

**Open employment
services for people
with disabilities
1998–99**

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Open employment services for people with disabilities 1998–99

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and
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2000

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Summary

This report presents national data on open employment services for people with a disability and on the clients of these services in 1998–99. The data were collected via the National Information Management System (NIMS) for open employment services, which was introduced in 1995 to collate national data on open employment.

Under the Commonwealth *Disability Services Act 1986*, employment services fall into two main categories: open employment services and supported employment services. In **open employment services** employment assistance is provided by a service outlet to clients whose employment contracts are with another organisation or who are self-employed. In **supported employment services** employment assistance is provided by a service outlet for workers in business services, work crews and/or contract labour arrangements, where the workers' employment contracts are with the service outlet. This report covers the activities of open employment services only.

Employment and people with disabilities

Chapter 1 provides an introduction to the report, describing open employment services in Australia and the population they serve.

People with a disability who also experience specific 'activity restrictions' (in terms used by the Australian Bureau of Statistics in their major disability survey in 1998) had higher rates of unemployment in 1998 than the rest of the population; 11.7% of people with one or more activity restrictions were unemployed, compared with an estimate of 8.3% for the labour force overall. People with activity restrictions were also far less likely to participate in the labour force (49.3%) compared with the population overall (75.6%). These differentials illustrate the potential role of specialist services which aim to assist people with a disability to obtain and retain employment.

Open employment services and their clients

Chapters 2 and 3 describe open employment services and their clients.

During the 12 months to 30 June 1999, NIMS was used by 345 open employment outlets, of which 338 (98% of outlets) provided data in time for inclusion in this report (Table S1). Open employment outlets were funded by the Commonwealth Department of Family and Community Services in all States and Territories, with nearly three-quarters (72%) of all outlets operating in New South Wales, Victoria and Queensland. Three-fifths (60%) of outlets were in urban areas, 35% in rural areas and the remaining 5% in remote areas (Table S2).

Table S1: Number of outlets and clients by State and Territory, 1998–99

	Recorded				Estimated				Mean number of clients per outlet
	Outlets		Clients		Outlets		Clients		
	Number	%	Number	%	Number	%	Number	%	
New South Wales	99	29.3	9,323	27.1	100	29.0	9,371	26.7	93.7
Victoria	70	20.7	10,735	31.3	72	20.9	11,310	32.2	157.1
Queensland	75	22.2	7,161	20.8	77	22.3	7,247	20.6	94.1
Western Australia	35	10.4	3,328	9.7	35	10.1	3,328	9.5	95.1
South Australia	28	8.3	1,967	5.7	29	8.4	1,975	5.6	68.1
Tasmania	17	5.0	755	2.2	17	4.9	755	2.1	44.4
Australian Capital Territory	6	1.8	778	2.3	7	2.0	865	2.5	123.6
Northern Territory	8	2.4	300	0.9	8	2.3	300	0.9	37.5
Australia	338	100.0	34,347	100.0	345	100.0	35,151	100.0	101.9

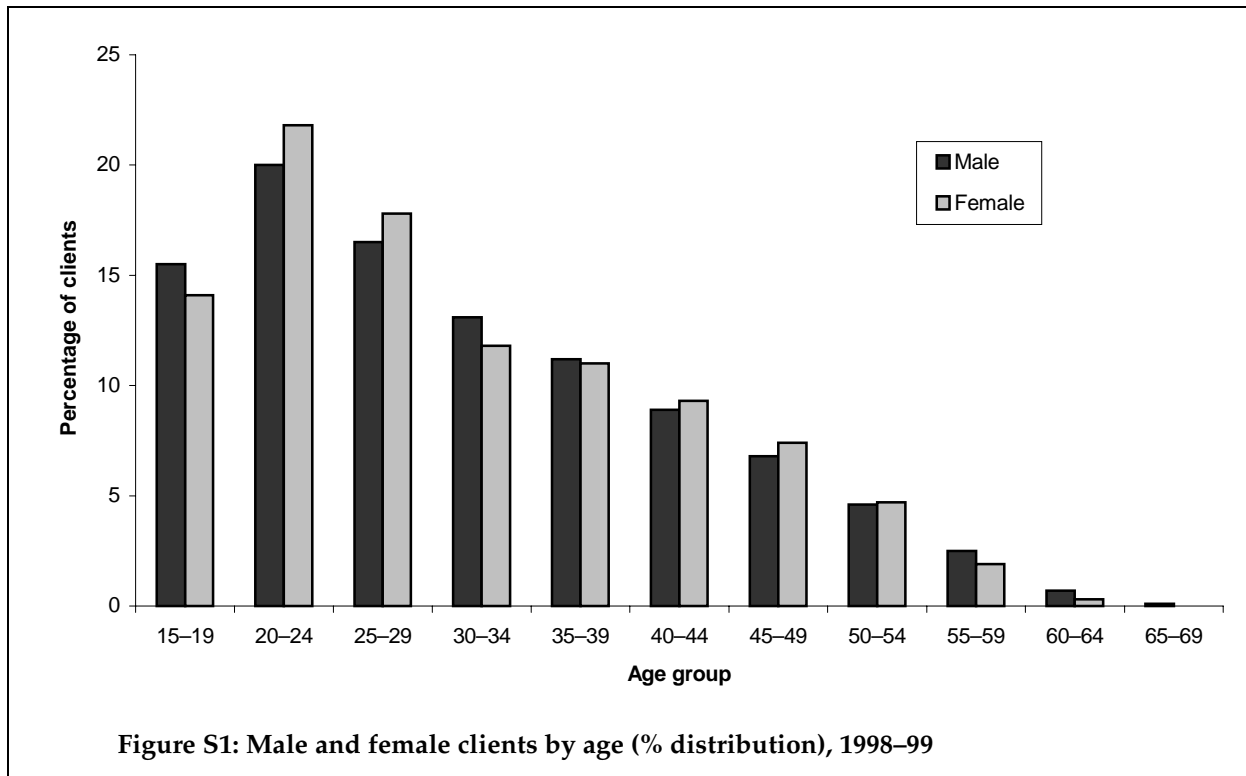
Table S2: Number of recorded outlets and clients by location, 1998–99

Location	Outlets		Recorded clients		Mean number of recorded clients per outlet
	Number	%	Number	%	
Urban	203	60.1	23,946	69.7	118.0
Rural	118	34.9	9,638	28.1	81.7
Remote	17	5.0	763	2.2	44.9
Total	338	100.0	34,347	100.0	101.6

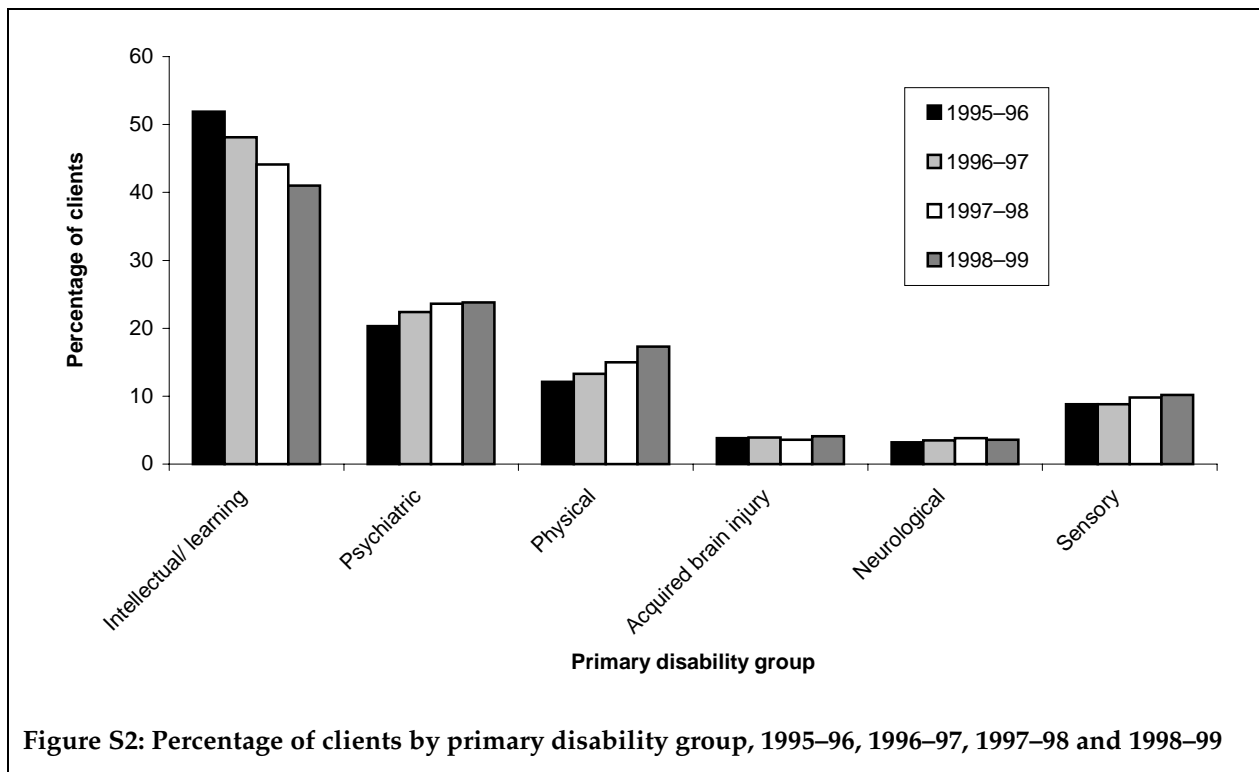
Note: Location is classified by the Commonwealth Department of Family and Community Services, based on 1991 Australian Bureau of Statistics data.

A total of 34,347 clients were recorded on the NIMS database as having received some support in the 12 months to 30 June 1999, correcting for the 7 outlets not reporting. This is estimated to be 98% of the total number of clients accessing open employment services in the 12-month period (35,151; Table S1).

Around two-thirds (64%) of the recorded clients were male and one-third (36%) female. The age distribution was similar for males and females although a slightly higher proportion of female clients were aged 20–29 years and a slightly higher proportion of males were aged 30–39 years (Figure S1). Of the recorded clients, 1.7% of clients were identified as being of Aboriginal or Torres Strait Islander descent, which is slightly less than their representation in the general Australian population (2%).

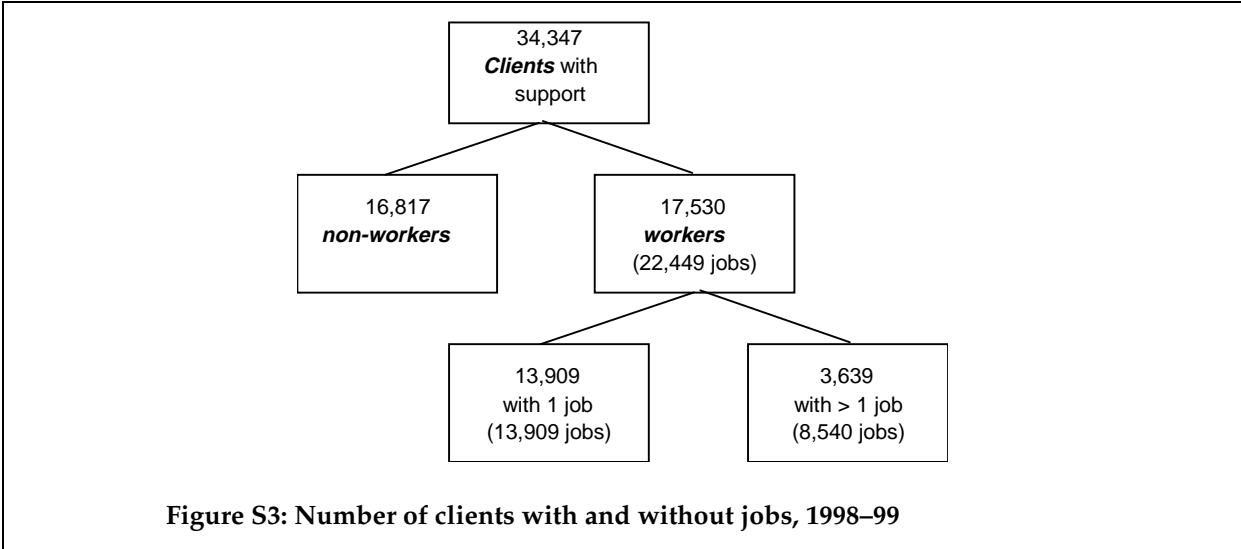


Of people attending open employment services in 1998-99, 41% had intellectual/learning as their primary disability, followed by nearly a quarter (24%) who had a psychiatric disability and 17% who had a physical disability. The proportion of clients with the primary disability 'intellectual/learning' has declined over the four financial years of the NIMS collection, and the percentage of clients with a physical primary disability has increased steadily over this period (Figure S2).



Job characteristics

Chapter 4 details the characteristics of client jobs in 1998–99. Of the 34,347 clients recorded as receiving support in 1998–99, 17,530 (51%) had at least one job in this period ('workers'). Of these 'workers', 13,909 (79%) had only one job and 3,639 (20%) had two or more jobs (Figure S3).



The percentage of clients who were workers has remained stable over the last four financial years at around 50%. The number of workers has increased each year in line with the increase in the number of recorded consumers (for example, 24% increase in recorded clients, workers and jobs between 1996–97 and 1997–98 and a further 13% increase between 1997–98 and 1998–99; Figure S4).



A total of 22,449 jobs were undertaken by workers during 1998–99. Jobs were spread across all industry sectors, with the highest proportion of employers being in retail trade (17%, including fast food) and manufacturing (15%, including clothing, textiles and footwear), followed by health and community services (9%) and hospitality (8%). The majority of all jobs were as labourers/related workers (60%), with clerks and sales/personal service staff as the other main occupational categories (13% each).

The median length of ongoing jobs as at the end of 1998–99 was 49 weeks. Half of all jobs had a weekly wage of \$200 or less and nearly three-quarters (73%) were recorded as having an award wage. Half (50%) of jobs were on a permanent basis.

Client job experience

Chapter 5 presents a more detailed analysis of the experience of workers (Table S3). Of all workers in 1998–99, 48% had a job at both the beginning and end of the period (termed ‘job retained’), and 29% gained a job during the period and remained in employment at the end of the period (‘job gained and retained’). A further 13% were employed at the beginning of the period but not at the end (‘job lost’), and the remaining 11% had work at some time during the period but started and finished the period unemployed (‘job gained and lost’).

Table S3: Job history of workers during 1998–99

Job history	With one job		With more than one job		All workers	
	Number	%	Number	%	Number	%
Job retained	6,482	37.0	1,884	10.8	8,366	47.7
Job lost	1,741	9.9	483	2.8	2,224	12.7
Job gained and retained	4,044	23.1	955	5.5	4,999	28.5
Job gained and lost	1,642	9.4	299	1.7	1,941	11.1
Total	13,909	79.3	3,621	20.7	17,530	100.0

There were 10,590 clients with a job as at 1 July 1998, and this increased by 2,775 or 26% to 13,365 at 30 June 1999. The proportional increase from 1 July 1997 to 30 June 1998 had been slightly higher at 27%.

In order to analyse different aspects of a person’s job experience, three sets of measures were calculated. These were:

- time in work (length of employment during support, hours per work week, hours per week);
- mean wage (wage per hour, wage per work week, mean income per support week); and
- number of weeks to obtain a job.

In the 12 months from 1 July 1998 to 30 June 1999, the average worker was employed for about 33 weeks (or 74% of their time in support), worked 24 hours per work week (or 18 hours per week over the support period) and earned \$236 per week (or \$177 per week over the support period). These figures are nearly identical to those in 1997–98.

The average time taken to get a job (for those clients who obtained work after the beginning of the financial year) was 13.7 weeks in 1998–99, compared with 12.8 weeks in 1997–98.

Nearly all client characteristics studied (such as sex, primary disability type and living arrangements) appeared to be related to one or more of the measures of job experience in some way.

Client support

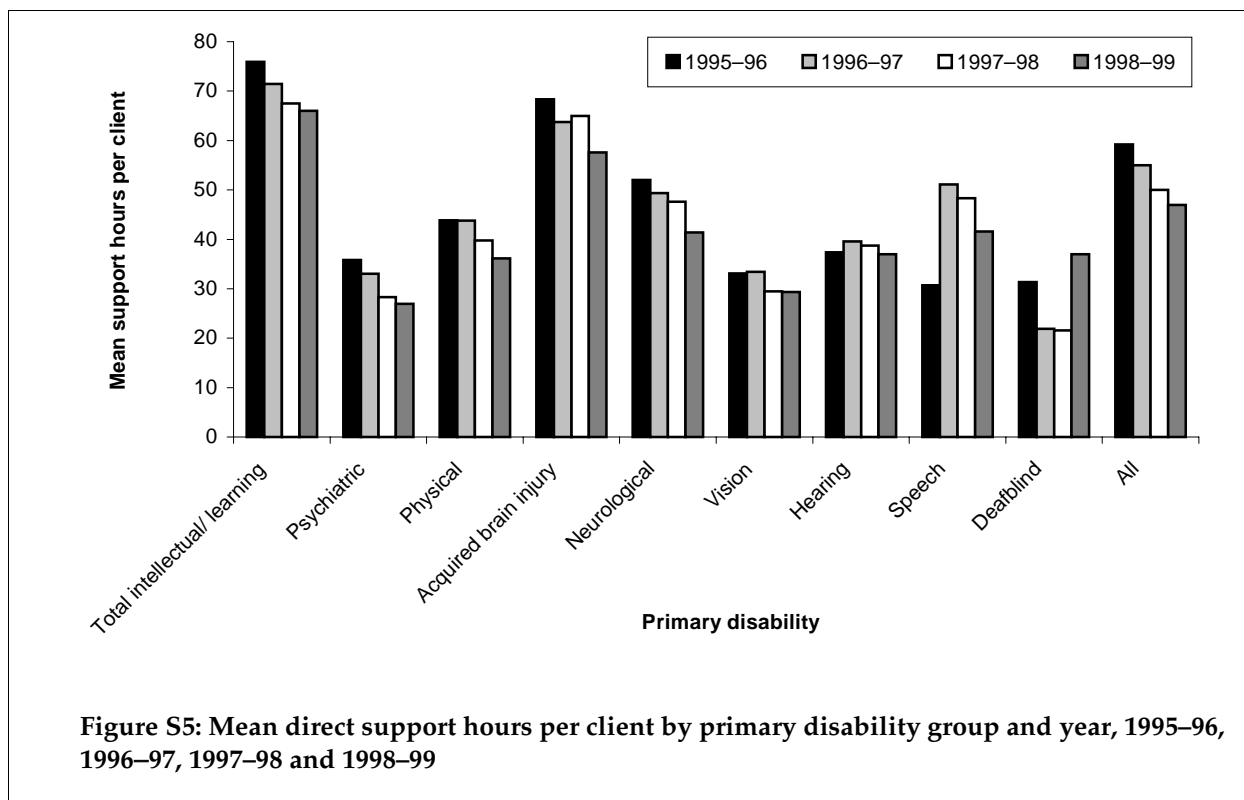
Chapter 6 provides a detailed analysis of the support provided by open employment outlets to clients, and the factors relating to it.

Support can be categorised as:

- support given directly to individual clients ('direct support'); and
- other support, including general job search and travel, ('indirect support').

The analysis in chapter 6 focuses on direct support, because the recording of some indirect support is optional in the data system.

Clients received an average of 47 hours of direct support and 6 hours of indirect support in the 12 months to 30 June 1999. The average direct support per client during the year had fallen from 59 hours in 1995–96, 55 hours in 1996–97 and 50 hours in 1997–98 (Figure S5).



People with autism had the highest mean hours of support per client at 78 hours over the 12 months to 30 June 1999, followed by people with an intellectual disability (69 hours) and people with an acquired brain injury (58 hours). Compared with 1997–98, the mean level of support has fallen for all disability groups except deafblind (Figure S5).

Clients who had jobs (workers) received more support than other clients (non-workers) in 1998–99 (1.7 hours versus 0.9 hours per week). Workers received an average of 9.1 hours of support per 100 hours of work.

The support received by clients varied according to a number of characteristics such as sex, age, primary disability type, preferred spoken language, frequency of assistance required by clients for activities of daily living (one or more of self-care, mobility and verbal communication) and client type.

1 Introduction: People with disabilities and employment

This report presents national data on open employment services for people with disabilities and on the clients of these services in 1998–99. The data were collected via the National Information Management System for open employment services (NIMS). The NIMS system was decommissioned in mid 1999 (see Anderson & Golley 1999b). This report is the last in a series covering the four-and-a-half years of the system's operation.

The aim of the report is to provide information to:

- the open employment outlets that supply NIMS data;
- the clients of these open employment outlets;
- the Commonwealth Department of Family and Community Services; and
- other individuals or organisations interested in data about employment services for people with disabilities.

Chapter 1 provides information about disability in the Australian population and labour force, a brief outline of the nature of open employment services in Australia, and a description of the NIMS data system and its development.

Subsequent chapters discuss the 1998–99 NIMS data from a number of perspectives:

- Chapter 2 focuses on service providers.
- Chapter 3 presents client characteristics.
- Chapter 4 describes client job profiles, using each job as the basic unit for analysis.
- Chapter 5 analyses information about the job experience of workers, using individual workers as the basic unit for analysis.
- Chapter 6 discusses client support.

Data from the NIMS collection were released by the AIHW on a quarterly basis in the form of NIMS Data Briefings. Three comprehensive reports have also been released by the AIHW to date, *Open Employment Services for People with Disabilities 1995: The First Year of NIMS Data*, *Open Employment Services for People with Disabilities 1995–96 and 1996–97* and *Open Employment Services for People with Disabilities 1997–98* (Anderson & Wisener 1997; Anderson & Golley 1998; Anderson & Golley 1999a). These sources provide further background to the contents of this report and will be referred to throughout this publication where appropriate.

1.1 Disability in Australia

Population data

In the 1998 Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers, a person has a disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least 6 months and which restricts everyday activities (ABS 1998a:67). The specific restrictions that a person with a disability may experience are defined as being either core activity restrictions (relating to the core activities of self-care, mobility or communication), or schooling or employment restrictions.

According to the ABS, core activity restrictions (in the areas of self-care, mobility or communication) may be mild, moderate, severe or profound. People who have a mild activity restriction have no difficulty performing a core activity but use aids or equipment as a result of the disability. People who have a moderate activity restriction do not require assistance but have difficulty performing a core activity. People who have a severe activity restriction sometimes need assistance to perform a core activity, and people with a profound activity restriction may be unable to perform a core activity or always need assistance to perform a core activity (ABS 1998a:4). People with severe or profound activity limitations and those with schooling and employment restrictions are thus the major target population group for a range of support services.

The ABS estimated that there were 3,610,300 people with a disability in Australia in 1998 (19.3% of the total population), of whom 3,155,900 people experienced specific restrictions with core activities or with schooling or employment (16.9% of the total population; Table 1.1 and ABS 1998a:4). It was estimated that about 510,000 people aged 15 to 64 (4.1% of the population of that age) experienced severe or profound activity restrictions. About 1,474,600 people aged 15 to 64 experienced schooling or employment restrictions, the vast majority (80.9%) of these people also experiencing core activity restrictions in activities of daily living (Table 1.2).

Table 1.1: People with an activity restriction: severity of activity restriction by sex and age as a percentage of the Australian population of that sex and age, Australia, 1998

	Profound core activity restriction	Severe core activity restriction	Moderate core activity restriction	Mild core activity restriction	Schooling or employment only	Total	Total ('000)
Males							
0-4	*1.3	1.7	**0.3	..	..	3.3	659.7
5-14	3.0	2.8	0.8	2.2	2.0	10.8	1,346.2
15-24	0.7	1.4	1.1	2.5	2.1	7.8	1,364.4
25-34	1.1	1.4	1.5	3.5	1.9	9.3	1,438.4
35-44	0.9	2.2	3.1	4.1	3.0	13.3	1,437.5
45-54	0.9	4.6	5.6	5.7	2.8	19.6	1,234.9
55-59	2.4	6.4	6.9	9.9	3.3	28.8	442.2
60-64	2.8	5.5	9.4	14.4	3.6	35.7	365.8
65+	10.0	6.3	11.2	19.5	..	47.0	993.2
15-64	1.1	2.8	3.4	4.9	2.6	14.8	6,283.2
Total	2.4	3.1	3.6	5.8	2.0	16.9	
Total ('000)	218.8	286.6	338.6	534.3	188.4	1,566.7	9,282.3
Females							
0-4	*0.9	**0.3	**0.3	..	..	1.6	625.1
5-14	1.7	1.4	*0.4	0.9	1.5	5.9	1,281.3
15-24	0.9	0.9	*0.6	2.3	1.3	5.9	1,305.4
25-34	0.6	1.9	1.4	2.7	1.9	8.5	1,438.9
35-44	0.9	3.0	3.1	3.9	2.3	13.2	1,445.5
45-54	1.6	5.1	4.9	5.8	2.2	19.5	1,208.1
55-59	1.7	6.3	8.2	10.0	2.9	29.1	428.0
60-64	3.2	6.1	9.0	11.4	1.4	31.0	367.9
65+	17.2	7.8	9.0	16.1	—	50.1	1,278.0
15-64	1.2	3.1	3.2	4.5	1.9	13.9	6,193.8
Total	3.4	3.3	3.4	5.3	1.5	16.9	
Total ('000)	318.9	311.6	321.7	497.5	139.5	1,589.2	9,378.2
Persons							
0-4	1.1	1.1	*0.3	..	..	2.5	1,284.8
5-14	2.3	2.1	0.6	1.6	1.8	8.4	2,627.5
15-24	0.8	1.1	0.8	2.4	1.7	6.9	2,669.8
25-34	0.8	1.6	1.4	3.1	1.9	8.9	2,877.4
35-44	0.9	2.6	3.1	4.0	2.6	13.3	2,883.0
45-54	1.3	4.8	5.2	5.7	2.5	19.6	2,443.0
55-59	2.0	6.3	7.6	10.0	3.0	28.9	870.2
60-64	3.0	5.8	9.2	12.9	2.5	33.4	733.7
65+	14.1	7.1	10.0	17.6	..	48.8	2,271.3
15-64	1.1	3.0	3.3	4.7	2.3	14.4	12,477.1
Total	2.9	3.2	3.5	5.5	1.8	16.9	
Total ('000)	537.7	598.2	660.3	1,031.8	327.9	3,155.9	18,660.6

Notes

1. Core activities comprise communication, mobility and self-care.
2. Percentages marked with an asterisk (*) have been calculated from population estimates with relative standard errors (RSEs) between 25% and 50% and should be treated with caution. Percentages marked with a double asterisk (**) have been calculated from estimates with RSEs greater than 50% and are considered too unreliable for general use.

Source: ABS 1998a:14.

Table 1.2 presents data on the labour force status of working age people with a disability living in households. Employment status and labour force participation were both strongly related to the presence of disability and specific activity restriction. In 1998 people with specific activity restrictions were less likely to participate in the labour force (49%) than all people with a disability (53%) or all people in the population (76%). People with specific activity restrictions or a disability were also more likely to be unemployed (12% each) than all people in the population (8%).

Unemployment and participation rates were also related to the level of core activity restriction. Less than one-fifth (19%) of people with a profound activity restriction were participating in the labour force in 1998, probably contributing to a relatively low unemployment rate (7%). People who had a mild core activity restriction were much less likely than all people to be participating in the labour force (57% compared with 76%) and had an unemployment rate of 9%. The unemployment rate was highest for people identified as having a schooling or employment restriction only (15%). This group had relatively high participation rates in the labour force (64%).

Table 1.2: People aged 15 to 64 years living in households: labour force status by restriction level and disability status, Australia, 1998

	Full-time workers ('000)	Part-time workers ('000)	Total ('000)	Unemployed ('000)	Total in the labour force ('000)	Total ('000)	Unemployment rate (%)	Participation rate (%)
Core activity restriction ^(a)								
Profound	13.8	*8.2	22.0	**1.8	23.7	125.8	7.4	18.9
Severe	71.7	57.8	129.5	17.0	146.5	364.8	11.6	40.2
Moderate	101.8	64.7	166.5	25.1	191.6	413.7	13.1	46.3
Mild	195.1	107.1	302.3	31.0	333.3	589.9	9.3	56.5
Schooling or employment restriction (only)	105.0	47.9	152.8	27.8	180.7	281.2	15.4	64.3
All with specific restrictions ^(b)	487.4	285.7	773.1	102.7	875.8	1,775.4	11.7	49.3
Schooling or employment restriction (all)	362.6	232.5	595.1	88.5	683.6	1,474.6	12.9	46.4
All with disability ^(c)	639.7	333.6	973.3	126.8	1,100.2	2,066.7	11.5	53.2
No disability	5,472.0	2,191.2	7,663.2	652.7	8,316.0	10,388.4	7.8	80.1
Total	6,111.7	2,524.9	8,636.6	779.6	9,416.1	12,455.0	8.3	75.6

(a) Core activities comprise communication, mobility and self-care.

(b) Total may be less than the sum of the components as persons may have both a core activity restriction and a schooling or employment restriction.

(c) Includes those who do not have a specific restriction.

Note: Estimates marked with an asterisk (*) have relative standard errors (RSEs) between 25% and 50% and should be treated with caution. Estimates marked with a double asterisk (**) have RSEs greater than 50% and are considered too unreliable for general use.

Source: ABS 1998a:35.

It is difficult to obtain reliable statistical information about disability among particular groups—such as people of non-English-speaking background or of Aboriginal and Torres Strait Islander origin—because of sampling errors which are larger for small estimates (AIHW 1995:251).

1.2 Employment services in Australia

Under the Commonwealth *Disability Services Act 1986*, employment services fall into two main categories: open employment services and supported employment services. In open employment services, employment assistance is provided by a service outlet to clients whose employment contracts are with another organisation or who are self-employed. In supported employment services, employment assistance is provided by a service outlet for workers in business services, work crews and/or contract labour arrangements, where the workers' employment contracts are with the service outlet.

The NIMS data collection relates to open employment services only. These organisations provide a range of services including employment preparation, job search, placement and post-placement support. The aim is that, after an initial period of support, the support worker will gradually withdraw so that eventually the client will be fully integrated into the workforce. Some clients will continue to require ongoing support to retain their job. The target group for these services is people with disabilities who have the capacity to retain employment in the open labour market but who need assistance with training and placement along with some ongoing support. Generally, clients receive award wages; however, in some cases, wages may be based on the level of productivity.

1.3 NIMS data system and its development

History

The development of the NIMS data system was initiated in 1992 by service providers wishing to enhance their own information management systems, facilitate the exchange of data with one another and satisfy national statistical reporting requirements. The (then) Department of Human Services and Health supported a study, which resulted in a proposal for the system and the data items to be collected. In mid-1994, the Australian Institute of Health and Welfare was invited to become involved with the implementation of the system. After a brief cycle of finalising development, testing and training, the system began on 1 January 1995, with the Institute as Data Manager and an independent Industry Development Manager representing service providers in the ongoing use and development of the system. The NIMS system was decommissioned in mid-1999 (see Anderson & Golley 1999b). Further historical background can be found in Anderson & Wisener (1997:5).

System outline and objectives

Service outlets were provided with a computerised system comprising software (called NIMS), standardised definitions and data items relating to clients (demographics, disabilities, current job, job history), outlets (location, number of staff, staff activities) and employers (location, type of industry).

The system tracked service users through the service, monitoring their progression through different phases (applicant, job seeker, worker, independent worker). Data were entered into the system by the outlet on a regular basis. With the permission of clients, anonymised client data were sent to the Institute on a quarterly basis and uploaded into a central database.

Over the 12 months to 30 June 1999, NIMS was used by 345 outlets, of which 338 provided complete download data in time for inclusion in this publication.

The objectives of the National Information Management System (NIMS) were:

- to enable outlets to collect and manage information about their services, its resources and its clients with a goal of improving service quality and client outcomes; and
- to provide the Department of Family and Community Services with comprehensive statistical information (apart from financial accountability data) about open employment services funded under the Disability Services Act.

A tripartite system

One of the special features of NIMS was the involvement of three parties: the industry (represented by the Industry Development Manager), the Department of Family and Community Services, and the Australian Institute of Health and Welfare.

The Industry Development Manager was a recent service provider whose role was to help agencies use the data, in particular to improve services and outcomes for clients. The Industry Development Manager liaised with and provided advice to agencies about the system and its correct use, noted any need for changes in the system, data or reports produced and produced a range of individualised reports for service use.

The Department of Family and Community Services is responsible for national policy on employment services for people with a disability, and funding all the open employment services on the NIMS system as well as approximately 550 other employment services (chiefly, supported employment services). NIMS data was also available to State and Territory Project Officers and policy and planning areas of the department.

The Institute, as Data Manager, was responsible for administering a central database of all data from the outlets. The Institute collated, analysed and reported the data, and was responsible for ensuring the integrity and confidentiality of all data received, in line with its legislative responsibilities. This role was consistent with the Institute's legislative charter to develop, collate, analyse and disseminate national data on community services. Specific system responsibilities included:

- data management including the routine receipt of data from outlets on a quarterly basis, checking their validity, liaising with agencies to resolve any problems, and uploading data to the Institute's NIMS central database;
- system review and development and advice on related developments; and
- data analysis and dissemination, including producing and distributing a wide range of data from the central database, for example, publishing quarterly feedback data briefings for outlets and producing quarterly data in electronic form for the Department of Family and Community Services and the Industry Development Manager.

2 Service providers

2.1 Numbers of open employment outlets

During the 12 months to 30 June 1999, the NIMS system was used by 345 open employment outlets across Australia. The information presented in this report refers to data received from 338 (or 98%) of those outlets with NIMS installed during that time. Complete data were not received from the remaining outlets in time for inclusion in the national database.

A total of 34,347 clients were recorded on the NIMS database as having received some support in the 12 months to 30 June 1999. This is estimated to be 98% of the total number of clients accessing open employment services in the 12-month period (35,151; Table 2.1; see chapter 3 for further details).

As in the earlier years of the NIMS collections, in 1998–99 the largest number of outlets was in New South Wales and the largest number of clients was in Victoria. Nationally, there was an average of 101.9 clients per outlet in 1998–99, ranging from a low of 38 clients per outlet in the Northern Territory, to a high of 157 clients per outlet in Victoria.

Table 2.1: Number of outlets and clients by State and Territory, 1998–99

	Recorded				Estimated				Mean number of clients per outlet
	Outlets		Clients		Outlets		Clients		
	No.	%	No.	%	No.	%	No.	%	
New South Wales	99	29.3	9,323	27.1	100	29.0	9,371	26.7	93.7
Victoria	70	20.7	10,735	31.3	72	20.9	11,310	32.2	157.1
Queensland	75	22.2	7,161	20.8	77	22.3	7,247	20.6	94.1
Western Australia	35	10.4	3,328	9.7	35	10.1	3,328	9.5	95.1
South Australia	28	8.3	1,967	5.7	29	8.4	1,975	5.6	68.1
Tasmania	17	5.0	755	2.2	17	4.9	755	2.1	44.4
Australian Capital Territory	6	1.8	778	2.3	7	2.0	865	2.5	123.6
Northern Territory	8	2.4	300	0.9	8	2.3	300	0.9	37.5
Australia	338	100.0	34,347	100.0	345	100.0	35,151	100.0	101.9

Open employment outlets operated in a range of locations around Australia. In 1998–99, three-fifths (60%) of all outlets were in urban locations, 35% in rural locations and 5% in remote locations (Table 2.2). Outlets in urban locations supported 70% of all recorded clients and had an average of 118 clients per outlet. In contrast, outlets in remote locations supported 2% of all recorded clients and an average of 45 clients per outlet.

Table 2.2: Number of recorded outlets and clients by location, 1998–99

Location	Outlets		Recorded clients		Mean number of recorded clients per outlet
	Number	%	Number	%	
Urban	203	60.1	23,946	69.7	118.0
Rural	118	34.9	9,638	28.1	81.7
Remote	17	5.0	763	2.2	44.9
Total	338	100.0	34,347	100.0	101.6

Note: Location is classified by the Commonwealth Department of Family and Community Services, based on 1991 Australian Bureau of Statistics data.

2.2 Staff numbers

During 1998–99, there were 1,980 equivalent full-time staff working in open employment outlets across Australia, of whom 35 received no wages (11 support and 24 administration staff; Table 2.3). There were 1,567 paid support staff, with an average of 5.5 per outlet, and 378 paid administration staff, with an average of 1.3 per outlet.

Table 2.3: Equivalent full-time staff^(a), 1998–99

	Paid staff		Unpaid staff		Total staff
	Support	Administration	Support	Administration	
Average (per outlet)	5.5	1.3	0.0	0.1	6.9
Total	1,566.8	378.1	11.2	23.5	1,979.6

(a) Full-time hours are determined according to the award under which staff are employed or taken to be 35 hours where staff are not employed according to an award.

2.3 Client numbers

In 1998–99, over a quarter (28%) of outlets had 50 clients or fewer, about a third (35%) had between 51 and 100 clients, and the remaining 37% had over 100 clients (Table 2.4). The comparable figures for 1997–98 were 35%, 32% and 33% respectively, indicating a higher proportion of outlets with larger client numbers in 1998–99. In 1998–99, 42 outlets (13% of all outlets) had more than 200 clients, compared with 29 outlets (9%) in 1997–98.

Table 2.4: Outlets by number of clients, 1997–98 and 1998–99

Number of clients	1997–98		1998–99	
	Number	%	Number	%
• 25	43	12.9	36	10.7
26–50	73	21.9	59	17.5
51–75	55	16.5	66	19.5
76–100	53	15.9	51	15.1
101–150	52	15.6	57	16.9
151–200	29	8.7	27	8.0
201–250	15	4.5	20	5.9
251–300	6	1.8	12	3.6
> 300	8	2.4	10	3.0
Total	334	100.0	338	100.0

2.4 Open employment outlets and predominant disability groups

All clients receiving open employment services are recorded as having one primary disability group. Eleven different primary disability groups may be recorded in NIMS (intellectual, specific learning/ADD, autism, psychiatric, physical, acquired brain injury, neurological, vision, hearing, speech, deafblind).

The information in Table 2.5 was calculated to determine whether NIMS outlets tend to specialise in a particular primary disability group, or cater for a mixture of primary disability groups. For two-thirds of all outlets (222 or 66%), the proportion of clients with an intellectual disability as their primary disability was 25% or more. Therefore, outlets were grouped into three broad categories:

- those that had 75% or more of their clients with a particular primary disability group (e.g. the group titled 'intellectual' $\geq 75\%$);
- those where the most common primary disability group or groups other than intellectual occurred for 25–74% of clients (e.g. the group titled 'psychiatric' 25–74%); and
- of the remainder with a mixed clientele, those with more than 50% but less than 75% of clients with primary disability group intellectual and those with less than 50% of clients with primary disability group intellectual.

Table 2.5 illustrates the number of outlets in each category, the number of clients who received support during 1998–99, and the average number of clients per outlet. Three-tenths (30% or 9,923) of clients attended an open employment outlet where 75% or more of the clients were from a particular primary disability group. A slightly higher number (11,942 or 35%) of clients attended an open employment outlet with 25–74% from a particular disability group other than intellectual (Figure 2.1). The average number of clients per outlet varied from relatively medium sized outlets with less than 50 clients (for outlet groups: autism $\geq 75\%$; and acquired brain injury 25–74%), to large outlets with over 130 clients per outlet (psychiatric and physical each 25–74%, and physical and acquired brain injury 25–74%).

A substantial minority (48%) of clients with the primary disability group psychiatric were receiving services from an outlet that had 75% or more of their clients with this disability group (Figure 2.1). This was also the case for clients with the primary disability group vision (47% attended an outlet where 75% or more of the clients had a vision disability), and clients with the primary disability group intellectual or autism (29% each attended an outlet where 75% or more of the clients had the primary disability group of either intellectual disability or autism).

A further 62% of clients with an intellectual disability as their primary disability attended an outlet where 25–74% of clients had the same primary disability. This means that nine-tenths (91%) of clients with an intellectual disability attended an outlet where at least a quarter of the clients had the same primary disability (Figure 2.1). An additional 45% of clients with primary disability group physical attended outlets where 25–74% of clients had the same primary disability. Clients with a psychiatric disability or specific learning/ADD also had a relatively high likelihood of attending outlets where 25–74% of clients had the same primary disability (22% each). Clients with other primary disabilities (i.e. not intellectual, physical or psychiatric) tended to be receiving services at outlets catering for a wider mixture of disability groups.

Table 2.5: Outlets grouped by client primary disability group: numbers of outlets and clients, 1998–99

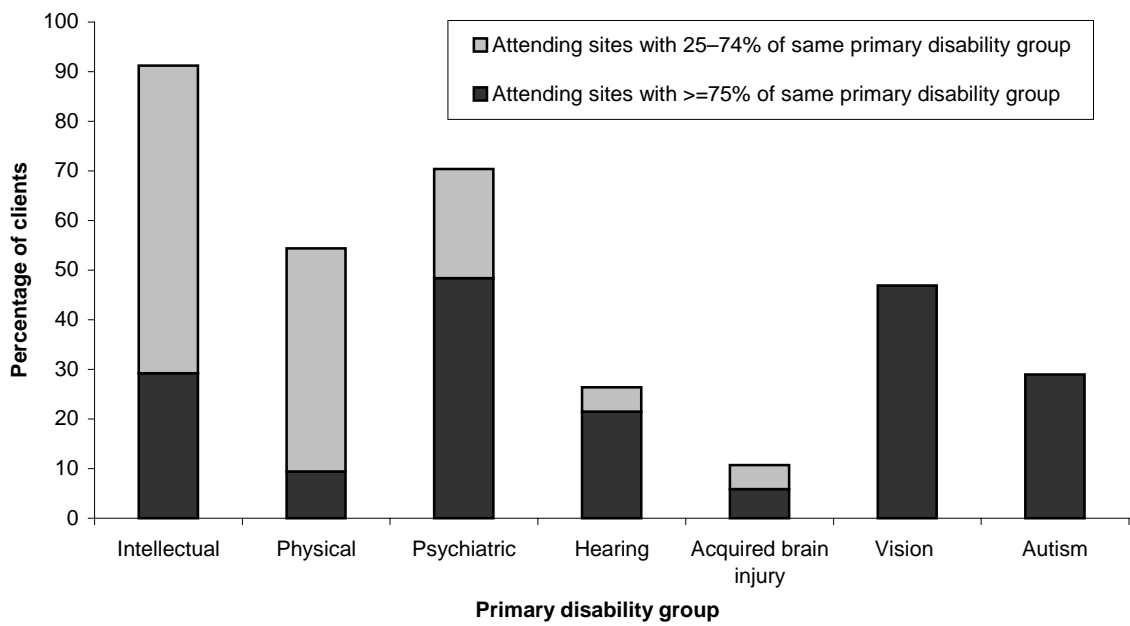
Type of outlet-grouping according to clients' disability group ^(a)	No. of outlets	Total clients	Mean clients per outlet	Intellectual		Specific learning /ADD		Autism		Psychiatric		Physical	
				No.	%	No.	%	No.	%	No.	%	No.	%
Predominant disability group (≥ 75%)													
Intellectual/ ≥ 75%	52	3,898	75.0	3,543	29.2	47	2.8	25	8.2	46	0.6	100	1.7
Autism ≥ 75%	2	90	45.0	—	—	—	—	88	29.0	1	0.0	—	—
Psychiatric ≥ 75%	32	4,036	126.1	38	0.3	8	0.5	—	—	3,948	48.4	18	0.3
Physical ≥ 75%	9	654	72.7	16	0.1	1	0.1	—	—	12	0.2	562	9.4
ABI ≥ 75%	1	83	83.0	1	0.0	—	—	—	—	—	—	—	—
Vision ≥ 75%	7	796	113.7	3	0.0	1	0.1	—	—	1	0.0	3	0.1
Hearing ≥ 75%	6	366	61.0	2	0.0	—	—	—	—	—	—	1	0.0
<i>Subtotal</i>	<i>109</i>	<i>9,923</i>	<i>91.0</i>	<i>3,603</i>	<i>29.7</i>	<i>57</i>	<i>3.4</i>	<i>113</i>	<i>37.2</i>	<i>4,008</i>	<i>49.1</i>	<i>684</i>	<i>11.5</i>
Substantial proportion of disability group (25–74%), not intellectual^(b)													
Specific learning/ ADD 25–74%	13	720	55.4	206	1.7	272	16.3	6	2.0	58	0.7	96	1.6
Psychiatric 25–74%	24	3,096	129.0	643	5.3	137	8.2	23	7.6	1,328	16.3	470	7.9
Physical 25–74%	59	5,889	99.8	1,460	12.0	272	16.3	31	10.2	816	10.0	2,111	35.5
ABI 25–74%	3	143	47.7	58	0.5	1	0.1	—	—	—	—	12	0.2
Hearing 25–74%	2	125	62.5	14	0.1	5	0.3	—	—	9	0.1	12	0.2
Specific learning & physical 25–74%	2	169	84.5	20	0.2	51	3.1	1	0.3	6	0.1	55	0.9
Psychiatric & physical each 25–74%	10	1,476	147.6	242	2.0	55	3.3	2	0.7	480	5.9	444	7.5
Physical & ABI each 25–74%	1	71	71.0	12	0.1	—	—	—	—	18	0.2	14	0.2
Physical & ABI 25–74%	1	138	138.0	6	0.1	—	—	—	—	3	0.0	46	0.8
Physical & hearing 25–74%	1	64	64.0	9	0.1	3	0.2	—	—	8	0.1	18	0.3
Hearing & deafblind 25–74%	1	51	51.0	—	—	—	—	—	—	—	—	—	—
<i>Subtotal</i>	<i>117</i>	<i>11,942</i>	<i>102.1</i>	<i>2,670</i>	<i>22.0</i>	<i>796</i>	<i>47.8</i>	<i>63</i>	<i>20.7</i>	<i>2,726</i>	<i>33.4</i>	<i>3,278</i>	<i>55.1</i>
Other													
Intellectual/learning 50–74%	59	4,583	77.7	2,737	22.6	173	10.4	56	18.4	338	4.1	601	10.1
Intellectual/learning < 50%	53	7,899	149.0	3,121	25.7	640	38.4	72	23.7	1,089	13.3	1,389	23.3
Total	338	34,347	101.6	12,131	100.0	1,666	100.0	304	100.0	8,161	100.0	5,952	100.0

(a) Clients with an intellectual/learning disability not further specified are included under intellectual.

(b) 62% of clients with an intellectual disability were supported by outlets that had 25–74% of clients with an intellectual disability.

Table 2.5 (continued): Outlets grouped by client primary disability group: numbers of outlets and clients, 1998–99

Type of outlet— grouping according to clients' disability group ^(a)	Acquired brain injury		Neuro- logical		Vision		Hearing		Speech		Deafblind	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Predominant disability group (≥ 75%)												
Intellectual/ ≥ 75%	49	3.5	41	3.3	11	0.7	29	1.8	6	4.8	1	1.1
Autism ≥ 75%	—	—	—	—	—	—	—	—	—	—	1	1.1
Psychiatric ≥ 75%	15	1.1	6	0.5	1	0.1	1	0.1	1	0.8	—	—
Physical ≥ 75%	14	1.0	28	2.3	16	1.0	5	0.3	—	—	—	—
ABI ≥ 75%	82	5.9	—	—	—	—	—	—	—	—	—	—
Vision ≥ 75%	—	—	—	—	778	46.9	1	0.1	4	3.2	5	5.6
Hearing ≥ 75%	—	—	1	0.1	—	—	350	21.5	12	9.7	0	0.0
<i>Subtotal</i>	<i>160</i>	<i>11.5</i>	<i>76</i>	<i>6.1</i>	<i>806</i>	<i>48.6</i>	<i>386</i>	<i>23.7</i>	<i>23</i>	<i>18.5</i>	<i>7</i>	<i>7.9</i>
Substantial proportion of disability group (25–74%), not intellectual^(b)												
Specific learning/ ADD 25–74%	31	2.2	30	2.4	7	0.4	14	0.9	—	—	—	—
Psychiatric 25–74%	130	9.3	130	10.5	84	5.1	132	8.1	13	10.5	6	6.7
Physical 25–74%	266	19.1	340	27.4	240	14.5	295	18.1	36	29.0	22	24.7
ABI 25–74%	67	4.8	3	0.2	—	—	2	0.1	—	—	—	—
Hearing 25–74%	1	0.1	1	0.1	2	0.1	79	4.9	1	0.8	1	1.1
Specific learning & physical 25–74%	7	0.5	10	0.8	5	0.3	14	0.9	—	—	—	—
Psychiatric & physical each 25–74%	42	3.0	79	6.4	54	3.3	62	3.8	8	6.5	8	9.0
Physical & ABI each 25–74%	18	1.3	5	0.4	1	0.1	2	0.1	1	0.8	—	—
Physical & ABI 25–74%	74	5.3	9	0.7	—	—	—	—	—	—	—	—
Physical & hearing 25–74%	6	0.4	—	—	3	0.2	17	1.1	—	—	—	—
Hearing & deafblind 25–74%	—	—	—	—	12	0.7	19	1.2	—	—	20	22.5
<i>Subtotal</i>	<i>642</i>	<i>46.1</i>	<i>607</i>	<i>49.0</i>	<i>408</i>	<i>24.6</i>	<i>636</i>	<i>39.1</i>	<i>59</i>	<i>47.6</i>	<i>57</i>	<i>64.0</i>
Other												
Intellectual/learning 50–74%	212	15.2	171	13.8	117	7.1	161	9.9	12	9.7	5	5.6
Intellectual/learning < 50%	380	27.3	386	31.1	329	19.8	443	27.2	30	24.2	20	22.5
Total	1,394	100.0	1,240	100.0	1,660	100.0	1,626	100.0	124	100.0	89	100.0



Source: Table 2.5.

Figure 2.1: Percentage of clients attending outlets with 25% or more of client's disability group, 1998–99

3 Client characteristics

A total of 34,347 clients were recorded on the NIMS database as having received open employment support between 1 July 1998 and 30 June 1999 (Table 3.1). This represents an increase of 13.0% (3,957 clients) compared with the number of clients recorded as receiving support between 1 July 1997 and 30 June 1998. This percentage increase is somewhat lower than in previous years (i.e. an increase of 23.6% between 1996–97 and 1997–98 and an increase of 19.2% between 1995–96 and 1996–97).

There were a further estimated 790 clients who received support during 1998–99 (for whom data were not provided), based on information provided by non-responding outlets. Another 14 active clients were recorded on Not-on-NIMS forms at the end of June 1999; these forms record clients who have not yet been entered onto the outlet's database, either for administrative reasons or because they have not consented to their information being included on the national database. Thus the total number of clients was estimated at 35,151, with about 2% (804) not recorded. The total estimated number of clients increased by 3,993 from 31,158 in 1997–98, representing an increase of 12.8%. As with the percentage increase in recorded clients, this increase is somewhat smaller than in previous years. There was an increase of 19.6% between 1996–97 and 1997–98 (26,062 and 31,158 estimated clients respectively) and an increase of 20.3% between 1995–96 and 1996–97 (21,656 and 26,062 estimated clients respectively).

Of the recorded clients, around two-thirds (64%) were male and one-third (36%) female (Table 3.1). The ratio for new clients has remained constant since 1995–96.

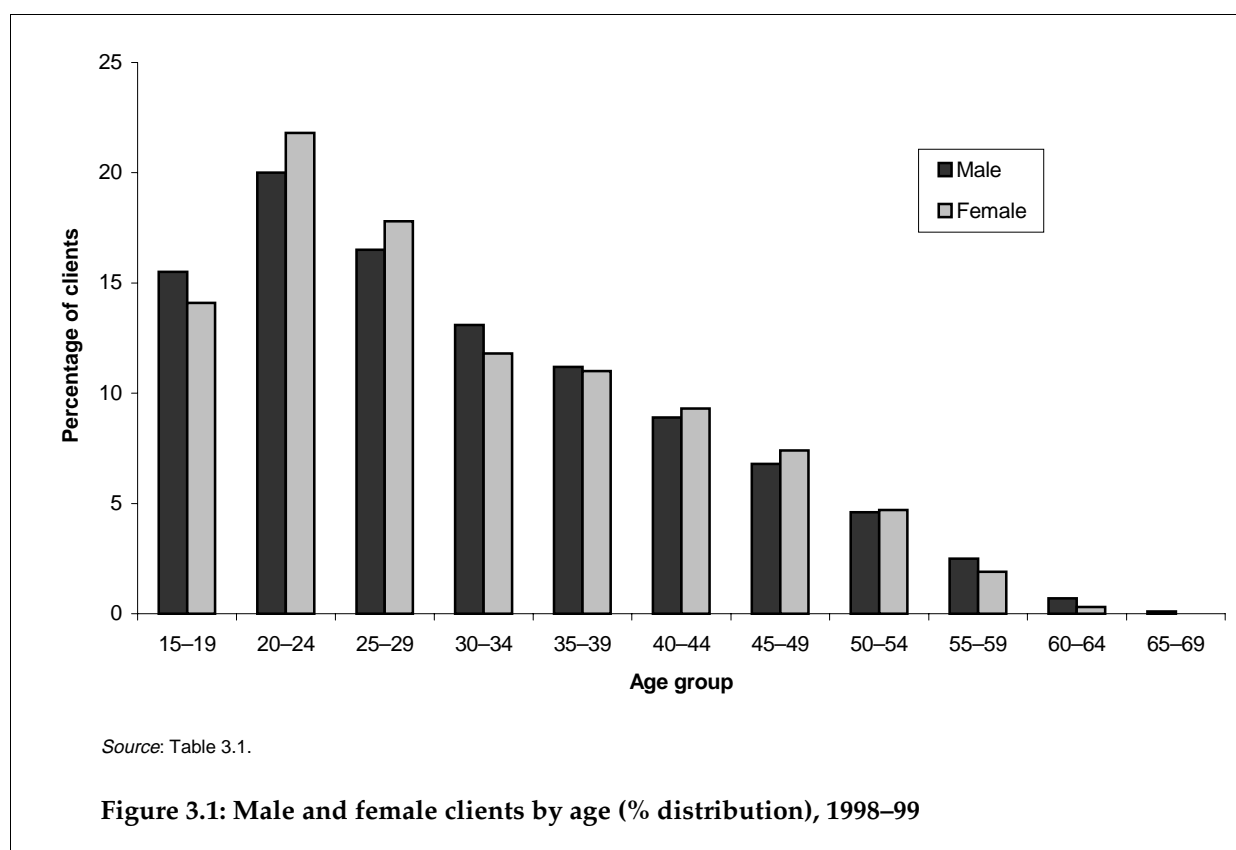
The age distribution for males and females was similar, although a slightly higher proportion of female clients were in the 20–24 year age group (Figure 3.1). The age distribution of new clients in 1998–99 was slightly different from the age distribution of all clients who received support during the period. There was a higher proportion in the age group 15–19 years among new clients (21%) compared with all clients (15%). This was also the case in 1997–98, when 20% of new clients and 15% of all clients were in the 15–19 year age group.

One-third (33%) of all new clients were in the 30–44 year age group. This trend was similar for new clients in 1998–99 (32%) and clients with applicant support only (34%). The median age of clients has increased from 27 years in 1996–97 to 28 years in 1997–98 and 29 years in 1998–99.

Table 3.1: Number of clients by sex and age, 1998–99

Sex	15–19		20–24		25–29		30–44		45–59		60–64		Total ^(a)	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
All clients														
Male	3,400	15.5	4,412	20.0	3,636	16.5	7,307	33.2	3,059	13.9	163	0.7	22,006	100.0
Female	1,739	14.1	2,687	21.8	2,190	17.8	3,955	32.1	1,721	13.9	39	0.3	12,337	100.0
Total	5,141	15.0	7,099	20.7	5,826	17.0	11,262	32.8	4,780	13.9	202	0.6	34,347	100.0
New clients in 1998–99														
Male	2,112	21.6	1,588	16.2	1,379	14.1	3,103	31.8	1,477	15.1	94	1.0	9,773	100.0
Female	1,095	20.1	940	17.3	823	15.1	1,751	32.2	814	15.0	16	0.3	5,442	100.0
Total	3,209	21.1	2,528	16.6	2,202	14.5	4,854	31.9	2,291	15.1	110	0.7	15,219	100.0
Clients with applicant support only														
Male	477	22.0	309	14.2	284	13.1	723	33.3	355	16.4	16	0.7	2,170	100.0
Female	245	20.9	188	16.0	164	14.0	402	34.3	169	14.4	5	0.4	1,173	100.0
Total	722	21.6	497	14.9	448	13.4	1,125	33.7	524	15.7	21	0.6	3,343	100.0

(a) Includes 23 clients aged 65–69, 14 clients with unknown age and 4 clients with unknown sex (2 of whom were new clients aged 15–19 years).



During the 12 months to 30 June 1999, 7,266 clients were recorded by agencies as withdrawing from open employment support (Table 3.2). Of these withdrawals, 43% were client-initiated, 27% agency-initiated, 10% due to the client transferring to another open employment service (these clients will then be recorded by the new service), 5% as a result of the client becoming ill and 6% because the client became an independent worker. A further 8% of clients were recorded as being rejected by the agency because the agency considered that the referral was inappropriate (for example, the referred client did not meet the agency's entry criteria).

A further 2,802 clients with support prior to 1 July 1998 (i.e. the beginning of the financial year) had not received support during the 1998–99 financial year but had no recorded reason for ceasing support. These figures suggest that, in some cases, clients have ceased open employment support without this being recorded.

Table 3.2: Number of clients who ceased support by reason for ceasing support, 1998–99

Reason for ceasing support	Number	%
Independent	415	5.7
Transferred	744	10.2
Consumer-initiated	3,142	43.2
Became ill	335	4.6
Retired	25	0.3
Deceased	39	0.5
Agency-initiated	1,975	27.2
Agency rejected		
Agency rejected–entry criteria	342	4.7
Agency rejected–target group	50	0.7
Agency rejected–high support needs	161	2.2
Agency rejected–low support needs	38	0.5
<i>All agency rejected</i>	<i>591</i>	<i>8.1</i>
Total	7,266	100.0

Of the clients receiving open employment support in the 12 months to 30 June 1999, 1.7% (579) were of Aboriginal or Torres Strait Islander origin (Table 3.3), slightly less than the estimated proportion in the Australian population (2.2%) as at 30 June 1999 (ABS 1998b).

Table 3.3: Number of clients by origin, 1998–99

Origin	Number	%
Not Aboriginal, Torres Strait Islander, South Sea Islander	32,474	94.5
Aboriginal	549	1.6
Torres Strait Islander	30	0.1
South Sea Islander	55	0.2
Unknown	1,239	3.6
Total	34,347	100.0

In 1998–99, 90% of clients were born in Australia, 4% were born in another country classified as English-speaking, 5% were from countries classified as non-English-speaking and 2% were recorded as 'not known' (Table 3.4). These percentages are nearly identical to those recorded in 1996–97 and 1997–98. The distribution of people according to country of birth

differs from the estimated distribution in the Australian population. The Australian Bureau of Statistics estimated that 76% of the population was born in Australia, 9% in other English-speaking countries and 14% in non-English-speaking countries as at 30 June 1999 (ABS 1999)

Table 3.4: Number of clients by country of birth, 1998–99

Country of birth	Number	%
Australia	30,781	89.6
Other English-speaking	1,284	3.7
Non-English-speaking	1,711	5.0
Not known	571	1.7
Total	34,347	100.0

Note: The classification for country of birth is defined by the Australian Bureau of Statistics. 'English-speaking' countries are defined as Australia, United Kingdom, Ireland, New Zealand, USA, Canada and South Africa.

In 1998–99 the preferred language of most clients was English (94%) followed by sign language (1.7%), Vietnamese (0.4%), Arabic, Italian and Greek (0.3% each; Table 3.5).

Table 3.5: Number of clients by most common preferred languages, 1998–99

Language	Number	%
English	32,252	93.9
An Australian Aboriginal language	81	0.2
Italian	97	0.3
Greek	104	0.3
Vietnamese	146	0.4
Arabic (including Lebanese)	95	0.3
Spanish	63	0.2
Cantonese	44	0.1
All other spoken languages	811	2.4
Sign language	581	1.7
Little/no effective communication	35	0.1
Not known	38	0.1
Total	34,347	100.0

At the time of commencing support, two-thirds (66%) of clients lived with family members and one-fifth (21%) lived alone (Table 3.6).

Table 3.6: Number of clients by type of accommodation, 1998–99

Accommodation type	Number	%
Lives with family members	22,732	66.2
Lives alone	7,128	20.8
Special-purpose accommodation	1,019	3.0
Other community	1,129	3.3
Institutional accommodation	165	0.5
No usual residence	131	0.4
Not known	2,043	5.9
Total	34,347	100.0

Over two-fifths (41%) of people attending open employment services had an intellectual/learning disability as their primary disability group (comprising 35% of clients with an intellectual disability, 5% with a specific learning disability or Attention Deficit Disorder (ADD) and 1% identified as having autism). Nearly a quarter of clients (24%) had a psychiatric disability and 17% had a physical disability (Table 3.7, Figure 3.2).

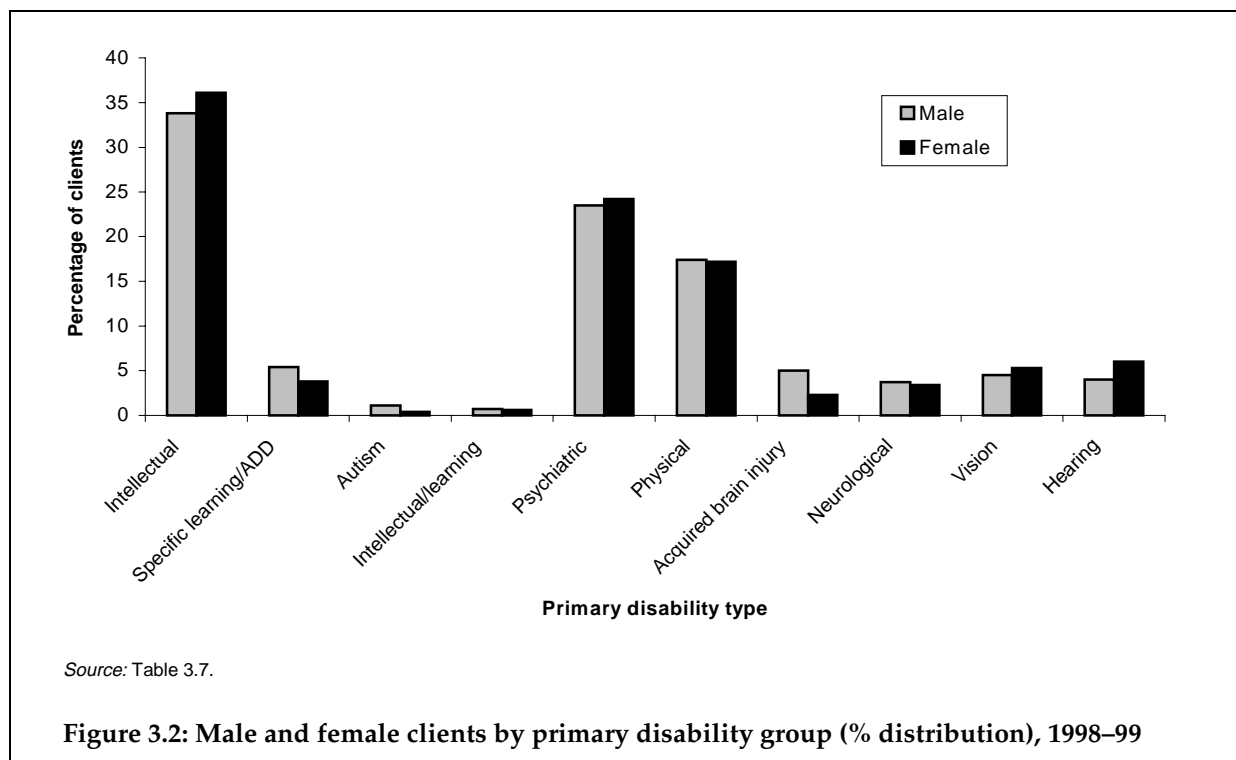
The percentage distribution of primary disability groups was quite similar for males and females, although a slightly higher percentage of males than females had specific learning/ADD, autism and acquired brain injury recorded as their primary disability.

Women were more likely than men to be recorded as having hearing, vision or intellectual disability as their primary disability.

Table 3.7: Number of clients by primary disability group and sex, 1998–99

Primary disability group	Male		Female		Total ^(a)	
	Number	%	Number	%	Number	%
Intellectual	7,445	33.8	4,459	36.1	11,904	34.7
Specific learning/ADD	1,198	5.4	468	3.8	1,666	4.9
Autism	253	1.1	51	0.4	304	0.9
Intellectual/learning (unspecified)	145	0.7	80	0.6	227	0.7
<i>Total intellectual/learning</i>	<i>9,041</i>	<i>41.0</i>	<i>5,058</i>	<i>41.0</i>	<i>14,101</i>	<i>41.0</i>
Psychiatric	5,174	23.5	2,986	24.2	8,161	23.8
Physical	3,826	17.4	2,126	17.2	5,952	17.3
Acquired brain injury	1,108	5.0	286	2.3	1,394	4.1
Neurological	818	3.7	422	3.4	1,240	3.6
Vision	1,000	4.5	660	5.3	1,660	4.8
Hearing	889	4.0	736	6.0	1,626	4.7
Speech	92	0.4	32	0.3	124	0.4
Deafblind	58	0.3	31	0.3	89	0.3
Total^(a)	22,006	100.0	12,337	100.0	34,347	100.0
<i>Total %</i>		<i>64.1</i>		<i>35.9</i>		<i>100.0</i>

(a) Total includes 4 clients with unknown sex.

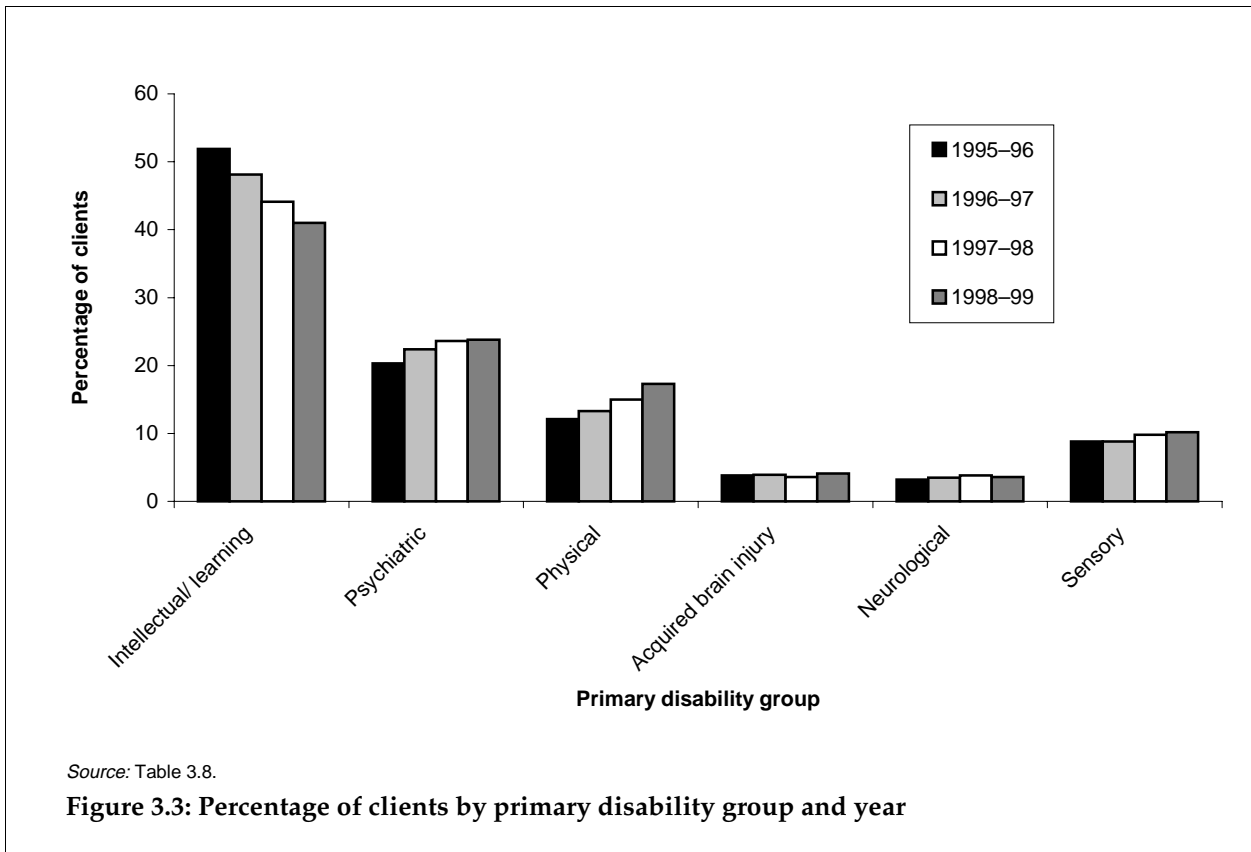


The proportion of clients with the primary disability group intellectual/learning has decreased steadily over the four financial years of the NIMS collection, with a corresponding increase in the percentage of clients with a physical or a psychiatric primary disability (Table 3.8, Figure 3.3). The percentage of clients with a psychiatric primary disability increased each year to 1997-98 but remained constant at 24% for 1997-98 and 1998-99. There has also been a slight but steady increase in the percentage of clients with a hearing disability across the period.

Table 3.8: Number of clients by primary disability group and year, 1995-96, 1996-97, 1997-98 and 1998-99

Primary disability group	1995-96		1996-97		1997-98		1998-99	
	n	%	n	%	n	%	n	%
Intellectual	..	..	..	..	..	..	11,904	34.7
Specific learning/ADD	..	..	..	..	..	..	1,666	4.9
Autism	..	..	..	..	..	..	304	0.9
Intellectual/learning (unspecified)	..	..	..	..	..	..	227	0.7
<i>Total intellectual/learning</i>	<i>10,696</i>	<i>51.9</i>	<i>11,838</i>	<i>48.1</i>	<i>13,416</i>	<i>44.1</i>	<i>14,101</i>	<i>41.0</i>
Psychiatric	4,178	20.3	5,515	22.4	7,170	23.6	8,161	23.8
Physical	2,492	12.1	3,260	13.3	4,572	15.0	5,952	17.3
Acquired brain injury	779	3.8	964	3.9	1,106	3.6	1,394	4.1
Neurological	664	3.2	864	3.5	1,163	3.8	1,240	3.6
Vision	1,007	4.9	1,096	4.5	1,513	5.0	1,660	4.8
Hearing	731	3.5	951	3.9	1,298	4.3	1,626	4.7
Speech	60	0.3	72	0.3	98	0.3	124	0.4
Deafblind	17	0.1	30	0.1	54	0.2	89	0.3
Total	20,624	100.0	24,590	100.0	30,390	100.0	34,347	100.0

Note: The symbol '..' is used to indicate that data are not applicable (see Appendix 2).



One-fifth (20%) of clients had a primary disability that was episodic in nature. The primary disability group by far the most likely to be episodic in nature was psychiatric. Two-thirds (67%, or 5,470 of 6,889) of clients with a psychiatric disability were recorded as having an episodic disability; 79% of these people had a psychiatric disability in 1998-99 (Table 3.9).

Table 3.9: Number of clients by primary disability and episodic nature of disability, 1998-99

Primary disability group	Episodic		Not episodic		Total	
	Number	%	Number	%	Number	%
Intellectual	211	3.1	11,693	42.6	11,904	34.7
Specific learning/ADD	63	0.9	1,603	5.8	1,666	4.9
Autism	14	0.2	290	1.1	304	0.9
Intellectual/learning (unspecified)	21	0.3	206	0.8	227	0.7
<i>Total intellectual/learning</i>	<i>309</i>	<i>4.5</i>	<i>13,792</i>	<i>50.3</i>	<i>14,101</i>	<i>41.2</i>
Psychiatric	5,470	79.4	2,691	9.8	8,161	23.8
Physical	580	8.4	5,372	19.6	5,952	17.3
Acquired brain injury	97	1.4	1,297	4.7	1,394	4.1
Neurological	377	5.5	863	3.1	1,240	3.6
Vision	17	0.2	1,643	6.0	1,660	4.8
Hearing	32	0.5	1,594	5.8	1,626	4.7
Speech	4	0.1	120	0.4	124	0.4
Deafblind	3	0.0	86	0.3	89	0.3
Total	6,889	100.0	27,458	100.0	34,347	100.0
<i>Total %</i>		<i>20.1</i>		<i>79.9</i>		<i>100.0</i>

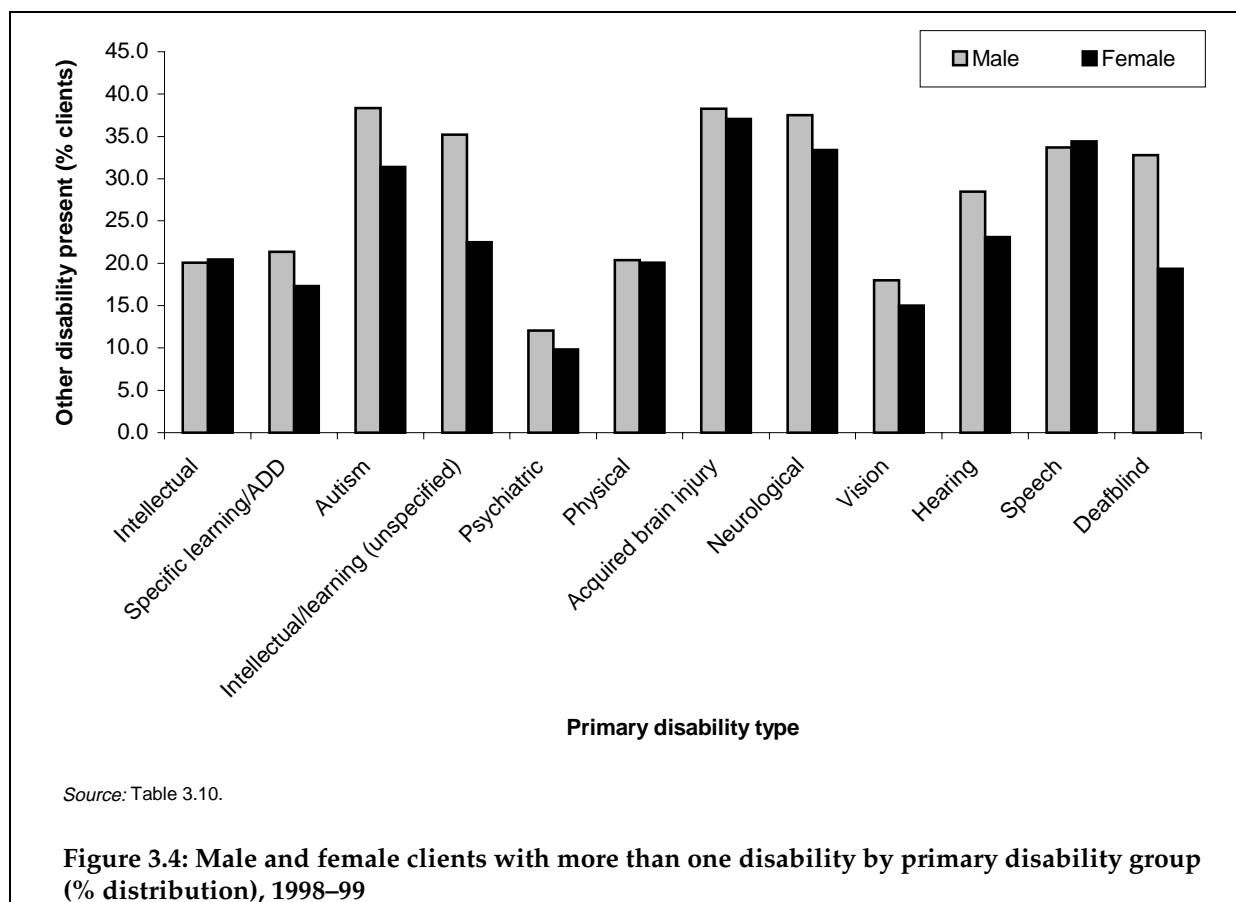
One-fifth (20%) of all clients in 1998–99 had at least one disability other than their primary disability (Table 3.10), compared with 18% in 1997–98, 19% in 1996–97 and 21% in 1995–96. In 1998–99, people whose primary disability was either acquired brain injury, autism, neurological, or speech disability were most likely to have another disability (Figure 3.4). People least likely to have another significant disability were those recorded as having a psychiatric or vision disability as their primary disability group.

There were substantial differences between males and females in the percentage distribution of multiple disabilities depending on the primary disability recorded. Males with a primary disability of deafblind, autism, specific learning/ADD or hearing were more likely than females to have recorded at least one disability other than their primary disability also recorded (Figure 3.4).

Table 3.10: Number and percentage of clients with more than one disability, by primary disability group, 1998–99

Primary disability group	Males		Females		Persons	
	Number	%	Number	%	Number	%
Intellectual	1,494	20.1	912	20.5	2,406	20.2
Specific learning/ADD	256	21.4	81	17.3	337	20.2
Autism	97	38.3	16	31.4	113	37.2
Intellectual/learning (unspecified)	51	35.2	18	22.5	69	30.4
<i>Total intellectual/learning</i>	<i>1,898</i>	<i>21.0</i>	<i>1,027</i>	<i>20.3</i>	<i>2,925</i>	<i>20.7</i>
Psychiatric	622	12.0	293	9.8	915	11.2
Physical	780	20.4	427	20.1	1,207	20.3
Acquired brain injury	424	38.3	106	37.1	530	38.0
Neurological	307	37.5	141	33.4	448	36.1
Vision	180	18.0	99	15.0	279	16.8
Hearing	253	28.5	170	23.1	423	26.0
Speech	31	33.7	11	34.4	42	33.9
Deafblind	19	32.8	6	19.4	25	28.1
Total	4,514	20.5	2,280	18.5	6,794	19.8

Note: If other disability was not specified, it was assumed to be absent.



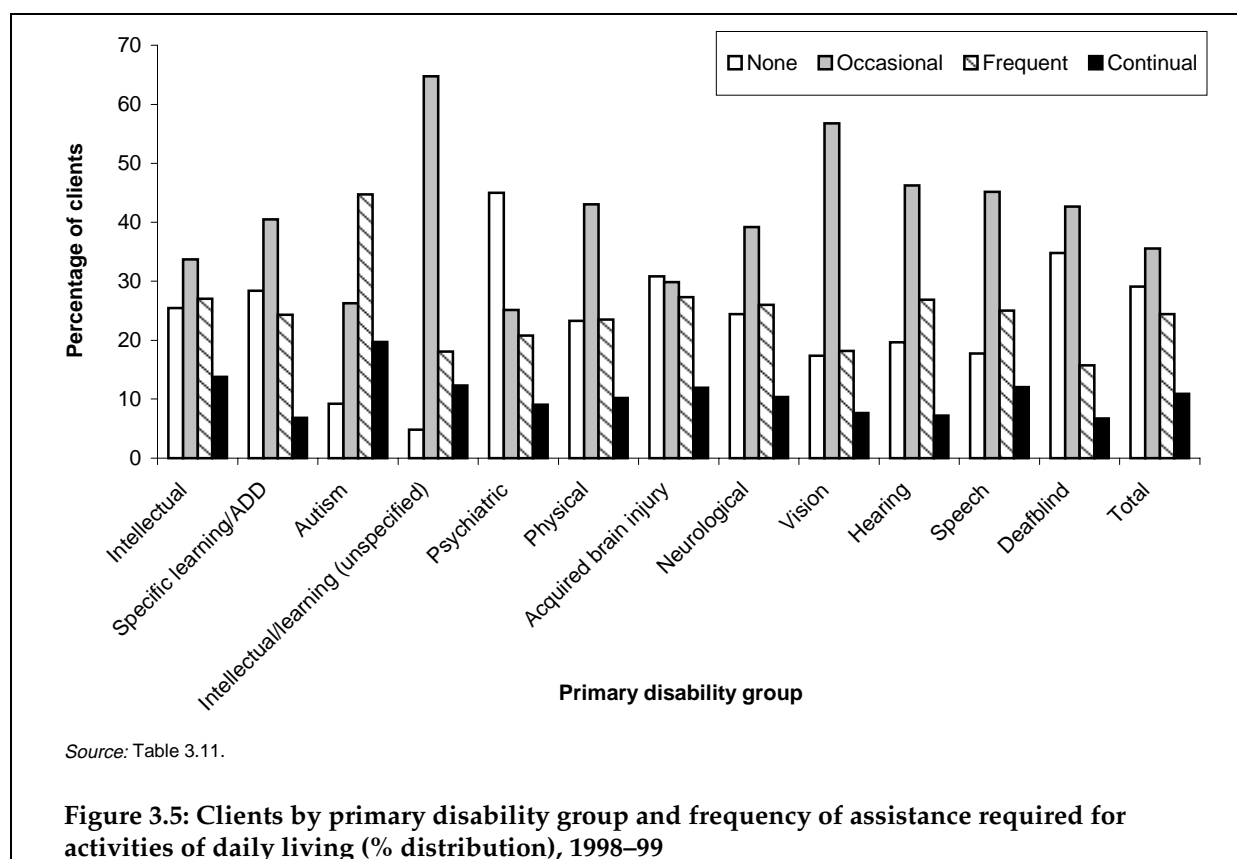
The frequency of assistance required by a client for activities of daily living (ADL) is categorised as ‘none’, ‘occasional’, ‘frequent’ or ‘continual’. This refers to the frequency of assistance required in the areas of self-care, mobility and/or verbal communication.

In 1998–99, 29% of clients required no ADL assistance, 36% required occasional ADL assistance, 24% required frequent assistance and 11% required continual ADL assistance (Table 3.11). These proportions are nearly identical to those in 1997–98 (31%, 35%, 24% and 10% respectively). People with a psychiatric disability were most likely to have required no ADL assistance (3,674 of 9,991 or 45%). In 1998–99, people with autism or an intellectual disability were most likely to have required continual ADL assistance (20% and 14% respectively; Figure 3.5). The proportion of people needing continual ADL assistance has increased slightly from 1997–98 (10%) to 1998–99 (11%).

Table 3.11: Number and percentage of clients by primary disability group and frequency of ADL assistance required^(a), 1998–99

Primary disability group	None		Occasional		Frequent		Continual		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Intellectual	3,026	25.4	4,017	33.7	3,222	27.1	1,639	13.8	11,904	100.0
Specific learning/ADD	473	28.4	674	40.5	405	24.3	114	6.8	1,666	100.0
Autism	28	9.2	80	26.3	136	44.7	60	19.7	304	100.0
Intellectual/learning (unspecified)	11	4.8	147	64.8	41	18.1	28	12.3	227	100.0
<i>Total intellectual/learning</i>	<i>3,538</i>	<i>25.1</i>	<i>4,918</i>	<i>34.9</i>	<i>3,804</i>	<i>27.0</i>	<i>1,841</i>	<i>13.1</i>	<i>14,101</i>	<i>100.0</i>
Psychiatric	3,674	45.0	2,050	25.1	1,696	20.8	741	9.1	8,161	100.0
Physical	1,385	23.3	2,562	43.0	1,398	23.5	607	10.2	5,952	100.0
Acquired brain injury	430	30.8	416	29.8	381	27.3	167	12.0	1,394	100.0
Neurological	303	24.4	486	39.2	323	26.0	128	10.3	1,240	100.0
Vision	288	17.3	943	56.8	302	18.2	127	7.7	1,660	100.0
Hearing	320	19.7	752	46.2	437	26.9	117	7.2	1,626	100.0
Speech	22	17.7	56	45.2	31	25.0	15	12.1	124	100.0
Deafblind	31	34.8	38	42.7	14	15.7	6	6.7	89	100.0
Total	9,991	29.1	12,221	35.6	8,386	24.4	3,749	10.9	34,347	100.0

(a) Frequency of assistance required by the person in their overall situation, due to their condition, in one or more of the areas of self-care (bathing, dressing, eating and/or toileting), mobility (around the home or away from home) and verbal communication (called 'level of support required' in the NIMS data dictionary).



There were varied sources of referral to open employment outlets in 1998–99 (Table 3.12). The most common sources of referral were self (22%), Centrelink (16%), secondary school (8%), Commonwealth Rehabilitation Service (5%), family member and community service network (4% each).

Table 3.12: Number of clients by referral source, 1998–99

Referral source	Number	%
Self	7,673	22.3
Family member	1,382	4.0
DETYA programs	564	1.7
Centrelink/CES ^(a)	5,413	15.8
Education system		
Secondary school system	2,883	8.4
TAFE college	1,082	3.2
University	25	0.1
Department of Family and Community Services		
CETP or ISJ Service	838	2.4
Jobnet	131	0.4
Commonwealth Rehabilitation Service	1,542	4.5
Partnership with industry project	12	0.0
Post-school options	763	2.2
Supported employment service	515	1.5
Special Employment Placement Officer	122	0.4
Sheltered Employment service	1,133	3.3
Supported wage system placement	26	0.1
Employment skills development program	267	0.8
Other		
Another branch of same agency	696	2.0
Advocate/advocacy service	215	0.6
Community service network	1,379	4.0
Disability Panel (DRP)	1,158	3.4
Employer	216	0.6
Hospital	160	0.5
Medical/health centre	1,052	3.1
Mental Health Unit	912	2.7
Other Commonwealth Government	548	1.6
Other	2,668	7.8
Occupational therapist (not CRS)	73	0.2
Rehabilitation counsellor (not CRS)	333	1.0
State Government	566	1.6
Total	34,347	100.0

(a) Centrelink was launched in September 1997, adopting the employment service role formerly undertaken by the Commonwealth Employment Service (CES), among other roles. From 1 May 1998 Centrelink took on the role of assessing, referring and endorsing job seekers to specialist disability employment services funded by the Department of Family and Community Services.

From 1 May 1998, Centrelink adopted the key role of assessing, referring and endorsing clients who attend open employment services. A codes table update in August 1998 enabled outlets to record the type of Centrelink involvement in this process for the NIMS system¹.

Table 3.13 provides information about the Centrelink status of new consumers who joined an open employment outlet during 1998–99. This may also include a small number of clients who rejoined an outlet after ceasing support over 12 months prior to 1 July 1998. Between 1 July 1998 and 30 June 1999, nearly three-quarters (73%) of all new or rejoining clients had been through the Centrelink process, either as an endorsement or as a referral. Over one-quarter of new or rejoining clients were recorded as ‘Centrelink—not applicable’, indicating that Centrelink was not involved in the referral or endorsement of these clients. Over the period 60 clients were rejected by Centrelink because they were not eligible for open employment services.

Table 3.13: Number of new clients by Centrelink status, 1998–99

Referral status	Number	%
Centrelink—referred ^(a)	3,682	24.2
Centrelink—rejected ^(a)	60	0.4
Centrelink—endorsed ^(a)	7,401	48.6
Centrelink—not applicable ^(a)	4,044	26.6
Total^(b)	15,219	100.0

(a) Centrelink—referred includes 83 clients mistakenly recorded as ‘referred’, Centrelink—rejected includes 3 clients mistakenly recorded as ‘rejected’, Centrelink—endorsed includes 653 clients mistakenly recorded as ‘endorsed’ and Centrelink—not applicable includes 532 clients mistakenly recorded as ‘not referred, endorsed or rejected’. These entries were invalid from 1 May 1998.

(b) Total includes 32 clients for whom referral status was not specified.

¹ See earlier NIMS annual reports or quarterly Data Briefings for further details on the disability panels previously in operation, under the Disability Reform Package of 1991.

4 Job characteristics

4.1 Numbers of jobs

Clients receiving open employment support in the 12 months to 30 June 1999 held a total of 22,449 jobs.

Just over half (17,530 or 51%) of clients receiving open employment support in 1998–99 had at least one job during this time. Of these working clients ('workers'), 79% had only one job, 16% had two jobs during the year and the remaining 5% had three or more jobs (Table 4.1).

Some clients who received support were also involved in work experience trials, although these are not classified as jobs and are not discussed in this report. Work experience trials focus on providing clients with workplace experience. There is generally no expectation of ongoing work and clients may receive no wages. However, such people may later obtain a job.

Table 4.1: Clients receiving support: number of jobs per client during 1998–99

Number of jobs	Number of clients	% of clients	% of workers
None (non-workers)	16,817	49.0	—
One	13,909	40.5	79.3
Two	2,741	8.0	15.6
Three	635	1.9	3.6
Four	160	0.5	0.9
Five	50	0.2	0.3
Six	13	0.0	0.1
Seven	9	0.0	0.1
Eight	6	0.0	0.0
Nine	4	0.0	0.0
Ten or more ^(a)	3	0.0	0.0
Total with jobs (workers)	17,530	51.0	100.0
Total number of jobs	22,449		
Total clients	34,347		

(a) Includes 1 client with 10 jobs, 1 client with 12 jobs and 1 client with 16 jobs.

Over the four financial years of the NIMS data collection, the percentage of clients who were workers has remained stable at around 50% (Table 4.2). Over this time, the number of estimated clients has increased each financial year (by about 20% between 1995–96 and 1996–97, a further 20% between 1996–97 and 1997–98 and a further 13% 1997–98 to 1998–99; Table 4.2, Figure 4.1).

The number of recorded clients has also increased each financial year (with a 19% increase between 1995–96 and 1996–97, a 24% increase between 1996–97 and 1997–98 and a 13% increase between 1997–98 to 1998–99). Between 1996–97 and 1997–98 the increase for recorded clients was larger than that for estimated clients because a higher percentage of

outlets provided a satisfactory download of data at the end of 1997–98. The increase in estimated and recorded clients between 1997–98 to 1998–99 was almost identical (about 13%), indicating that the improved capture of outlet data continued.

The number of workers and jobs has increased each year in line with the increase in the number of recorded consumers (for example, 12–13% increase in recorded clients, workers and jobs between 1997–98 and 1998–99; Table 4.2). The percentage of all jobs which were current at the end of each financial year has been about 59% in 1997–98 and 1998–99, following earlier slight fluctuations (57% in 1995–96, 61% in 1996–97).

Table 4.2: Selected statistics for clients, workers and jobs by year

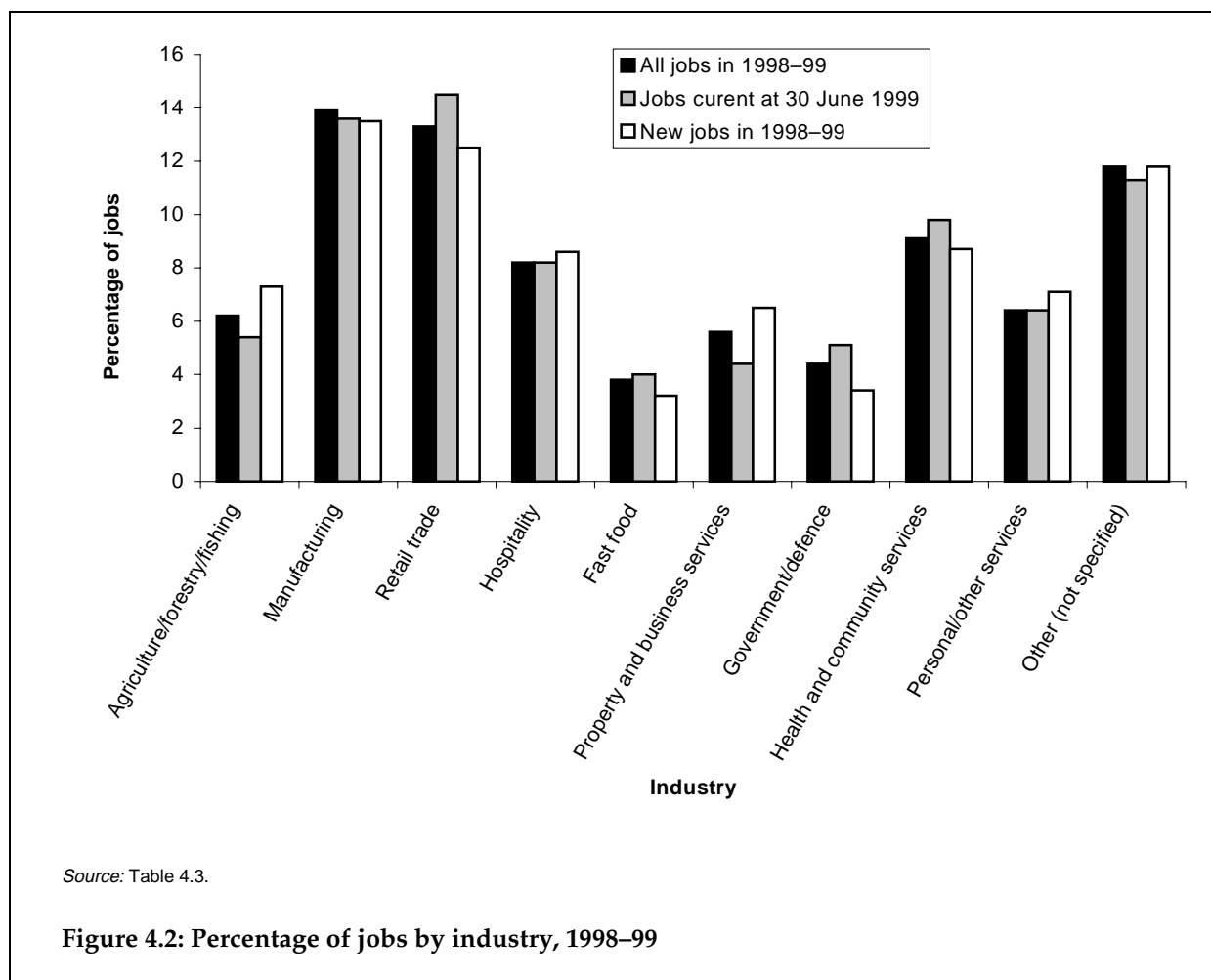
	1995–96	1996–97	1997–98	1998–99	% increase (1995–96 to 1996–97)	% increase (1996–97 to 1997–98)	% increase (1997–98 to 1998–99)
Estimated clients	21,656	26,062	31,158	35,151	20.3	19.6	12.8
Recorded clients	20,624	24,590	30,390	34,347	19.2	23.6	13.0
Workers	10,346	12,431	15,455	17,530	20.2	24.3	13.4
All jobs	13,549	16,191	20,018	22,449	19.5	23.6	12.1
Jobs current at 30 June	7,738	9,944	11,702	13,192	28.5	17.7	12.7
Recorded clients as percentage of estimated clients	95.2	94.4	97.5	97.7			
Workers as percentage of recorded clients	50.2	50.6	50.9	51.0			
Jobs current at 30 June as percentage of all jobs	57.1	61.4	58.5	58.8			



In 1998–99, jobs were spread across all industry sectors, with the highest proportion of employers being in retail trade (17%) and manufacturing (15%), followed by health/community service (9%), hospitality (8%) and agriculture/forestry/fishing (6%; Table 4.3, Figure 4.2). The distribution of jobs by industry was similar in 1995–96, 1996–97 and 1997–98. New jobs were slightly less likely to be in retail (16% of new jobs compared with 17% of all jobs in 1998–99) and slightly more likely to be in agriculture/forestry/fishing (7% of new jobs compared with 6% of all jobs).

Table 4.3: Number of jobs by industry of employer, 1998–99

Industry	All jobs in 1998–99		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number	%	Number	%	Number	%
Clothing/textiles/footwear	243	1.1	138	1.0	129	1.1
Other manufacturing	3,115	13.9	1,800	13.6	1,609	13.5
<i>All manufacturing</i>	<i>3,358</i>	<i>15.0</i>	<i>1,938</i>	<i>15.0</i>	<i>1,738</i>	<i>14.6</i>
Fast food	857	3.8	523	4.0	375	3.2
Other retail trade	2,988	13.3	1,907	14.5	1,489	12.5
<i>All retail trade</i>	<i>3,845</i>	<i>17.1</i>	<i>2,430</i>	<i>18.5</i>	<i>1,864</i>	<i>15.7</i>
Agriculture/forestry/fishing	1,396	6.2	715	5.4	868	7.3
Mining	43	0.2	24	0.2	23	0.2
Electricity/gas/water supply	93	0.4	53	0.4	49	0.4
Construction	421	1.9	222	1.7	272	2.3
Wholesale trade	797	3.6	456	3.5	412	3.5
Hospitality	1,840	8.2	1,079	8.2	1,018	8.6
Transport/storage	642	2.9	347	2.6	372	3.1
Communication services	387	1.7	254	1.9	193	1.6
Finance and insurance	313	1.4	192	1.5	150	1.3
Property/business services	1,256	5.6	580	4.4	769	6.5
Government/defence	978	4.4	677	5.1	403	3.4
Education	592	2.6	391	3.0	298	2.5
Health/community services	2,033	9.1	1,294	9.8	1,032	8.7
Cultural/recreational services	355	1.6	203	1.5	175	1.5
Personal/other services	1,445	6.4	839	6.4	846	7.1
Other	2,654	11.8	1,497	11.3	1,401	11.8
Not specified	1	0.0	1	0.0	—	—
Total	22,449	100.0	13,192	100.0	11,883	100.0



Three-fifths (60%) of all jobs in 1998-99 were as labourers/related workers, with the other main occupation groups being clerks and sales/personal service staff (13% each; Table 4.4). The distribution of jobs by occupation was similar in the previous three financial years, although the proportion of jobs as labourer/related workers has steadily decreased since 1995-96 (64% in 1995-96, 62% in 1996-97 and 61% in 1997-98). The occupational categories of managers, professionals and para-professionals collectively accounted for only 5% of all jobs in 1998-99. This represents a slight increase over the four years of the NIMS collection (4% in 1995-96 and 1996-97, 5% in 1997-98 and 1998-99).

People with an intellectual primary disability were more likely than average to be employed as labourers/related workers—with three quarters (75%) of people having this disability group employed in this occupation (Table 4.4, Figure 4.3). People with a speech disability were also more likely than average to be employed as labourers/related workers (72%). People with a vision or physical disability, or autism were more likely than average to be employed as clerks (34%, 26% and 30% respectively) and people with a deafblind (17%) disability were more likely than average to be employed as tradespersons.

Table 4.4: Number and percentage of jobs by primary disability group and occupation of client, 1998–99

Primary disability	Managers	Professionals	Para-professionals	Trades-persons	Clerks	Sales/ personal service staff	Plant/ machine operators/ drivers	Labourers/ related workers	Total ^(a)	Total %
	Number									
Intellectual	6	16	32	501	572	1,029	102	6,638	8,896	39.6
Specific learning/ADD	1	5	10	109	58	127	21	784	1,115	5.0
Autism	—	1	—	11	52	19	1	91	175	0.8
Intellectual/learning (unspecified)	1	—	—	10	5	4	3	73	198	0.9
<i>Total intellectual learning</i>	<i>8</i>	<i>22</i>	<i>42</i>	<i>631</i>	<i>687</i>	<i>1,179</i>	<i>127</i>	<i>7,586</i>	<i>10,384</i>	<i>46.3</i>
Psychiatric	26	202	253	275	601	716.0	147	2,506	4,735	21.1
Physical	43	124	156	191	889	592	129	1,348	3,478	15.5
Acquired brain injury	2	10	24	53	116	116	17	557	896	4.0
Neurological	1	9	18	36	95	89	12	445	707	3.1
Vision	15	104	43	40	325	166	11	256	961	4.3
Hearing	—	27	18	138	204	104	36	639	1,169	5.2
Speech	—	4	1	7	3	5	2	56	78	0.3
Deafblind	—	1	—	7	5	6	2	20	41	0.2
Total	95	503	555	1,378	2,925	2,973	483	13,413	22,449	100.0
	%									
Intellectual	0.1	0.2	0.4	5.6	6.4	11.6	1.1	74.6	100.0	
Specific learning/ADD	0.1	0.4	0.9	9.8	5.2	11.4	1.9	70.3	100.0	
Autism	—	0.6	—	6.3	29.7	10.9	0.6	52.0	100.0	
Intellectual/learning (unspecified)	0.5	—	—	5.1	2.5	2.0	1.5	36.9	100.0	
<i>Total intellectual/learning</i>	<i>0.1</i>	<i>0.2</i>	<i>0.4</i>	<i>6.1</i>	<i>6.6</i>	<i>11.4</i>	<i>1.2</i>	<i>73.1</i>	<i>100.0</i>	
Psychiatric	0.5	4.3	5.3	5.8	12.7	15.1	3.1	52.9	100.0	
Physical	1.2	3.6	4.5	5.5	25.6	17.0	3.7	38.8	100.0	
Acquired brain injury	0.2	1.1	2.7	5.9	12.9	12.9	1.9	62.2	100.0	
Neurological	0.1	1.3	2.5	5.1	13.4	12.6	1.7	62.9	100.0	
Vision	1.6	10.8	4.5	4.2	33.8	17.3	1.1	26.6	100.0	
Hearing	—	2.3	1.5	11.8	17.5	8.9	3.1	54.7	100.0	
Speech	—	5.1	1.3	9.0	3.8	6.4	2.6	71.8	100.0	
Deafblind	—	2.4	—	17.1	12.2	14.6	4.9	48.8	100.0	
Total %	0.4	2.2	2.5	6.1	13.0	13.2	2.2	59.7	100.0	

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(a) Totals include 124 jobs where occupation was not specified.

The distribution of jobs by major occupation type was similar for all jobs in 1998–99, jobs current at 30 June 1999 and new jobs in 1998–99 (Table 4.5).

Within each major occupation type such as professionals, jobs are broken down into more specific occupation types, (such as natural scientists or health diagnosis and treatment practitioners) (Table 4.5). Examination of jobs at this level provides a more detailed indication of the nature of the work being undertaken by workers.

For all jobs in the last 12 months, the highest proportion were labourer jobs classified as cleaners (11% of all jobs), followed by sales/personal service staff jobs classified as sales assistants (5% of all jobs). Jobs in the tradespersons category were most likely to be classified as food tradespersons (2% of all jobs). Clerks were most likely to be in jobs classified as filing, sorting and copying clerks, or receptionists, telephonists and messengers (3% of all jobs each). In all major occupation groups, a reasonably high proportion of jobs were classified under the ‘miscellaneous’ occupation type. This may suggest that outlets experience some difficulties in using the occupation classification, or that the jobs in which open employment clients are employed do not tend to fit well within the specific occupation types provided.

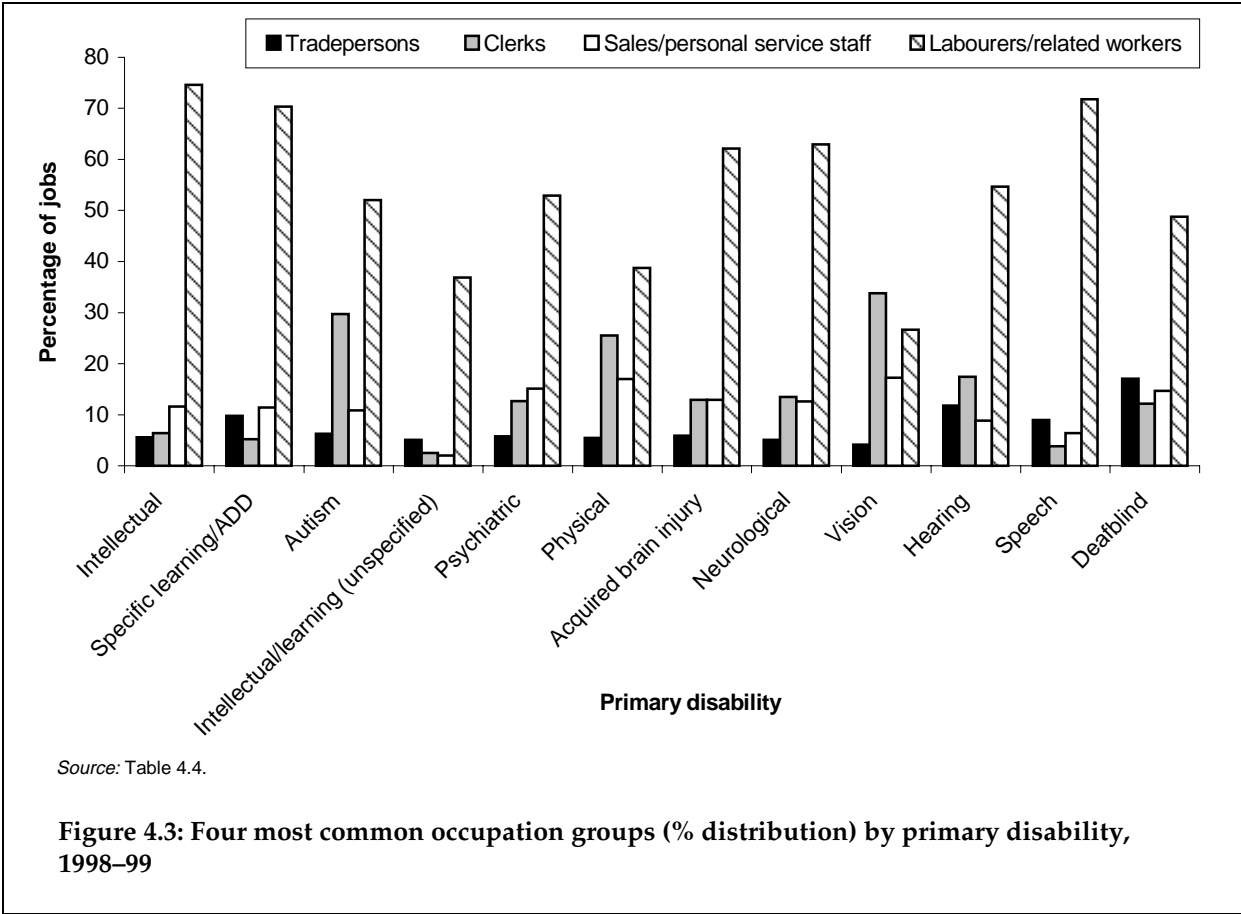


Table 4.5: Number of jobs by occupation type

Occupation	All jobs (last 12 months)		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number	%	Number	%	Number	%
General managers	31	0.1	21	0.2	11	0.1
Specialist managers	18	0.1	12	0.1	8	0.1
Farmers and farm managers	3	0.0	2	0.0	—	—
Managing supervisors (sales and service)	24	0.1	15	0.1	12	0.1
Managing supervisors (other business)	19	0.1	10	0.1	6	0.1
<i>All managers</i>	<i>95</i>	<i>0.4</i>	<i>60</i>	<i>0.5</i>	<i>37</i>	<i>0.3</i>
Natural scientists	3	0.0	2	0.0	1	0.0
Building professionals	7	0.0	4	0.0	5	0.0
Health diagnosis and treatment practitioners	42	0.2	30	0.2	15	0.1
School teachers	18	0.1	15	0.1	9	0.1
Other teachers and instructors	110	0.5	71	0.5	46	0.4
Social professionals	39	0.2	29	0.2	21	0.2
Business professionals	71	0.3	52	0.4	35	0.3
Artists and related professionals	41	0.2	25	0.2	19	0.2
Miscellaneous professionals	168	0.7	94	0.7	79	0.7
<i>All professionals^(a)</i>	<i>503</i>	<i>2.2</i>	<i>323</i>	<i>2.4</i>	<i>232</i>	<i>2.0</i>
Medical and science technical officers and technicians	26	0.1	18	0.1	15	0.1
Engineering and building associates and technicians	10	0.0	7	0.1	8	0.1
Air and sea transport technical workers	1	0.0	1	0.0	—	—
Registered nurses	34	0.2	22	0.2	20	0.2
Miscellaneous para-professionals	484	2.2	311	2.4	263	2.2
<i>All para-professionals</i>	<i>555</i>	<i>2.5</i>	<i>359</i>	<i>2.7</i>	<i>306</i>	<i>2.6</i>
Metal fitting and machine tradespersons	72	0.3	47	0.4	44	0.4
Other metal tradespersons	43	0.2	28	0.2	23	0.2
Electrical and electronics tradespersons	69	0.3	48	0.4	38	0.3
Building tradespersons	154	0.7	110	0.8	81	0.7
Printing tradespersons	16	0.1	9	0.1	7	0.1
Vehicle tradespersons	119	0.5	79	0.6	76	0.6
Food tradespersons	464	2.1	297	2.3	244	2.1
Amenity horticultural tradespersons	123	0.5	79	0.6	49	0.4
Miscellaneous tradespersons	317	1.4	182	1.4	163	1.4
<i>All tradespersons</i>	<i>1,378</i>	<i>6.1</i>	<i>880</i>	<i>6.7</i>	<i>725</i>	<i>6.1</i>
Stenographers	7	0.0	2	0.0	3	0.0
Data processing and business machine operators	393	1.8	236	1.8	202	1.7
Numerical clerks	110	0.5	58	0.4	55	0.5
Filing, sorting and copying clerks	548	2.4	348	2.6	240	2.0
Material recording and despatching clerks	136	0.6	89	0.7	67	0.6
Receptionists, telephonists and messengers	563	2.5	332	2.5	284	2.4
Miscellaneous clerks	1,164	5.2	728	5.5	588	4.9
<i>All clerks^(a)</i>	<i>2,925</i>	<i>13.0</i>	<i>1,796</i>	<i>13.6</i>	<i>1,440</i>	<i>12.1</i>

(continued)

Table 4.5 (continued): Number of jobs by occupation type

Occupation	All jobs (last 12 months)		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number	%	Number	%	Number	%
Investment, insurance and real estate salespersons	11	0.0	6	0.0	4	0.0
Sales representatives	160	0.7	74	0.6	94	0.8
Sales assistants	1,154	5.1	735	5.6	631	5.3
Tellers, cashiers and ticket salespersons	136	0.6	78	0.6	78	0.7
Miscellaneous salespersons	531	2.4	321	2.4	292	2.5
Personal service workers	976	4.3	632	4.8	556	4.7
<i>All sales/personal service staff^(a)</i>	<i>2,973</i>	<i>13.2</i>	<i>1,848</i>	<i>14.0</i>	<i>1,657</i>	<i>13.9</i>
Road and rail transport drivers	108	0.5	63	0.5	70	0.6
Mobile plant operators (except transport)	13	0.1	4	0.0	9	0.1
Stationary plant operators	30	0.1	20	0.2	16	0.1
Machine operators / drivers	332	1.5	180	1.4	189	1.6
<i>All plant/machine operators/drivers</i>	<i>483</i>	<i>2.2</i>	<i>267</i>	<i>2.0</i>	<i>284</i>	<i>2.4</i>
Trades assistant and factory hands	1,935	8.6	1,085	8.2	997	8.4
Agricultural labourers and related workers	1,781	7.9	844	6.4	1,125	9.5
Cleaners	2,506	11.2	1,467	11.1	1,283	10.8
Construction and mining labourers	148	0.7	63	0.5	97	0.8
Miscellaneous labourers and related workers	7,010	31.2	4,102	31.1	3,622	30.5
<i>All labourers/related workers^(a)</i>	<i>13,413</i>	<i>59.7</i>	<i>7,579</i>	<i>57.5</i>	<i>7,135</i>	<i>60.0</i>
Not specified	124	0.6	80	0.6	67	0.6
Total	22,449	100.0	13,192	100.0	11,883	100.0

(a) Total professional jobs and total clerk jobs both include 4 jobs where specific occupation type was not specified. Total tradesperson jobs includes 1 job where specific occupation type was not specified. Total sales/personal service jobs includes 5 jobs where occupation type was not specified. Total labourers/related workers jobs include 33 where specific occupation type was not specified.

Over three-fifths (62%) of all jobs in the 12 months to 30 June 1999 were on a permanent regular basis, including 26% on a full-time permanent basis and 34% on a part-time permanent basis (Table 4.6). A higher proportion of jobs current at 30 June 1999 were on a permanent regular basis (67%), compared with all jobs (62%) and new jobs in that period (50%). New jobs in 1998–99 were less likely to be on a permanent regular basis (50%) compared with all jobs in that period. Instead new jobs were more likely to be on a casual permanent basis (22% compared with 18% respectively) or a casual temporary basis (12% compared with 9% respectively).

Table 4.6: Number of jobs by employment basis, 1998–99

Industry	All jobs in 1998–99		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number ^(a)	% ^(a)	Number	%	Number	%
Full-time-permanent	5,834	26.0	3,714	28.2	2,561	21.6
Part-time-Permanent	7,530	33.5	4,823	36.6	3,215	27.1
Permanent-regular (unspecified)	474	2.1	307	2.3	140	1.2
All permanent regular	13,838	61.6	8,844	67.1	5,916	49.9
Full-time-temporary	664	3.0	289	2.2	503	4.2
Part-time-temporary	1,255	5.6	579	4.4	751	6.3
Temporary- regular (unspecified)	76	0.3	41	0.3	30	0.3
All temporary regular	1,995	8.9	909	6.9	1,284	10.8
Casual-permanent	3,969	17.7	2,417	18.3	2,651	22.3
Casual-temporary	1,903	8.5	813	6.2	1,461	12.3
Seasonal-permanent	223	1.0	110	0.8	123	1.0
Seasonal-temporary	520	2.3	99	0.7	448	3.7
Total	22,449	100	13,192	100	11,883	100

(a) Total includes 1 job where employment basis was not specified.

4.2 Wages of jobs

The percentage of all jobs with a weekly wage of \$400 or more has steadily increased over the four financial years of the NIMS collection (10% in 1995–96, 11% in 1996–97, 13% in 1997–98 and 15% in 1998–99; Figure 4.4).

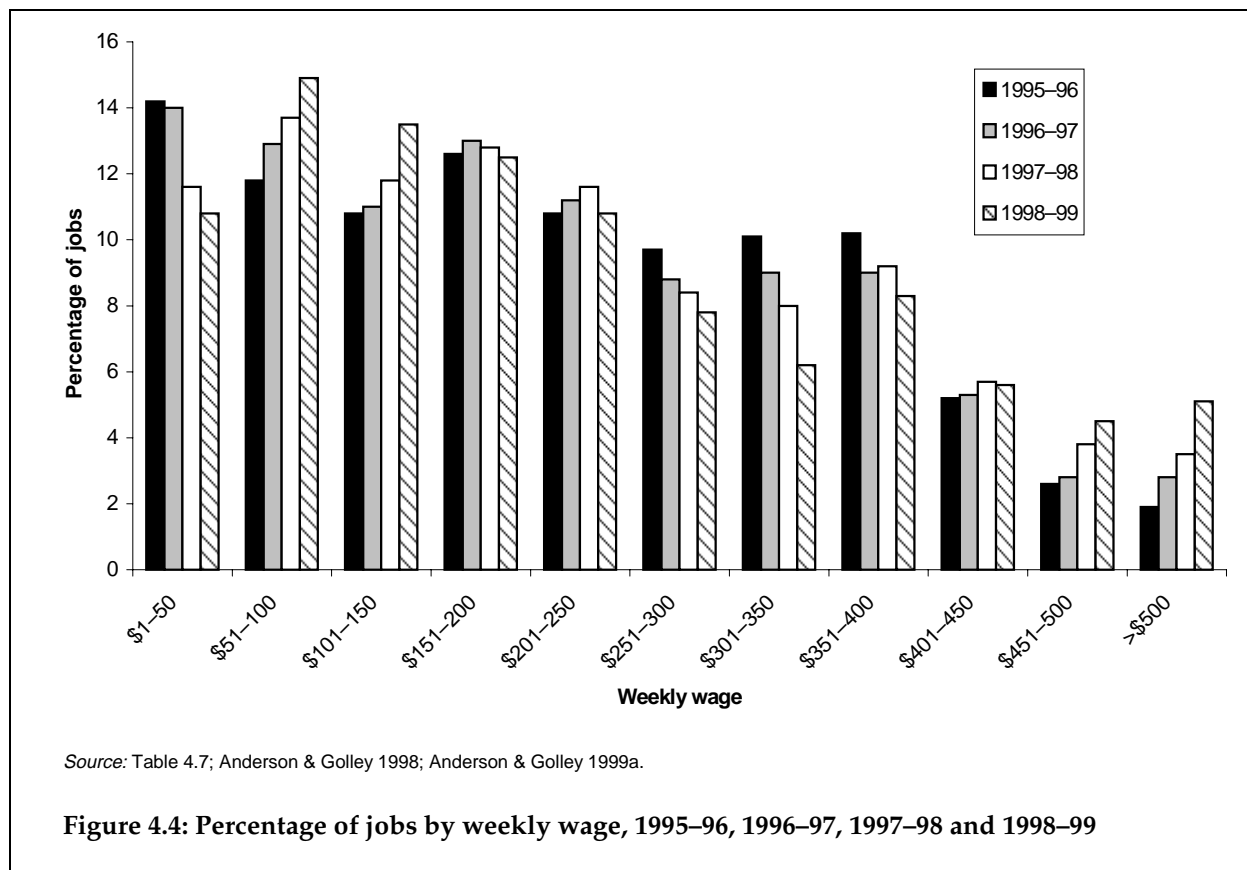
Over half (52%) of all jobs in 1998–99 had a weekly wage of \$200 or less. This percentage was identical for jobs current at the end of June 1999 (52%) and similar to new jobs in 1998–99 (53%; Table 4.7, Figure 4.4). The percentage of jobs with this relatively low weekly wage is slightly higher than in earlier financial years (49% in 1995–96 and 1996–97, and 50% in 1997–98). It is likely that wages are related to a range of other factors including disability (see Table 4.4), and job experience and client characteristics (see Chapter 5).

In 1998, 14% of all employees within Australia received an average weekly wage of \$200 or less (ABS 1998c). Of all employees, those receiving the lowest weekly wage were employees working as elementary clerical, sales and service workers (\$327) and labourers and other related workers (\$416), with the average weekly wage of all occupations being \$610 (ABS 1998c). These three occupation groups were highly represented in the open employment services (see Table 4.4).

Table 4.7: Number of jobs by weekly wages, 1998–99

Weekly wage	All jobs in 1998–99		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number	%	Number	%	Number	%
\$1–50	2,422	10.8	1,480	11.3	1,248	10.5
\$51–100	3,330	14.9	1,926	14.6	1,796	15.2
\$101–150	3,017	13.5	1,809	13.8	1,726	14.6
\$151–200	2,802	12.5	1,605	12.2	1,475	12.4
\$201–250	2,416	10.8	1,431	10.9	1,225	10.3
\$251–300	1,749	7.8	1,011	7.7	919	7.8
\$301–350	1,379	6.2	819	6.2	622	5.2
\$351–400	1,850	8.3	1,073	8.2	926	7.8
\$401–450	1,260	5.6	753	5.7	619	5.2
\$451–500	1,007	4.5	583	4.4	579	4.9
> \$500	1,148	5.1	662	5.0	713	6.0
Total(a)	22,449	100.0	13,192	100.0	11,883	100.0

(a) Total includes 69 jobs in 1998–99 for which weekly wage was unknown (including 40 jobs current at 30 June 1998 and 35 new jobs in 1998–99).



Over three-quarters (76%) of all jobs in 1998–99 were recorded as having an award wage or agreement, with 9% having a wage not based on award/agreement, 8% on a Supported Wage System productivity based wage, and 7% other pro rata/productivity based wage

(Table 4.8). Compared with 1997–98, the percentage of jobs with award wage has decreased slightly (from 78%; Anderson & Golley 1999a).

Workers with managerial occupations were the least likely to have a wage that was based on an award (66%). Jobs as labourers/related workers were also less likely to be based on an award wage (69% compared with an average of 73% for all occupation groups) and more likely than average to be paid wages based on productivity (9% of jobs as labourers/related workers were paid SWS productivity-based wages and 9% were paid other pro-rata/productivity based wages).

Table 4.8: Number of jobs by occupation and wage basis, 1998–99

Occupation	Award wage	Enterprise or CA	IWA/emp contract	SWS prod based wage ^(a)	Other pro rata/prod based	Not award/agreement	% of award	Total
	Number							
Managers	63	2	4	—	—	26	—	95
Professionals	383	10	22	1	9	78	—	503
Para-professionals	464	7	21	8	8	47	—	555
Tradespersons	1,070	14	18	93	82	96	5	1,378
Clerks	2,263	43	124	158	90	244	3	2,925
Sales/personal service staff	2,374	49	44	236	86	183	1	2,973
Plant/machine operators/drivers	398	9	7	10	25	34	—	483
Labourers/related workers	9,276	186	300	1,218	1,225	1,180	27	13,413
Total^(b)	16,317	320	540	1,724	1,525	1,908	114	22,449
	%							
Managers	66.3	2.1	4.2	—	—	27.4	—	100.0
Professionals	76.1	2.0	4.4	0.2	1.8	15.5	—	100.0
Para-professionals	83.6	1.3	3.8	1.4	1.4	8.5	—	100.0
Tradespersons	77.6	1.0	1.3	6.7	6.0	7.0	0.4	100.0
Clerks	77.4	1.5	4.2	5.4	3.1	8.3	0.1	100.0
Sales/personal service staff	79.9	1.6	1.5	7.9	2.9	6.2	0.0	100.0
Plant/machine operators/drivers	82.4	1.9	1.4	2.1	5.2	7.0	—	100.0
Labourers/related workers	69.2	1.4	2.2	9.1	9.1	8.8	0.2	100.0
Total^(b)	72.7	1.4	2.4	7.7	6.8	8.5	0.5	100.0

(a) SWS is a productivity based wage rate determined in accordance with the Supported Wage System administered by the Commonwealth Department of Family and Community Services.

(b) Total includes 124 jobs with unknown occupation (26 with award wage, 20 with not award/agreement, and 78 with % of award) and 1 job with unknown wage level.

4.3 Job hours per week

Over two-fifths (43%) of all jobs in the 12 months to 30 June 1999 were for fewer than 20 hours per week and about a third (32%) were for 35 hours or more per week (Table 4.9, Figure 4.5). The distribution of hours was very similar for jobs current at 30 June 1999 but differed for new jobs gained during 1998–99. A slightly lower percentage of new jobs in 1998–99 were for 35 hours or more (31%) and a higher percentage of new jobs were for less than 20 hours per week (46%).

The percentage of jobs of 35 hours or more has declined each financial year of the NIMS data collection (from 39% in 1995–96 to 35% in 1996–97, 33% in 1997–98 and 32% in 1998–99),

while the percentage of jobs of less than 20 hours per week has increased over the period (33% in 1995–96, 36% in 1996–97, 37% in 1997–98 and 43% in 1998–99).

Workers with a psychiatric disability, intellectual, neurological disability or acquired brain injury were more likely than average to work in jobs of less than 20 hours per week, with nearly half of the jobs held by these workers falling in this hourly category (50%, 48%, 46% and 48% respectively; Table 4.10). Workers with a vision, hearing or speech disability were more likely than average to work in full-time jobs of 35 or more hours per week (50%, 46%, 41% of jobs respectively); as were the relatively small number of workers with specific learning/ADD (46% or 513 from 1,115 jobs held by workers in this primary disability group).

Table 4.9: Number of jobs by hours worked per week, 1998–99

Hours per week	All jobs in 1998–99		Jobs current at 30 June 1999		New jobs in 1998–99	
	Number	%	Number	%	Number	%
1–4	989	4.4	555	4.2	500	4.2
5–9	3,173	14.1	1,846	14.0	1,960	16.5
10–14	2,965	13.2	1,723	13.1	1,654	13.9
15–19	2,451	10.9	1,463	11.1	1,388	11.7
20–24	3,646	16.3	2,145	16.3	1,714	14.4
25–29	973	4.3	599	4.5	427	3.6
30–34	1,078	4.8	614	4.7	584	4.9
35–39	5,259	23.4	3,176	24.1	2,629	22.1
40	1,707	7.6	969	7.3	897	7.6
> 40	191	0.9	94	0.7	119	1.0
Total^(a)	22,449	100.0	13,192	100.0	11,883	100.0

(a) Total includes 17 jobs with unknown hours per week in 1998–99 (8 of these were current at 30 June 1999 and 11 were new jobs in 1998–99).

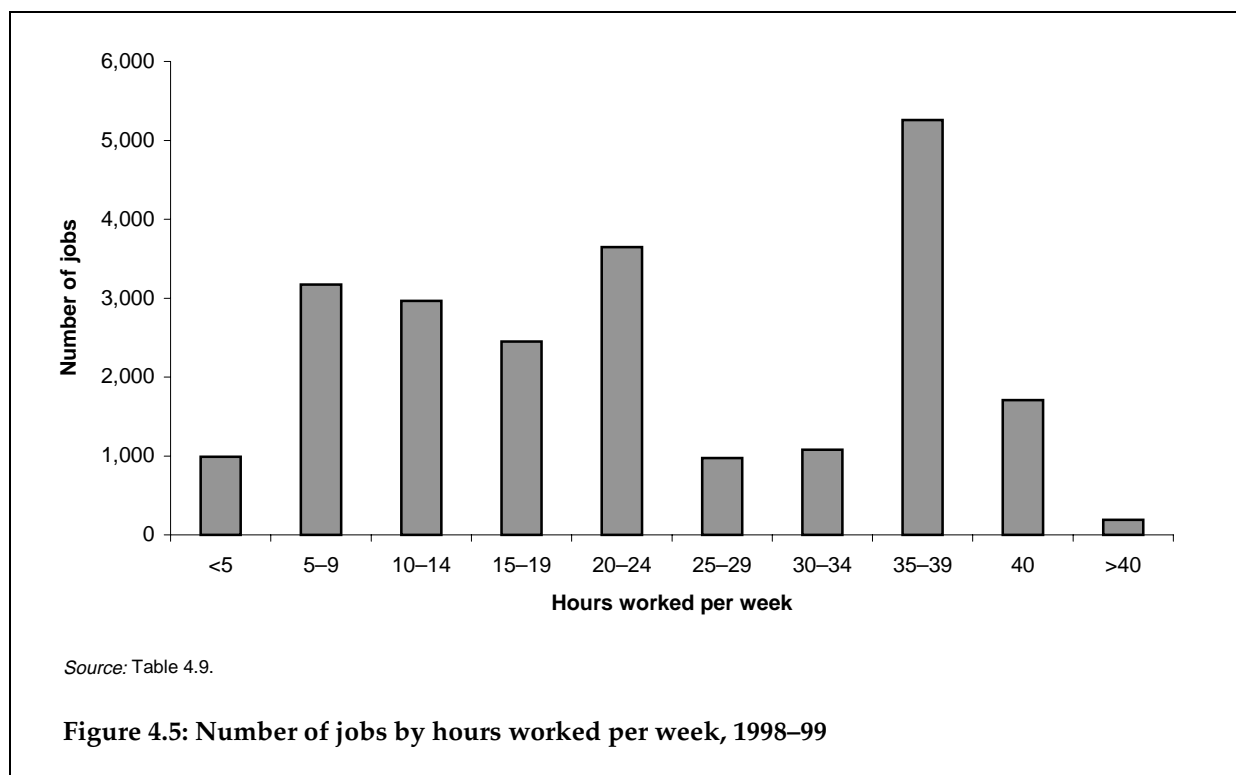


Table 4.10: Number of jobs by primary disability group of client and hours worked per week, 1998–99

Primary disability	Hours per week										Total
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	> 40	
	Number										
Intellectual	335	1,247	1,168	985	1,491	456	434	2,119	602	58	8,895
Specific learning/ADD	53	127	117	97	125	36	47	362	126	25	1,115
Autism	8	33	29	25	30	8	5	27	10	—	175
Intellectual/learning (unspecified)	6	19	32	35	25	11	9	29	16	11	193
<i>Total intellectual/learning</i>	<i>402</i>	<i>1,426</i>	<i>1,346</i>	<i>1,142</i>	<i>1,671</i>	<i>511</i>	<i>495</i>	<i>2,537</i>	<i>754</i>	<i>94</i>	<i>10,378</i>
Psychiatric	302	805	734	541	732	173	231	793	377	42	4,730
Physical	142	489	474	375	616	136	168	804	245	24	3,473
Acquired brain injury	50	148	136	95	161	42.0	37	157	61	9	896
Neurological	34	116	106	71	119	30	33	145	49	4	707
Vision	18	46	65	103	175	31	47	393	78	5	961
Hearing	36	136	93	110	153	45	56	401	126	12	1,168
Speech	2	3	8	8	12	4	9	21	11	—	78
Deafblind	3	4	3	6	7	1	2	8	6	1	41
Total(a)	989	3,173	2,965	2,451	3,646	973	1,078	5,259	1,707	191	22,449
	%										
Intellectual	3.8	14.0	13.1	11.1	16.8	5.1	4.9	23.8	6.8	0.7	100.0
Specific learning/ADD	4.8	11.4	10.5	8.7	11.2	3.2	4.2	32.5	11.3	2.2	100.0
Autism	4.6	18.9	16.6	14.3	17.1	4.6	2.9	15.4	5.7	—	100.0
Intellectual/learning (unspecified)	3.1	9.8	16.6	18.1	13.0	5.7	4.7	15.0	8.3	5.7	100.0
<i>Total intellectual/learning</i>	<i>3.9</i>	<i>13.7</i>	<i>13.0</i>	<i>11.0</i>	<i>16.1</i>	<i>4.9</i>	<i>4.8</i>	<i>24.4</i>	<i>7.3</i>	<i>0.9</i>	<i>100.0</i>
Psychiatric	6.4	17.0	15.5	11.4	15.5	3.7	4.9	16.8	8.0	0.9	100.0
Physical	4.1	14.1	13.6	10.8	17.7	3.9	4.8	23.2	7.1	0.7	100.0
Acquired brain injury	5.6	16.5	15.2	10.6	18.0	4.7	4.1	17.5	6.8	1.0	100.0
Neurological	4.8	16.4	15.0	10.0	16.8	4.2	4.7	20.5	6.9	0.6	100.0
Vision	1.9	4.8	6.8	10.7	18.2	3.2	4.9	40.9	8.1	0.5	100.0
Hearing	3.1	11.6	8.0	9.4	13.1	3.9	4.8	34.3	10.8	1.0	100.0
Speech	2.6	3.8	10.3	10.3	15.4	5.1	11.5	26.9	14.1	—	100.0
Deafblind	7.3	9.8	7.3	14.6	17.1	2.4	4.9	19.5	14.6	2.4	100.0
Total	4.4	14.1	13.2	10.9	16.3	4.3	4.8	23.4	7.6	0.9	100.0

(a) Total includes 17 jobs with unknown hours per week.

Note: Totals may not add exactly due to rounding of hours.

Not surprisingly, weekly wages were closely related to the number of hours worked per week (Table 4.11). In 1998–99, two-thirds (4,794 of 7,144 or 67%, see bottom shaded area) of jobs of 35 hours or more had weekly wages in the range of \$251 to \$500, while 15% (1,089 of 7,144 jobs) earned more than \$500 per week. The remaining 18% of jobs of 35 hours or more paid wages of \$250 per week or less. Four-fifths (2,924 of 3,639 or 80%, see left shaded area) of jobs of 20–24 hours per week had weekly wages between \$101 and \$300. A small percentage of jobs had very low wages for the hours worked. For example, 6% (542 of 9,189,

see top right shaded area) of jobs of 25 hours or more had weekly wages of \$150 or less, which equates to \$6 or less per hour.

Table 4.11: Number of jobs by weekly wage and hours worked per week, 1998–99

Weekly wage	Hours										Total ^(a)
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	> 40	
	Number										
≤ \$50	890	776	355	122	116	32	28	92	8	3	2,422
\$51–100	80	1,732	784	303	251	55	41	67	16	1	3,330
\$101–150	14	588	1,282	543	390	55	53	77	11	3	3,016
\$151–200	2	55	434	932	741	112	74	360	89	3	2,802
\$201–250	—	14	66	413	1,098	197	97	412	112	7	2,416
\$251–300	—	—	26	101	695	233	177	390	116	11	1,749
\$301–350	—	—	3	16	211	166	209	603	164	7	1,379
\$351–400	—	—	2	7	88	81	214	1,069	373	16	1,850
\$401–450	—	—	—	9	18	25	110	841	241	15	1,259
\$451–500	—	—	—	1	17	7	34	686	234	28	1,007
> \$500	—	—	—	—	14	8	37	654	341	94	1,148
Total	986	3,165	2,952	2,447	3,639	971	1,074	5,251	1,705	188	22,378
	%										
≤ \$50	36.7	32.0	14.7	5.0	4.8	1.3	1.2	3.8	0.3	0.1	100.0
\$51–100	2.4	52.0	23.5	9.1	7.5	1.7	1.2	2.0	0.5	0.0	100.0
\$101–150	0.5	19.5	42.5	18.0	12.9	1.8	1.8	2.6	0.4	0.1	100.0
\$151–200	0.1	2.0	15.5	33.3	26.4	4.0	2.6	12.8	3.2	0.1	100.0
\$201–250	—	0.6	2.7	17.1	45.4	8.2	4.0	17.1	4.6	0.3	100.0
\$251–300	—	—	1.5	5.8	39.7	13.3	10.1	22.3	6.6	0.6	100.0
\$301–350	—	—	0.2	1.2	15.3	12.0	15.2	43.7	11.9	0.5	100.0
\$351–400	—	—	0.1	0.4	4.8	4.4	11.6	57.8	20.2	0.9	100.0
\$401–450	—	—	—	0.7	1.4	2.0	8.7	66.8	19.1	1.2	100.0
\$451–500	—	—	—	0.1	1.7	0.7	3.4	68.1	23.2	2.8	100.0
> \$500	—	—	—	—	1.2	0.7	3.2	57.0	29.7	8.2	100.0
Total	4.4	14.1	13.2	10.9	16.3	4.3	4.8	23.5	7.6	0.8	100.0

Note: Totals may not add exactly due to rounding of hours.

4.4 Reasons for jobs ending

A total of 9,257 jobs ended in the 12 months to 30 June 1999. This figure includes 868 jobs which were regarded as completed because they were held by clients who withdrew from open employment support during this period and whose subsequent job history is unknown.

For the remaining 8,389 jobs ending in the 12-month period, the most common reasons for ending a job were resignation for reasons other than career development (29%) and completion of employment contract (24%; Table 4.12). Together, retrenchment and dismissal were given as reasons for a job ending in over a quarter (26%) of cases.

Table 4.12: Number of completed jobs by job-end reason, 1998–99

Job-end reason	Number	%
Employment contract completed	2,002	23.9
Resigned — career development	1,035	12.3
Resigned — other	2,466	29.4
Retrenched	1,114	13.3
Dismissed	1,048	12.5
Work experience/work trial	173	2.1
Became ill	346	4.1
Deceased	12	0.1
Retired	10	0.1
Not specified	183	2.2
Total^(a)	8,389	100.0

(a) Total excludes 868 jobs which were held by clients who withdrew from open employment support during 1998–99 and whose subsequent job history is unknown.

4.5 Duration of jobs

Of the total jobs in the 12 months to 30 June 1999 (22,449), 13,192 were current at 30 June 1999 and 9,257 ended between 1 July 1998 and 30 June 1999. The duration of jobs is examined for these two groups separately.

Of the jobs current at 30 June 1999, just over half (52%) had commenced in the previous 12 months (Table 4.13, Figure 4.6). About a fifth (21%) of jobs were of 12 to 24 months duration and nearly two-fifths (28%) of jobs had been under way for over 24 months.

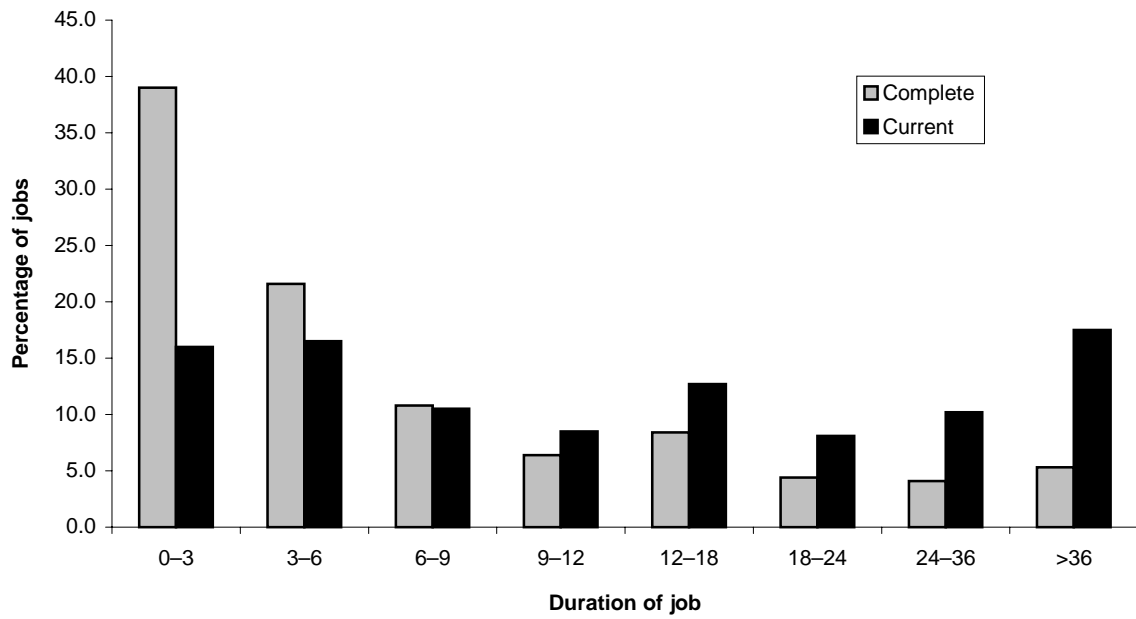
The duration of current jobs varied among industries (Table 4.13). For example, of those industries for which there were more than 500 current jobs in 1998–99, the lowest proportion of jobs of more than 12 months duration was in personal and other services (335 of 839 or 40%) and agriculture/forestry/fishing (283 of 715 or 40%). The greatest proportion of current jobs over 12 months duration was in government/defence (404 of 677 or 60%) and fast food (304 of 523 or 58%; Table 4.13). These patterns were also seen in the data for 1997–98.

Table 4.13: Number of jobs current at 30 June 1999 by employer's industry type and duration of job

Industry type	Duration (months) ^(a)								Total
	0-3	3-6	6-9	9-12	12-18	18-24	24-36	>36	
Clothing/textiles/footwear	14	30	9	14	16	16	14	25	138
Other manufacturing	248	279	157	144	222	158	188	404	1,800
<i>All manufacturing</i>	<i>262</i>	<i>309</i>	<i>166</i>	<i>158</i>	<i>238</i>	<i>174</i>	<i>202</i>	<i>429</i>	<i>1,938</i>
Fast food	67	67	48	37	60	54	69	121	523
Other retail trade	291	249	248	146	241	163	214	355	1,907
<i>All retail trade</i>	<i>358</i>	<i>316</i>	<i>296</i>	<i>183</i>	<i>301</i>	<i>217</i>	<i>283</i>	<i>476</i>	<i>2,430</i>
Agriculture/forestry/fishing	142	136	82	72	95	52	51	85	715
Mining	6	3	3	2	4	2	2	2	24
Electricity/gas/water supply	7	12	4	8	7	5	1	9	53
Construction	59	46	20	18	22	17	17	23	222
Wholesale trade	70	68	51	46	54	41	56	70	456
Hospitality	187	201	134	90	121	96	90	160	1,079
Transport/storage	69	66	41	33	44	23	39	32	347
Communication services	42	40	20	23	45	24	23	37	254
Finance and insurance	20	37	18	14	28	18	28	29	192
Property/business services	105	105	61	54.0	66	61	54	74	580
Government/defence	90	102	47	34	77	37	72	218	677
Education	70	94	28	25	47	20	39	68	391
Health/community services	189	203	132	133	160	83	155	239	1,294
Cultural/recreational services	29	30	16	21	26	15	25	41	203
Personal/other services	156	164	105	79	107	55	73	100	839
Other	247	248	158	133	227	132	135	217	1,497
Total^(b)	2,108	2,180	1,382	1,126	1,670	1,072	1,345	2,309	13,192
<i>Total %^(b)</i>	<i>16.0</i>	<i>16.5</i>	<i>10.5</i>	<i>8.5</i>	<i>12.7</i>	<i>8.1</i>	<i>10.2</i>	<i>17.5</i>	<i>100.0</i>

(a) Monthly ranges are exclusive of lower bound and inclusive of upper bound, e.g. '3-6 months' excludes exactly 3 months but includes exactly 6 months.

(b) Totals include 1 job where industry type was not stated.



Source: Tables 4.13 and 4.14.

Figure 4.6: Duration of complete and current jobs, 1998-99

The median duration for current jobs was 49 weeks and for completed jobs was 18 weeks. As might be expected, completed jobs were, on average, of shorter duration than current jobs (Table 4.14). Government/defence had a higher-than-average proportion of both current and completed jobs of 12 months or more duration (60% and 33% respectively), as did the fast food industry (58% and 35% respectively).

Table 4.14: Number of jobs completed between 1 July 1998 and 30 June 1999 by employer's industry type and duration of job

Industry type	Duration (months) ^(a)								Total
	0-3	3-6	6-9	9-12	12-18	18-24	24-36	> 36	
Clothing/textiles/footwear	39	20	17	4	7	3	7	8	105
Other manufacturing	569	274	124	76	98	55	43	76	1,315
<i>All manufacturing</i>	<i>608</i>	<i>294</i>	<i>141</i>	<i>80</i>	<i>105</i>	<i>58</i>	<i>50</i>	<i>84</i>	<i>1,420</i>
Fast food	101	61	33	23	38	19	24	35	334
Other retail trade	359	236	131	75	110	48	59	63	1,081
<i>All retail trade</i>	<i>460</i>	<i>297</i>	<i>164</i>	<i>98</i>	<i>148</i>	<i>67</i>	<i>83</i>	<i>98</i>	<i>1,415</i>
Agriculture/forestry/fishing	329	147	70	33	38	25	14	25	681
Mining	5	5	2	—	1	2	1	3	19
Electricity/gas/water supply	8	11	3	3	7	3	3	2	40
Construction	96	57	16	13	6	2	5	4	199
Wholesale trade	124	77	37	22	28	15	14	24	341
Hospitality	284	182	91	48	68	37	23	28	761
Transport/storage	119	66	32	19	25	10	13	11	295
Communication services	46	29	12	11	13	6	9	7	133
Finance and insurance	37	22	16	11	10	6	10	9	121
Property/business services	375	110	46	36	45	30	15	19	676
Government/defence	77	62	38	25	23	18	15	43	301
Education	59	42	28	20	26	8	13	5	201
Health/community services	260	163	89	41	73	34	35	44	739
Cultural/recreational services	54	37	20	9	10	6	13	3	152
Personal/other services	235	142	68	36	51	31	17	26	606
Other	437	258	124	89	102	47	48	52	1,157
Total	3,613	2,001	997	594	779	405	381	487	9,257
<i>Total %</i>	<i>39.0</i>	<i>21.6</i>	<i>10.8</i>	<i>6.4</i>	<i>8.4</i>	<i>4.4</i>	<i>4.1</i>	<i>5.3</i>	<i>100.0</i>

(a) Monthly ranges are exclusive of lower bound and inclusive of upper bound; e.g. '3-6 months' excludes exactly 3 months but includes exactly 6 months.

Of the four largest occupation groups, the most likely to have had current jobs for more than 12 months were clerks (910 of 1,796 or 51% of all clerk jobs) and labourers/related workers (3,775 from 7,579 or 50% of all jobs as labourers/related workers; Table 4.15).

Table 4.15: Number of jobs current at 30 June 1999 by occupation type and duration of job

Occupation	Duration (months) ^(a)								Total
	0–3	3–6	6–9	9–12	12–18	18–24	24–36	> 36	
Managers	5	5	7	4	6	5	5	23	60
Professionals	40	49	40	28	48	23	30	65	323
Para-professionals	67	70	44	31	45	22	41	39	359
Tradespersons	130	163	101	85	108	64	85	144	880
Clerks	312	282	154	138	217	131	196	366	1,796
Sales/personal service	303	316	248	159	253	151	166	252	1,848
Plant/machine operators/drivers	40	53	45	29	27	16	24	33	267
Labourers/related workers	1,189	1,228	739	648	957	655	786	1,377	7,579
Total ^(b)	2,108	2,180	1,382	1,126	1,670	1,072	1,345	2,309	13,192
<i>Total % ^(b)</i>	<i>16.0</i>	<i>16.5</i>	<i>10.5</i>	<i>8.5</i>	<i>12.7</i>	<i>8.1</i>	<i>10.2</i>	<i>17.5</i>	<i>100.0</i>

(a) Monthly ranges are exclusive of lower bound and inclusive of upper bound; e.g. '3–6 months' excludes exactly 3 months but includes exactly 6 months.

(b) Totals include 80 jobs where occupation type was not specified (22 were from less than 3 months, 14 from 3–6 months, 4 from 6–9 months, 4 from 9–12 months, 9 from 12–18 months, 5 from 18–24 months, 12 from 24–36 months and 10 from more than 36 months).

Tradespersons and sales/personal service staff also had a relatively high percentage of completed jobs of greater than 12 months duration in 1998–99 (138 of 498 or 28%, 241 of 1,125 or 21% respectively; Table 4.16).

Table 4.16: Number of jobs completed between 1 July 1998 and 30 June 1999 by occupation type and duration of job

Occupation	Duration (months) ^(a)								Total
	0–3	3–6	6–9	9–12	12–18	18–24	24–36	> 36	
Managers	7	11	3	3	6	2	2	1	35
Professionals	37	43	23	14	24	8	15	16	180
Para-professionals	62	38	33	7	18	19	13	6	196
Tradespersons	179	108	46	27	51	23	23	41	498
Clerks	370	246	140	86	103	52	53	79	1,129
Sales/personal service staff	396	274	139	75	84	48	43	66	1,125
Plant/machine operators/drivers	85.0	49	21	12	19	9	13	8	216
Labourers/related workers	2,456	1,226	589	369	468	243	216	267	5,834
Total ^(b)	3,613	2,001	997	594	779	405	381	487	9,257
<i>Total % ^(b)</i>	<i>39.0</i>	<i>21.6</i>	<i>10.8</i>	<i>6.4</i>	<i>8.4</i>	<i>4.4</i>	<i>4.1</i>	<i>5.3</i>	<i>100.0</i>

(a) Monthly ranges are exclusive of lower bound and inclusive of upper bound; e.g. '3–6 months' excludes exactly 3 months but includes exactly 6 months.

(b) Totals include 44 jobs where occupation type was not specified (21 were from less than 3 months, 6 from 3–6 months, 3 from 6–9 months, 1 from 9–12 months, 6 from 12–18 months, 1 from 18–24 months, 3 from 24–36 months and 3 from more than 36 months).

5 Job experience of clients

5.1 Job history

The job profiles presented in chapter 4 describe the characteristics of work gained by different groups of clients in terms of industry, occupation, wage levels and duration of all jobs. However, a job may vary from a few hours worked casually on 1 day to a full-time, permanent job worked for the whole year, so such descriptions do not present a full picture of employment trends of clients. Chapter 5 examines employment trends by summarising the job history of clients over the period that they were receiving support, thus using the individual rather than the job as the basic unit of analysis.

Clients who had a job at some time during 1998–99 (referred to as ‘workers’) can be classified into four job history groups. These job history groups are defined on the basis of whether the client had a job at the beginning and/or at the end of 1998–99 (Table 5.1). Not all clients were receiving support for the whole financial year, either because their support began after 1 July, and/or more rarely because support was recorded as withdrawn before 30 June. Within each of the job history groups, clients may have had one or more jobs.

Table 5.1: Classification of job history for workers^(a) in a financial year

Job history	Job at start of support period	Job at end of support period
Job retained	Yes	Yes
Job lost	Yes	No
Job gained and retained	No	Yes
Job gained and lost	No	No

(a) A ‘worker’ is any client who had a job at any time during 1998–99.

There were a total of 17,530 clients who had a job at some time during 1998–99 (i.e. were workers in the 1998–99 financial year). This represents an increase of 2,075 or 13% compared with 1997–98 (15,455 workers; Table 5.2, see also Figure 4.1 and Table 4.2).

Of these 17,530 workers, 10,590 had a job at the start of the support period, of whom 2,224 (13%) were unemployed at the end of the period (Table 5.2, Figure 5.1). A further 6,940 clients who were not employed at the beginning of the support period obtained a job during the period. However, 1,941 (11%) of these workers were unemployed again by the end of the period.

By comparing the number of workers at the beginning of the year with the number of workers at the end of the year, it is possible to examine the increase in employment over each financial year. This increase equals the number of ‘job gained and retained’ workers minus the number of ‘job lost’ workers. As at 1 July 1998, 10,590 clients had a job and this increased by 2,775 or 26% to 13,365 by 30 June 1999. This proportional increase was marginally lower than between 1 July 1997 and 30 June 1998 (an increase of 2,437 clients or 27% from 9,164 to 11,601 clients; Anderson & Golley 1999a:41) and somewhat lower than the comparable increase from 1 July 1996 to 30 June 1997 (an increase of 2,170 clients or 30%, from 7,309 to 9,479; Anderson & Golley 1998:47).

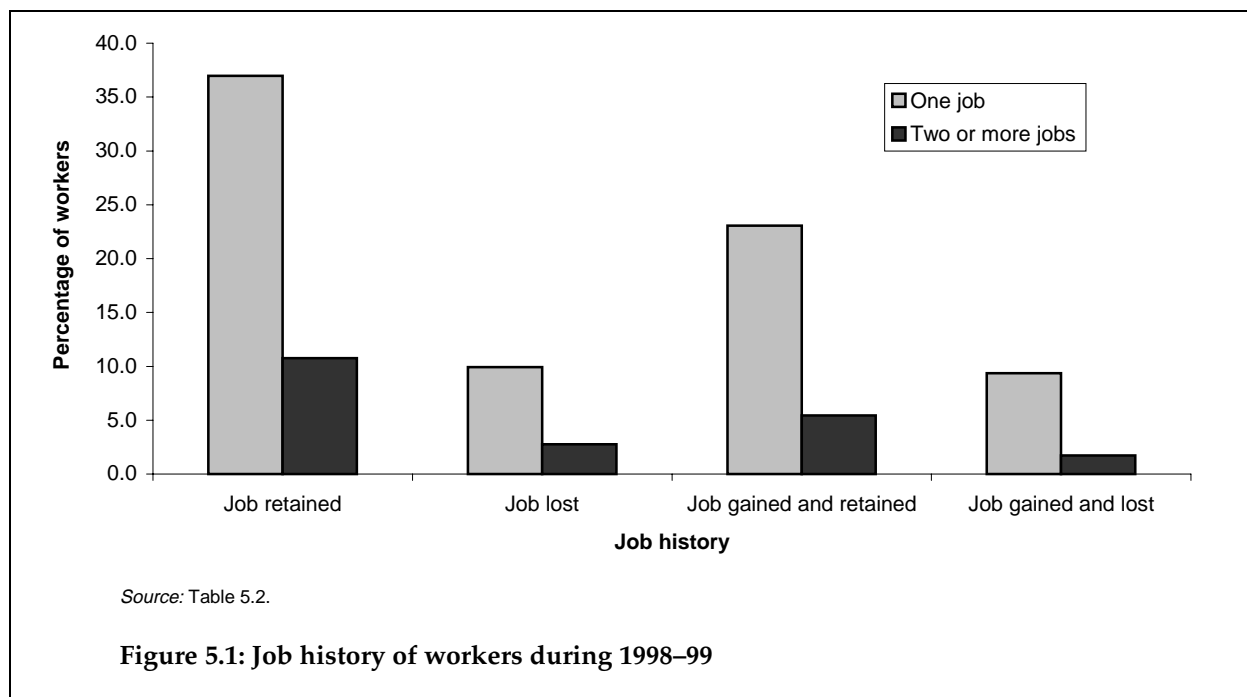
Table 5.2: Job history of workers during 1998–99

Job history	With one job		With more than one job		All workers	
	Number	%	Number	%	Number	%
Job retained	6,482	37.0	1,884	10.8	8,366	47.7
Job lost	1,741	9.9	483	2.8	2,224	12.7
Job gained and retained	4,044	23.1	955	5.5	4,999	28.5
Job gained and lost	1,642	9.4	299	1.7	1,941	11.1
Total	13,909	79.3	3,621	20.7	17,530	100.0

Note: See Table 5.1 for definitions of job history categories.

The worker retention rate is the percentage of all workers during the support period who had a job at the end of the support period (i.e. the ‘job retained’ and ‘job gained and retained’ workers combined as a percentage of all workers). This rate is not a measure of overall employment, only of the probability that a worker who had a job at some time during the year was still employed at the end of that year (or their support period if they left the agency).

Just over three-quarters (76%) of workers in 1998–99 had a job at the end of the support period (13,365 out of 17,530). This percentage was similar to previous years (76% or 9,479 out of 12,431 workers in 1996–97, and 75% or 11,601 out of 15,455 workers in 1997–98 (Anderson & Golley 1999a:42). As in previous years, this percentage was lower for workers who had one job compared with those who had more than one job (76% versus 78% in 1998–99).



The job experience of a worker was also affected by the number and type of jobs they had. The 'job retained' category includes workers who continued in the same job through the whole period, those who changed jobs without being unemployed and those who lost work and regained it. Similarly the 'job gained and retained' category includes workers who gained a permanent job, as well as those who gained one or more casual or temporary jobs, at least one of which they still had at the end of the period. Some workers classed as 'job lost' or 'job gained and lost' will have been in and out of temporary or casual work.

For each worker, the primary job is defined as the job with the highest total hours of work during the whole support period. The basis of employment of the primary job by job history category is shown in Table 5.3.

Table 5.3: Workers, basis of employment of primary job by job history, 1998–99

Basis of employment	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	No.	%	No.	%	No.	%	No.	%	No.	%
One job										
Permanent regular	5,198	80.2	1,253	72.0	2,318	57.3	759	46.2	9,528	68.5
Other	1,284	19.8	488	28.0	1,726	42.7	883	53.8	4,381	31.5
<i>All</i>	<i>6,482</i>	<i>100.0</i>	<i>1,741</i>	<i>100.0</i>	<i>4,044</i>	<i>100.0</i>	<i>1,642</i>	<i>100.0</i>	<i>13,909</i>	<i>100.0</i>
More than one job										
Permanent regular	1,238	65.7	286	59.2	493	51.6	118	39.5	2,135	59.0
Other	646	34.3	197	40.8	462	48.4	181	60.5	1,486	41.0
<i>All</i>	<i>1,884</i>	<i>100.0</i>	<i>483</i>	<i>100.0</i>	<i>955</i>	<i>100.0</i>	<i>299</i>	<i>100.0</i>	<i>3,621</i>	<i>100.0</i>
All workers										
Permanent regular	6,436	76.9	1,539	69.2	2,811	56.2	877	45.2	11,663	66.5
Other	1,930	23.1	685	30.8	2,188	43.8	1,064	54.8	5,867	33.5
All	8,366	100.0	2,224	100.0	4,999	100.0	1,941	100.0	17,530	100.0

In 1998–99, as in the last three financial years, workers were most likely to have had a permanent regular primary job (67% in 1998–99, 69% in 1997–98, and 68% in 1996–97 and 1995–96; Table 5.3). In 1998–99, this percentage was higher for workers with only one job (69%) than for workers with more than one job (59%). Workers in the 'job retained' category were the most likely to be in permanent regular work. Those in the 'job gained and lost' and 'job gained and retained' categories were the least likely to have had permanent regular work.

A total of 6,609 workers finished at least one job during 1998–99 (Table 5.4). By definition, this includes all workers in the 'job lost' and 'job gained and lost' categories, plus most of those in the 'job retained' and 'job gained and retained' categories who had two or more jobs (some workers retained two or more concurrent jobs).

Of these workers, over one-quarter (28%) had resigned because of reasons other than career development and 18% of jobs ended because employment contracts were completed. Workers in the 'job gained and retained' and 'job gained and lost' were more likely to have finished a job for one of these reasons than workers who retained employment at the end of support period. 'Job retained' workers were more likely than others to have resigned from a job for career development, which suggests that they were changing jobs.

Other major reasons for job completion in the whole group were retrenchment (13%) and dismissal (11%).

Table 5.4: Workers who finished one or more jobs: reason for job(s) ending, 1998–99

Reason for job ending	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	No.	%	No.	%	No.	%	No.	%	No.	%
Employment contract completed	269	17.7	305	13.8	205	22.8	392	19.8	1,171	17.7
Resigned—career development	318	20.9	148	6.7	138	15.3	70	3.5	674	10.2
Resigned—other reasons	276	18.1	718	32.6	207	23.0	626	31.6	1,827	27.6
Retrenched	234	15.4	284	12.9	98	10.9	216	10.9	832	12.6
Dismissed	95	6.2	247	11.2	81	9.0	305	15.4	728	11.0
Work trial	14	0.9	20	0.9	14	1.6	57	2.9	105	1.6
Became ill	31	2.0	120	5.4	14	1.6	101	5.1	266	4.0
Retired	2	0.1	5	0.2	0	0.0	2	0.1	9	0.1
Deceased	0	0.0	8	0.4	0	0.0	3	0.2	11	0.2
Mixed reasons with dismissal ^(a)	49	3.2	119	5.4	30	3.3	77	3.9	275	4.2
Mixed reasons—other ^(a)	183	12.0	206	9.3	83	9.2	120	6.1	592	9.0
Unknown	52	3.4	25	1.1	31	3.4	11	0.6	119	1.8
Total	1,523	100.0	2,205	100.0	901	100.0	1,980	100.0	6,609	100.0

(a) Workers who finished two or more jobs for different reasons.

5.2 Measures of job experience

To summarise the job experience of each worker, four measures of time spent in work and three of amount of income earned were calculated (Table 5.5). These measures are based on the total number of weeks a worker had with a job or jobs, the total number of hours spent in work for all jobs, and the total amount of income earned from all jobs over the whole of the support period.

The measures for time in work for each worker are:

- **Time in work in weeks**—the total number of weeks during the support period that the worker had a job or job(s). If the worker had more than one job, then the weeks in work may not necessarily have been continuous.
- **Time in work as a proportion of time in support**—to adjust for the fact that the support period varied from worker to worker, the number of weeks in work can also be calculated as a proportion of the number of weeks in the support period. This measure is used in most tables rather than the unadjusted time in work in weeks above.
- **Mean hours of work per work week**—the total hours worked in all jobs for each worker during the support period divided by the number of weeks in work; that is, the average weekly time spent in work when working.
- **Means hours of work per week**—for each worker this is calculated as the total hours worked in all jobs during the support period divided by the number of weeks in the support period; that is, the average work time per week for all weeks in support including those without a job. This is a measure of overall time spent in employment.

The measures of mean income earned from jobs are:

- **Mean income per hour**—the hourly wage rate for each worker calculated as the total salary earned from all jobs divided by the total number of hours worked.
- **Mean income per work week**—the weekly wage paid while in work for each worker, calculated as the total salary earned from all jobs divided by the total number of weeks

with a job. The mean wage per hour and the mean wage per work week are measures of the pay from all jobs.

- **Mean income per week**—the amount of income earned from all jobs, calculated as the total salary earned from all jobs divided by the total number of weeks in the support period. It is a measure of the amount of income received by the worker over the support period.

Thus for workers who had more than one job, the above means are weighted by the total number of hours for each job. That is, the job with the largest number of hours will most influence the mean.

One other job variable is included in most tables:

- **Weeks to get a job**—applies only to workers who did not have a job at the beginning of the support period and who were not recorded as having had a job previously. It is the number of weeks from the first episode of support to the start of the first (or only) job gained.

See Appendix 1 for the precise formulas for calculating all of the above measures.

In 1998–99 the average worker was employed for about 33 weeks, which equated to nearly three-quarters (74%) of their time in support (Table 5.5). This was almost identical to 1997–98 (32 weeks or 73%) and 1996–97 (33 weeks or 73%).

The average worker in 1998–99 was in work for 24 hours per work week (or 18 hours per week over the support period) and earned \$236 per work week (or \$177 per week over the support period). These figures are similar to those in 1997–98 and 1996–97.

The average time taken to get a job (for those clients who obtained work after the beginning of the financial year) increased from 12.8 weeks in 1997–98 to 13.7 weeks in 1998–99.

Workers with one job, were on average employed for slightly more of their time in support than workers with two or more jobs (74% compared with 73%). Workers with one job earned slightly lower hourly wages than workers with more than one job (\$10.02 compared with \$10.41) but had identical income earned over the support period (\$177 each).

There was substantial variation among job history categories. By definition, workers who retained one job must have been in work 100% of their support time. Workers in the ‘job retained’ category who had two or more jobs on average worked 88% of their support period, the remaining 12% being spent between jobs. ‘Job gained and lost’ workers on average spent less than a third (31%) of their time in work.

Overall, workers who gained a job during the year had higher mean hourly wage rates than workers who started the period with a job. However, ‘job retained’ workers had the highest mean incomes due to working longer hours for a longer time.

Table 5.5: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1998–99

Job history	Number of workers	Mean jobs/worker	Mean weeks to get job ^(a)	Mean time in work		Mean hours of work		Mean income earned from jobs		
				Weeks	% ^(b)	Per work week	Per week ^(c)	Per hour	Per work week	Per week ^(c)
One job										
Job retained	6,482	1.0	..	47.0	100.0%	25.3	25.3	\$9.78	\$248	\$248
Job lost	1,741	1.0	..	20.0	51.7%	22.7	12.2	\$9.80	\$220	\$117
Job gained and retained	4,044	1.0	15.2	22.9	59.1%	21.8	13.3	\$10.37	\$223	\$135
Job gained and lost	1,642	1.0	12.6	11.5	29.6%	22.3	6.6	\$10.35	\$227	\$66
<i>Total</i>	13,909	1.0	14.5	32.4	73.7%	23.6	18.0	\$10.02	\$235	\$177
Two or more jobs										
Job retained	1,884	2.4	..	44.1	88.4%	23.3	20.6	\$10.24	\$239	\$211
Job lost	483	2.4	..	25.5	56.1%	23.6	13.2	\$10.31	\$246	\$137
Job gained and retained	955	2.3	10.2	28.8	63.0%	23.2	14.6	\$10.85	\$251	\$158
Job gained and lost	299	2.4	8.3	15.7	36.6%	23.0	8.5	\$10.20	\$232	\$84
<i>Total</i>	3,621	2.4	9.8	35.2	73.1%	23.3	17.0	\$10.41	\$243	\$177
All workers										
Job retained	8,366	1.3	..	46.3	97.4%	24.8	24.2	\$9.89	\$246	\$240
Job lost	2,224	1.3	..	21.2	52.7%	22.9	12.4	\$9.91	\$226	\$121
Job gained and retained	4,999	1.3	14.4	24.0	59.9%	22.1	13.5	\$10.47	\$228	\$139
Job gained and lost	1,941	1.2	12.0	12.2	30.7%	22.4	6.9	\$10.33	\$228	\$69
Total	17,530	1.3	13.7	33.0	73.6%	23.5	17.8	\$10.10	\$236	\$177

(a) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.

(b) Percentage of the support period.

(c) Per week of the support period.

The remaining sections of chapter 5 examine each of the measures of job experience to determine whether any relationships exist between job experience and client and job characteristics such as sex, age, occupation and wage level. Comparisons will be made between 1998–99 and the previous three financial years. Where no comment is made, it should be assumed that no significant changes have been observed over the financial years. Regression analysis has shown that controlling for other characteristics does not substantially affect the results for most items. Where this is not the case associations between client characteristics are discussed. For further information on job experience in previous years, refer to Anderson & Golley 1998, and Anderson & Golley 1999a.

5.3 Job experience of male and female workers

About 52% of male clients had a job during 1998–99 compared with 49% of female clients (Table 5.6). These percentages are similar to those in 1997–98, although the gap between the sexes has narrowed marginally (from 53% for males and 48% for females).

All workers spent almost three-quarters of their support period in work during 1998–99, regardless of their sex. However, the average time to get a job was higher for women (14.7 weeks) than for men (13.2 weeks). Women also had a higher mean hourly wage than men, although the mean income per week was greater for men due to the higher number of hours worked per week.

Table 5.6: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by sex, 1998–99

Sex	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Male	11,536	52.4%	13.2	73.7%	25.0	18.8	\$9.97	\$248	\$186
Female	5,993	48.5%	14.7	73.5%	20.8	15.7	\$10.37	\$214	\$161

Note: Sex was missing for 1 worker.

5.4 Job experience by age

The proportion of clients with a job varied considerably according to age group, with clients aged 15–19 years and the small number of clients aged 65–69 by far the least likely to be workers (41% and 35% respectively; Table 5.7).

Over a half of all clients in their twenties were workers (58%). In contrast, one-half (50%) of clients in the 30–44 age group were workers and less than one-half (46%) of clients between 45–59 were workers in the support period. Compared with 1997–98, the percentage of clients in work was similar for clients in the 15–19 and 45–59 age groups, increased for clients in the 20–29 age group and declined slightly for all other age groups.

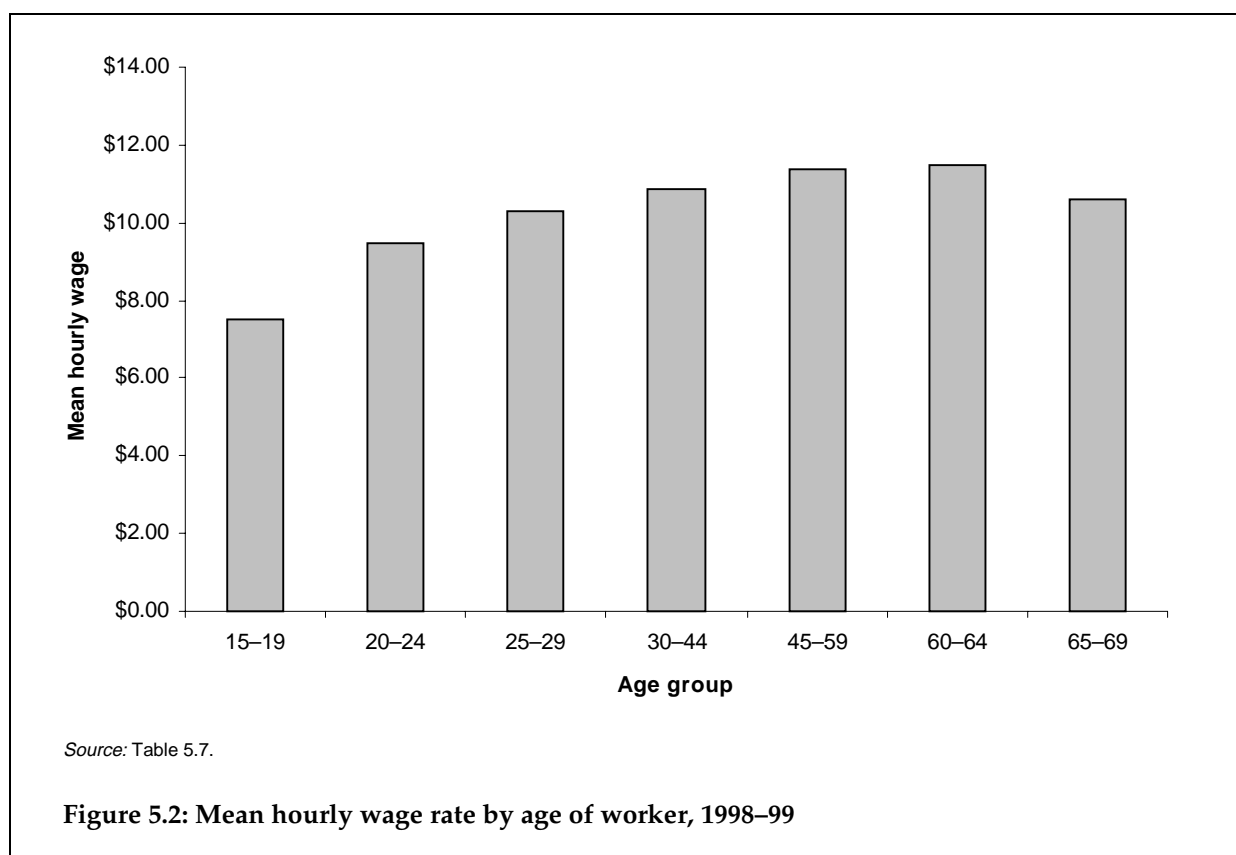
On average, clients aged less than 60 years spent between 13 and 15 weeks to get a job while clients between 60–64 took 11 weeks. Clients in the 15–19 age group spent the lowest proportion of their time in work, worked the highest number of hours per work week and earned the lowest level of income from jobs (in terms of hourly and weekly rates). The small number of workers aged 65–69 (8 workers) were employed for their entire support period (i.e. spent 100% of their support period in work).

The hourly wage rate increased steadily across the age groups 15–64 and then fell slightly for the small number of workers aged 65 years or more (Figure 5.2). This pattern was not repeated in the weekly wage rates due to the interplay between hourly wage rates and mean hours of work. For instance, although workers in the 60–64 age group earned the highest hourly wage rate, they earned only the fifth highest weekly income due to relatively low hours per work week.

Table 5.7: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by age, 1998–99

Age group	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
15–19	2,122	41.2	13.7	65.5	25.1	16.7	\$7.54	\$181	\$118
20–24	4,108	57.8	14.7	73.1	24.0	17.8	\$9.49	\$227	\$165
25–29	3,374	57.9	13.6	76.1	24.4	19.1	\$10.29	\$252	\$196
30–44	5,601	49.7	13.1	75.1	23.1	17.8	\$10.87	\$252	\$193
45–59	2,215	46.3	13.8	74.8	21.5	16.6	\$11.40	\$247	\$189
60–64	101	50.0	11.4	74.7	18.3	13.8	\$11.46	\$213	\$165
65–69	8	34.7	..	100.0	17.9	17.9	\$10.59	\$171	\$171

Note: Age was missing for 1 worker.



5.5 Job experience by Indigenous and South Sea Islander status

People who identified as being of Aboriginal or Torres Strait Islander origin, had lower mean hours of work per work week, and significantly lower levels of income earned from jobs per hour, per work week and per week than those not of Indigenous or South Sea Islander origin.

Clients who identified as being of South Sea Islander origin were the least likely to have been workers in 1998-99. Nevertheless, on average, when they were receiving support, the 18 workers who identified as South Sea Islanders, took a shorter time to get a job and spent a relatively higher percentage of time in work than people who identified as being of Aboriginal or Torres Strait Islander origin (Table 5.8).

Table 5.8: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by origin, 1998-99

Origin	Workers		Mean % of time weeks to get job	% of time in work	Mean hours of work		Mean income earned from jobs		
	Number	As % of clients			Per work week	Per week	Per hour	Per work week	Per week
Aboriginal or Torres Strait Islander	267	46.1%	14.9	71.0%	22.0	15.4	\$9.80	\$209	\$141
South Sea Islander	18	32.7%	11.5	72.6%	22.7	15.9	\$10.27	\$227	\$155
Not Aboriginal, Torres Strait Islander, South Sea Islander	16,533	50.9%	13.7	73.7%	23.7	17.9	\$10.13	\$238	\$179
Not known	712	57.4%	12.9	72.6%	21.6	15.9	\$9.48	\$207	\$150

5.6 Job experience by preferred spoken language

Clients with a preferred spoken language other than English were marginally less likely than other clients to be workers during 1998–99 (50% compared with 51%; Table 5.9). This contrasts with the case in 1996–97, when people with a preferred spoken language other than English were slightly more likely to have been employed than others (52% compared with 50%). During 1997–98 there did not appear to be any relationship between preferred spoken language and the likelihood of being a worker (50% each; Anderson & Golley 1999a:49)

On average, people with a preferred spoken language other than English spent a higher percentage of their time in work during the support period (77% compared with 74% for others). Although the hourly wage rate for people with a preferred spoken language other than English was marginally lower than for others, the former group had higher mean hours of work per week and therefore higher weekly wages than others.

Table 5.9: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by preferred spoken language, 1998–99

Preferred spoken language other than English	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Yes	722	50.1	13.4	77.2	25.8	20.3	\$10.02	\$257	\$201
No	16,808	51.0	13.7	73.5	23.5	17.7	\$10.11	\$236	\$176

5.7 Job experience by primary disability

During 1998–99, as in the two previous financial years, there was considerable variation among primary disability groups in the measures of job experience (Table 5.10). People with an intellectual/learning or hearing disability (58% and 56% respectively) were the most likely to be workers, whereas people with a psychiatric or deafblind disability (43% and 40% respectively) were the least likely to have been employed during the support period. Workers with a psychiatric or deafblind disability stood out as having had the lowest proportion of their support time in work, as well as the lowest mean hours of work per week.

Workers with a sensory disability (vision, hearing or speech) had the highest weekly wages, ranging from \$231 to \$291 per working week. This was because on average their hourly wage rates and hours of work per week were among the highest. In particular, workers with a vision disability worked among the highest number of hours per work week (28.5) and in combination with the highest average hourly rate (\$12.09), earned the highest weekly income from jobs (\$342). Workers with a psychiatric, physical or deafblind disability also had high hourly wage rates, but weekly wages were lower because they worked fewer hours per week on average. Weekly wages for people with psychiatric or deafblind disability were also reduced by their relatively low percentage of time in work over the support period. Workers with an intellectual/learning disability stood out as the group with the lowest mean hourly wage rate (\$8.83).

Table 5.10: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by primary disability group, 1998–99

Primary disability group	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Intellectual/learning	8,247	58.4	14.4	76.8	23.9	18.7	\$8.83	\$209	\$163
Psychiatric	3,477	42.6	12.5	65.5	21.2	14.1	\$11.37	\$240	\$161
Physical	2,734	45.9	13.6	72.8	23.4	17.5	\$11.32	\$266	\$198
Acquired brain injury	699	50.1	16.1	72.9	21.5	16.0	\$10.23	\$223	\$163
Neurological	542	43.7	12.1	71.9	22.1	16.0	\$10.10	\$220	\$161
Vision	823	49.5	14.9	81.7	28.5	24.1	\$12.09	\$342	\$291
Hearing	916	56.3	13.4	72.9	27.1	20.3	\$11.13	\$299	\$222
Speech	56	45.1	14.1	74.2	28.9	22.6	\$10.61	\$300	\$231
Deafblind	36	40.4	16.2	66.6	24.5	17.0	\$11.45	\$273	\$190

The episodic nature of a person’s primary disability was related to the whole range of job experience measures. Clients with an episodic primary disability were less likely to have had a job than those with a non-episodic disability in 1998–99, as was the case in 1997–98 and 1996–97. On average, clients with an episodic disability took less time to get a job but spent a lower percentage of their time in work and worked fewer weekly hours. Workers with an episodic disability earned a higher hourly wage and higher weekly income than others. However, due to a much lower percentage of time in work over the support period, their income per work week was lower than people who had a non-episodic disability. This pattern reflects the fact that the majority (79%, Table 3.9) of people with an episodic disability have a psychiatric disability.

Table 5.11: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by episodic nature of primary disability, 1998–99

Nature of primary disability	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Episodic	3,111	45.1	12.7	68.7	21.6	15.1	\$11.35	\$244	\$172
Not episodic	14,419	52.5	14.0	74.7	24.0	18.3	\$9.84	\$235	\$178

5.8 Job experience and presence of other disability

Unlike the last two financial years, presence of another disability did not appear to be related to the likelihood of clients being workers in 1998–99 (51% of clients with or without another disability; Table 5.12), nor to the length of time taken to get a job. On average, workers with more than one disability spent a higher proportion of time in work than others (76% compared with 73%). However, they worked slightly fewer hours per week on average and, in combination with a lower average hourly wage, earned less per week than people with one disability only.

Table 5.12: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by presence of other disability, 1998–99

Presence of other disability	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Yes	3,454	50.8	13.6	75.8	22.1	17.2	\$9.56	\$209	\$159
No	14,076	51.0	13.8	73.1	23.9	17.9	\$10.24	\$243	\$182

5.9 Job experience and frequency of assistance required for activities of daily living

The frequency of assistance required for activities of daily living (ADL) is estimated by open employment outlets for all clients. There is not a clear linear relationship between frequency of ADL assistance and the likelihood of being a worker, or the time taken to get a job (Table 5.13). However, the percentage of time spent in work increases steadily along with increasing level of assistance required for activities of daily living (from 72% for workers requiring no ADL assistance to 76% for workers requiring continual assistance). In contrast, on average, the hourly wage rate for workers was highest for workers who required no ADL assistance, and decreased steadily as the frequency of ADL assistance increased. Workers who required occasional ADL assistance earned the highest weekly income on average as they had the highest weekly hours and spent a relatively high proportion of their time in work.

Table 5.13: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by frequency of activities of daily living (ADL)^(a) assistance required, 1998–99

Frequency of ADL assistance required	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Not at all	4,992	49.9%	14.4	72.2%	23.4	17.4	\$10.54	\$242	\$179
Occasionally	6,387	52.2	13.3	73.9	24.7	18.7	\$10.38	\$255	\$194
Frequently	4,200	50.0	13.7	74.0	22.3	16.8	\$9.66	\$216	\$161
Continually	1,951	52.0	13.4	75.6	22.9	17.6	\$9.04	\$206	\$153

(a) Frequency of assistance required by the person in their overall situation, due to their condition, in one or more of the areas of self-care (bathing, dressing, eating and/or toileting), mobility (around the home or away from home) and verbal communication (called 'level of support required' in the NIMS data dictionary).

5.10 Job experience and type of living arrangement

The majority of clients in 1998–99 either lived with family members (66%) or lived alone (21%) at the time they commenced support (see Table 3.6). Clients who lived in a nursing home (61%) followed by clients who lived at home (54%) were more likely to have been workers than those who live in other types of accommodation (Table 5.14). On average, workers who lived with family members spent a higher percentage of the support period in work than those who lived alone (74% compared to 72%) and also worked slightly longer hours per week (18.1 hours compared to 16.6 hours). However, the former group earned less income from jobs over the past year due to a mean hourly wage rate that was about a dollar less than workers who lived alone. Workers with no usual residence took the shortest time

to get a job (10.8 weeks), worked relatively high hours of work per week (26.5 hours) and earned relatively high incomes from jobs (\$286 per work week and \$203 per week). Workers who lived in a nursing home, took the longest time to get a job (32.4 weeks), worked relatively low hours of work per week (9.3 hours) and earned significantly lower incomes from jobs per work week (\$77) and per week (\$57).

Table 5.14: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by type of living arrangement, 1998–99

Type of living arrangement	Workers		Mean weeks to get job	% of time in work	Mean hours of work		Mean income earned from jobs		
	Number	As % of clients			Per work week	Per week	Per hour	Per work week	Per week
Lives with family members	12,185	53.6	13.8	74.1	23.9	18.1	\$9.94	\$236	\$178
Lives alone	3,407	47.7	13.8	71.5	22.4	16.6	\$10.92	\$245	\$181
Special purpose	484	47.4	13.4	78.6	19.3	15.3	\$8.05	\$153	\$117
Other community	548	48.5	12.1	73.6	22.8	17.1	\$9.82	\$216	\$154
Nursing home	19	61.2	32.4	72.2	9.3	6.7	\$8.35	\$77	\$57
Hospital	6	28.5	—	79.8	26.8	18.8	\$10.49	\$267	\$207
Other institutional accommodation	57	50.4	15.7	87.2	16.6	14.9	\$7.39	\$131	\$112
No usual residence	65	49.6	10.8	67.7	26.5	18.5	\$10.62	\$286	\$203
Not known	759	37.1	13.8	71.3	26.5	19.6	\$10.84	\$284	\$212

5.11 Job experience and referral source

Clients referred to agencies by Family and Community Services or DETYA programs were the most likely to have been employed during the support period (64% and 62% respectively, Table 5.15). Clients referred from Centrelink were the least likely to have been workers and, once workers, together with clients with a referral of 'other', had the lowest hours of work per week on average (23% each). Workers who were self- or family-referred had the highest hourly wage rate. Those referred by educational institutions had the lowest wage rates, presumably because they were younger. This group together with clients referred by DETYA programs took the longest time to get a job (16 weeks and 15 weeks respectively).

Table 5.15: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by referral source, 1998–99

Referral source	Workers		Mean weeks to get job	% of time in work	Mean hours of work		Mean income earned from jobs		
	Number	As % of clients			Per work week	Per week	Per hour	Per work week	Per week
Self or family	4,639	51.2	13.2	73.6	23.7	17.9	\$10.92	\$257	\$194
Education system	2,216	55.5	15.5	73.8	24.7	18.6	\$8.68	\$210	\$159
DETYA programs	865	61.9	16.5	75.7	25.7	20.1	\$10.53	\$265	\$205
Family and Community Services	3,397	63.5	14.6	78.8	23.4	18.8	\$9.20	\$215	\$170
Centrelink	1,605	35.0	12.7	63.6	22.9	14.9	\$10.56	\$240	\$155
Other	4,808	48.1	13.5	72.9	22.8	17.0	\$10.39	\$238	\$177

5.12 Job experience, employment basis, occupation and industry

For workers with more than one job, the basis of employment, occupation and type of industry may have varied from job to job, so for these three variables each worker was classified by primary job (defined as the job in which the most hours were worked during the support period). However, as in the previous analysis, the measures of job experience were calculated across all of a worker's jobs.

Approximately two-thirds (67%) of workers had a permanent regular primary job (Table 5.16). On average, workers in primary regular jobs spent about 15% more time in work and worked about 9 hours more per week than other workers. Because of these differences, they had much higher weekly wages (\$204 per week compared to \$124), even though their hourly wage rate was lower (\$9.84 per hour compared to \$10.63). These trends were very similar to those in the previous three financial years.

Table 5.16: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by basis of employment of primary job, 1998–99

Basis of employment	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of workers	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Permanent regular	11,663	66.5%	13.1	78.7%	26.0	20.8	\$9.84	\$255	\$204
Other	5,867	33.5%	14.6	63.5%	18.6	11.8	\$10.63	\$199	\$124
Total	17,530	100.0%	13.7	73.6	23.5	17.8	\$10.10	\$236	\$177

Nearly three-fifths (58%) of all workers had a primary job classified as labourer/related worker. The other main occupation categories were sales/personal service staff (14%) and clerks (13%, Table 5.17). Professionals, managers and para-professionals had the highest hourly wage rates and were above-average in terms of the percentage of the time in work. tradespersons had the lowest hourly wage rate, just under a dollar below average (\$9.17 compared with \$10.10). Labourers/related workers had the lowest weekly income due to a combination of below-average wages and weekly hours. Although sales/personal service staff had an above-average hourly wage rate, they worked the fewest hours per week and thus also had a low average weekly wage. (See also Table 4.8 for job details by occupation group and wage level.)

As a result of differences in time spent in work, hours of work and hourly wage rates, the income earned by workers varied widely. Averaged over all weeks in support, income ranged from a low of \$158 per week for labourers/related workers to a high of \$370 per week for managers.

Overall, mean income per week was \$4 higher than in 1997–98. Average income per week increased by \$21 for professionals, \$14 for plant/machine operators/drivers, \$11 for tradespersons and \$10 for managers and clerks. Average income per week decreased by \$8 for para-professionals and \$1 for sales/personal service staff. Minor increases were experienced by the remaining occupations. Mean hours of work were marginally lower in 1998–99 compared with 1997–98 (mean hours per work week down by 0.8 hours and mean hours per week down by 0.3 hours). (For 1997–98 details see Anderson & Golley 1999a:54.)

Table 5.17: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by occupation group of primary job, 1998–99

Occupation group of primary job	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of workers	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Managers	85	0.5	10.7	81.9	32.9	27.5	\$12.93	\$435	\$370
Professionals	400	2.3	14.7	80.7	25.8	21.4	\$15.15	\$387	\$323
Para-professionals	426	2.4	14.7	74.6	22.8	17.6	\$12.79	\$290	\$223
Tradespersons	1,148	6.5	11.6	75.9	28.1	21.7	\$9.17	\$253	\$192
Clerks	2,341	13.4	15.2	75.1	25.3	19.6	\$11.23	\$286	\$220
Sales/personal service staff	2,433	13.9	14.2	73.1	20.6	15.5	\$10.62	\$216	\$163
Plant/machine operators/drivers	393	2.2	11.2	72.3	28.6	21.0	\$11.25	\$323	\$235
Labourers/related workers	10,208	58.2	13.5	72.9	23.0	17.1	\$9.47	\$216	\$158
Total^(a)	17,530	100.0	13.7	73.6	23.5	17.8	\$10.10	\$236	\$177

(a) Total includes 96 worker with missing occupation.

Mean hours of work per working week varied widely across industries, from 16 for the fast-food industry to 31 for other manufacturing industries and electricity/gas/water supply (Table 5.18). Jobs in the fast food industry also attracted the lowest mean hourly wage rate (\$8.57), meaning that workers in this industry earned the lowest weekly wages in 1998–99.

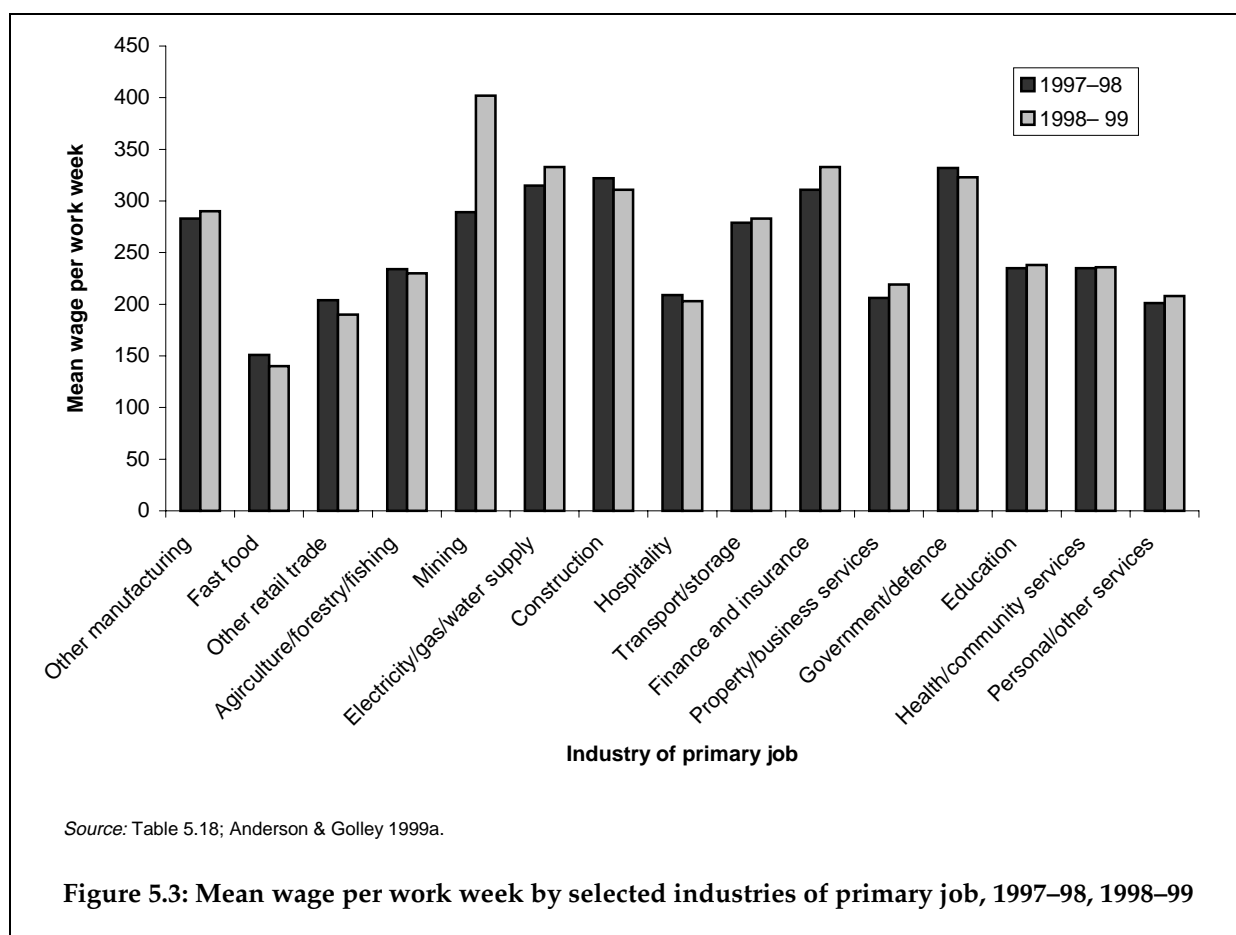
The highest mean hourly wage rates were earned in the communication services (\$12.08), finance and insurance (\$11.91), education (\$11.66) and government/defence (\$11.56).

Workers in the education industry, despite receiving a high hourly wage rate earned only around the overall average wage per working week as they worked below average mean hours per working week.

The highest weekly wages per working week were earned in mining (\$402), electricity/gas/water supply and finance and insurance (\$333 each), and government/defence (\$323, Figure 5.3). These high wages were due to combinations of relatively high number of hours worked, time in work and hourly wages. Workers in the construction industry did not rank as highly in terms of weekly wage over the support period because they spent a below average proportion of their time in work (67%). On average, other industries with relatively little time spent in work were agriculture/forestry/fishing (69%), property/business services and transport/storage (70% each).

Table 5.18: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1998–99

Industry of primary job	Workers		Mean % of time		Mean hours of work		Mean income earned from jobs		
	Number	As % of workers	weeks to get job	in work	Per work week	Per week	Per hour	Per work week	Per week
Clothing/textiles/footwear	198	1.1	12.7	71.4	25.0	17.7	\$8.96	\$226	\$156
Other manufacturing	2,537	14.5	12.5	74.3	30.6	23.1	\$9.42	\$290	\$216
<i>All manufacturing</i>	2,735	15.6	12.5	74.1	30.2	22.8	\$9.38	\$286	\$212
Fast food	693	4.0	15.5	75.1	16.4	12.5	\$8.57	\$140	\$108
Other retail trade	2,495	14.2	14.1	74.7	21.5	16.5	\$9.65	\$203	\$154
<i>All retail trade</i>	3,188	18.2	14.4	74.8	20.4	15.6	\$9.41	\$190	\$144
Agriculture/forestry/fishing	1,044	6.0	12.5	69.1	25.3	17.7	\$9.07	\$230	\$156
Mining	33	0.2	11.8	77.4	29.7	23.0	\$13.19	\$402	\$311
Electricity/gas/water supply	81	0.5	9.9	77.0	30.7	23.6	\$11.21	\$333	\$253
Construction	318	1.8	14.3	67.2	29.8	20.4	\$10.45	\$311	\$209
Wholesale trade	656	3.7	14.3	71.8	26.1	19.2	\$9.55	\$252	\$182
Hospitality	1,424	8.1	13.7	72.7	20.7	15.6	\$10.00	\$203	\$151
Transport/storage	501	2.9	12.6	70.2	27.1	19.3	\$10.64	\$283	\$203
Communication services	325	1.9	13.4	77.3	25.4	19.8	\$12.08	\$314	\$244
Finance and insurance	260	1.5	13.2	79.7	27.9	22.8	\$11.91	\$333	\$274
Property/business services	805	4.6	13.4	69.7	20.9	15.2	\$10.65	\$219	\$159
Government/defence	822	4.7	16.4	81.4	27.8	23.1	\$11.56	\$323	\$269
Education	484	2.8	16.1	72.3	21.1	15.8	\$11.66	\$238	\$177
Health/community services	1,522	8.7	14.1	76.1	20.6	16.5	\$11.43	\$236	\$189
Cultural/recreational services	269	1.5	15.5	73.2	19.2	14.4	\$10.16	\$191	\$142
Personal/other services	1,117	6.4	14.8	70.7	19.8	14.5	\$10.72	\$208	\$151
Other	1,945	11.1	12.8	73.5	21.3	15.9	\$9.56	\$203	\$150
Missing	1	0.0	—	100.0	15.0	15.0	\$6.73	\$101	\$101
Total	17,530	100.0	13.7	73.6	23.5	17.8	\$10.10	\$236	\$177



5.13 Job experience by State and Territory

There was significant variation among States and Territories in all aspects of job experience in 1998-99 (Table 5.19), as in the last three financial years. The Australian Capital Territory had the highest percentage of clients employed (61%), and together with South Australia, had the highest percentage of time in work (79% each).

Tasmania had the lowest percentage of clients employed (45%). Workers in this State also had the lowest hourly wage rate (\$9.24), the lowest wage per working week (\$175) and the lowest wage rate per week over the support period (\$135).

Victoria had the highest hourly wage rate (\$10.62), followed by New South Wales (\$10.58) who had the highest wage per working week (\$263) and wage rate per week over the support period (\$198).

Table 5.19: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by State and Territory, 1998–99

State/Territory	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
New South Wales	4,258	47.1	14.8	73.8	25.4	19.2	\$10.58	\$263	\$198
Victoria	5,238	48.7	12.9	71.2	22.4	16.5	\$10.62	\$237	\$173
Queensland	4,000	53.8	13.3	72.9	23.5	17.5	\$9.53	\$220	\$162
Western Australia	1,989	59.7	14.8	76.4	22.6	17.6	\$9.46	\$219	\$169
South Australia	1,046	53.1	15.3	78.8	25.4	20.5	\$9.57	\$246	\$202
Tasmania	338	44.7	13.6	75.3	19.6	15.2	\$9.24	\$175	\$135
Australian Capital Territory	492	60.6	14.6	79.1	23.0	18.7	\$9.51	\$225	\$177
Northern Territory	169	56.3	5.8	77.7	22.7	17.6	\$10.30	\$236	\$179

5.14 Job experience and location

During 1998–99, clients in remote locations were more likely to be workers (53%) than clients from rural and urban locations (51% each, Table 5.20). On average, clients from remote locations also took less time to get a job (10.6 weeks), than clients in rural and urban locations (14 weeks each). However, on average, urban workers spent a higher proportion of their support time in work, and worked more hours per week than workers from either rural or remote locations. This meant that weekly income was substantially higher in urban locations than in rural and remote locations, although workers from remote locations received a higher mean wage per hour.

Table 5.20: Workers: weeks to get job, time in work, hours of work and income earned from jobs, by location, 1998–99

Location	Workers				Mean hours of work		Mean income earned from jobs		
	Number	As % of clients	Mean weeks to get job	% of time in work	Per work week	Per week	Per hour	Per work week	Per week
Urban	12,224	51.0	13.7	74.1	24.6	18.7	\$10.16	\$250	\$188
Rural	4,902	50.8	13.9	72.4	21.0	15.6	\$9.92	\$205	\$150
Remote	404	52.9	10.6	73.7	21.7	16.2	\$10.47	\$227	\$167

Note: Location is classified by the Commonwealth Department of Family and Community Services, based on 1991 Australian Bureau of Statistics data.

As in the previous three financial years, the difference between urban, rural and remote workers can be largely explained by the frequency of permanent regular work (Table 5.21). Urban workers were much more likely to have had a permanent regular primary job (70%), compared with rural workers (60%) and workers in remote locations (57%).

Table 5.21: Workers: employment status of primary job by location, 1998–99

Location	Permanent regular		Other		Total	
	Number	%	Number	%	Number	%
Urban	8,496	69.5	3,728	30.5	12,224	100.0
Rural	2,936	59.9	1,966	40.1	4,902	100.0
Remote	231	57.2	173	42.8	404	100.0
Total	11,663	66.5	5,867	33.5	17,530	100.0

Note: Location is classified by the Commonwealth Department of Family and Community Services, based on 1991 Australian Bureau of Statistics data.

6 Client support

6.1 Total hours of support

During 1998–99, 1,614,008 hours of direct open employment support were given and attributed to individual clients (Table 6.1). An additional 204,976 hours of support were recorded as general job search or travel, not attributable to individual clients ('indirect support'). Clients received an average of 47 hours of direct support and 6 hours of indirect support in the 12 months to 30 June 1999. The average hours of direct support per client has steadily fallen from 59 hours in 1995–96, 55 hours in 1996–97 and 50 hours in 1997–98.

Table 6.1: Number of support hours by support category and sex of client, 1998–99

Type of support	Direct support ^(a)						Indirect support ^(b)	
	Male		Female		Total		Total	
	Number	%	Number	%	Number	%	Number	%
Applicant support	27,161	2.6	15,414	2.7	42,575	2.6	..	..
Pre-employment support	338,469	32.8	217,498	37.4	555,967	34.4	..	..
Job support	549,362	53.2	280,359	48.2	829,722	51.4	..	..
Job support SWS	53,296	5.2	31,335	5.4	84,631	5.2		
Administration	22,439	2.2	14,302	2.5	36,742	2.3	(c)	(c)
Travel ^(d)	41,862	4.1	22,046	3.8	63,908	4.0	82,175	40.1
General job search	..	..	..	..	..	..	122,801	59.9
Total^(e)	1,032,899	100.0	581,109	100.0	1,614,008	100.0	204,976	100.0
Number of clients	22,006		12,337		34,343		34,343	
<i>Mean support hours per client</i>	46.9		47.1		47.0		6.0	..

(a) Support hours attributed to an individual client.

(b) Support hours not attributed to individual client.

(c) A total of 788,592 hours of indirect administration were recorded in the last 12 months. The recording of indirect administration is optional and not all agencies supplied this data. The figure is therefore an understatement of the amount of administration time spent on tasks other than direct consumer support. (The number of outlets that had entered at least some records for general administration support was 277 (82%) in the last 12 months.)

(d) Travel hours may be either attributed directly to clients or combined and recorded as general travel. Strictly speaking, all travel hours are directly related to a given client and should be categorised as direct support. However, where travel hours have been recorded under general travel, such support cannot be allocated to a particular client and therefore for this analysis it has been categorised as indirect.

(e) Totals include 466 hours of direct support for the last 12 months, for which the support type was not specified.

On average, males and females received the same level of direct support (47 hours each) during the period. Unlike previous years, this may be because both males and females had a similar likelihood of having been workers (52% males and 49% of females were workers in 1998–99, see Table 5.7). Job support (including job support SWS) accounted for 57% of all direct support and pre-employment support 34%. Males, compared with females, received a higher proportion of their support as either job support or job support SWS (58% compared with 54%).

People with an intellectual/learning disability received 58% of all direct support hours in 1998–99 (Table 6.2). The total percentage for clients with an intellectual/learning disability has continued to decrease, from 66% in 1995–96, 62% in 1996–97, 60% in 1997–98 to 58% in this period. This decrease is consistent with the decrease in direct support hours for people

with an intellectual/learning disability (see Table 4.10). The next two largest groups were clients with a psychiatric disability, who received 14%, and those with a physical disability, who received 13% of direct support.

People with autism had the highest mean direct support per client at 78 hours over the 12 months to 30 June 1999, followed by people with an intellectual disability (69 hours), acquired brain injury (58 hours), specific learning/ADD (47 hours) and people with a speech or neurological disability (41 hours each). Compared with 1997–98, the mean level of support has fallen for all disability groups except for vision (22 hours in 1997–98; Figure 6.1). Clients with a psychiatric or vision disability had the lowest mean direct support in 1998–99 (27 and 29 hours respectively), these two groups also had low proportions of support received as job support (44% and 47% respectively). Clients with a deafblind disability had the lowest proportion of support received as job support (32%), and clients with autism had the highest proportion (65%; Table 6.2).

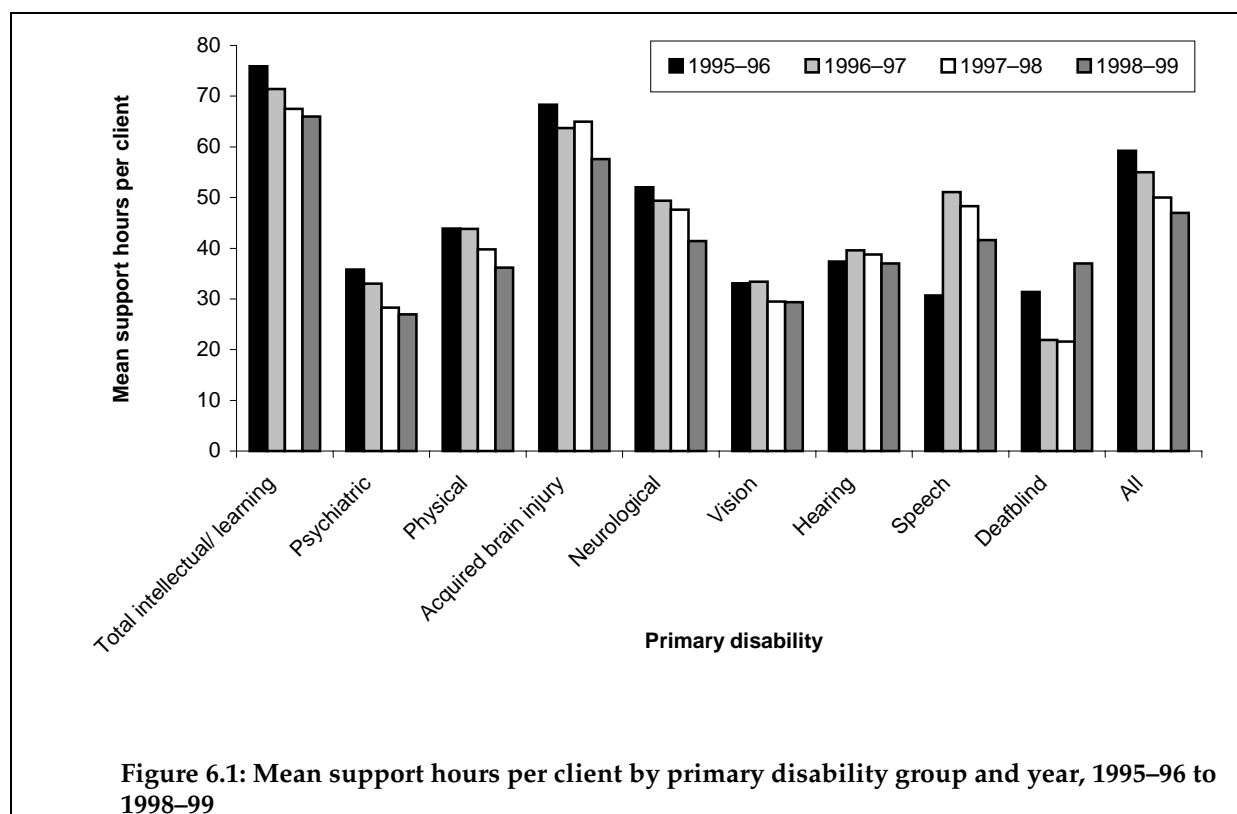
Table 6.2: Direct support hours: number and percentage of primary disability group by support category, 1998–99

Primary disability group	Applicant support	Pre-employment support	Job support	Administration	Travel	Total	Number of clients	Mean hours of support per client
Number								
Intellectual	14,362	222,484	528,264	18,592	34,050	817,754	11,904	68.7
Specific learning/ADD	2,552	31,765	38,628	2,198	3,639	78,782	1,666	47.3
Autism	487	6,451	15,707	401	685	23,730	304	78.1
Intellectual/learning (unspecified)	171	3,216	5,504	118	120	9,586	225	42.6
<i>Total intellectual/learning</i>	<i>17,572</i>	<i>263,916</i>	<i>588,103</i>	<i>21,309</i>	<i>38,494</i>	<i>929,852</i>	<i>14,099</i>	<i>66.0</i>
Psychiatric	10,295	103,801	95,647	4,194	5,925	219,861	8,160	26.9
Physical	7,656	92,117	101,033	5,585	8,980	215,370	5,952	36.2
Acquired brain injury	2,043	26,378	45,919	2,346	3,593	80,280	1,394	57.6
Neurological	1,641	21,480	24,636	1,387	2,240	51,384	1,240	41.4
Vision	1,322	22,483	22,627	649	1,627	48,706	1,660	29.3
Hearing	1,694	22,324	32,368	1,087	2,622	60,103	1,625	37.0
Speech	176	1,651	2,960	141	229	5,157	124	41.6
Deafblind	176	1,817	1,059	46	198	3,295	89	37.0
Total	42,575	555,967	914,353	36,742	63,908	1,614,008	34,343	47.0

(continued)

Table 6.2 (continued): Direct support hours: number and percentage of primary disability group by support category, 1998–99

Primary disability group	Applicant support	Pre-employment support	Job support	Administration	Travel	Total	Percentage of total clients
	%						
Intellectual	1.8	27.2	64.6	2.3	4.2	50.7	34.7
Specific learning/ADD	3.2	40.3	49.0	2.8	4.6	4.9	4.9
Autism	2.1	27.2	66.2	1.7	2.9	1.5	0.9
Intellectual/learning	1.8	33.5	57.4	1.2	1.3	0.6	0.7
Total intellectual/learning	1.9	28.4	63.2	2.3	4.1	57.6	41.1
Psychiatric	4.7	47.2	43.5	1.9	2.7	13.6	23.8
Physical	3.6	42.8	46.9	2.6	4.2	13.3	17.3
Acquired brain injury	2.5	32.9	57.2	2.9	4.5	5.0	4.1
Neurological	3.2	41.8	47.9	2.7	4.4	3.2	3.6
Vision	2.7	46.2	46.5	1.3	3.3	3.0	4.8
Hearing	2.8	37.1	53.9	1.8	4.4	3.7	4.7
Speech	3.4	32.0	57.4	2.7	4.4	0.3	0.4
Deafblind	5.3	55.1	32.1	1.4	6.0	0.2	0.3
Total	2.6	34.4	56.7	2.3	4.0	100.0	100.0



6.2 Support for workers and non-workers

During 1998–99 the amount of support received per client differed greatly between workers and non-workers. Clients without a job averaged 21 hours of support whereas clients who did have a job during the year averaged 72 hours of support during 1998–99 (Table 6.3). The ratio of worker support to non-worker support ($72.4/20.5=3.5$) was similar to that for 1996–97 and 1997–98, as average support for both groups declined by about the same proportion.

However, the difference between workers and non-workers was less on a weekly basis because on average workers had a longer support period than non-workers. Overall the mean support decreased to 1.3 hours in 1998–99 (Table 6.3) compared with 1.4 hours in 1998–97, and 1.6 hours in 1997–96. For non-workers it was 0.9 hours, decreasing slightly from 1.0 hour in 1996–97 and 1995–96. Mean support for workers was 1.7 hours which represents a continuing decline (from 2.2 hours in 1995–96, 2.0 hours in 1996–97 and 1.8 in 1997–98). Thus both workers and non-workers received less support than in previous years, but for non-workers this was because they had a shorter period in support rather than less support per week as the case for workers.

Among workers, the amount of support received varied according to job history. Those workers who started the support period with a job ('job retained' and 'job lost') received about four-fifths the amount of support of those who gained a job during the support period ('job gained and retained' and 'job gained and lost'). This is probably because, as found previously (Anderson & Golley 1999a), the peak period of support received is just before and after obtaining a job. The variation is even greater for support measured per 100 hours of work or \$100 of wages.

Table 6.3: Mean hours of support per client by job history, 1998–99

Job history	Number of clients	Mean hours	Mean hours per week	Per 100 hours of work	Per \$100 of wages
No job	16,817	20.5	0.9	..	..
Job retained	8,366	69.6	1.4	6.1	0.6
Job lost	2,224	57.5	1.4	11.6	1.2
Job gained and retained	4,999	81.5	2.1	15.3	1.5
Job gained and lost	1,941	78.2	2.0	29.0	2.9
Total workers	17,530	72.4	1.7	9.1	0.9
Total	34,347	47.0	1.3	11.6	1.2

Note: See Table 5.1 for definitions of job history categories.

The number of jobs a client had during the year was associated with the amount of support received, particularly for 'job retained' and 'job gained and retained' workers (Table 6.4). Workers with more than one job during the year received more support per week (2.1 hours) than did those with one job (1.6 hours). Workers who retained their original one job, and who had been working for the whole of the support period ('job retained') had the lowest ratios of support hours worked and wages earned.

Table 6.4: Workers: mean hours of support per worker by job history and number of jobs, 1998–99

Job history	With one job during year				With more than one job during year			
	Mean hours	Mean hours per week	Per 100 hours of work	Per \$100 of wages	Mean hours	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Job retained	59.4	1.3	5.0	0.5	104.8	2.1	10.3	1.0
Job lost	49.2	1.2	10.5	1.1	87.7	1.9	14.5	1.4
Job gained and retained	76.4	2.1	15.2	1.5	102.9	2.2	15.6	1.4
Job gained and lost	76.0	2.0	30.1	3.0	90.7	2.1	24.8	2.5
Total	65.0	1.6	8.3	0.8	100.9	2.1	12.4	1.2

6.3 Client support and client characteristics

The variation between groups of clients in mean levels of support during the report period (1998–99) can also be analysed. In 1998–99, as in the previous financial year, on average female clients received slightly more hours of support over the report period than male clients, regardless of whether they were workers or non-workers (Table 6.5). However, the mean hours per week were similar for male and female non-workers (1 hour per week) and male and female workers (1.7 hours per week) (see also Table 6.1.)

Table 6.5: Support per client for workers and non-workers, by sex, 1998–99

Sex	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Male	19.5	0.9	71.8	1.7	8.5	0.9
Female	22.1	1.0	73.6	1.7	10.5	1.0
Unknown	5.2	0.7	7.0	0.4	1.3	0.3

For both workers and non-workers the mean hours of support per week were highest for clients in the 15–19 year age group (2.3 and 1.2 hours respectively) and then steadily decreased with increasing age (Table 6.6).

Table 6.6: Support per client for workers and non-workers, by age group, 1998–99

Age group	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
15–19	25.0	1.2	85.4	2.3	12.5	1.8
20–24	25.8	1.1	88.5	2.0	10.9	1.2
25–29	21.0	0.9	72.5	1.6	8.4	0.8
30–44	17.3	0.8	64.5	1.5	8.0	0.8
45–59	16.0	0.8	51.9	1.2	7.1	0.6
60–64	14.5	0.8	26.4	0.7	4.6	0.4
65–69	7.3	0.3	133.3	2.6	17.6	1.9
Unknown	7.9	1.0	7.0	0.1	4.5	0.4

Workers and non-workers who identified as being Aboriginal or Torres Strait Islander received more support than clients who were identified as South Sea Islander or neither. (Table 6.7).

Table 6.7: Support per client for workers and non-workers, by origin, 1998–99

Origin	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Aboriginal or Torres Strait Islanders	27.3	1.0	95.7	2.2	14.2	1.6
South Sea Islanders	22.6	0.9	79.4	1.8	10.2	1.1
Neither Aboriginal, TSI or SSI	20.6	0.9	72.1	1.7	9.0	0.9
Not known	14.6	0.7	71.3	1.7	10.6	1.2

Workers with a preferred spoken language other than English received slightly more support over the support period than did other workers. Both groups, however, had similar means hours of support per week (Table 6.8).

Table 6.8: Support per client for workers and non-workers, by preferred spoken language, 1998–99

Preferred spoken language other than English	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Yes	21.8	0.9	75.8	1.6	8.1	0.8
No	20.4	0.9	72.3	1.7	9.2	0.9

The amount of support received per week varied considerably between primary disability groups (Table 6.9). The mean support per week for non-workers ranged from 1.4 hours for clients with autism to 0.7 hours for clients with a vision or psychiatric disability.

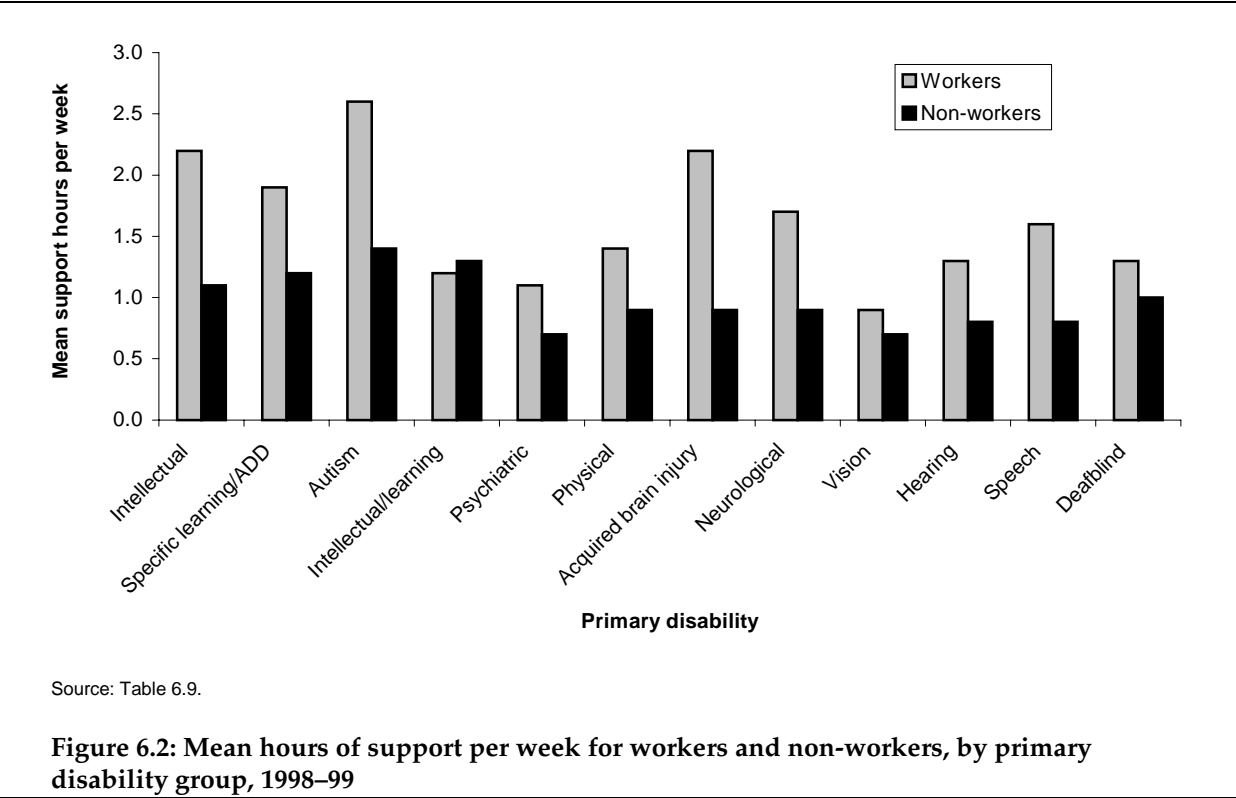
Workers with autism also had the highest mean hours of support per week (2.6 hours). Workers with an acquired brain injury or intellectual disability also had relatively high mean hours of support per week (2.2 hours each). The mean support per 100 hours of work

and per \$100 of wages were highest for workers with autism, acquired brain injury or an intellectual disability (Table 6.9).

Workers with a psychiatric disability and those with a vision disability had the lowest mean hours of support per week (1.1 and 0.9 respectively). Clients with a vision disability or an unspecified intellectual/learning disability, had the lowest difference in mean support between workers and non-workers (Figure 6.2).

Table 6.9: Support per client for workers and non-workers, by primary disability group, 1998–99

Primary disability group	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Intellectual	26.4	1.1	97.4	2.2	11.2	1.3
Specific learning	23.4	1.2	70.7	1.9	8.4	1.0
Autism	40.7	1.4	114.4	2.6	15.7	1.8
Intellectual/learning (unspecified)	20.6	1.3	51.2	1.2	5.8	0.7
<i>Total intellectual/learning</i>	<i>27.8</i>	<i>1.3</i>	<i>83.4</i>	<i>2.0</i>	<i>10.3</i>	<i>1.2</i>
Psychiatric	14.5	0.7	43.7	1.1	7.4	0.6
Physical	19.3	0.9	56.0	1.4	7.3	0.7
Acquired brain injury	22.2	0.9	92.8	2.2	12.8	1.3
Neurological	21.7	0.9	66.9	1.7	9.7	1.0
Vision	18.5	0.7	40.4	0.9	4.0	0.3
Hearing	16.7	0.8	52.6	1.3	6.0	0.6
Speech	17.3	0.8	71.1	1.6	6.8	0.7
Deafblind	30.0	1.0	47.4	1.3	6.2	0.5



Consistent with previous collections, people with a non-episodic disability received more support on average than did people with an episodic disability, whether workers or non-workers (Table 6.10). This is consistent with the pattern for psychiatric disability.

Table 6.10: Support per client for workers and non-workers, by episodic nature of primary disability, 1998–99

Nature of primary disability	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Episodic	15.9	0.7	46.4	1.1	7.1	0.6
Not episodic	21.8	1.0	78.0	1.8	9.5	1.0

Clients who had at least one other disability received more support per week, particularly if they were workers (Table 6.11). Since this group on average worked fewer hours per week and earned less in wages (see Table 5.13), the difference is more marked when support for workers is measured per 100 hours and per \$100.

Table 6.11: Support per client for workers and non-workers, by presence of other disability, 1998–99

Other disability	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Yes	25.9	1.0	93.5	2.1	11.8	1.3
No	19.2	0.9	67.2	1.6	8.5	0.8

The frequency of assistance required by clients for activities of daily living (one or more of self-care, mobility and verbal communication) was positively correlated with the amount of support received per client for both workers and non-workers (Table 6.12). The mean hours of support for non-workers ranged from a low of 18 hours for clients with no assistance required and clients with occasional assistance required, to a high of 30 hours for clients who continually need assistance with activities of daily living. A similar pattern was observed in workers, where the mean hours of support per week for workers were lowest for clients with no assistance required (57 hours) and highest for clients who continually need assistance with activities of daily living (113 hours).

Table 6.12: Support per client for workers and non-workers, by frequency of activities of daily living (ADL) assistance required,^(a) 1998–99

Frequency of ADL assistance required	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Not at all	17.5	0.8	57.4	1.3	7.4	0.7
Occasionally	18.7	0.9	61.6	1.5	7.5	0.7
Frequently	22.6	1.1	87.6	2.0	11.5	1.2
Continually	29.6	1.2	113.2	2.5	14.1	1.7

(a) Frequency of assistance required by the person in their overall situation, due to their condition, in one or more of the areas of self-care (bathing, dressing, eating and/or toileting), mobility (around home or away from home) and verbal communication (called 'level of support required' in the NIMS data dictionary).

There was some variation in support levels with clients' type of living arrangement. Workers and non-workers who lived with family members received slightly more support per week than did those who lived alone (Table 6.13). Workers and non-workers in nursing homes received the highest mean hours of support for the support period. Workers in special-purpose accommodation or institutional accommodation also had a high mean level of support. Clients with no usual residence or living in a hospital or whose living arrangements were unknown had the lowest support levels. This suggests that the latter group was not a random sample of clients.

Table 6.13: Mean hours of support per client for workers and non-workers, by type of living arrangement, 1998–99

Type of living arrangement	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Lives with family members	22.0	1.0	72.9	1.7	9.0	0.9
Lives alone	17.9	0.8	62.4	1.5	8.5	0.8
Special-purpose accommodation	23.7	1.0	148.3	3.1	20.4	2.7
Other community accommodation	23.3	0.9	93.4	2.1	12.2	1.4
Nursing home	40.3	0.8	197.2	3.8	58.6	6.7
Hospital	14.0	0.7	37.2	0.8	4.2	0.4
Institutional accommodation	21.8	1.0	149.1	3.2	21.8	2.9
No usual residence	13.6	0.7	29.2	0.8	4.2	0.4
Not known	13.4	0.7	41.6	1.0	5.1	0.5

Clients referred by the education system and by Family and Community Services had the highest mean support among workers and non-workers (Table 6.14). Workers and non-workers referred by DETYA programs received the lowest mean support.

Table 6.14: Mean hours of support per client for workers and non-workers, by referral source, 1998–99

Referral source	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Self or family	17.5	0.8	56.5	1.4	7.3	0.7
Education system	28.4	1.1	85.9	2.0	10.1	1.2
DETYA programs	22.5	0.8	54.8	1.2	5.8	0.6
Family and Community Services	29.5	1.1	103.3	2.2	11.7	1.3
Centrelink	17.1	1.1	70.6	2.0	12.3	1.2
Other	18.7	0.8	63.5	1.5	8.4	0.8

6.4 Client support and characteristics of primary job

Workers who had a primary job that was permanent and regular received less support per week compared with other workers (1.4 hours and 1.8 hours per week respectively; Table 6.15). This pattern is the reverse of 1997–98, when workers who had a primary job that was permanent and regular received more support than other workers (1.9 hours and 1.7 hours per week respectively; Anderson & Golley 1999a:77). When expressed per 100 hours of work the difference in mean for other workers is significantly greater because, on average, workers who did not have a permanent regular job worked nearly 9 hours less per week than those who did have such a job (see Table 5.17).

Table 6.15: Mean hours of support per worker, by basis of employment for primary job, 1998–99

Basis of employment for primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Permanent regular	57.6	1.4	4.5	0.5
Other	78.7	1.8	13.5	1.4

On average, labourers/related workers received the most support per week in 1998–99 (1.9 hours per week), followed by tradespersons and clerks (1.6 hours each) and sales/personal service staff (1.4 hours, Table 6.16). This pattern was similar for support expressed per 100 hours of work or per \$100 of wages, with labourers/related workers receiving higher levels of support in terms of these measures, followed by sales/personal service staff. This is because sales/personal staff and labourers/related workers had low mean hours of work per week (see Table 5.18).

The smaller groups (managers, professionals, para-professional and plant/machine operators/drivers) all received comparatively low mean levels of support, however measured.

Table 6.16: Mean hours of support per worker, by occupation group of primary job, 1998–99

Occupation group of primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Managers	41.5	0.9	3.4	0.3
Professionals	43.0	1.0	4.7	0.3
Para-professionals	34.4	0.9	4.7	0.4
Tradespersons	67.7	1.6	7.2	0.8
Clerks	69.5	1.6	7.9	0.7
Sales/personal service staff	59.5	1.4	8.7	0.8
Plant/machine operators/drivers	41.9	1.0	4.7	0.4
Labourers/related workers	81.1	1.9	10.5	1.1
Unknown	46.1	1.2	6.2	0.9

Support hours per week varied by the industry of the worker's primary job, ranging from 1.2 hours per week for electricity/gas/water supply and transport/storage to 2.0 hours for agriculture/forestry/fishing and cultural/recreational services (Table 6.17). Six industries stood out as having high mean hours of support per week and high support levels in terms of 100 hours of work and \$100 of wages: fast food, cultural/recreational services, agriculture/forestry/fishing, hospitality, wholesale, and other retail and trades.

Table 6.17: Mean hours of support per worker, by industry of primary job, 1998–99

Industry of primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Clothing/textiles/footwear	70.0	1.5	8.8	1.0
Other manufacturing	68.1	1.6	6.5	0.7
<i>All manufacturing</i>	68.2	1.6	6.6	0.7
Fast food	82.8	1.9	14.4	1.7
Other retail trade	74.2	1.7	10.0	1.1
<i>All retail trade</i>	76.0	1.8	10.8	1.2
Agriculture/forestry/fishing	85.5	2.0	11.0	1.2
Mining	62.6	1.4	6.1	0.4
Electricity/gas/water supply	46.6	1.2	4.9	0.5
Construction	55.8	1.4	6.7	0.7
Wholesale trade	83.6	1.9	9.8	1.0
Hospitality	73.3	1.8	10.6	1.1
Transport/storage	49.6	1.2	6.0	0.6
Communication services	53.6	1.4	6.2	0.5
Finance and insurance	65.3	1.5	6.4	0.5
Property/business services	60.7	1.5	9.2	0.9
Government/defence	84.5	1.9	8.0	0.7
Education	66.9	1.5	9.9	0.9
Health/community services	64.6	1.5	8.8	0.8
Cultural/recreational services	84.3	2.0	12.8	1.3
Personal/other services	58.0	1.4	9.1	0.9
Other	88.8	2.0	12.4	1.3
Unknown	28.5	0.5	3.6	0.5

Jobs in the fast food industry had the highest support hours per 100 hours of work and per \$100 of wages, probably because jobs in this industry attracted the lowest mean income and hours of any industry (see Table 5.19).

To examine the associations between support received and job hours and wages, the analysis was restricted to those clients who had only one recorded job which started in 1998–99 (there were 8,138 such workers). As shown previously (Anderson & Golley 1999a), the support received will therefore include both pre-employment and job support.

The level of support received was positively associated with the number of hours worked in the job (Table 6.18). The mean hours for the support period were highest for those working 8 to 20 hours (72 hours), followed closely by those working more than 20 hours (62 hours). Those who worked less than 8 hours received the lowest mean hours for the support period (55 hours). Support per 100 hours (and per \$100 of wages) decreased rapidly with the increase in hours worked per week.

Table 6.18: Mean hours of support per worker, by hours worked per week, for new workers with one job, 1998–99

Hours worked per week	Number of clients	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Less than 8 hours	322	55.1	1.4	54.0	4.9
8 to 20 hours	3,136	71.6	1.9	25.0	2.5
More than 20 hours	4,678	61.6	1.7	7.3	0.7

Note: Hours worked per week were missing for 2 workers.

Hours of support received declined with increasing hourly wage rate (Table 6.19), with the lowest paid workers having comparatively high support hours both overall and per week. Workers earning \$5 or less had particularly high levels of support after getting a job, per 100 hours of work and per \$100 of wages. Mean support hours per 100 hours worked and \$100 earned tended to decline with increasing hourly wage rate.

Table 6.19: Mean hours of support per worker, by hourly wage rate, for new workers with one job, 1998–99

Wage per hour	Number of clients	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
\$5.00 or less	880	105.7	2.7	16.3	4.5
\$5.01 to \$10.00	3,035	73.4	2.0	11.9	1.5
\$10.01 to \$15.00	3,635	51.4	1.4	9.0	0.7
\$15.01 to \$20.00	431	48.5	1.3	8.2	0.5
More than \$20.00	116	41.5	1.1	7.6	0.3

Note: Wage per hour was missing for 41 workers.

Workers receiving a SWS productivity-based wage or another pro rata/productivity-based wage received the highest mean hours of support per week (3.1 and 2.8 hours respectively, Table 6.20). These groups also had the highest level of support per 100 hours of work and per \$100 of wages. Workers on an award wage or a wage not based on award/agreement had the lowest levels of support per week (1.6 and 1.5 hours respectively).

Table 6.20: Mean hours of support per worker, by wage basis, for new workers with one job, 1998–99

Wage basis	Number of clients	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Award wage	5,963	55.1	1.6	9.1	0.9
Enterprise or Certified Agreement	133	59.6	1.9	11.2	1.1
Individual Workplace Agreement/ Employment Contract	208	65.0	1.9	13.0	1.2
Wage not based on award/agreement	721	57.0	1.5	10.4	1.2
Percentage of award (unspecified)	40	97.6	2.4	19.0	3.0
SWS productivity-based wage	659	135.9	3.1	20.4	3.4
Other pro rata/productivity-based wage	413	110.3	2.8	23.4	3.7

Note: Wage basis was missing for 1 worker.

The level of support also declined with increasing weekly wage although this trend was gentler than for hourly wage because the weekly wage measure depends on both hours worked and the hourly wage rate (Table 6.21, see also Table 6.19). The lowest wage category (\$100 or less) stands out as having the highest level of support, in terms of mean hours per week, per 100 hours of work and per \$100 of wages.

In general, it is apparent that clients who had the lowest paid jobs, most frequently as labourers, on average received the highest levels of support, whereas clients who had more highly paid, (possibly manager or professional) jobs received the lowest levels of support. The number of hours worked also had an association with the amount of support received but was not as important.

Table 6.21: Mean hours of support per worker, by weekly wage, for new workers with one job, 1998–99

Wage per week	Number of clients	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
\$100 or less	1,961	86.0	2.2	27.9	5.0
\$101 to \$200	2,268	69.1	1.8	14.8	1.8
\$201 to \$300	1,589	62.1	1.7	9.2	1.0
\$301 to \$400	1,081	50.3	1.4	5.6	0.5
More than \$400	1,199	41.8	1.3	4.4	0.3

Note: Wage per week was missing for 40 workers.

For jobs with a duration 26 weeks or less mean support per week was not strongly related to the length of the related job (Table 6.22). However, the longest jobs (over 26 weeks) did have the lowest mean support per week. Mean support per 100 hours worked and per \$100 of wages tended to decline with increasing length of the related job.

Table 6.22: Mean hours of support per worker, by length of job, for new workers with one job, 1998–99

Length of job	Number of clients	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Less than 1 week	221	45.4	2.0	257.2	25.8
1 to 4 weeks	548	50.5	2.2	82.4	8.2
5 to 13 weeks	1,430	59.6	2.2	33.6	3.3
14 to 26 weeks	1,900	69.1	1.9	17.8	1.8
More than 26 weeks	4,039	68.3	1.4	7.2	0.7

6.5 Client support by State or Territory and location

Mean support per week varied across States and Territories. The mean support per non-worker ranged from 0.7 hours per week for Victoria to 1.8 hours per week for Northern Territory. The mean support for non-workers in Western Australia and South Australia decreased significantly from 1997–98 (1.8 and 1.7 hours per week respectively; see Anderson & Golley 1999a:84) to 1998–99 (1.2 and 1.3 respectively). The mean support for workers ranged from 1.1 hours per week for Victoria to 2.6 hours per week for Western Australia (Table 6.23).

Table 6.23: Mean hours of support per client for workers and non-workers, by State or Territory, 1998–99

State/Territory	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
New South Wales	19.2	0.9	60.9	1.5	7.3	0.7
Victoria	15.6	0.7	45.3	1.1	6.3	0.6
Queensland	23.0	1.0	84.6	2.0	10.7	1.2
Western Australia	28.4	1.2	119.5	2.6	14.5	1.5
South Australia	35.4	1.3	90.0	2.0	9.7	1.0
Tasmania	20.4	0.9	94.0	2.3	14.1	1.6
Australian Capital Territory	17.4	0.8	117.1	2.4	13.3	1.4
Northern Territory	26.7	1.8	78.3	2.0	9.9	1.0
Australia	20.5	0.9	72.4	1.7	9.1	0.9

On average, non-workers in remote locations received the highest levels of support, followed by those in urban locations and then those from rural locations (Table 6.24). The pattern was similar for workers, with a general trend for workers from remote locations to receive the highest support, followed by those from urban and then those from rural locations. This pattern differed in the case of mean support per 100 hours of work and per \$100 of wages, where rural workers received marginally more support on average than urban workers.

Table 6.24: Mean hours of support per client for workers and non-workers, by location of outlet, 1998–99

Location	Non-workers		Workers			
	Mean hours for support period	Mean hours per week	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
Urban	21.4	1.0	73.3	1.7	8.8	0.9
Rural	18.0	0.8	69.4	1.6	10.0	1.0
Remote	24.0	1.1	82.3	2.1	11.8	1.1

Note: Location is classified by the Commonwealth Department of Family and Community Services, based on 1991 Australian Bureau of Statistics data.

Appendix 1: Technical notes

These notes provide a record of adjustments made to the NIMS data, after receipt and editing, and before analysis.

Out-of-range dates

Out-of-range dates of birth, support withdrawal, support given, job start and job finish were corrected where possible with reference to other data of the client.

Duplicate jobs

Two job records for the one client were regarded as being duplicates of the same job if they had the same commencement date, employer and occupation group, or other evidence indicated they were the same job. If only one of the job records had a job completion date, the other record was deleted from all analyses. Otherwise the job record with the earlier completion date or else the lowest job number was deleted. In total, 62 jobs were deleted for 1998–99.

Hours worked per week in a job

For jobs for which the recorded number of hours per week was greater than 50, the number of hours was set at 50 for the purposes of analysis. There were 32 such cases.

Job dates

Where a client had two or more jobs current as at the end of 1998–99 which totalled more than 50 hours per week, it was assumed that the end dates for one or more jobs had mistakenly not been entered. In this case, the earliest commenced job was assigned an end date one day before the commencement of the next job. If necessary, this procedure was repeated until the total number of hours was 50 or less.

Each client was then checked to determine whether at any time during 1998–99 they were recorded as having concurrent jobs totalling more than 50 hours per week. If one or more of these jobs did not have a recorded end date, then the earliest of these was assigned an end date consistent with the client's job support records. If this was not possible, then the end date was set at one day before the commencement of the next job. If all such jobs had a recorded end date, it was assumed one or more dates had been entered incorrectly. If possible, one or more job commencement or end dates were altered by reference to the client's job support records. If this was not possible then, for the analyses of job tenure and client job history, measures of hours, wages and duration were averaged for such overlapping jobs for the period of overlap.

As a result of these procedures, job end dates were assigned for 162 clients and averaging of job measures occurred for 486 clients.

Withdrawal of support

A total of 4,947 clients had a date of support withdrawn recorded as some time during 1998–99. For 436 of these clients, the date of support withdrawn was before the date of the last support recorded. Such clients were not regarded as having had support withdrawn if the time between the two dates was more than 14 days (or the period between agency support records, if greater), as it was in 154 cases.

Calculation of the support period

Not all clients were receiving support for the whole of 1998–99, either because their support began after 1 July 1998 and/or because they withdrew from support before 30 June 1999. The NIMS database does not include a date on which a client commences with an agency, so for the purposes of analysis the support period of each client in each year had to be calculated in some other way.

For clients who had no support in 1997–98 the beginning of the support period for 1998–99 was set as the first date in 1998–99 for which support was recorded. The end of the support period is defined as 30 June 1999 unless the client withdrew from support before this date.

Adjustments to wages

NIMS requires that the weekly wage rate be recorded for each job. For some cases it was apparent that the amount recorded could not realistically be the weekly rate. In some cases it appeared to be the hourly rate, and in other cases some constant value (for example, \$1) had apparently been entered by the outlet.

To determine whether some adjustment to the recorded wage figure appeared necessary, the apparent hourly wage was calculated as the weekly wage rate divided by the number of hours worked per week. For jobs specified as being at less than 100% of award level, the apparent award wage per hour was calculated by dividing this figure by the recorded fraction of the award wage. The following adjustments were then made:

- Where the weekly wage is recorded as \$0 or \$1, it is set to missing.
- Where the apparent wage per hour is greater than \$30 and the wage per week is greater or equal to \$200, then the wage is regarded as being for a full-time week of 38 hours, and adjusted by multiplying by the number of hours worked per week divided by 38.
- For jobs specified as at or above award level or under an enterprise agreement, certified agreement, individual agreement or employment contract, where the apparent wage per hour is less than \$4.50, then the wage rate is regarded as being per hour rather than per week.
- For jobs specified as having a SWS productivity-based wage or other pro-rata or productivity-based wage, where the apparent wage per hour is less than \$2.25, then the wage rate is regarded as being per hour rather than per week.
- For jobs specified as being at less than 100% of award level (old codes), where the resulting *award* wage per hour is less than \$4.50, then the wage rate is regarded as being per hour rather than per week.

- For jobs specified as not being based on award, if the wage rate is less than or equal to \$10 and the wage per hour less than \$2.50, then the wage rate is regarded as being per hour rather than per week.

Wages were adjusted for 2.1% (474) of all jobs in 1998–99.

Measures of job experience and support

Various measures of job experience were analysed as described in Section 5.2. The precise calculation of these measures is as follows:

For each client with k jobs we have:

P = length of the support period in weeks, where $1 \leq P \leq 52$

D = total hours of direct support received by client

W = total number of weeks during the support period that the client had a job,
where $0 \leq W \leq P$ (if client has only one job then $W = w_1$ as below with $j = 1$)

w_j = weeks of work for job j ,

where $\sum w_j \leq W$, since the client may have two or more jobs concurrently

s_j = salary per week for job j

h_j = hours per week for job j

Then:

D/P = support hours per week

W/P = time in work as a proportion of time in support

$\frac{\sum h_j w_j}{W}$ = mean hours of work per work week

$\frac{\sum h_j w_j}{P}$ = mean hours of work per week of the support period

$\frac{\sum s_j w_j}{\sum h_i}$ = mean wage per hour

$\frac{\sum s_j w_j}{W}$ = mean wage per work week

$\frac{\sum s_j w_j}{P}$ = mean income per week of the support period

Each of the above can be averaged for any particular group of clients.

Finally, for any group of n working clients:

$$\frac{\sum_{i=1}^n D_i \times 100}{\sum_{i=1}^n \sum_{j=1}^k h_{ij} w_{ij}} = \text{support hours per 100 hours of work}$$

$$\frac{\sum_{i=1}^n D_i \times 100}{\sum_{i=1}^n \sum_{j=1}^k s_{ij} w_{ij}} = \text{support hours per \$100 of wages}$$

Appendix 2: Codes update

A codes table update was undertaken in August 1998. As part of this update, a number of new categories or codes were added to several data items. These changes are reflected in this report, however the codes are not valid on data prior to 1998. Throughout this report, the symbol '..' is used in all relevant tables to indicate entries that are not applicable. For a small number of clients codes have not been updated, and so some tables include both old and new codes.

The purpose of the update was to add some codes requested by the field and to align the codes in NIMS more closely with those in the Department of Family and Community Services Census. Many of the changes were made to bring the NIMS collection into line with changes in policy structure in the industrial relations arena.

Changes were made to the following data items:

- Primary and secondary disability (replaced 'intellectual/learning' with 'autism', 'specific learning/ADD' or 'intellectual')
- Support end reason (added 'agency rejected–entry criteria', 'agency rejected–target group', 'agency rejected–high support needs', 'agency rejected–low support needs', 'became ill', 'deceased', 'retired')
- Referral source (removed 'Disability panel' and added 'Centrelink' and 'Mental Health Unit')
- DRP endorsement (replaced old values with 'Centrelink referred', 'Centrelink rejected', 'Centrelink endorsed' and 'Centrelink not applicable')
- Support category (added 'Job support SWS')
- Support type (added a range of new support types)
- Job end reason (added 'became ill', 'deceased' and 'retired')
- Job subsidy (replaced old values with new dollar values, reflecting the *level* of the Department of Family and Community Services subsidy rather than the *source* of the subsidy)
- Job wage level (replaced old values with 'full award wage', 'SWS productivity based wage', 'other pro rata/productivity based wage', 'Enterprise or Certified Agreement', 'Individual Workplace Agreement/Employment Contract', 'wage not based on award/agreement', 'work experience')
- Job employment basis (replaced old values with 'full-time–permanent', 'full-time–temporary', 'part-time–permanent', 'part-time–temporary', 'casual–permanent', 'casual–temporary', 'seasonal–permanent', 'seasonal–temporary').

Glossary

ADL assistance—see ‘frequency of assistance required for activities of daily living’.

client—a person with a disability who received some direct support from an open employment agency site, during either 1995–96, 1996–97 or 1997–98 as appropriate.

direct support—support of clients from staff of an open employment agency directly attributable to a particular client.

frequency of assistance required for activities of daily living (ADL assistance)—the frequency of assistance required by a person with a disability in their overall situation, due to their condition, in one or more of the areas of self-care (bathing, dressing, eating and/or toileting), mobility (around home or away from home) and verbal communication. The assistance required is classed as ‘not at all’, ‘occasionally’, ‘frequently’ or ‘continually’. In the NIMS data dictionary this is termed ‘level of support required’, but has been renamed in this report to avoid confusion with the support clients received from an open employment agency.

mean hours of work per week—for each worker this is calculated as the total hours worked in all jobs during the support period divided by the number of weeks in support; that is, the average work time per week for all weeks in support including those without a job. This is a measure of overall time spent in employment.

mean hours of work per work week—the total hours worked in all jobs for each worker during the support period divided by the number of weeks in work; that is, the average weekly time spent in work when working.

mean income per support week—the amount of income earned from all jobs, calculated as the total salary earned from all jobs divided by the total number of weeks in support. It is a measure of the amount of income received by the worker over the support period.

mean wage per hour—the hourly wage rate for each worker calculated as the total salary earned from all jobs divided by the total number of hours worked.

mean wage per work week—the weekly wage rate while in work for each worker, calculated as the total salary earned from all jobs divided by the total number of weeks with a job. The mean wage per hour and the mean wage per work week are measures of the pay from all jobs.

primary job—the job in which the most aggregate hours were worked during the support period.

support hours—the total number of hours of support received by a client during either 1995–96, 1996–97 or 1997–98 from staff of an open employment agency site, and which were directly attributed by the staff to supporting the client (direct support).

support period—the period during either 1995–96, 1996–97 or 1997–98 during which the client was receiving support from an open employment agency. This period was measured in weeks (see Appendix 1 for details of the calculation of the support period).

support week—a week of the support period.

time in work—the total number of weeks during the support period that the worker had a job or job(s). If the worker had more than one job, then the weeks in work may not necessarily have been continuous. To adjust for the fact that the support period varied from worker to worker, the number of weeks in work can also be calculated as a percentage of the number of weeks of the support period.

weeks to get a job—applies only to workers who did not have a job at the beginning of the support period, and who were not recorded as having had a job previously. It is the number of weeks from the first episode of support to the start of the first (or only) job gained.

worker—a client who had a job at any time during the support period.

work week—a week during which a client was working in one or more jobs.

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