

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

There was no consistent association between job participation or job history and the frequency of assistance required by clients for one or more activities of daily living (that is, self-care, mobility and verbal communication, Table 4.20). Those who required only occasional ADL assistance had the greatest percentage with a job and the greatest retention rate, and those who did not require ADL assistance had the lowest levels of employment and job retention.

Table 4.20: Client job history during 1995 by frequency of assistance required for activities of daily living^(a)

Frequency of ADL assistance required	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Not at all	3,741	53.7	1,319	18.9	271	3.9	1,144	16.4	490	7.0	76	55
Occasionally	2,841	49.8	1,443	25.3	194	3.4	925	16.2	306	5.4	83	45
Frequently	2,022	51.1	846	21.4	188	4.8	633	16.0	272	6.9	76	43
Continually	995	52.8	410	21.8	63	3.3	305	16.2	111	5.9	80	51
Not known	4		2						2			

(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).

(b) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Frequency of ADL assistance did have a consistent association with mean hours of work and mean hourly wages (Table 4.21). If workers who needed no ADL assistance and those who needed occasional ADL assistance are grouped together, then these two measures decreased significantly with increasing frequency of ADL assistance. There were even larger mean differences in weekly wage with this factor. The amount of time in work or mean time to obtain a job did not vary systematically with the frequency of ADL assistance required.

Table 4.21: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by frequency of assistance required for activities of daily living^(b)

Frequency of ADL assistance required	No. of workers	Mean jobs/worker	Mean ^(c) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(d)	Per work week	Per week ^(e)	Per hour	Per work week	Per week ^(e)
Not at all	3,224	1.30	13.4	31.6	70.2%	26.8	19.2	\$9.22	\$241	\$172
Occasionally	2,868	1.27	13.7	35.1	76.0%	27.4	21.4	\$9.27	\$247	\$191
Frequently	1,939	1.31	12.6	33.4	72.3%	24.8	18.2	\$8.76	\$215	\$157
Continually	889	1.30	13.6	33.5	72.1%	21.5	15.4	\$7.59	\$159	\$108

(a) Clients who had a job during 1995, not including work experience.

(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).

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

(d) Percentage of the support period.

(e) Per week of the support period.

4.10 Job experience and type of living arrangement

About 85% of clients either lived alone or lived with family members, with the latter being by far the most common living arrangement (12,455 clients or 67%). These people were more likely to have a job than those who lived in other types of accommodation (Table 4.22). The proportion of clients who had a job was slightly higher for those living with family members (50%) than those living alone (48%), but otherwise the job history patterns of these two groups were similar. In both cases the percentage increase in workers over the support period was 49%, just above average.

Table 4.22: Client job history during 1995 by type of living arrangement

Type of living arrangement	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Lives alone	1,721	51.8	693	20.9	125	3.8	528	15.9	254	7.7	76	49
Lives with family members	6,154	49.7	2,788	22.5	513	4.2	2,132	17.2	789	6.4	79	49
Special purpose	490	56.5	195	22.5	27	3.1	112	12.9	44	5.1	81	38
Other community	394	55.3	144	20.2	29	4.1	93	13.1	52	7.3	75	37
Nursing home	14	58.3	7	29.2	0		3	12.5	0		—	—
Hospital	12	92.3	1	7.7	0		0		0		—	—
Other institutional	34	73.9	4	8.7	0		6	13.0	2	4.4	—	—
No usual residence	41	67.2	8	13.1	1	1.6	5	8.2	6	9.8	65	44
Not known	743	67.2	178	16.3	21	1.9	128	11.6	33	3.1	85	54

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Clients living in 'special purpose' or 'other community' accommodation were the next most likely to be employed. The main difference between these groups and those living alone or with family was that a lower proportion of clients gained and retained jobs and thus the percentage increase in workers was also lower.

Only about one-third of people with no usual residence or whose living arrangement was not known had a job during the support period. Of the 83 people living in a nursing home, hospital or other institution, 23 had a job.

Of the living arrangement groups with substantial numbers, the group of clients whose living arrangements were unknown had particularly high means for proportion of support time in work and hours of work, which suggests that this group was not a random sample of all clients (Table 4.23). The other four groups had similar means for proportion of time in work, but workers who lived alone or who lived with family had the next highest mean hours of work per week.

Workers who lived alone had the highest hourly wage rate of \$9.89, about a dollar more than workers who lived with family members. Workers living in special-purpose accommodation had particularly low mean hours of work per week and mean hourly rate of pay, and thus their mean weekly income was also very low.

Table 4.23: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by type of living arrangement

Type of living arrangement	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Lives alone	1,600	1.35	12.5	31.8	71.4%	25.5	18.7	\$9.89	\$249	\$182
Lives with family members	6,222	1.29	13.4	33.5	72.7%	26.3	19.5	\$8.86	\$228	\$168
Special purpose	378	1.25	15.3	35.1	74.9%	21.1	15.8	\$7.39	\$152	\$109
Other community	318	1.25	13.6	32.3	71.3%	24.8	18.1	\$8.32	\$199	\$144
Nursing home	10	1.00	25.2	40.7	82.6%	14.4	12.2	\$6.00	\$111	\$90
Hospital	1	1.00	-	52.0	100.0%	5.0	5.0	\$5.00	\$25	\$25
Other institutional	12	1.00	14.8	36.4	74.3%	24.5	20.6	\$7.41	\$180	\$145
No usual residence	20	1.10	9.6	25.9	65.4%	25.3	18.0	\$8.47	\$211	\$145
Not known	363	1.17	13.8	36.0	77.3%	31.1	24.4	\$9.48	\$281	\$208

- (a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.

4.11 Job experience and disability panel endorsement

Clients who had a disability panel referral (see Section 3.1) were the least likely to have had a job at the beginning of the support period, but the most likely to have gained and retained a job (Table 4.24). This group thus had the highest percentage gain in workers over the support period. Clients who were endorsed by a disability panel had the highest employment rate during 1995. The group of clients who had not been considered by a disability panel had the lowest employment rate, and the lowest percentage gain in workers over the support period. Only 99 clients had been rejected by a disability panel and of these 46 had a job at some time during 1995.

Table 4.24: Client job history during 1995 by disability panel endorsement

	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Referred	1,091	55.3	272	13.8	73	3.7	382	19.4	154	7.8	74	90
Endorsed	4,276	46.9	1,973	21.6	400	4.4	1,733	19.0	735	8.1	77	56
Rejected	53	53.5	25	25.3	2	2.0	13	13.1	6	6.1	83	41
Not referred, endorsed or rejected	4,179	57.0	1,749	23.9	241	3.3	879	12.0	284	3.9	83	32
Not known	4		1						2			

- (a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
 % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

On average, referred and endorsed workers spent a lesser proportion of their support period in work, and worked fewer hours per week than those who had been rejected by a

panel, or who had not been referred, endorsed or rejected (Table 4.25). This meant that although there was not substantial variation in hourly wages, the latter two groups had higher weekly incomes, both while in work and averaged over the whole support period.

Table 4.25: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by disability panel endorsement

Disability panel endorsement	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Referred	881	1.26	12.7	28.3	64.4	26.0	17.2	\$9.02	\$232	\$152
Endorsed	4,841	1.33	13.5	32.1	70.3	24.6	17.4	\$8.95	\$216	\$151
Rejected	46	1.28	14.2	39.3	78.0	28.0	22.7	\$9.55	\$268	\$224
Not referred, endorsed or rejected	3,153	1.24	13.3	36.4	78.6	28.3	22.8	\$8.98	\$249	\$200

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

4.12 Job experience, funding type and referral source

Job history and conditions varied with funding type. Clients of the Supported Wage System were most likely to have had a job and, if they did, to have spent the highest proportion of their support period in work (Table 4.26). However, this small group had a very low percentage increase in workers over the support period. A greater percentage of CETP and ISJ clients had a job than for 'other' funding-type clients, although the latter group were the least likely to finish a job gained during the support period, and had the greatest percentage increase in workers over the support period.

Table 4.26: Client job history during 1995 by funding type

Funding type	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
CETP	6,465	52.2	2,539	20.5	455	3.7	2,073	16.7	862	7.0	78	54
ISJ	2,319	50.3	1,142	24.8	212	4.6	688	14.9	251	5.4	80	35
Supported Wage System	105	43.9	82	34.3	12	5.0	27	11.3	13	5.4	81	16
Other	648	55.7	233	20.0	33	2.8	198	17.0	52	4.5	84	62
Not known	66		24		4		21		3			

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

CETP clients worked the most hours per working week and had the highest hourly wage rates and therefore weekly wages (Table 4.27). Clients in the Supported Wage System had a very low hourly wage of \$6.37, \$2.60 below average (see Table 4.7). However, this group had the least time on average to get a job.

Table 4.27: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by funding type

Funding type	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
CETP	5,929	1.31	13.4	32.5	71.4%	27.6	20.1	\$9.31	\$249	\$180
ISJ	2,293	1.26	13.4	34.8	75.1%	22.8	17.4	\$8.42	\$192	\$146
Other	516	1.27	13.2	33.4	74.8%	23.7	18.1	\$8.16	\$192	\$143
Supported Wage System	134	1.33	11.8	40.1	82.2%	23.8	20.0	\$6.37	\$145	\$120
Not on list	5	1.80	13.1	36.6	75.2%	22.3	14.4	\$9.33	\$213	\$140
Missing	47	1.23	10.5	35.3	77.6%	29.6	22.8	\$10.27	\$293	\$229

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

Clients referred to agencies by the Department of Health and Family Services were the most likely to have had a job, whereas those from 'other' sources were the least likely (Table 4.28).

Table 4.28: Client job history during 1995 by referral source

Referral source	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Self or family	2,140	50.7	942	22.3	157	3.7	738	17.5	243	5.8	81	53
Education system	1,214	50.4	554	23.0	107	4.5	395	16.4	137	5.7	80	44
DEET programs	766	49.9	318	20.7	72	4.7	274	17.8	106	6.9	77	52
Health & Family Services	2,182	46.9	1,232	26.5	194	4.2	739	15.9	306	6.6	80	38
Other	3,285	57.8	972	17.1	186	3.3	854	15.0	387	6.8	76	58
Missing	16		2				7		2			

(a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

% gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Workers who were referred by the former Department of Employment, Education and Training (DEET, now the Department of Employment, Education, Training and Youth Affairs) had the highest mean hours of work and hourly and weekly wage rates followed by those who were self- or family-referred (Table 4.29). The lowest hourly wage rate was for those referred by educational institutions, presumably because they were generally younger (Table 4.29). There was little variation in time taken to get a job.

Table 4.29: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by referral source

Referral source	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Self or family	2,080	1.31	13.5	33.3	72.7%	26.4	19.7	\$9.57	\$243	\$177
Education system	1,193	1.25	13.2	35.0	74.4%	26.6	20.3	\$7.94	\$208	\$160
DEET programs	770	1.33	12.7	32.7	71.6%	28.4	20.6	\$9.59	\$264	\$193
Health and Family Services	2,471	1.26	13.7	34.2	74.5%	25.8	19.5	\$8.64	\$222	\$166
Other	2,399	1.32	13.2	31.7	70.5%	24.9	17.9	\$9.14	\$225	\$160
Unknown	11									

- (a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.

4.13 Job experience and primary source of income

Of those clients for whom paid employment was recorded as their primary source of income, as at the end of the support period, 6% did not have a job during the period in support. This group generally had a very high rate of worker retention but a low percentage increase in workers because so many were already employed (Table 4.30). On average, these workers had the highest proportion of the support period in work, worked the most hours per week, and had the highest income from jobs (Table 4.31). This was to be expected since those workers with substantial jobs were the most likely to have paid employment as their primary source of income.

Table 4.30: Client job history during 1995 by source of income

Source of income	No job		Job retained		Job lost		Job gained & retained		Job gained & lost		Worker rates ^(a)	
	n	%	n	%	n	%	n	%	n	%	% retain	% gain
Disability Support Pension	6,611	61.4	1,507	14.0	369	3.4	1,495	13.9	781	7.3	72	60
Jobsearch/Newstart	1,091	54.0	314	15.5	102	5.0	354	17.5	161	8.0	72	61
Other pension/benefit	903	66.8	134	9.9	48	3.6	190	14.1	76	5.6	72	78
Paid employment	197	6.4	1,842	59.9	150	4.9	790	25.7	96	3.1	92	32
Compensation income	47	61.8	16	21.1	2	2.6	9	11.8	2	2.6	86	39
Nil income	555	62.4	149	16.8	32	3.6	109	12.3	44	5.0	77	43
Other income	196	57.1	56	16.3	12	3.5	60	17.5	19	5.5	79	71
Not known	3		2		1				2			

- (a) % retain calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.
 % gain calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

The employment rate for clients whose primary income source was not paid employment was below the overall average of 48% (Table 4.30, see Table 4.6). Jobsearch and Newstart clients, and clients with 'other income' had the highest employment rate of these (46% and 43%) and clients on pensions or benefits other than the Disability Support

Pension, the lowest rate (33%). However, this latter group had the highest percentage increase in workers over the support period. By far the largest group were clients whose principal source of income was the Disability Support Pension, of whom approximately two-fifths (39%) had a job.

Workers who had a pension or benefit on average spent the lowest proportion of the support period in work and had below-average hourly wage rates (Table 4.31). Jobsearch/ Newstart workers also tended to have had a low mean time in work, but much higher hours of work and hourly wage rates, so that their job income was greater.

Table 4.31: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by source of income

Source of income	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Disability Support Pension	4,152	1.31	14.0	29.8	66.4%	22.1	14.6	\$8.80	\$191	\$124
Jobsearch/ Newstart	931	1.36	11.9	30.3	67.1%	28.8	19.7	\$9.33	\$262	\$180
Other pension/benefit	448	1.34	13.2	27.1	64.0%	25.6	16.9	\$9.57	\$237	\$157
Paid employment	2,878	1.26	12.9	40.4	84.7%	30.6	26.1	\$9.07	\$273	\$231
Compensation income	29	1.24	11.2	36.2	81.5%	22.8	18.4	\$9.96	\$216	\$170
Nil income	147	1.26	11.4	32.2	74.0%	25.8	19.8	\$9.08	\$237	\$178
Other income	334	1.16	11.7	33.0	74.3%	28.6	22.0	\$8.39	\$236	\$183

- (a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.

4.14 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, the measures of job experience were calculated across all of a worker's jobs, as before.

Table 4.32: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by basis of employment of primary job

Basis of employment	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Permanent regular	6,141	1.24	13.2	36.1	77.2%	28.4	22.2	\$8.78	\$245	\$190
Other	2,783	1.40	13.6	27.1	62.7%	20.9	13.0	\$9.39	\$194	\$121

- (a) Clients who had a job during 1995, not including work experience.
 (b) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.
 (c) Percentage of the support period.
 (d) Per week of the support period.

Workers with a permanent regular primary job spent substantially more of their time in work (by 14.5 percentage points), were more likely to have had only one job, and on average worked 7.5 hours more per working week than workers in other sorts of employment (Table 4.32). This meant that although on average the latter group earned about 50c more per hour, weekly wages were about \$50 less, and income from jobs over the whole support period was \$70 less per week. The time before getting the first job was similar for the two groups.

Job experience varied greatly with occupation and industry of primary job. Workers whose primary job was classified as manager or professional had the largest proportion of time in work, and those whose primary job was as sales or personal service staff, plant and machine operator or driver, or labourer had the lowest proportion (Table 4.33). Hours per working week varied from 22.8 for sales and personal service staff to 32.9 for plant and machine operators and drivers. Wages varied with occupation much as might be expected, except the mean for trades persons of \$7.84 is extremely low. Labourers were the most likely to have had more than one job, managers the least. The time to get the first job ranged from about 11 weeks for managers to 15 weeks for sales and personal service staff.

Table 4.33: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by occupation group of primary job

Occupation group	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week	Per hour	Per work week	Per week
Managers	26	1.15	10.9	37.5	81.0%	31.1	24.2	\$13.22	\$365	\$268
Professionals	151	1.26	14.1	35.4	79.1%	27.0	21.7	\$12.00	\$319	\$254
Para-professionals	139	1.23	13.1	32.7	72.8%	27.2	20.4	\$11.48	\$300	\$225
Trades persons	634	1.24	12.1	37.2	78.7%	28.8	23.0	\$7.84	\$223	\$175
Clerks	1,162	1.22	14.2	35.2	75.6%	28.8	22.3	\$10.02	\$282	\$216
Sales/personal service staff	1,030	1.23	15.2	31.8	70.4%	22.8	16.5	\$9.51	\$214	\$154
Plant & machine operators & drivers	157	1.26	13.6	31.7	70.3%	32.9	23.5	\$9.38	\$311	\$223
Labourers/workers	5,611	1.33	12.9	32.7	71.7%	25.5	18.6	\$8.64	\$216	\$156
Missing	14	1.07	19.0	27.4	60.6%	33.5	20.2	\$8.79	\$294	\$168

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

Mean hours of work per working week varied from 18.3 for the fast-food industry to 33.0 for manufacturing industry (Table 4.34). The mean hourly wage rate ranged from \$7.98 for wholesale trade to \$10.73 for communication services, and the mean weekly wage ranged from \$148 for fast food to \$305 for government/defence. The highest mean incomes and weekly wages were for government/defence and finance and insurance, due to a relatively high combination of hours worked, time in work and hourly wages. The lowest time spent in work with the highest likelihood of having had more than one job were for agriculture, forestry and fishing, and personal and other services.

Table 4.34: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job

Industry	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
Agriculture, forestry & fishing	445	1.55	12.4	29.7	65.9%	28.4	19.2	\$8.02	\$224	\$150
Mining	19	1.16	12.9	30.4	69.1%	30.6	22.1	\$9.41	\$288	\$209
Manufacturing	1,536	1.25	13.0	34.2	74.0%	33.0	24.8	\$8.51	\$282	\$209
Electricity, gas & water supply	34	1.24	15.8	33.4	71.8%	26.8	18.7	\$9.56	\$262	\$174
Construction	126	1.29	11.3	31.2	70.7%	32.2	23.5	\$9.41	\$296	\$209
Wholesale trade	317	1.36	13.2	33.8	71.4%	27.8	20.2	\$7.98	\$228	\$161
Retail trade	1,214	1.25	13.6	32.1	70.5%	23.2	16.9	\$8.91	\$200	\$145
Clothing/textiles/footwear	126	1.37	14.0	32.9	69.0%	28.4	20.4	\$8.61	\$248	\$176
Hospitality	752	1.24	13.5	31.6	70.8%	23.8	17.2	\$9.27	\$217	\$155
Fast food	477	1.22	13.1	34.6	74.4%	18.3	13.8	\$8.18	\$148	\$110
Transport and storage	199	1.26	11.1	31.5	72.4%	29.5	21.5	\$9.53	\$274	\$198
Communication services	172	1.22	14.7	33.1	72.4%	27.1	20.2	\$10.73	\$289	\$213
Finance and insurance	73	1.32	9.3	34.9	78.9%	30.8	24.9	\$10.10	\$303	\$236
Property and business services	319	1.33	13.6	32.7	72.7%	24.4	17.7	\$8.58	\$197	\$140
Government/defence	493	1.15	14.1	40.0	82.1%	31.3	26.0	\$9.78	\$305	\$255
Education	261	1.31	13.3	36.7	76.4%	24.4	19.0	\$9.61	\$224	\$171
Health and community services	769	1.28	13.8	35.4	77.2%	23.5	18.7	\$10.03	\$229	\$180
Cultural and recreational services	178	1.28	14.4	32.5	70.8%	22.7	16.6	\$9.86	\$211	\$152
Personal and other services	456	1.41	13.4	30.6	68.5%	20.2	14.1	\$9.55	\$183	\$125
Other	914	1.38	13.4	32.2	72.1%	23.2	16.7	\$8.54	\$194	\$138
Missing	44	1.30	18.6	22.4	50.4%	33.2	17.2	\$7.36	\$242	\$117

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

4.15 Job experience by State and Territory

The mean number of clients per agency site for all sites in Australia in 1995 was 81.6 (Table 4.35). There was considerable variation among States and Territories with sites in Victoria and South Australia having over three times the mean number of clients as those in the Northern Territory. The number of staff did not always vary consistently with the number of clients, so that there was a wide range in the ratio of clients per full-time staff equivalent. The highest ratio was for Tasmania which was about twice that for South Australia and the Australian Capital Territory. There was slightly less variation among States and Territories in the ratio of workers to staff because of differences in the mean percentage of clients who were workers.

Table 4.35: Mean numbers of clients and workers per agency site by State, 1995

State	Number of sites	Mean number of clients	Mean number of workers	Mean % workers	Ratio of clients to staff	Ratio of workers to staff
New South Wales	71	73.6	32.7	45.2	13.3	5.9
Victoria	55	103.6	46.3	44.9	15.3	6.8
Queensland	54	75.0	37.0	50.5	12.5	6.2
Western Australia	28	74.5	45.4	56.8	9.7	5.9
South Australia	7	105.3	50.7	45.8	8.5	4.1
Tasmania	4	64.3	29.3	45.9	17.1	7.8
Australian Capital Territory	5	75.0	47.2	65.2	8.8	5.5
Northern Territory	3	32.7	27.3	76.6	9.3	7.8
Australia	227	81.6	39.3	48.7	13.1	6.3

The four most populous States (New South Wales, Victoria, Queensland and Western Australia) had 91% of workers. For these States the proportion of workers who had permanent regular jobs ranged from 64% to 74%, and the proportion who retained a job varied between 74% and 82% (Table 4.36). Victoria had the highest percentage increase in the number of workers (63.5%) and Western Australia the lowest (42.1%).

The four smaller States and Territories varied more widely in these job measures, but the absolute numbers of workers were very small, particularly for the Northern Territory (82) and Tasmania (117). Tasmania had very low rates of retention and permanent regular work, whereas the other three had higher rates than the larger States. The increase in workers was much lower than for the larger States, ranging from 13% for the Northern Territory to 27% for Tasmania.

Table 4.36: Mean number of workers by job history per agency site, and rates of job outcome by State, 1995

State	Mean number of workers per site by job history				Primary job	Rates of job outcome	
	Job retained	Job lost	Job gained & retained	Job gained & lost	% permanent regular	% of workers retaining a job ^(a)	% increase in workers ^(b)
New South Wales	15.4	2.7	11.3	3.2	74.4	81.8	47.6
Victoria	19.2	3.2	17.4	6.4	64.3	79.3	63.5
Queensland	14.4	3.5	12.8	6.2	67.2	73.6	51.6
Western Australia	21.4	3.4	13.8	6.8	71.8	77.6	42.1
South Australia	34.1	3.3	10.1	3.1	68.2	87.3	18.3
Tasmania	10.3	4.8	8.8	5.5	37.6	65.0	26.7
Australian Capital Territory	31.0	2.6	9.0	4.6	74.2	84.7	19.1
Northern Territory	17.7	2.3	5.0	2.3	75.6	82.9	13.3
Australia	17.7	3.2	13.2	5.2	68.8	78.7	48.4

(a) Calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

(b) Calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

The Northern Territory had the highest mean hourly and weekly wages, followed by South Australia (Table 4.37). Queensland and Western Australia were the only States for which the mean hourly wage rate was below the average for Australia. Mean hours of work per work week were higher for workers in New South Wales, South Australia and

the Northern Territory than the other States and Territories, and workers in South Australia and the two Territories on average spent the most time in work. In fact, South Australia stands out as having the lowest number of jobs per worker, the highest proportion of the support period in work and the highest mean hours per work week. The mean time to get a job varied from 10 weeks (Northern Territory) to 16 weeks (Tasmania).

Table 4.37: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by State

State	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
New South Wales	2,321	1.20	14.4	34.1	74.2%	27.7	21.0	\$9.09	\$247	\$186
Victoria	2,545	1.36	12.0	32.4	72.2%	25.3	18.4	\$9.33	\$227	\$162
Queensland	1,996	1.28	13.3	31.2	69.0%	25.1	17.7	\$8.68	\$214	\$149
Western Australia	1,271	1.43	14.6	33.5	71.3%	25.6	18.7	\$8.15	\$207	\$150
South Australia	355	1.12	12.7	41.2	86.5%	28.6	24.9	\$9.74	\$276	\$244
Tasmania	117	1.29	15.9	28.2	63.5%	24.7	15.6	\$9.66	\$229	\$147
Australian Capital Territory	236	1.16	12.6	40.4	83.1%	25.7	22.1	\$9.11	\$237	\$204
Northern Territory	82	1.28	10.0	36.1	82.5%	27.5	24.2	\$10.46	\$288	\$253
Australia	8,923	1.29	13.3	33.3	72.7%	26.1	19.3	\$8.97	\$229	\$168

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

4.16 Job experience and agency site characteristics

On average, urban agency sites had about 25% more clients than rural sites and over twice the number of clients of sites in remote areas (Table 4.38). The ratio of clients to agency staff did not vary substantially with region.

Table 4.38: Mean numbers of clients and workers per agency site by location, 1995

Location	Number of sites	Mean number of clients	Mean number of workers	Mean percent workers	Ratio of clients to staff	Ratio of workers to staff
Urban	149	89.0	42.5	49.0	12.4	5.9
Rural	69	70.8	34.7	46.6	13.4	6.6
Remote	9	41.2	22.8	59.1	13.8	7.6

Note: Location is classified according to the Commonwealth Department of Health and Family Services Rural and Remote Areas classification.

Remote sites had the highest percentage of clients who had a job in 1995 (Table 4.38), but a much lesser proportion of them had permanent regular employment than in the other areas (Table 4.39). Only 2.3% (205) of workers were supported by sites in remote areas. Job retention rates were similar for all three regions.

The percentage increase in workers from the beginning to the end of the support period was very high for remote sites, but this was starting from a very small base. In absolute terms the number increased from 77 to 160 workers. In remote areas the mean number of

jobs per worker was higher than average and the mean wait to get work was lower than average, both of which most probably reflect the high level of casual work undertaken.

Table 4.39: Mean number of workers by job history per agency site, and rates of job outcome by location^(a), 1995

Location	Mean number of workers per site by job history				Primary job	Rates of job outcome	
	Job retained	Job lost	Job gained & retained	Job gained & lost	% permanent regular	% of workers retaining a job ^(b)	% increase in workers ^(c)
Urban	20.2	3.4	13.7	5.2	72.9	79.8	43.8
Rural	13.8	2.9	12.6	5.4	60.4	76.0	58.5
Remote	7.0	1.6	10.8	3.4	42.0	78.0	107.8

(a) Location is classified according to the Commonwealth Department of Health and Family Services Rural and Remote Areas classification.

(b) Calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

(c) Calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

The mean hourly wage did not vary greatly by location, but for workers in remote areas it was 27c below the overall average, despite the fact that they were more likely to be in casual work (Table 4.40). Workers in urban areas on average worked nearly five hours more per work week than those in rural or remote regions. They also tended to have had a greater proportion of their support period with a job. This meant that weekly income was considerably higher for urban workers, whether it was measured per week of work or per week of the support period.

Table 4.40: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by location^(b) of agency site

Location	No. of workers	Mean jobs/worker	Mean ^(c) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(d)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(e)
Urban	6,326	1.23	13.6	34.0	74.0%	27.4	20.6	\$8.99	\$242	\$181
Rural	2,392	1.43	13.3	31.8	69.7%	22.9	16.3	\$8.96	\$198	\$140
Remote	205	1.64	9.3	29.0	68.5%	22.8	15.7	\$8.70	\$196	\$131

(a) Clients who had a job during 1995, not including work experience.

(a) Location is classified according to the Commonwealth Department of Health and Family Services Rural and Remote Areas classification.

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

(d) Percentage of the support period.

(e) Per week of the support period.

As might be expected, the mean number of clients per site increased with the number of staff per site (Table 4.41). However, this increase was not proportional to the number of staff, and the ratios of clients to staff and, to a lesser extent, workers to staff decreased with staff size. The proportion of clients who had a job also increased with size of site. The larger sites tended to have more workers who retained a job in permanent regular employment, and a corresponding lesser percentage increase in the number of workers over the support period (Table 4.42). However, the smallest sites with 3 or fewer staff had both comparatively high rates of worker retention and percentage increase in workers.

Table 4.41: Mean numbers of clients and workers per agency site by number of paid staff, 1995

Number of paid staff	Number of sites	Mean number of clients	Mean number of workers	Mean percent workers	Ratio of clients to staff	Ratio of workers to staff
<3	56	35.5	13.5	40.0	19.4	7.3
3–5	46	60.1	26.7	49.4	15.2	6.7
5.1–10	87	95.9	47.4	51.4	13.1	6.5
10.1–15	24	128.3	64.8	53.6	10.8	5.4
>15	12	169.6	96.3	62.4	8.5	4.7
Not known	2	157.0	53.0	18.0		

Table 4.42: Mean number of workers by job history per agency site, and rates of job outcome by number of paid staff, 1995

Number of paid staff	Mean number of workers per site by job history				Primary job	Rates of job outcome	
	Job retained	Job lost	Job gained & retained	Job gained & lost	% permanent regular	% of workers retaining a job ^(a)	% increase in workers ^(b)
<3	5.6	0.9	5.6	1.5	66.2	82.5	72.3
3–5	9.2	2.1	10.2	5.1	57.4	72.9	71.6
5.1–10	20.5	4.0	16.0	6.9	67.1	76.9	48.5
10.1–15	35.0	5.5	18.5	5.7	78.6	82.6	32.0
>15	49.5	6.7	29.6	10.6	74.8	82.1	40.8
Not known	33.0	1.5	18.5	0.0	77.4	97.2	49.3

(a) Calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

(b) Calculated as the percentage increase in the number of workers at the end of the support period compared with the start of the support period.

Workers supported by sites with ten or more staff on average spent more of their support period in work, but had lower hourly wage rates than workers supported by smaller sites (Table 4.43). This probably reflects the corresponding differences in the type of employment. The variation in hours of work per work week showed no pattern with staff numbers, and sites with 10 to 15 staff had the highest mean hours, and sites with over 15 staff the lowest.

Table 4.43: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by number of staff for agency site

Number of paid staff	No. of workers	Mean jobs/worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week ^(d)	Per hour	Per work week	Per week ^(d)
<3	754	1.24	12.9	30.9	72.6%	25.6	18.8	\$9.44	\$239	\$174
3–5	1,227	1.46	13.1	29.2	65.9%	26.1	17.5	\$9.15	\$234	\$156
5.1–10	4,126	1.29	13.3	32.3	71.2%	25.6	18.6	\$9.23	\$230	\$165
10.1–15	1,554	1.22	14.2	37.8	78.3%	28.1	22.4	\$8.51	\$235	\$186
>15	1,156	1.27	13.2	36.1	76.6%	24.6	19.3	\$8.05	\$197	\$153
Not known	106	1.08	13.3	38.5	87.1%	33.4	29.4	\$10.95	\$349	\$305

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.

The mean number of clients and the client-to-staff ratio both varied widely with sites grouped by the proportion of clients with types of primary disability (Table 4.44, see Table 2.10). The two sites which catered almost exclusively to clients with a vision disability had by far the greatest mean number of clients and the highest ratios of clients and workers to staff. The workers supported by these sites also had unusually high hours of work per week. This suggests that one or both of these may not be typical open employment sites.

Table 4.44: Mean numbers of clients and workers per agency site by type of site, 1995

Type of site (proportion of clients with each disability type)	Number of sites	Mean number of clients	Mean number of workers	Mean percent workers	Ratio of clients to staff	Ratio of workers to staff
Predominate disability type ($\geq 75\%$)						
Intellectual/learning	73	72.3	37.9	51.8	10.4	5.4
Physical	8	35.9	15.9	43.3	8.1	3.6
Vision	2	218.5	108.0	56.7	67.2	33.2
Hearing	2	27.5	8.0	43.0	12.2	3.6
Psychiatric	20	69.3	26.5	41.0	15.7	6.0
Neurological	1	29.0	8.0	27.6	9.4	2.6
Substantial proportion of disability type (25–74%, not Intellectual/learning)						
Physical	14	71.1	31.5	48.0	13.6	6.0
Acquired brain injury	4	36.3	15.0	33.5	7.8	3.2
Psychiatric	23	99.3	41.7	40.4	15.6	6.5
Neurological	4	36.5	16.8	58.4	17.8	8.2
Other						
Intellectual/learning $\geq 50\%$	59	101.2	49.9	50.4	13.5	6.7
Intellectual/learning $< 50\%$	17	89.0	46.5	55.1	12.1	6.3

The other types of site fell into two categories on the basis of the number of clients. The mean number of clients ranged between 27 and 37 for sites with 75% or more of clients with a physical or hearing disability, or with 25% or more of clients with a neurological disability or acquired brain injury. For other sites the mean number of clients ranged between 70 and 101. These included sites with a client make-up at least 75% with a intellectual/learning disability, at least 25% with a psychiatric disability, or 25%–74% with a physical disability, or with a mixed clientele. Client-to-staff ratios were also generally higher for this second group of sites. The exception was those sites with 75% or more of clients with an intellectual disability, which had a relatively low client-to-staff ratio.

The results for job experience by type of site appear to largely reflect those of the primary disability types of the clients whom the site was supporting (Tables 4.45 and 4.46, see Tables 4.14 and 4.15). This can only be inferred indirectly by comparing the job experience of clients of a particular disability type with the job experience of clients who were supported by sites whose clientele was predominantly of people with that disability (that is, comparing Tables 4.14 and 4.15 with Tables 4.45 and 4.46). Such a comparison suggests that generally the job experience of a client did not differ substantially due solely to the type of site that was supporting him or her. In particular, clients supported by sites with a mixed clientele do not appear to be greatly advantaged or disadvantaged.

However, some differences due solely to type of site may exist. One difference that does stand out is between sites with 75% or more of clients with a psychological disability compared with those with 25–74% of such clients. On average, the workers supported by the former sites had significantly higher hours of work per week and higher hourly and weekly wages than workers supported by the latter sites.

Table 4.45: Mean number of workers by job history per agency site, and rates of job outcome, by type of site, 1995

Type of site (proportion of clients with each disability type)	Mean number of workers per site by job history				Primary job % permanent regular	Rates of job outcome	
	Job retained	Job lost	Job gained & retained	Job gained & lost		% of workers retaining a job ^(a)	% increase in workers ^(b)
Predominate disability type (≥75%)							
Intellectual/learning	19.5	3.1	11.0	4.3	74.5	80.5	34.9
Physical	10.9	1.0	3.6	0.4	69.3	91.3	22.1
Vision	77.5	3.5	26.0	1.0	83.8	95.8	27.8
Hearing	1.0	0.5	6.5	0.0	93.8	93.8	400.0
Psychiatric	9.8	1.8	10.0	5.0	53.2	74.5	70.3
Neurological	8.0	0.0	0.0	0.0	100.0	100.0	0.0
Substantial proportion of disability type (25–74%, not Intellectual/learning)							
Physical	12.2	2.6	12.4	4.4	67.8	78.0	66.2
Acquired brain injury	8.3	1.8	4.3	0.8	88.3	83.3	25.0
Psychiatric	13.5	3.5	17.3	7.5	57.4	73.8	81.5
Neurological	6.5	1.0	7.0	2.3	62.7	80.6	80.0
Other							
Intellectual/learning ≥50%	22.4	4.4	16.6	6.5	69.5	78.2	45.7
Intellectual/learning <50%	16.9	3.1	18.6	7.9	65.1	76.3	77.4

(a) Calculated as the proportion of all workers who were in the 'job retained' and 'job gained and retained' categories.

(b) Calculated as the % increase in the number of workers at the end of the support period compared with the start of the support period.

Table 4.46: Workers, 1995^(a): number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by type of site

Type of site (proportion of clients with each disability type)	No. of workers	Mean jobs/ worker	Mean ^(b) weeks to get job	Mean time in work		Mean hours of work		Income earned from jobs		
				Wks	% ^(c)	Per work week	Per week (d)	Per hour	Per work week	Per week (d)
Predominate disability type (≥75%)										
Intellectual/learning	2,765	1.21	14.5	35.9	75.5%	27.8	21.3	\$8.40	\$230	\$176
Physical	127	1.11	21.4	40.4	82.4%	27.3	22.9	\$8.94	\$251	\$211
Vision	216	1.07	14.3	41.6	88.7%	34.1	30.9	\$10.95	\$349	\$305
Hearing	16	1.13	15.0	25.9	66.0%	23.7	17.5	\$10.32	\$241	\$181
Psychiatric	530	1.32	13.1	26.8	66.9%	25.0	16.8	\$10.38	\$257	\$173
Neurological	8	1.00	.	49.8	100%	26.1	26.1	\$3.48	\$46	\$46
Substantial proportion of disability type (25–74%, not intellectual/learning)										
Physical	441	1.31	11.4	33.5	72.9%	26.4	19.6	\$9.78	\$249	\$182
Acquired brain injury	60	1.32	12.9	35.1	76.1%	19.8	15.8	\$6.66	\$147	\$114
Psychiatric	960	1.42	12.1	28.8	67.1%	22.3	15.0	\$9.17	\$197	\$130
Neurological	67	1.25	15.0	31.4	69.5%	26.1	18.4	\$8.81	\$230	\$159
Other										
Intellectual/learning ≥50%	2,943	1.33	13.3	33.3	72.2%	25.5	18.7	\$8.91	\$224	\$164
Intellectual/learning <50%	790	1.37	12.3	30.3	69.4%	25.4	18.1	\$9.57	\$242	\$173

(a) Clients who had a job during 1995, not including work experience.

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

(c) Percentage of the support period.

(d) Per week of the support period.