warehousing	SAAI9A	23.86	23.72	23.47	24.10	24.09
Information, media, and telecommunications	SAAJ9A	33.10	32.98	32.34	32.47	33.07
Finance and insurance services	SAAK9A	35.92	35.66	35.62	35.37	35.61
Renting, hiring, and real estate services	SAAL9A	24.48	23.87	24.55	25.16	24.98
Professional, scientific, technical, admin & support svcs	SAAN9A	29.14	28.98	29.14	29.72	30.01
Public administration and safety	SAAO9A	30.81	30.57	31.13	31.48	31.44
Education and training	SAAP9A	30.92	31.84	30.73	30.78	30.77
Health care and social assistance	SAAQ9A	27.05	27.11	26.79	27.04	27.27
Arts, recreation, and other services	SAAS9A	21.70	21.23	21.61	21.86	22.17
Total all industries combined	SAAZ9A	25.37	25.27	25.45	25.71	25.83

Overtime

Industry	Series ref	Dec 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010
Forestry and mining	SAAB9B	28.59	29.71	30.18	29.85	30.82
Manufacturing	SAAC9B	27.93	28.04	28.40	29.28	28.88
Electricity, gas, water, and waste services	SAAD9B	26.71	26.51	28.69	27.64	27.49
Construction	SAAE9B	30.38	30.80	31.30	32.37	31.69
Wholesale trade	SAAF9B	23.84	24.73	24.11	23.64	24.54
Retail trade	SAAG9B	12.75	14.41	11.69	14.45	12.77
Accommodation and food services	SAAH9B	20.69	25.85	25.74	26.08	21.96
Transport, postal, and warehousing	SAAI9B	24.91	25.08	26.07	27.11	26.69
Information, media, and telecommunications	SAAJ9B	35.65	32.35	35.98	37.53	32.86
Finance and insurance services	SAAK9B	31.45	29.33	32.34	31.99	33.50
Rental, hiring, and real estate services	SAAL9B	22.53	24.85	27.20	29.03	28.00
Professional, scientific, technical, admin & support svcs	SAAN9B	29.63	28.40	30.57	29.34	29.14
Public administration and safety	SAAO9B	28.80	29.17	31.10	33.51	32.71
Education and training	SAAP9B	30.33	25.54	28.27	27.88	28.74
Health care and social assistance	SAAQ9B	36.32	35.99	36.33	39.14	37.20
Arts, recreation, and other services	SAAS9B	24.90	24.35	24.92	25.63	25.36
Total all industries combined	SAAZ9B	26.23	26.58	26.99	27.69	27.09

Total

Industry	Series ref	Dec 2009	Mar 2010	Jun 2010	Sep 2010	Dec 2010
Forestry and mining	SAAB9Z	27.59	26.32	25.87	25.82	26.05
Manufacturing	SAAC9Z	23.26	23.68	23.90	24.04	24.25
Electricity, gas, water, and waste services	SAAD9Z	29.99	30.30	30.18	30.11	30.63
Construction	SAAE9Z	23.23	23.29	23.43	23.70	23.58
Wholesale trade	SAAF9Z	26.24	26.00	26.39	26.38	26.63
Retail trade	SAAG9Z	16.72	16.65	16.90	17.10	17.22
Accommodation and food services	SAAH9Z	16.42	16.12	16.38	16.23	16.36
Transport, postal, and warehousing	SAAI9Z	23.90	23.78	23.58	24.22	24.21
Information, media, and telecommunications	SAAJ9Z	33.12	32.98	32.37	32.51	33.07
Finance and insurance services	SAAK9Z	35.90	35.61	35.60	35.35	35.60
Rental, hiring, and real estate services	SAAL9Z	24.47	23.88	24.57	25.18	25.00
Professional, scientific, technical, admin & support svcs	SAAN9Z	29.15	28.98	29.16	29.72	30.00
Public administration and safety	SAAO9Z	30.78	30.55	31.13	31.50	31.46
Education and training	SAAP9Z	30.92	31.81	30.73	30.78	30.76
Health care and social assistance	SAAQ9Z	27.18	27.23	26.92	27.17	27.42
Arts, recreation, and other services	SAAS9Z	21.72	21.26	21.64	21.89	22.20
Total all industries combined	SAAZ9Z	25.39	25.30	25.49	25.75	25.86

Table 10

Weighted Contribution Towards Average Total Hourly Earnings
By ANZSIC group
At mid-point of quarter

Industry	Average total hourly earnings ($)	Total paid hours	Contribution to paid hours (%)	Weighted contribution ($)
September 2010				
Forestry and mining	25.82	467,100	0.9	0.2
Manufacturing	24.04	6,841,200	13.8	3.3
Electricity, gas, water, and waste services	30.11	361,900	0.7	0.2
Construction	23.70	3,444,800	6.9	1.6
Wholesale trade	26.38	3,071,600	6.2	1.6
Retail trade	17.10	4,938,000	9.9	1.7
Accommodation and food services	16.23	2,493,800	5.0	0.8
Transport, postal, and warehousing	24.22	2,666,100	5.4	1.3
Information, media, and telecommunications	32.51	1,103,000	2.2	0.7
Finance and insurance services	35.35	1,593,300	3.2	1.1
Rental, hiring, and real estate services	25.18	760,400	1.5	0.4
Professional, scientific, technical, admin & support svcs	29.72	6,240,700	12.6	3.7
Public administration and safety	31.50	3,249,200	6.5	2.1
Education and training	30.78	4,431,200	8.9	2.7
Health care and social assistance	27.17	5,447,400	11.0	3.0
Arts, recreation, and other services	21.89	2,581,300	5.2	1.1
Total all industries combined	25.75	49,691,000	100.0	25.8
December 2010				
Forestry and mining	26.05	442,500	0.9	0.2
Manufacturing	24.25	7,056,100	14.0	3.4
Electricity, gas, water, and waste services	30.63	374,900	0.7	0.2
Construction	23.58	3,552,300	7.0	1.7
Wholesale trade	26.63	3,160,800	6.3	1.7
Retail trade	17.22	5,080,100	10.1	1.7
Accommodation and food services	16.36	2,622,200	5.2	0.9
Transport, postal, and warehousing	24.21	2,696,400	5.3	1.3
Information, media, and telecommunications	33.07	1,109,300	2.2	0.7
Finance and insurance services	35.60	1,624,600	3.2	1.2
Rental, hiring, and real estate services	25.00	795,300	1.6	0.4
Professional, scientific, technical, admin & support svcs	30.00	6,123,300	12.1	3.6
Public administration and safety	31.46	3,207,100	6.4	2.0
Education and training	30.76	4,542,600	9.0	2.8
Health care and social assistance	27.42	5,503,800	10.9	3.0
Arts, recreation, and other services	22.20	2,508,800	5.0	1.1
Total all industries combined	25.86	50,400,200	100.0	25.9
Change from previous quarter[1]				
Forestry and mining	0.9	-5.3	0.0	0.0
Manufacturing	0.9	3.1	0.2	0.1
Electricity, gas, water, and waste services	1.7	3.6	0.0	0.0
Construction	-0.5	3.1	0.1	0.0
Wholesale trade	0.9	2.9	0.1	0.0
Retail trade	0.7	2.9	0.2	0.0
Accommodation and food services	0.8	5.1	0.2	0.0
Transport, postal, and warehousing	0.0	1.1	-0.1	0.0
Information, media, and telecommunications	1.7	0.6	0.0	0.0
Finance and insurance services	0.7	2.0	0.0	0.0
Rental, hiring, and real estate services	-0.7	4.6	0.1	0.0
Professional, scientific, technical, admin & support svcs	0.9	-1.9	-0.5	-0.1
Public administration and safety	-0.1	-1.3	-0.1	-0.1
Education and training	-0.1	2.5	0.1	0.0
Health care and social assistance	0.9	1.0	-0.1	0.0
Arts, recreation, and other services	1.4	-2.8	-0.2	0.0
Total all industries combined	0.4	1.4	0.0	0.1

(1) For average total hourly earnings and total paid hours, this is a percentage change from the previous quarter.
     For contribution to paid hours and the weighted contribution, this is an absolute change from the previous quarter.