

**Open employment
services for people
with disabilities
1995–96 and 1996–97**

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Open employment services for people with disabilities 1995–96 and 1996–97

**Phil Anderson
and
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1998

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Contents

List of tables	vii
List of figures	xii
Acknowledgments	xv
Summary	xvii
1 Introduction: employment and people with disabilities	1
1.1 Disability in Australia	2
1.2 Employment services in Australia	5
1.3 NIMS data system and its development	5
2 Service providers	7
2.1 Numbers of open employment NIMS sites	7
2.2 Staff numbers	8
2.3 Staff and client numbers	10
2.4 Open employment NIMS sites and predominant disability types	12
3 Client characteristics	15
4 Job characteristics	27
4.1 Numbers of jobs	27
4.2 Wages of jobs	32
4.3 Job hours per week	34
4.4 Reasons for jobs ending	37
4.5 Duration of jobs	39
5 Job experience of clients	47
5.1 Job history	47
5.2 Measures of job experience	52
5.3 Job experience by sex	54
5.4 Job experience by age	55
5.5 Job experience by Indigenous and South Sea Islander status	57
5.6 Job experience by preferred spoken language	58
5.7 Job experience by type and nature of primary disability	58
5.8 Job experience and presence of other disability	60

5.9	Job experience and frequency of assistance required for activities of daily living.....	60
5.10	Job experience and type of living arrangement.....	62
5.11	Job experience and disability panel endorsement.....	63
5.12	Job experience, client type and referral source	63
5.13	Job experience, employment basis, occupation and industry	65
5.14	Job experience by State and Territory.....	70
5.15	Job experience and location.....	71
6	Client support	73
6.1	Total hours of support.....	73
6.2	Support for workers and non-workers.....	75
6.3	Client support and client characteristics	80
6.4	Client support and characteristics of primary job.....	102
6.5	Client support by State or Territory and location.....	105
	Appendix 1: Client support profiles over time	107
	Appendix 2: Technical notes	119
	Glossary	123
	References	125

List of tables

Table S1:	Number of open employment sites by State and Territory, 1995–96, 1996–97.....	xviii
Table S2:	Number of sites by location, 1995–96, 1996–97	xviii
Table S3:	Job history of workers during 1995–96, 1996–97	xxi
Table 1.1:	People with a handicap: severity of handicap by sex and age as a percentage of the Australian population of that sex and age, Australia, 1993	3
Table 1.2:	People aged 15 to 64 years living in households: living arrangement, main source of income and employment status, by severity of handicap and disability status (percentage distribution), Australia, 1993	4
Table 2.1:	Number of sites and clients by State and Territory, 1995–96, 1996–97.....	8
Table 2.2:	Number of sites by location, 1995–96, 1996–97	8
Table 2.3:	Number of equivalent full-time staff, 1995–96, 1996–97.....	9
Table 2.4:	Number of sites: distribution of paid and unpaid staff, 1995–96, 1996–97.....	9
Table 2.5:	Number of sites: equivalent full-time paid staff, support and administration, 1995–96, 1996–97	10
Table 2.6:	Sites: total site staff numbers by number of clients, 1995–96, 1996–97.....	11
Table 2.7:	Sites grouped by client primary disability type: numbers of sites and clients, 1996–97.....	13
Table 3.1:	Number of clients by sex and age, 1995–96, 1996–97.....	15
Table 3.2:	Number of clients who ceased support by reason for ceasing support, 1995–96, 1996–97	17
Table 3.3:	Number of clients by origin, 1995–96, 1996–97	17
Table 3.4:	Number of clients by country of birth, 1995–96, 1996–97.....	18
Table 3.5:	Number of clients by most common preferred languages, 1995–96, 1996–97.....	18
Table 3.6:	Number of clients by type of accommodation, 1995–96, 1996–97	19
Table 3.7:	Number of clients by primary disability type and sex, 1995–96, 1996–97	19
Table 3.8:	Number of clients by primary disability and episodic nature of disability, 1995–96, 1996–97.....	20
Table 3.9:	Number of clients by primary disability type, by presence or absence of other disability and by sex, 1995–96, 1996–97	21
Table 3.10:	Number of clients by primary disability type and frequency of ADL assistance, 1995–96, 1996–97	23
Table 3.11:	Number of clients by client type, 1995–96, 1996–97.....	25
Table 3.12:	Number of clients by disability panel status, 1995–96, 1996–97	25
Table 3.13:	Number of clients by referral source, 1995–96, 1996–97	26
Table 4.1:	Number of jobs per client during 1995–96, 1996–97	27
Table 4.2:	Number of jobs by industry of employer, 1995–96, 1996–97	28

Table 4.3:	Number of jobs by primary disability type and occupation of client, 1995–96, 1996–97	30
Table 4.4:	Number of jobs by employment basis, 1995–96, 1996–97.....	32
Table 4.5:	Number of jobs by weekly wages, 1995–96, 1996–97.....	33
Table 4.6:	Number of jobs by occupation and wage level, 1995–96, 1996–97	34
Table 4.7:	Number of jobs by hours worked per week, 1995–96, 1996–97	35
Table 4.8:	Number of jobs by primary disability type of client and hours worked per week, 1995–96, 1996–97.....	36
Table 4.9:	Number of jobs by weekly wage and hours worked per week, 1995–96, 1996–97.....	37
Table 4.10:	Number of completed jobs by job end reason, 1995–96, 1996–97	38
Table 4.11:	Number of jobs current at 30 June 1996 by employer’s industry type and duration of job	39
Table 4.12:	Number of jobs current at 30 June 1997 by employer’s industry type and duration of job	40
Table 4.13:	Number of jobs completed between 1 July 1995 and 30 June 1996, by employer’s industry type and duration of job	42
Table 4.14:	Number of jobs completed between 1 July 1996 and 30 June 1997 by employer’s industry type and duration of job	43
Table 4.15:	Number of jobs current at 30 June 1996 by occupation type and duration of job.....	44
Table 4.16:	Number of jobs current at 30 June 1997 by occupation type and duration of job.....	44
Table 4.17:	Number of jobs completed between 1 July 1995 and 30 June 1996 by occupation type and duration of job	45
Table 4.18:	Number of jobs completed between 1 July 1996 and 30 June 1997 by occupation type and duration of job	45
Table 5.1:	Classification of job history for workers in a financial year	47
Table 5.2:	Job history of workers during 1995–96, 1996–97	48
Table 5.3:	Job history of workers from 1995–96 to 1996–97	49
Table 5.4:	Workers, basis of employment of primary job by job history, 1995–96, 1996–97.....	50
Table 5.5:	Reason for job(s) ending, by job history, for workers who finished one or more jobs, 1995–96, 1996–97	51
Table 5.6:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1995–96.....	53
Table 5.7:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1996–97.....	54
Table 5.8:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by sex, 1995–96, 1996–97	55
Table 5.9:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by age, 1995–96, 1996–97.....	56

Table 5.10:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by whether Aboriginal, Torres Strait Islander or South Sea Islander, 1995–96, 1996–97	57
Table 5.11:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by preferred spoken language, 1995–96, 1996–97	58
Table 5.12:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by primary disability type, 1995–96, 1996–97	59
Table 5.13:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by episodic nature of primary disability, 1995–96, 1996–97.....	59
Table 5.14:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by presence of other disability, 1995–96, 1996–97	60
Table 5.15:	Workers: 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 (ADL), 1995–96, 1996–97	61
Table 5.16:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by type of living arrangement, 1995–96, 1996–97	62
Table 5.17:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by disability panel status, 1995–96, 1996–97.....	63
Table 5.18:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by client type, 1995–96, 1996–97	64
Table 5.19:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by referral source, 1995–96, 1996–97	64
Table 5.20:	Workers: 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, 1995–96, 1996–97	65
Table 5.21:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by occupation group of primary job, 1995–96, 1996–97	66
Table 5.22:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1995–96.....	67
Table 5.23:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1996–97.....	68
Table 5.24:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by State and Territory, 1995–96, 1996–97.....	70
Table 5.25:	Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by location, 1995–96, 1996–97	71

Table 5.26:	Workers: employment status of primary job by location, 1995–96, 1996–97.....	71
Table 6.1:	Number of support hours by support category and sex of client, 1995–96, 1996–97.....	73
Table 6.2:	Number of direct support hours by primary disability type and support category, 1995–96, 1996–97.....	74
Table 6.3:	Mean hours of support per client by job history, 1995–96, 1996–97.....	75
Table 6.4:	Workers: mean hours of support per worker by job history and number of jobs, 1995–96, 1996–97.....	76
Table 6.5:	Support per client for workers and non-workers, by sex, 1995–96, 1996–97.....	81
Table 6.6:	Support per client for workers and non-workers, by age group, 1995–96, 1996–97.....	83
Table 6.7:	Support per client for workers and non-workers, by whether Aboriginal, Torres Strait Islander or South Sea Islander descent, 1995–96, 1996–97.....	85
Table 6.8:	Support per client for workers and non-workers, by preferred spoken language, 1995–96, 1996–97.....	86
Table 6.9:	Support per client for workers and non-workers, by type of primary disability, 1995–96, 1996–97.....	89
Table 6.10:	Support per client for workers and non-workers, by episodic nature of primary disability, 1995–96, 1996–97.....	93
Table 6.11:	Support per client for workers and non-workers, by presence of other disability, 1995–96, 1996–97.....	93
Table 6.12:	Support per client for workers and non-workers, by frequency of ADL assistance required, 1995–96, 1996–97.....	95
Table 6.13:	Mean hours of support per client for workers and non-workers, by type of living arrangement, 1995–96, 1996–97.....	98
Table 6.14:	Mean hours of support per client for workers and non-workers, by disability panel endorsement status, 1995–96, 1996–97.....	99
Table 6.15:	Mean hours of support per client for workers and non-workers, by client type, 1995–96, 1996–97.....	99
Table 6.16:	Mean hours of support per client for workers and non-workers, by referral source, 1995–96, 1996–97.....	101
Table 6.17:	Mean hours of support per worker, by basis of employment for primary job, 1995–96, 1996–97.....	102
Table 6.18:	Mean hours of support per worker, by occupation group of primary job, 1995–96, 1996–97.....	103
Table 6.19:	Mean hours of support per worker, by industry of primary job, 1995–96, 1996–97.....	104
Table 6.20:	Mean hours of support per client for workers and non-workers, by State or Territory, 1995–96, 1996–97.....	105
Table 6.21:	Mean hours of support per client for workers and non-workers, by location of agency site, 1995–96, 1996–97.....	106

Table A1:	Mean support hours per four-week period for all non-workers, 1 January 1995 to 30 June 1997.....	108
Table A2:	Mean support hours per four-week period for 'job retained' workers, 1 January 1995 to 30 June 1997.....	108
Table A3:	Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997	108
Table A4:	Mean support hours per four-week period for workers who gained and lost a job, 1 January 1995 to 30 June 1997	109
Table A5:	Mean support hours per four-week period for workers who lost a job, 1 January 1995 to 30 June 1997.....	109
Table A6:	Mean hours of support per four-week period for non-workers, by sex, 1 January 1995 to 30 June 1997.....	110
Table A7:	Mean support hours per four-week period for 'job retained' workers, by sex, 1 January 1995 to 30 June 1997.....	110
Table A8:	Mean support hours per four-week period for workers who gained and retained a job, by sex, 1 January 1995 to 30 June 1997	110
Table A9:	Mean support hours per four-week period for non-workers, by age, 1 January 1995 to 30 June 1997.....	111
Table A10:	Mean support hours per four-week period for 'job retained' workers, by age, 1 January 1995 to 30 June 1997.....	111
Table A11:	Mean support hours per four-week period for workers who gained and retained a job, by age, 1 January 1995 to 30 June 1997	112
Table A12:	Mean support hours per four-week period for workers who gained and retained a job, by origin, 1 January 1995 to 30 June 1997.....	112
Table A13:	Mean support hours per four-week period for non-workers, by preferred spoken language, 1 January 1995 to 30 June 1997.....	113
Table A14:	Mean support hours per four-week period for 'job retained' workers, by preferred spoken language, 1 January 1995 to 30 June 1997.....	113
Table A15:	Mean support hours per four-week period for workers who gained and retained a job, by preferred spoken language, 1 January 1995 to 30 June 1997	113
Table A16:	Mean support hours per four-week period for non-workers, by primary disability type, 1 January 1995 to 30 June 1997	114
Table A17:	Mean support hours per four-week period for 'job retained' workers, by primary disability type, 1 January 1995 to 30 June 1997	114
Table A18:	Mean support hours per four-week period for workers who gained and retained a job, by primary disability type, 1 January 1995 to 30 June 1997.....	115
Table A19:	Mean support hours per four-week period for non-workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997	115
Table A20:	Mean support hours per four-week period for 'job retained' workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997	116

Table A21:	Mean support hours per four-week period for workers who gained and retained a job, by presence or absence of other disability, 1 January 1995 to 30 June 1997	116
Table A22:	Mean support hours per four-week period for non-workers, by frequency of ADL assistance, 1 January 1995 to 30 June 1997	116
Table A23:	Mean support hours per four-week period for 'job retained' workers, by frequency of ADL assistance, 1 January 1995 to 30 June 1997	117
Table A24:	Mean support hours per four-week period for workers who gained and retained a job, by frequency of ADL assistance, 1 January 1995 to 30 June 1997	117
Table A25:	Mean support hours per four-week period for workers who gained and retained a job, by client type, 1 January 1995 to 30 June 1997	118
Table A26:	Mean support hours per four-week period for non-workers, by client type, 1 January 1995 to 30 June 1997	118
Table A27:	Mean support hours per four-week period for 'job retained' workers, by client type, 1 January 1995 to 30 June 1997	118

List of figures

Figure S1:	Number of clients by age group, 1995–96, 1996–97	xix
Figure S2:	Percentage of clients by primary disability type, 1995–96, 1996–97	xix
Figure S3:	Number of clients with and without jobs, 1995–96, 1996–97	xx
Figure S4:	Mean support hours per four-week period for non-workers, and workers with continuous jobs, 1 January 1995 to 30 June 1997	xxii
Figure S5:	Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997	xxiii
Figure 2.1:	Total site staff numbers by number of clients, 1996–97	11
Figure 2.2:	Percentage of clients attending sites with 25% or more of client's disability type, 1996–97	14
Figure 3.1a:	Number of clients by age group for males, 1995–96, 1996–97	16
Figure 3.1b:	Number of clients by age group for females, 1995–96, 1996–97	16
Figure 3.2:	Percentage of clients by primary disability type, 1995–96, 1996–97	20
Figure 3.3:	Percentage of clients with more than one disability by primary disability type, 1995–96, 1996–97	22
Figure 3.4:	Number of clients by primary disability type and frequency of assistance required for activities of daily living, 1995–96, 1996–97	23
Figure 3.5:	Percentage of clients requiring frequent or continual ADL assistance, by primary disability type, 1995–96, 1996–97	24
Figure 4.1:	Percentage of jobs by industry, 1995–96, 1996–97	29
Figure 4.2:	Percentage of jobs by occupation group, 1995–96, 1996–97	31
Figure 4.3:	Number of jobs by primary disability for the four most common occupation groups, 1995–96, 1996–97	31
Figure 4.4:	Number of jobs by employment basis, 1995–96, 1996–97	32

Figure 4.5: Percentage of jobs by weekly wage, 1995–96, 1996–97	33
Figure 4.6: Number of jobs by hours worked per week, 1995–96, 1996–97	35
Figure 4.7: Percentage of completed jobs by reason for job ending, 1995–96, 1996–97	38
Figure 4.8: Duration of current jobs, 1995–96, 1996–97	41
Figure 4.9: Duration of complete and current jobs, 1996–97	41
Figure 5.1: Job history of workers during 1996–97	48
Figure 5.2: Mean hourly wage rate by age of worker, 1995–96, 1996–97	56
Figure 5.3: Mean hours worked per work week by age of worker, 1995–96, 1996–97	57
Figure 5.4: Mean hourly wage rate by frequency of ADL assistance required, 1995–96, 1996–97	61
Figure 5.5: Mean hourly wage rate by selected industries of primary job, 1995–96, 1996–97	69
Figure 5.6: Mean wage per work week by selected industries of primary job, 1995–96, 1996–97	69
Figure 6.1: Mean support hours per four-week period for all non-workers, 1 January 1995 to 30 June 1997	77
Figure 6.2: Mean support hours per four-week period for ‘job retained’ workers with one continuous job, 1 January 1995 to 30 June 1997	77
Figure 6.3: Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997	79
Figure 6.4: Mean support hours per four-week period for workers who gained and lost a job—pre-job and in-job phases, 1 January 1995 to 30 June 1997	79
Figure 6.5: Mean support hours per four-week period for workers who lost a job—in-job and post-job phases, 1 January 1995 to 30 June 1997	80
Figure 6.6: Mean hours of support per four-week period for non-workers, by sex, 1 January 1995 to 30 June 1997	81
Figure 6.7: Mean hours of support per four-week period for continuous workers, by sex, 1 January 1995 to 30 June 1997	82
Figure 6.8: Mean hours of support per four-week period for workers in the ‘job gained’ category, by sex, 1 January 1995 to 30 June 1997	82
Figure 6.9: Mean hours of support per four-week period for non-workers, by age, 1 January 1995 to 30 June 1997	84
Figure 6.10: Mean hours of support per four-week period for continuous workers, by age, 1 January 1995 to 30 June 1997	84
Figure 6.11: Mean hours of support per four-week period for workers in the ‘job gained’ category, by age, 1 January 1995 to 30 June 1997	85
Figure 6.12: Mean hours of support per four-week period for workers in the ‘job gained’ category, by origin, 1 January 1995 to 30 June 1997	86
Figure 6.13: Mean hours of support per four-week period for non-workers, by preferred spoken language, 1 January 1995 to 30 June 1997	87

Figure 6.14: Mean hours of support per four-week period for continuous workers, by preferred spoken language, 1 January 1995 to 30 June 1997.....	87
Figure 6.15: Mean hours of support per four-week period for workers in the 'job gained' category, by preferred spoken language, 1 January 1995 to 30 June 1997.....	88
Figure 6.16: Mean hours of support per four-week period for non-workers, by primary disability type, 1 January 1995 to 30 June 1997	90
Figure 6.17: Mean hours of support per four-week period for continuous workers, by primary disability type, 1 January 1995 to 30 June 1997	91
Figure 6.18: Mean hours of support per four-week period for workers in the 'job gained' category, by primary disability type, 1 January 1995 to 30 June 1997	92
Figure 6.19: Mean hours of support per four-week period for non-workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997	94
Figure 6.20: Mean hours of support per four-week period for continuous workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997	94
Figure 6.21: Mean hours of support per four-week period for workers in the 'job gained' category, by presence or absence of other disability, 1 January 1995 to 30 June 1997	95
Figure 6.22: Mean hours of support per four-week period for non-workers, by frequency of ADL assistance, 1 January 1995 to 30 June 1997	96
Figure 6.23: Mean hours of support per four-week period for continuous workers, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997	97
Figure 6.24: Mean hours of support per four-week period for workers in the 'job gained' category, by frequency of ADL assistance, 1 January 1995 to 30 June 1997	97
Figure 6.25: Mean hours of support per four-week period for workers in the 'job gained' category, by client type, 1 January 1995 to 30 June 1997	100
Figure 6.26: Mean hours of support per four-week period for non-workers, by client type, 1 January 1995 to 30 June 1997	100
Figure 6.27: Mean hours of support per four-week period for continuous workers, by client type, 1 January 1995 to 30 June 1997	101

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Summary

This report presents data on open employment services for people with disabilities and the clients of these services, from January 1995. The primary focus of the report is a comparison of the characteristics of services and the experiences of clients in the 1995–96 and 1996–97 financial years.

Data were collected via the National Information Management System (NIMS) for open employment services, introduced on 1 January 1995. The development and implementation of the system were financially supported by the Department of Health and Family Services. The AIHW became involved during the implementation phase and is now Data Manager of the system, working alongside an independent Industry Development Manager representing service providers in the ongoing use and development of the system.

Employment and people with disabilities

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

People with a 'handicap' (in terms used by the Australian Bureau of Statistics in their major disability survey) had much higher rates of unemployment in 1993 than the rest of the population; some 21.0% of people with a handicap were unemployed, compared with an estimate of 12.7% for the labour force overall. This inequality illustrates the potential role of specialist services which aim to help people with a disability to obtain and retain employment.

Under the Commonwealth *Disability Services Act 1986* employment services fall into two main categories: open employment services and supported employment services. In an **open employment service**, clients receive support from a service outlet but are directly employed by another organisation. In **supported employment services** clients are employed by the same organisation that provides the employment support. This report covers the activities of the open employment services only.

Service providers

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

At the end of June 1996, there were 260 open employment sites using the NIMS system, of which 239 provided data. For the 12 months to 30 June 1997, 282 sites had installed NIMS systems, of which 268 provided data (Table S1). All States and Territories had open employment sites. In 1996–97 about three-quarters (75%) of all sites were in New South Wales, Victoria and Queensland (Table S1). Some 66% of sites were in urban areas, 30% in rural areas and the remaining 4% in remote areas (Table S2).

Table S1: Number of open employment sites by State and Territory, 1995–96, 1996–97

State	1995–96					1996–97				
	Sites		Clients		Average clients per site	Sites		Clients		Average clients per site ^(a)
	Number	%	Number	%		Number	%	Number	%	
New South Wales	72	30.1	5,608	27.2	77.9	77	28.7	6,446	26.2	84.8
Victoria	60	25.1	6,613	32.1	110.2	66	24.6	8,063	32.8	122.2
Queensland	59	24.7	4,625	22.4	78.4	61	22.8	5,563	22.6	91.2
Western Australia	25	10.5	1,970	9.6	78.8	28	10.4	2,147	8.7	76.7
South Australia	8	3.3	906	4.4	113.3	14	5.2	1,120	4.6	86.2
Tasmania	6	2.5	281	1.4	46.8	8	3.0	360	1.5	45.0
Australian Capital Territory	7	2.9	527	2.6	75.3	9	3.4	730	3.0	81.1
Northern Territory	2	0.8	94	0.5	47.0	5	1.9	161	0.7	32.2
Australia	239	100.0	20,624	100.0	86.3	268	100.0	24,590	100.0	92.4

(a) When calculating the average number of clients per site, 1 site from New South Wales and 1 site from South Australia were omitted as records of support given were missing for all clients.

Table S2: Number of sites by location, 1995–96, 1996–97

Location	1995–96		1996–97	
	Number	%	Number	%
Urban	161	67.4	181	67.6
Rural	71	29.7	77	28.7
Remote	7	2.9	10	3.7
Total	239	100.0	268	100.0

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

The average number of clients per site increased from 86 in 1995–96 to 92 in 1996–97. The percentage of sites having over 100 clients also increased markedly from 16% in 1995–96 to 37% in 1996–97. The average number of staff per site fell marginally from 6.6 in 1995–96 to 6.5 in 1996–97.

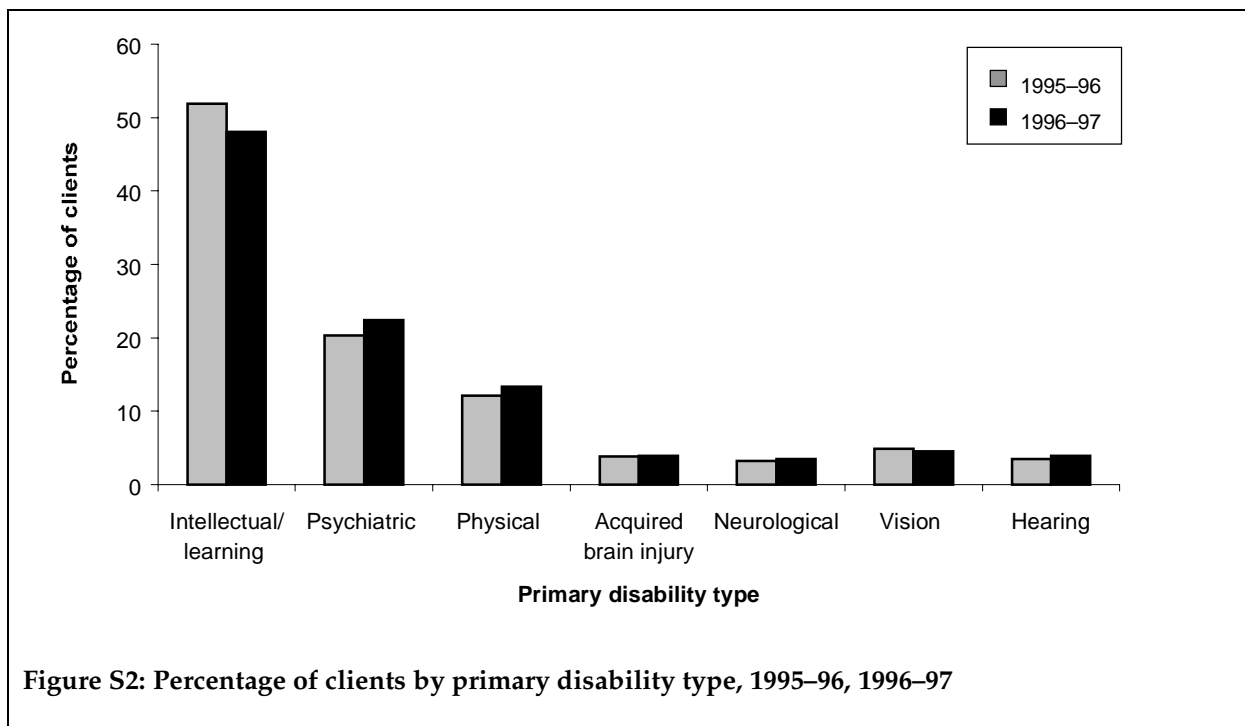
Clients

A total of 20,624 clients were recorded as having received some support from a service between 1 July 1995 and 30 June 1996, and 24,590 clients between 1 July 1996 and 30 June 1997.

Almost two-thirds of all clients were male (64% in 1995–96 and 63% in 1996–97). The age of clients ranged from 15 years to 64 years, with 89% being aged 44 years or less in both periods. The number of clients grew in each age group between 1995–96 and 1996–97, the largest relative growth being in the 15–19 year age group (Figure S1). Approximately 2% of clients were identified as being of Aboriginal or Torres Strait Islander descent, which is similar to their representation in the general Australian population.



In 1996-97, almost half (48%) of people attending open employment services had intellectual/learning as their primary disability, followed by about a fifth (22%) who had a psychiatric disability and 13% who had a physical disability (Figure S2). This percentage distribution differs from that in 1995-96, where a higher percentage of people had intellectual/learning as their primary disability type (52%) and correspondingly lower percentages of people had psychiatric (20%) or physical disabilities (12%) as their primary disability.



Job characteristics

Chapter 4 details the characteristics of client jobs in 1995–96 and 1996–97. Of the 24,590 clients receiving support in 1996–97, 12,431 (51%) had at least one job in this period ('workers'). Of these 'workers', 9,797 or 79% had only one job and 2,634 or 21% had two or more jobs—similar proportions to those in 1995–96 (Figure S3). A total of 16,191 jobs were undertaken by workers during 1996–97.

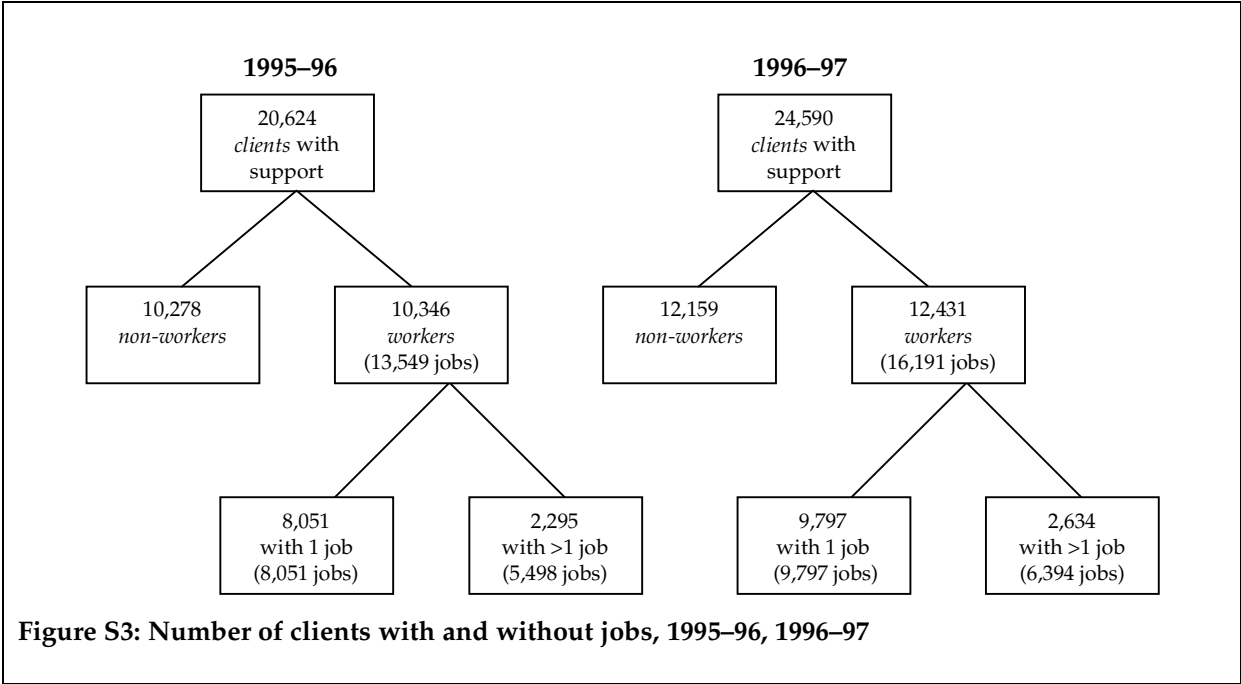


Figure S3: Number of clients with and without jobs, 1995–96, 1996–97

In both 1995–96 and 1996–97, jobs were spread across all industry sectors, with the leading employers being in manufacturing (15% each year) and retail trade (13% and 14% respectively), followed by health and community services (9% each year). In both periods, the majority of all jobs were as labourers/related workers, with clerks and sales/personal staff as the other main occupational categories.

The median length of a job current at the end of 1995–96 was 44 weeks and at the end of 1996–97 was 48 weeks. The percentage of current jobs of 12 months or less duration declined between 1995–96 and 1996–97 and the percentage of jobs of 24 months or more duration increased. About two-thirds of jobs were on a permanent regular basis (63% in 1995–96 and 64% in 1996–97).

Client job experience

Chapter 5 presents a more detailed analysis of the experience of workers (Table S3).

Of all workers in 1996–97, 47% 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 11% were employed at the beginning of the period but not at the end ('job lost'), and the remaining 12% had work at some time during the period but started and finished the period unemployed ('job gained and lost'). Compared with 1995–96, 1996–97 saw a higher

percentage of workers in the 'job retained' category (47%), with relatively lower percentages in the other categories, particularly 'job gained and lost' (12%).

Table S3: Job history of workers during 1995–96, 1996–97

Job history	Number	%
1995–96		
Job retained	4,485	43.4
Job lost	1,235	11.9
Job gained and retained	3,060	29.6
Job gained and lost	1,566	15.1
Total	10,346	100.0
1996–97		
Job retained	5,894	47.4
Job lost	1,415	11.4
Job gained and retained	3,585	28.8
Job gained and lost	1,537	12.4
Total	12,431	100.0

As at 1 July 1996, 7,309 clients had a job and this increased by 2,170 or 30% to 9,479 by 30 June 1997. The proportional increase from 1 July 1995 to 30 June 1996 was similar at 32%.

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

- time in work (in weeks, per time in 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 1996–97 the average worker was in work for about 33 weeks, which equated to just under three-quarters (73%) of their time in support. This was a slight increase over 1995–96 (31 weeks or 70%), however the mean hours of work per working week fell from 25.5 to 24.8 between the periods. The latter trend almost compensated for the former, so that the mean hours of work per week in support increased slightly from 18.3 to 18.6. This figure is a reflection of the total hours of work per working client for the whole year (that is, the amount of work averaged over all of the time in support).

From 1995–96 to 1996–97 the mean hourly wage rate increased by 2.7% from \$9.16 to \$9.41. However, because of the decrease of similar magnitude in the mean hours of work per working week, the mean weekly wage remained at \$229. At the same time, the mean income per week of support increased from \$164 to \$170, reflecting an increase in mean income per year of 3.8% from \$7,344 to \$7,624. The average time taken to get a job (for those clients who obtained work after the beginning of the financial year) was 14.7 weeks in 1995–96 and 14.0 weeks in 1996–97.

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. Details are provided in Chapter 5.

Client support

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

Support can be categorised as:

- support given directly to a client; and
- other support including general administration, general job search and travel.

The analysis in Chapter 6 focuses on direct support, because the recording of the 'other' category is optional in the data system. Of the recorded support times, approximately three-fifths of support hours go directly to the client.

People with an intellectual/learning disability received 62% of all direct support hours in 1996–97, down slightly from 66% in 1995–96. These clients also had the highest mean support per client. The next two largest groups were clients with a psychiatric disability who received 13% of direct support in 1996–97, and clients with a physical disability who received 11%.

Clients who had jobs (workers) received more support than other clients (non-workers) in both periods (2.0 versus 1.0 hours per week in 1996–97).

The amount of support received also varied with the length of time a client had been receiving support and the relationship of the support received to their job history. To analyse this further, the whole 30 months of NIMS data from 1 January 1995 to 30 June 1997 has been used.

For *workers who had one job continuously for the whole support period* there was a small peak in support at the beginning of the period, after which support levelled out but with some seasonal variation.

For *non-workers* with ongoing support, the mean support peaked in the first four-week period and rapidly dropped over the next twenty-week period before declining and levelling out (Figure S4).

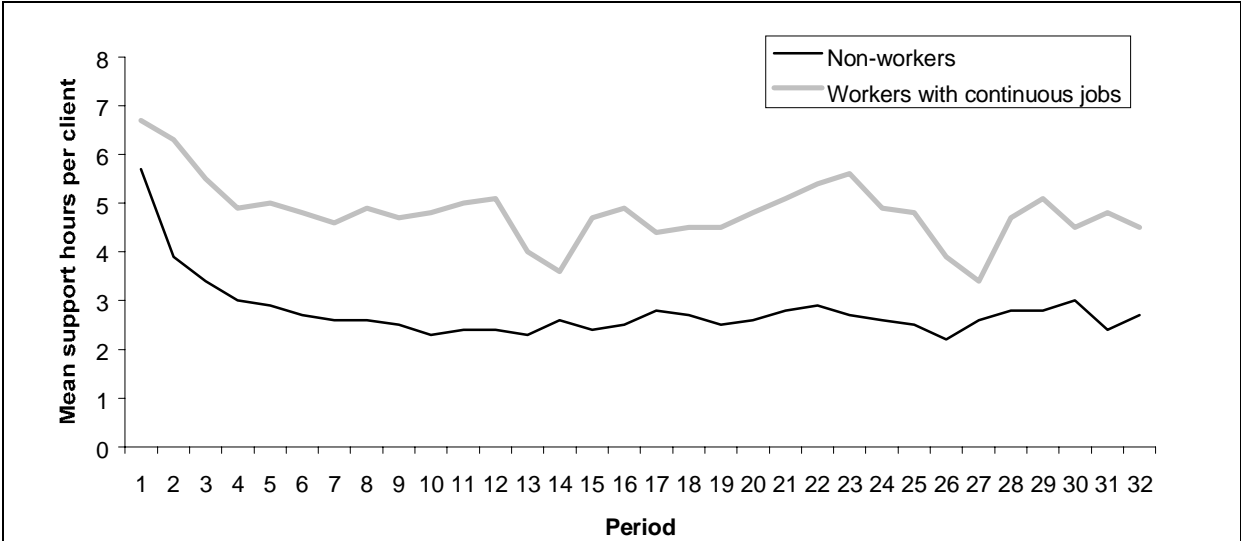


Figure S4: Mean support hours per four-week period for non-workers, and workers with continuous jobs, 1 January 1995 to 30 June 1997

The pattern of support for *other workers* varied with time, but this variation depended on their job history. For workers who gained a job there was a gradual increase in support during the pre-job phase followed by very large peaks of support just before and after

gaining a job. If the job was retained, mean support gradually declined to well under one hour per week (that is, less than four hours per four-week period), much less than the overall worker average and also less than for those who retained one job throughout the period (Figure S5).

The amount of support given at the time of obtaining a job that is retained does not appear to substantially depend on whether the client had a previous job or not (Figure S5).

Workers who lost a job had a small peak in support around the time of job loss, after which support declined to very low levels.

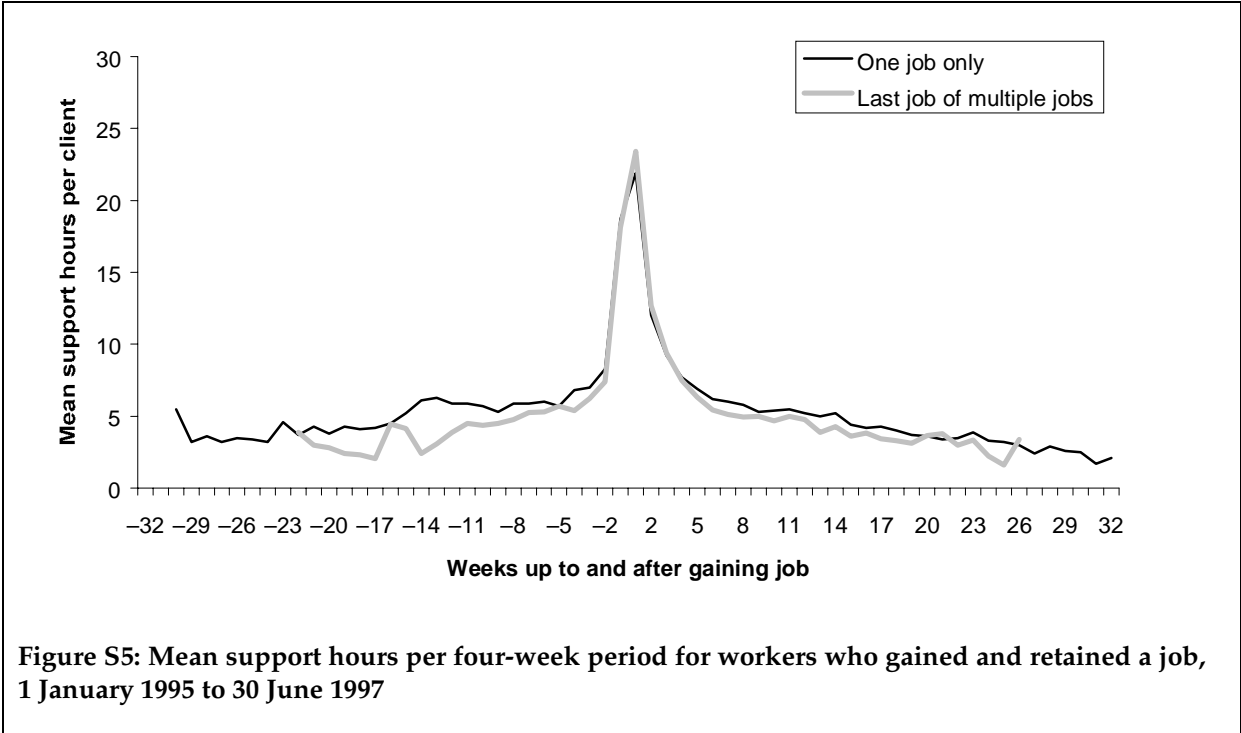


Figure S5: Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997

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. For workers, differences were generally most apparent at the time of peak support when gaining a job.

1 Introduction: employment and people with disabilities

The National Information Management System (NIMS) for open employment services for people with a disability was introduced on 1 January 1995. Open employment agencies enter data into a specially designed data capture application and, at the end of each quarter, send data to the Australian Institute of Health and Welfare (AIHW), where it is collated into a national data set.

The AIHW releases analyses of NIMS data on a quarterly basis in the form of NIMS Data Briefings. A comprehensive report entitled *Open Employment Services for People with Disabilities 1995: The First Year of NIMS Data* was also released detailing the first four quarters of the collection (Anderson & Wisener 1997). Both of these sources will be referred to throughout this publication.

This report analyses data primarily from the 1995–96 and 1996–97 financial years. The aim of the report is to provide useful comparative information to the open employment agencies that supply NIMS data, their clients, the Commonwealth Department of Health and Family 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, an outline of open employment models and services in Australia, and a description of the NIMS data system and its development. For a brief history of employment services for people with disabilities please refer to *Open Employment Services for People with Disabilities 1995: The First Year of NIMS Data*.

The remaining chapters present and discuss analyses of 1995–96 and 1996–97 NIMS data:

- Chapter 2 focuses on service providers;
- Chapter 3 presents client characteristics;
- Chapter 4 describes client job profiles;
- Chapter 5 analyses information about the job experience and related factors of clients of the services; and
- Chapter 6 discusses client support.

1.1 Disability in Australia

Population data

The 1993 Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers identified 'handicap' when a person with a disability also had a limitation or restriction in performing certain specific tasks associated with daily living, due to their disability (ABS 1993). The limitation must be due to a disability and relate to one or more of five activity areas—self-care, mobility, verbal communication, schooling, and employment.

According to ABS survey definitions, severity of handicap is based on a person's ability to perform tasks relevant to the three areas of handicap—self-care, mobility and verbal communication. People with mild handicap require no personal help or supervision and have no difficulty in performing any of the specified tasks, but use an aid. People with moderate handicap require no personal help or supervision but have difficulty in performing one or more of the tasks. People with profound or severe handicap are those who sometimes, or always, require personal assistance or supervision in one or more of the activity areas of self-care, mobility or verbal communication. These people are thus a major target population group for a range of support services (AIHW 1995:245).

In 1993, an estimated 2,500,200 (14.2% of the total population) reported a 'handicap' as defined by the ABS (Table 1.1). For people aged under 65 there were few age and sex differences in the rates of handicap, with the exception of the higher rates of moderate and mild handicap for males in the 5 to 14 and 60 to 64 groups. Females aged 65 and over had much higher rates of profound and severe handicap.

Where people reported handicap in more than one area, the severity of total handicap was taken to be the highest level of severity in any of the areas of self-care, mobility and verbal communication. The level of severity of handicap was not determined for children under age 5 and for people with only an employment or schooling limitation (ABS 1993).

Using data from the 1993 ABS Survey of Disability, Ageing and Carers it was estimated that the total number of people reporting a 'profound or severe handicap' was 721,000, (slightly over 4% of the total population aged 5 and above), of whom 306,000 were people aged 15 to 64 (2.6% of people in that age group) (AIHW 1995:245; AIHW 1997:294).

Table 1.1: People with a handicap: severity of handicap by sex and age as a percentage of the Australian population of that sex and age, Australia, 1993^(a)

	Profound	Severe	Moderate	Mild	ND ^(b)	Total	Total ('000)
Males							
0–4 ^(c)	—	—	—	—	4.8	4.8	31.7
5–14	1.7	1.2	0.9	1.9	2.2	7.9	103.5
15–24	0.9	0.4	0.4	1.7	1.7	5.0	70.6
25–29	0.6	1.0	0.8	1.9	1.7	6.0	41.3
30–44	0.8	1.5	1.7	3.0	1.8	8.7	180.3
45–59	1.3	2.4	3.7	7.7	3.2	18.3	260.5
60–64	2.3	2.3	7.1	16.5	6.0	34.2	122.0
65+	8.8	3.8	10.2	21.5	2.8	47.2	416.9
0–64	1.0	1.3	1.7	3.7	2.5	10.3	809.9
Total	1.8	1.5	2.6	5.5	2.6	14.0	1,226.7
Total ('000)	160.0	133.5	226.2	482.1	224.8	1,226.7	
Females							
0–4 ^(c)	—	—	—	—	3.9	3.9	24.8
5–14	1.4	0.7	0.7	1.1	1.4	5.1	63.3
15–24	0.8	0.6	0.6	2.3	1.0	5.4	72.5
25–29	0.6	1.2	1.1	2.5	0.6	6.0	40.9
30–44	0.6	1.8	1.4	3.4	1.5	8.7	180.1
45–59	1.5	2.9	3.6	6.6	2.9	17.6	241.3
60–64	2.5	2.3	5.4	11.4	2.5	24.0	86.3
65+	15.9	4.8	9.3	16.9	1.5	48.5	564.4
0–64	1.0	1.4	1.6	3.4	1.8	9.2	709.1
Total	2.9	1.9	2.6	5.2	1.8	14.4	1,273.5
Total ('000)	259.9	167.6	229.2	459.6	157.1	1,273.5	
Persons							
0–4 ^(c)	—	—	—	—	4.4	4.4	56.4
5–14	1.5	0.9	0.8	1.5	1.8	6.6	166.8
15–24	0.9	0.5	0.5	2.0	1.4	5.2	143.2
25–29	0.6	1.1	0.9	2.2	1.1	6.0	82.1
30–44	0.7	1.6	1.6	3.2	1.7	8.7	360.4
45–59	1.4	2.7	3.7	7.2	3.0	18.0	501.8
60–64	2.4	2.3	6.3	13.9	4.2	29.1	208.3
65+	12.8	4.4	9.7	18.9	2.1	47.9	981.3
0–64	1.0	1.4	1.7	3.6	2.2	9.7	1,519.0
Total	2.4	1.7	2.6	5.3	2.2	14.2	2,500.2
Total ('000)	419.9	301.1	455.5	941.8	382.0	2,500.2	

(a) Estimates of 1,900 or less have a relative standard error (RSE) of 50% or more. Estimates of 8,000 or less have an RSE of 25% or more. These estimates should be interpreted accordingly.

(b) Not determined: This group comprises all children with a disability aged 0–4 years and people who had a schooling or employment limitation only.

(c) Severity of handicap was not determined for children with a disability aged 0–4 years. Some totals include people aged 5–64 only.

Source: AIHW 1995, Table 6.1, based on ABS 1993 Survey of Disability, Ageing and Carers, unpublished data.

Table 1.2 presents data on some social and economic characteristics of working age people with a disability living in households. People with a disability were more likely to live alone and more likely to be recipients of government pensions or benefits than the general population. This pattern was particularly true among people with a profound or severe handicap (AIHW 1995:250).

Employment status and labour force participation were both strongly related to the presence of 'handicap'. While 64% of all people were employed, this fell to 45% for people with a disability and 37% for people with a handicap (Table 1.2). People with a handicap were also much more likely *not* to participate in the labour force (54%) compared with people who have a disability (45%) or all people (26%). People with ill health or disability also appear to experience longer periods of unemployment (see Anderson & Wisener 1997:4).

Table 1.2: People aged 15 to 64 years living in households: living arrangement, main source of income and employment status, by severity of handicap and disability status (percentage distribution), Australia, 1993

	Severity of handicap					Total with a handicap	Total with a disability	Total with and without a disability
	Profound	Severe	Moderate	Mild	ND ^(a)			
Living arrangement								
Lives alone	5.7	9.8	17.8	14.9	17.6	14.5	13.6	6.8
Lives with other people	94.3	90.2	82.2	85.1	82.4	85.5	86.4	93.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Main source of income								
Wages and salary	5.9	14.9	16.3	21.4	21.6	18.3	23.7	48.2
Own business/partnership	2.3	3.8	6.7	7.3	5.8	6.0	7.2	11.2
Govt pension/cash benefit	73.7	58.4	53.4	49.2	47.9	53.0	46.0	22.9
Other regular income	3.9	8.5	10.9	10.1	8.9	9.3	11.0	5.8
Superannuation	2.1	2.5	2.8	2.6	2.0	2.4	2.3	0.8
Workers' compensation	4.4	3.6	2.4	2.3	2.5	2.7	2.0	0.3
Total^(b)	92.2	91.7	92.4	93.0	88.7	91.8	92.2	89.4
Employment status								
Employed	15.8	31.0	35.2	41.8	40.7	36.8	45.1	64.3
Unemployed	4.2	8.8	7.7	9.5	15.5	9.8	9.8	9.3
Not in the labour force	80.1	60.1	57.1	48.7	43.8	53.5	45.1	26.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Not determined: this group comprises all people who had a schooling or employment limitation only.

(b) Totals are less than 100% as some people had no income source that could be identified.

Source: AIHW 1995, Table 6.4, based on ABS 1993 Survey of Disability, Ageing and Carers, unpublished data.

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 arise for small estimates (AIHW 1995:304).

1.2 Employment services in Australia

Under the Commonwealth Disability Services Act employment services fall into two main categories: open employment services and supported employment services. In an open employment service, clients receive support from a service outlet but are directly employed by another organisation. In supported employment services, clients are employed by the same organisation that provides the employment support. A full history and description of these service types is provided in Anderson and Wisener (1997:5).

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 National Information Management System (NIMS) for open employment services in Australia collates national data on open employment services for people with a disability and on clients of these services.

System development 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, resulting 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.

System outline and objectives

Agencies are provided with a computerised system comprising software, standardised definitions and data items relating to clients (demographics, disabilities, current job, job history), agency sites (location, number of staff, staff activities), and employers (location, type of industry).

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

The system was installed at 260 sites as at 30 June 1996 and 282 as at 30 June 1997.

The objectives of the National Information Management System (NIMS) computer system are:

- to enable agencies to collect and manage information about their services, its resources and its clients with a goal of improving service quality and client outcomes;
- to provide the Department of Health and Family Services (the Department) with comprehensive statistical information (apart from financial accountability data) about open employment services funded under the Disability Services Act; and
- to enable the Australian Institute of Health and Welfare to support these objectives and fulfil its own charter to develop, analyse and disseminate national statistics on disability services.

A tripartite system

One of the innovative features of the system is that there are three parties involved: the industry (represented by the Industry Development Manager), the Department of Health and Family Services, and the Australian Institute of Health and Welfare.

The Industry Development Manager is a recent service provider who is responsible for helping agencies use the data, in particular to improve services and outcomes for clients. The Industry Development Manager liaises with and provides advice to agencies about the system and its correct use, notes any need for changes in the system, data or reports produced and produces a range of individualised reports for service use.

The Department of Health and Family Services is responsible for national policy on employment services for people with a disability, and funds all the open employment services on the NIMS system as well as approximately 550 other employment services (chiefly supported employment services). Project officers in the State and Territory offices of the Department are key users of the data from the NIMS system, as are the policy and planning areas of the Department.

The Institute, as Data Manager, is responsible for administering a central database of all data from the agencies, the collation, analysis and reporting of the data, and for ensuring the integrity and confidentiality of all data received, in line with its legislative responsibilities. This role is consistent with the Institute's legislative charter to develop, collate, analyse and disseminate national data on community services. Specific system responsibilities include:

- routine management including the routine receipt of data from agencies on a quarterly basis, checking their validity, liaising with agencies to resolve any problems, and uploading data to the Institute's NIMS central database;
- 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 agencies and producing quarterly data in electronic form for the Department and the Industry Development Manager; and
- routine system review and development as well as advice on possible longer term development of the system.

2 Service providers

2.1 Numbers of open employment NIMS sites

The NIMS system was installed in 260 sites nationally by the end of June 1996 and 282 sites by the end of June 1997. The information presented in this report refers only to data received from 239 sites in 1995–96 (or 92% of all sites with NIMS installed in that period), and 268 sites in 1996–97 (or 95% of all sites with NIMS installed in that period). Complete data were not received from the remaining sites in time for inclusion in the respective databases for 1995–96 and 1996–97.

It should be noted that the use of the term ‘site’ here does not correspond exactly to the term ‘outlet’ as used by the Department of Health and Family Services.* For instance, the 268 NIMS ‘sites’ providing 1996–97 data correspond to approximately 310 or 95% of the open employment service ‘outlets’ funded by the Department in that period.

Of the 29 NIMS sites which provided data in 1996–97 but not in 1995–96, 24 were new sites that did not begin providing open employment support to clients until some time during 1996–97. Another two of these sites did not provide client support records for 1996–97 and so only their agency details are included for this year. The remaining three sites, which had a total of 99 clients in 1996–97, were also active in 1995–96 but had data missing for this year. There was one such site in each of Victoria, Western Australia and the Northern Territory.

The number of NIMS sites increased in every State and Territory in Australia from 1995–96 to 1996–97 (Table 2.1). The increase in sites was particularly significant in the Northern Territory which moved from 2 to 5 sites (one site had missing data in 1995–96), and South Australia which moved from 8 to 14 sites between 1995–96 and 1996–97. Over three-quarters of all sites were located in New South Wales, Victoria and Queensland in both 1995–96 (80%) and 1996–97 (76%), although the concentration of sites in the larger jurisdictions was somewhat reduced in the latter year.

In both 1995–96 and 1996–97, the largest number of NIMS sites was in New South Wales and the largest number of clients was in Victoria. The average number of clients per site increased from 86 in 1995–96 to 92 in 1996–97. This average varied widely across the jurisdictions and between the reporting periods. In 1995–96, the average number of clients

* A ‘site’ refers to any location or agency where a NIMS system has been installed, whereas an ‘outlet’ is a body funded by the Department of Health and Family Services to perform a discrete activity under Section 10, 12A or 13 of the Disability Services Act, from a distinct physical site. In the majority of cases there is a one to one relationship between NIMS ‘sites’ and open employment ‘outlets’, as each outlet operates a single NIMS system for its own use. However in some cases, an overarching organisation may prefer to use only one NIMS system for a number of its outlets, in which case only one ‘site’ will represent the collection of data from several ‘outlets’. In rarer instances, an outlet may operate more than one NIMS system due to a perceived administrative need, resulting in multiple ‘sites’ being recorded for the one ‘outlet’. It is hoped that the current NIMS reporting system can be adapted so that future publications may be able to report in terms of ‘outlets’.

per site ranged from a low of 47 in Tasmania and the Northern Territory, to a high of 113 clients per site in South Australia while, in 1996–97, this average ranged from 32 clients per site in the Northern Territory to 122 per site in Victoria.

Table 2.1: Number of sites and clients by State and Territory, 1995–96, 1996–97

State	1995–96					1996–97				
	Sites		Clients		Average clients per site	Sites		Clients		Average clients per site ^(a)
	n	%	n	%		n	%	n	%	
New South Wales	72	30.1	5,608	27.2	77.9	77	28.7	6,446	26.2	84.8
Victoria	60	25.1	6,613	32.1	110.2	66	24.6	8,063	32.8	122.2
Queensland	59	24.7	4,625	22.4	78.4	61	22.8	5,563	22.6	91.2
Western Australia	25	10.5	1,970	9.6	78.8	28	10.4	2,147	8.7	76.7
South Australia	8	3.3	906	4.4	113.3	14	5.2	1,120	4.6	86.2
Tasmania	6	2.5	281	1.4	46.8	8	3.0	360	1.5	45.0
Australian Capital Territory	7	2.9	527	2.6	75.3	9	3.4	730	3.0	81.1
Northern Territory	2	0.8	94	0.5	47.0	5	1.9	161	0.7	32.2
Australia	239	100.0	20,624	100.0	86.3	268	100.0	24,590	100.0	92.4

(a) When calculating the average number of clients per site, 1 site from New South Wales and 1 site from South Australia were omitted as records of support given were missing for all clients.

NIMS sites operated in a range of locations around Australia. In 1996–97, over two-thirds (68%) of all sites were in urban locations, with 29% in rural and 4% in remote locations (Table 2.2). The proportion of sites in remote locations had increased slightly from 3% in 1995–96 with a corresponding 1% decrease in the proportion of sites in rural areas.

Table 2.2: Number of sites by location, 1995–96, 1996–97

Location	1995–96		1996–97	
	Number	%	Number	%
Urban	161	67.4	181	67.6
Rural	71	29.7	77	28.7
Remote	7	2.9	10	3.7
Total	239	100.0	268	100.0

Note: Location is classified according to the 1996 Commonwealth Department of Health and Family Services Rural and Remote Areas classification.

2.2 Staff numbers

During 1996–97 there were approximately 1,751 equivalent full-time* staff working in services across Australia, of whom 46 received no wages (Table 2.3). There were 1,403 paid support staff, with an average of 5 per site, and 339 paid administration staff, with an average of 1 per site. While the overall number of staff in 1996–97 had increased from 1,635 in 1995–96, the average number of staff per site fell marginally over this period. This small decrease in the average reflects a number of small changes in paid and unpaid support and administrative staff numbers, detailed below.

* 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.

Table 2.3: Number of equivalent full-time staff, 1995–96, 1996–97

	Paid staff		Unpaid staff		Total staff
	Support	Administration	Support	Administration	
1995–96					
Range (per site)	0.5–32.0	0.1–6.0	0.0–8.0	0.0–7.0	1.0–33.8
Average (per site)	5.4	1.2	0.1	0.2	6.8
Total	1,281.8	294.2	18.3	40.5	1,634.8
1996–97					
Range (per site)	0.3–32.0	0.1–6.5	0.0–2.7	0.0–7.0	1.0–33.8
Average (per site)	5.3	1.2	0.0	0.1	6.6
Total	1,402.9	339.4	11.0	34.7	1,751.0

The average number of *paid* staff per site fell marginally from 6.6 in 1995–96 to 6.5 in 1996–97 (Table 2.3). There was substantial variation in the number of paid staff employed in open employment services. In 1996–97, about one-third (34%) of sites employed more than 5 and up to 10 paid staff, 22% employed more than 3 and up to 5 paid staff and 27% employed 1 to 3 paid staff (Table 2.4). Compared with 1995–96, there was a slightly higher percentage of sites with 1 to 3 paid staff and a correspondingly lower percentage of sites with more than 10 paid staff in 1996–97.

The average number of *unpaid* staff per site also fell from 0.3 in 1995–96 to 0.1 in 1996–97. The percentage of sites with less than one equivalent full-time unpaid staff member rose slightly between 1995–96 (222 of 239 or 93%) and 1996–97 (252 of 268 or 94%; Table 2.4).

Table 2.4: Number of sites: distribution of paid and unpaid staff, 1995–96, 1996–97

Total paid staff (equivalent full-time)	Total unpaid staff (equivalent full-time)				% Total
	<1	1–3	5.1–10	Total ^(a)	
1995–96					
1–3	56	3	—	59	24.7
3.1–5	51	2	1	54	22.6
5.1–10	77	5	1	83	34.7
10.1–15	27	1	1	29	12.1
>15	11	1	2	14	5.9
Total	222	12	5	239	100.0
1996–97					
1–3	68	3	—	72	26.7
3.1–5	58	2	—	60	22.4
5.1–10	86	4	2	92	34.3
10.1–15	28	—	1	29	10.8
>15	12	1	1	14	5.2
Total	252	10	4	268	100.0

(a) In 1996–97 the total includes 2 sites with missing staff details (1 missing both paid and unpaid details and one missing only unpaid details).

In both 1995–96 and 1996–97 most NIMS sites employed between 1 and 10 paid equivalent full-time *support* staff (87% and 86% respectively; Table 2.5). In 1996–97, over 37% of all sites had 1 to 3 paid support staff, 21% had more than 3 and up to 5 paid support staff and 28%

had more than 5 and up to 10 paid support staff. Compared with 1995–96, there was a slightly lower proportion of sites employing 5 to 10 support staff (30%) and a slightly higher proportion employing 3 to 5 support staff (19%) in 1996–97.

In 1996–97, over half (53%, 143 from 268) the NIMS sites employed 1 to 3 paid *administration* staff while 42% (113 from 268) had less than one equivalent full-time administration position. A higher proportion of sites had less than one equivalent full-time administration position in 1996–97 compared with 1995–96 (89 from 239 or 37%) and a correspondingly higher percentage had between 1 and 3 administration staff compared to the earlier period (141 from 239 or 59%).

In 1996–97, the most frequent combination of support and administration staff was 1 to 3 support staff and less than one administration staff member (67 of 268 or 25%), followed by 5 to 10 support staff and 1 to 3 administration staff (59 of 268 or 22%). In 1995–96, the most frequent combination was 5 to 10 support staff and 1 to 3 administration staff (62 from 239 or 26%).

Table 2.5: Number of sites: equivalent full-time paid staff, support and administration, 1995–96, 1996–97

Paid support staff (equivalent full-time)	Paid administration staff (equivalent full-time)					% Total
	<1	1–3	3.1–5	5.1–10	Total ^(a)	
1995–96						
<1	6	—	—	—	6	2.5
1–3	56	34	—	—	90	37.7
3.1–5	17	29	—	—	46	19.3
5.1–10	9	62	1	—	72	30.1
10.1–15	1	12	3	1	17	7.1
>15	—	4	4	—	8	3.4
Total	89	141	8	1	239	100.0
1996–97						
<1	6	2	—	—	8	3.0
1–3	67	33	—	—	100	37.3
3.1–5	24	31	—	—	55	20.5
5.1–10	15	59	2	—	76	28.4
10.1–15	1	14	5	1	21	7.8
>15	—	4	2	1	7	3.0
Total	113	143	9	2	268	100.0

(a) In 1996–97 the total includes 1 site with unknown staff details.

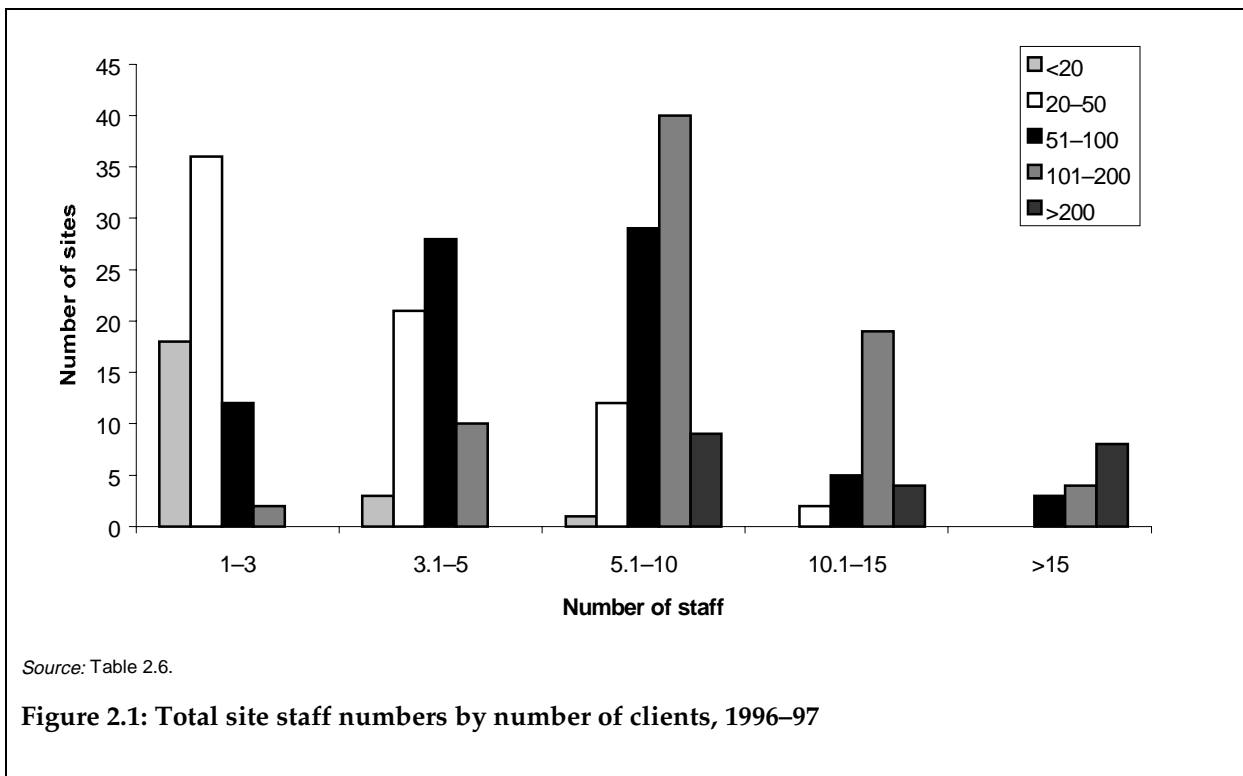
2.3 Staff and client numbers

In 1995–96, about a third (33%) of sites had between 20 and 50 clients, about a third (32%) had between 51 and 100 clients and 16% had over 100 clients (Table 2.6, Figure 2.1). In 1996–97 these percentages changed quite markedly, with a much higher percentage of sites having over 100 clients (37%) and lower percentages having client numbers less than 50.

In 1996–97, the most common combination of the number of staff and the number of clients was 40 sites with 101 to 200 clients and 5 to 10 staff (Figure 2.1). In 1995–96, the most common situation was 43 sites with 51 to 100 clients and 5 to 10 staff.

Table 2.6: Sites: total site staff numbers by number of clients, 1995–96, 1996–97

All staff	Number of clients					Total	% Total
	<20	20–50	51–100	101–200	>200		
1995–96							
1–3	29	25	1	1	—	56	23.4
3.1–5	9	31	14	2	—	56	23.4
5.1–10	3	20	43	15	—	81	33.9
10.1–15	2	2	14	13	—	31	13.0
>15	—	1	5	6	3	15	6.3
Total	43	79	77	37	3	239	100.0
1996–97							
1–3	18	36	12	2	—	68	25.4
3.1–5	3	21	28	10	—	62	23.1
5.1–10	1	12	29	40	9	91	34.0
10.1–15	—	2	5	19	4	30	11.2
>15	—	—	3	4	8	15	5.6
Unknown	1	1	—	—	—	2	0.8
Total	23	72	77	75	21	268	100.0



2.4 Open employment NIMS sites and predominant disability types

All clients of an open employment service are recorded as having one primary disability type. Nine different primary disability types may be recorded in NIMS (intellectual/learning, psychiatric, physical, acquired brain injury, neurological, vision, hearing, speech, and deaf and blind).

The information contained in Table 2.7 was calculated to determine whether NIMS sites tend to specialise in a particular primary disability group, or cater for a mixture of primary disability groups. Considering that the proportion of clients with an intellectual/learning disability as their primary disability was 25% or more for almost four-fifths of all sites (208 or 78%), sites were grouped into three broad categories:

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

Table 2.7 illustrates the number of sites in each category, the number of clients who received support during 1996–97, and the average number of clients per site. Over a third (36% or 8,854) of clients attended an open employment service with 75% or greater from a particular primary disability group, and 23% (5,547) of clients attended an open employment service with 25–74% from a particular disability group other than intellectual/learning (Figure 2.2). The average number of clients per site varied from relatively small sites with 26 to 54 clients (for site groups neurological $\geq 75\%$, acquired brain injury 25–74% and hearing $\geq 75\%$), to large sites with well over 100 clients per site (vision $\geq 75\%$ and psychiatric 25–74%).

A substantial minority (45%) of clients with the primary disability type 'vision' were receiving services from a site that had 75% or more of their clients with this disability type (Figure 2.2). This was also the case for clients with the primary disability type 'psychiatric' (46% attended a site where 75% or more of the clients had a psychiatric disability), and clients with the primary disability type 'intellectual/learning' (38% attended a site where 75% or more of the clients had the primary disability type 'intellectual/learning').

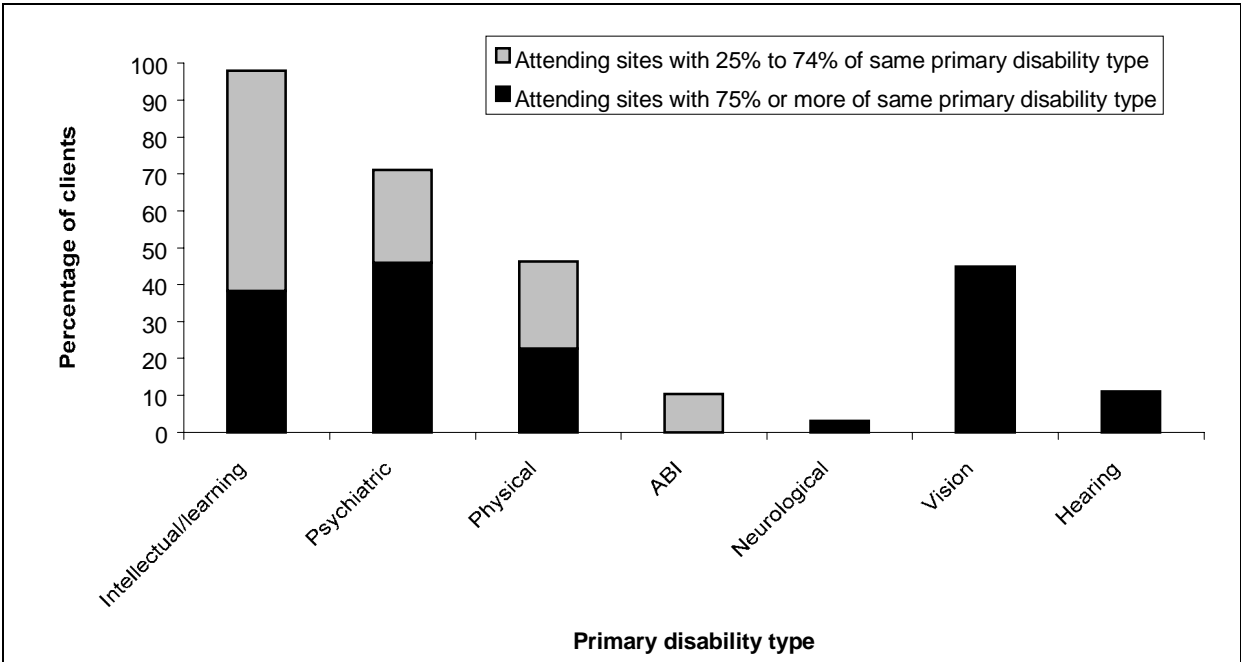
A further 60% of clients with an intellectual/disability as their primary disability attended a site where 25–74% of clients had this disability type, which means that almost all (98%) clients with this disability attended a site that had at least a quarter of such clients (Figure 2.2). For clients with the primary disability type 'psychiatric', an additional 25% attended sites where 25–74% of clients had this disability type. Clients with a physical disability also had a relatively high likelihood of attending sites where 25–74% of clients had the same primary disability (25%). Clients with other disability types tended to be receiving services at sites catering for a wider mixture of disability types.

Table 2.7: Sites grouped by client primary disability type: numbers of sites and clients, 1996–97

Type of site—grouping according to clients' disability type	No. of sites ^(a)	Total clients	Mean clients per site	Intellectual/learning		Psychiatric		Physical		Acquired brain injury		Neurological		Vision		Hearing		Speech		Deaf and blind	
				n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Predominant disability type (≥75%)																					
Intellectual/learning ≥75%	68	5,123	75.3	4,529	38.3	94	1.7	187	5.7	111	11.5	69	8.0	47	4.3	84	8.8	—	—	2	6.7
Psychiatric ≥75%	28	2,645	94.5	34	0.3	2,535	46.0	39	1.2	11	1.1	9	1.0	3	0.3	11	1.2	3	4.2	—	—
Physical ≥75%	7	446	63.7	12	0.1	1	0.0	410	12.6	2	0.2	15	1.7	4	0.4	2	0.2	—	—	—	—
Neurological ≥75%	1	26	—	—	—	—	—	—	—	—	—	26	3.0	—	—	—	—	—	—	—	—
Vision ≥75%	3	507	169.0	4	—	—	—	—	—	1	0.1	1	0.1	492	44.9	—	—	7	9.7	2	6.7
Hearing ≥75%	2	107	53.5	2	—	—	—	—	—	—	—	—	—	—	—	105	11.0	—	—	—	—
<i>Subtotal</i>	<i>109</i>	<i>8,854</i>	<i>81.2</i>	<i>4,581</i>	<i>38.7</i>	<i>2,630</i>	<i>47.7</i>	<i>636</i>	<i>19.5</i>	<i>125</i>	<i>13.0</i>	<i>120</i>	<i>13.9</i>	<i>546</i>	<i>49.8</i>	<i>202</i>	<i>21.2</i>	<i>10</i>	<i>13.9</i>	<i>4</i>	<i>13.3</i>
Substantial proportion of disability type (25–74%), not intellectual/learning^(b)																					
Psychiatric 25–74%	28	3,082	110.1	979	8.3	1,198	21.7	416	12.8	149	15.5	127	14.7	88	8.0	111	11.7	13	18.1	1	3.3
Physical 25–74%	30	1,842	61.4	605	5.1	225	4.1	629	19.3	80	8.3	94	10.9	95	8.7	101	10.6	10	13.9	3	10.0
ABI 25–74%	3	139	46.3	49	0.4	6	0.1	6	0.2	73	7.6	5	0.6	—	—	—	—	—	—	—	—
Psychiatric and physical each 25–74%	2	418	209.0	59	0.5	186	3.4	110	3.4	11	1.1	10	1.2	19	1.7	22	2.3	—	—	1	3.3
Physical and Acquired Brain Injury each 25–74%	1	66	—	5	0.0	—	—	32	1.0	26	2.7	3	0.2	—	—	—	—	—	—	—	—
<i>Subtotal</i>	<i>64</i>	<i>5,547</i>	<i>86.7</i>	<i>1,697</i>	<i>14.3</i>	<i>1,615</i>	<i>29.3</i>	<i>1,193</i>	<i>36.6</i>	<i>339</i>	<i>35.2</i>	<i>239</i>	<i>27.7</i>	<i>202</i>	<i>18.4</i>	<i>234</i>	<i>24.6</i>	<i>23</i>	<i>32.0</i>	<i>5</i>	<i>16.7</i>
Other																					
Intellectual/learning 50–74%	66	7,252	109.9	4,386	37.1	790	14.3	893	27.4	303	31.4	308	35.7	220	20.1	316	33.2	27	37.5	9	30.0
Intellectual/learning <50%	27	2,937	108.8	1,174	9.9	480	8.7	538	16.5	197	20.4	197	22.8	128	11.7	199	20.9	12	16.7	12	40.0
Total	266	24,590	92.4	11,838	100.0	5,515	100.0	3,260	100.0	964	100.0	864	100.0	1,096	100.0	951	100.0	72	100.0	30	100.0

(a) Total excludes 2 sites where records of support given were missing for all clients.

(b) 59.6% of clients (7,055) with an intellectual/learning disability were supported by sites that had 25–74% of clients with an intellectual/learning disability.



Source: Table 2.7.

Figure 2.2: Percentage of clients attending sites with 25% or more of client’s disability type, 1996–97

3 Client characteristics

A total of 24,590 clients received open employment support between 1 July 1996 and 30 June 1997, of whom around two-thirds (63%) were male and one-third (37%) female (Table 3.1). The age distribution was similar for males and females although a slightly higher proportion of female clients were aged 20–24 years.

The overall number of clients increased by 3,966 or 19% from 20,624 in 1995–96 to 24,590 in 1996–97. A very small part of this change (99 clients or less than 0.5 percentage points) was due to clients who were included in 1996–97 but were from agencies that had missing data in 1995–96 (see Section 2.1). The remainder of the increase (3,867 clients) was due to new clients of whom about one-sixth (17% or 665) were from new sites.

The sex distribution of clients remained constant over the two financial years; however, the age distribution varied somewhat, with a higher proportion of clients in the 15–19 year age group in 1996–97 (16%) compared with 1995–96 (10%; Figure 3.1).

Table 3.1: Number of clients by sex and age, 1995–96, 1996–97

Sex	15–19		20–24		25–29		30–44		45–59		60–64		Total ^(a)	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
1995–96														
Male	1,411	10.7	3,309	25.0	2,581	19.5	4,446	33.6	1,397	10.6	59	0.4	13,227	64.1
Female	715	9.7	2,173	29.4	1,420	19.2	2,325	31.4	738	10.0	14	0.2	7,397	35.9
Total	2,126	10.3	5,482	26.6	4,001	19.4	6,771	32.8	2,135	10.4	73	0.4	20,624	100.0
1996–97														
Male	2,474	15.9	3,637	23.3	2,774	17.8	4,991	32.0	1,639	10.5	67	0.4	15,602	63.4
Female	1,369	15.2	2,355	26.2	1,546	17.2	2,774	30.9	916	10.2	13	0.1	8,988	36.6
Total	3,843	15.6	5,992	24.4	4,320	17.6	7,765	31.6	2,555	10.4	80	0.3	24,590	100.0

(a) Includes 14 clients aged 65–69 and 22 clients for whom age was unknown in 1995–96, and 15 clients aged 65–69 and 20 clients for whom age was unknown in 1996–97.

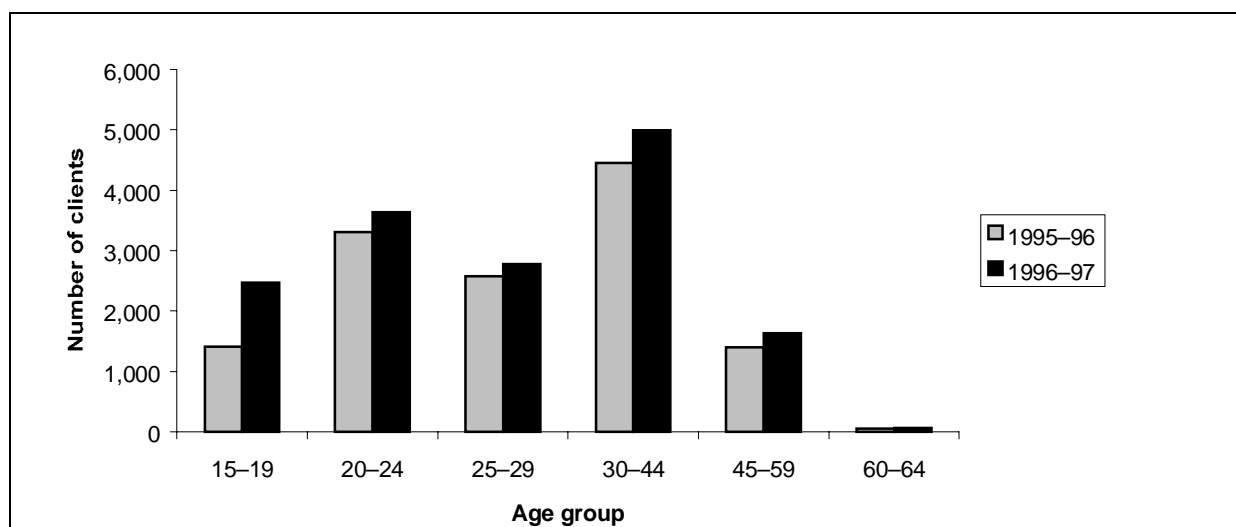
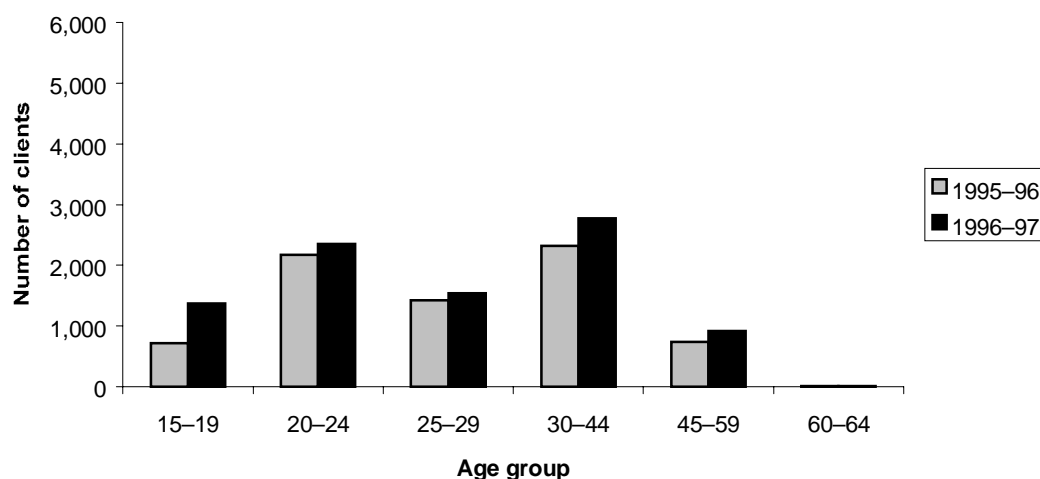


Figure 3.1a: Number of clients by age group for males, 1995-96, 1996-97



Source: Table 3.1.

Figure 3.1b: Number of clients by age group for females, 1995-96, 1996-97

During 1996-97, 2,875 clients were recorded by agencies as withdrawing from open employment support (Table 3.2). Half (51%) of these withdrawals were client-initiated and about one-third (35%) were agency-initiated. Nearly one in ten clients (9%) withdrew from support because they transferred to another agency and one in twenty (5%) because they became independent workers. During 1995-96, 2,445 clients withdrew from support. The reasons for ceasing support in 1995-96 were distributed in a similar fashion to those in 1996-97.

In 1996-97, a further 2,860 clients with support prior to 1 July 1996 (i.e. the beginning of the financial year) had not received support during the 1996-97 financial year but had no recorded reason for ceasing support. For 1995-96, there were 1,099 clients with support in the six months prior to 1 July 1995 who had received no support since that time 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. The small number of clients who transferred from one agency to another should be recorded at the new agency, in which case they will appear as new clients for the new agency.

Table 3.2: Number of clients who ceased support by reason for ceasing support, 1995–96, 1996–97

Reason for ceasing support	1995–96		1996–97	
	Number	%	Number	%
Independent	118	4.8	139	4.8
Transferred	241	9.9	259	9.0
Agency-initiated	870	35.6	1,005	35.0
Client-initiated	1,209	49.4	1,471	51.2
Not specified	7	0.3	1	0.0
Total	2,445	100.0	2,875	100.0

Of the clients receiving open employment support in the 12 months to 30 June 1997, 1.7% (415) were of Aboriginal or Torres Strait Islander origin (Table 3.3), compared with 1.9% (390) in the 12 months to 1995–96. These percentages were slightly less than the estimated proportion in the total Australian population at these times (2.0% as at 30 June 1996 and 30 June 1997)(ABS 1997a). The percentage of clients recorded as having unknown origin decreased between 1995–96 and 1996–97.

Table 3.3: Number of clients by origin, 1995–96, 1996–97

Origin	1995–96		1996–97	
	Number	%	Number	%
Not Aboriginal, Torres Strait Islander, South Sea Islander	19,073	92.5	23,005	93.6
Aboriginal	363	1.8	391	1.6
Torres Strait Islander	27	0.1	24	0.1
South Sea Islander	44	0.2	42	0.2
Unknown	1,117	5.4	1,128	4.6
Total	20,624	100.0	24,590	100.0

In 1996–97, 90% of clients were born in Australia, 3% born in another country classified as English-speaking, 5% from countries classified as non-English-speaking and 2% recorded as 'not known' (Table 3.4). These percentages are almost identical to those in 1995–96. The distribution of people according to country of birth differs somewhat from the estimated distribution in the Australian population in 1996. According to the 1996 Census of Population and Housing, 75% of the population were born in Australia, 9% in other English-speaking countries, 13% in non-English-speaking countries and 3% had unknown country of birth (ABS 1997b:38).

Table 3.4: Number of clients by country of birth, 1995–96, 1996–97

Country of birth	1995–96		1996–97	
	Number	%	Number	%
Australia	18,466	89.5	22,044	89.6
Other English-speaking	606	2.9	750	3.1
Non-English-speaking	1,040	5.0	1,228	5.0
Not known	512	2.5	568	2.3
Total	20,624	100.0	24,590	100.0

(a) 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 both 1995–96 and 1996–97, the preferred language of the vast majority of clients were English (93% and 94% respectively), followed by sign language, Italian and Greek (Table 3.5).

Table 3.5: Number of clients by most common preferred languages, 1995–96, 1996–97

Language	1995–96		1996–97	
	Number	%	Number	%
English	19,169	92.9	22,988	93.5
An Australian Aboriginal language	63	0.3	52	0.2
Italian	121	0.6	121	0.5
Greek	104	0.5	112	0.5
Vietnamese	64	0.3	85	0.3
Arabic (including Lebanese)	60	0.3	69	0.3
Spanish	44	0.2	50	0.2
Cantonese	40	0.2	40	0.2
All other spoken languages	590	2.9	656	2.7
Sign language	245	1.2	306	1.2
Little/no effective communication	58	0.3	50	0.2
Not known	66	0.3	61	0.2
Total	20,624	100.0	24,590	100.0

In 1995–96 and 1996–97, two-thirds (67%) of clients receiving open employment support lived with family members at the time they commenced support and nearly one-fifth (19%) lived alone (Table 3.6). The percentage distribution of clients across all other living arrangements was similar in 1995–96 and 1996–97.

Table 3.6: Number of clients by type of accommodation, 1995–96, 1996–97

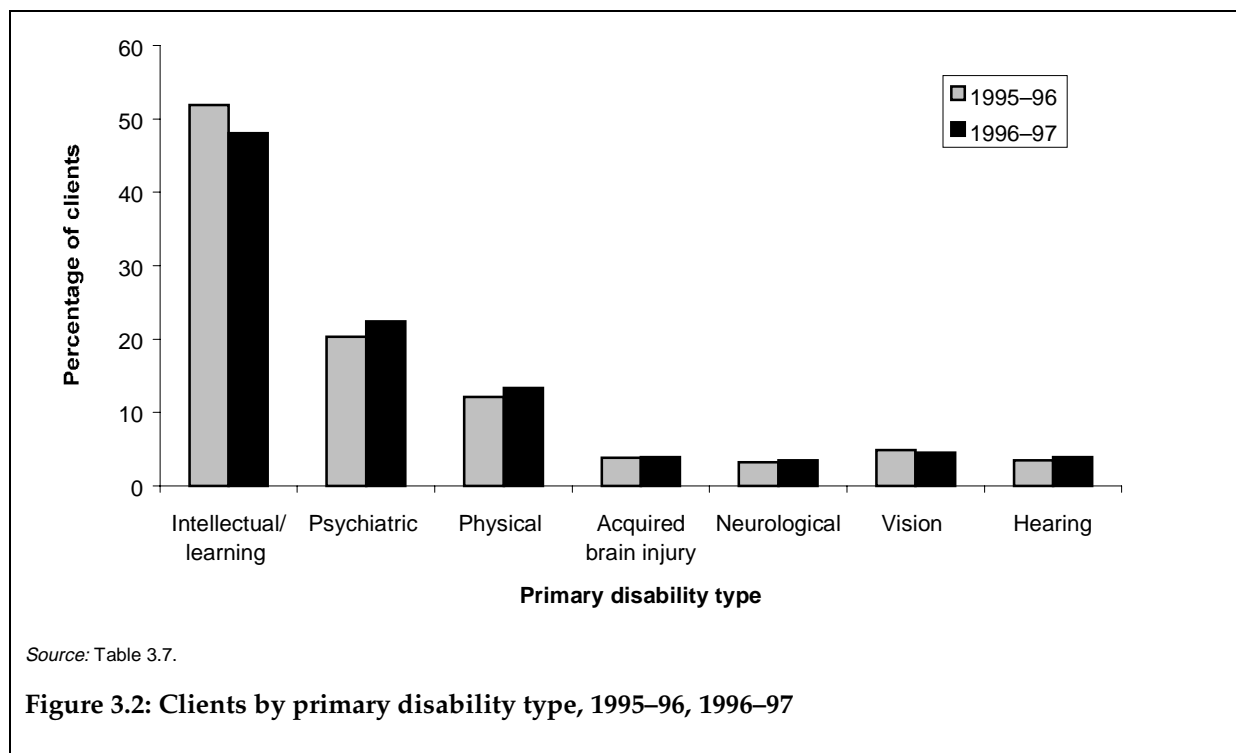
Accommodation type	1995–96		1996–97	
	Number	%	Number	%
Lives with family members	13,715	66.5	16,459	66.9
Lives alone	3,918	19.0	4,613	18.8
Special purpose accommodation	1,012	4.9	1,083	4.4
Other community	784	3.8	907	3.7
Institutional accommodation	22	0.1	23	0.1
No usual residence	91	0.5	102	0.4
Not known	1,059	5.1	1,351	5.5
Total	20,624	100.0	24,590	100.0

In 1996–97, almost half (48%) of people attending open employment services had intellectual/learning as their primary disability, followed by about a fifth (22%) who had a psychiatric disability and 13% who had a physical disability (Table 3.7, Figure 3.2). This percentage distribution differs from that in 1995–96, where a higher percentage of people had intellectual/learning as their primary disability type (52%) and correspondingly lower percentages of people had psychiatric (20%) or physical disabilities (12%) as their primary disability.

The percentage distribution of primary disability type was a little different for males and females. In both periods, a higher proportion of females had intellectual/learning as their primary disability compared to males and a lower percentage had psychiatric and acquired brain injury as their primary disability.

Table 3.7: Number of clients by primary disability type and sex, 1995–96, 1996–97

Primary disability type	1995–96						1996–97					
	Male		Female		Total		Male		Female		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Intellectual/learning	6,737	50.9	3,959	53.5	10,696	51.9	7,406	47.5	4,432	49.3	11,838	48.1
Psychiatric	2,781	21.0	1,397	18.9	4,178	20.3	3,581	23.0	1,934	21.5	5,515	22.4
Physical	1,575	11.9	917	12.4	2,492	12.1	2,016	12.9	1,244	13.8	3,260	13.3
Acquired brain injury	601	4.5	178	2.4	779	3.8	737	4.7	227	2.5	964	3.9
Neurological	467	3.5	197	2.7	664	3.2	606	3.9	258	2.9	864	3.5
Vision	606	4.6	401	5.4	1,007	4.9	652	4.2	444	4.9	1,096	4.5
Hearing	407	3.1	324	4.4	731	3.5	531	3.4	420	4.7	951	3.9
Speech	40	0.3	20	0.3	60	0.3	51	0.3	21	0.2	72	0.3
Deaf and blind	13	0.1	4	0.1	17	0.1	22	0.1	8	0.1	30	0.1
Total^(a)	13,227	100.0	7,397	100.0	20,624	100.0	15,602	100.0	8,988	100.0	24,590	100.0
<i>Total %</i>		<i>64.1</i>		<i>35.9</i>		<i>100.0</i>		<i>63.4</i>		<i>36.6</i>		<i>100.0</i>



The primary disability type most likely to be episodic in nature was psychiatric and 80% of people with an episodic disability in 1996-97 had a psychiatric disability (Table 3.8). This percentage has increased from 77% in 1995-96, probably because overall a larger percentage of clients had a psychiatric disability. About one-fifth (19%) of clients had a primary disability that was episodic in nature, similar to the percentage in 1995-96 (18%).

Table 3.8: Number of clients by primary disability and episodic nature of disability, 1995-96, 1996-97

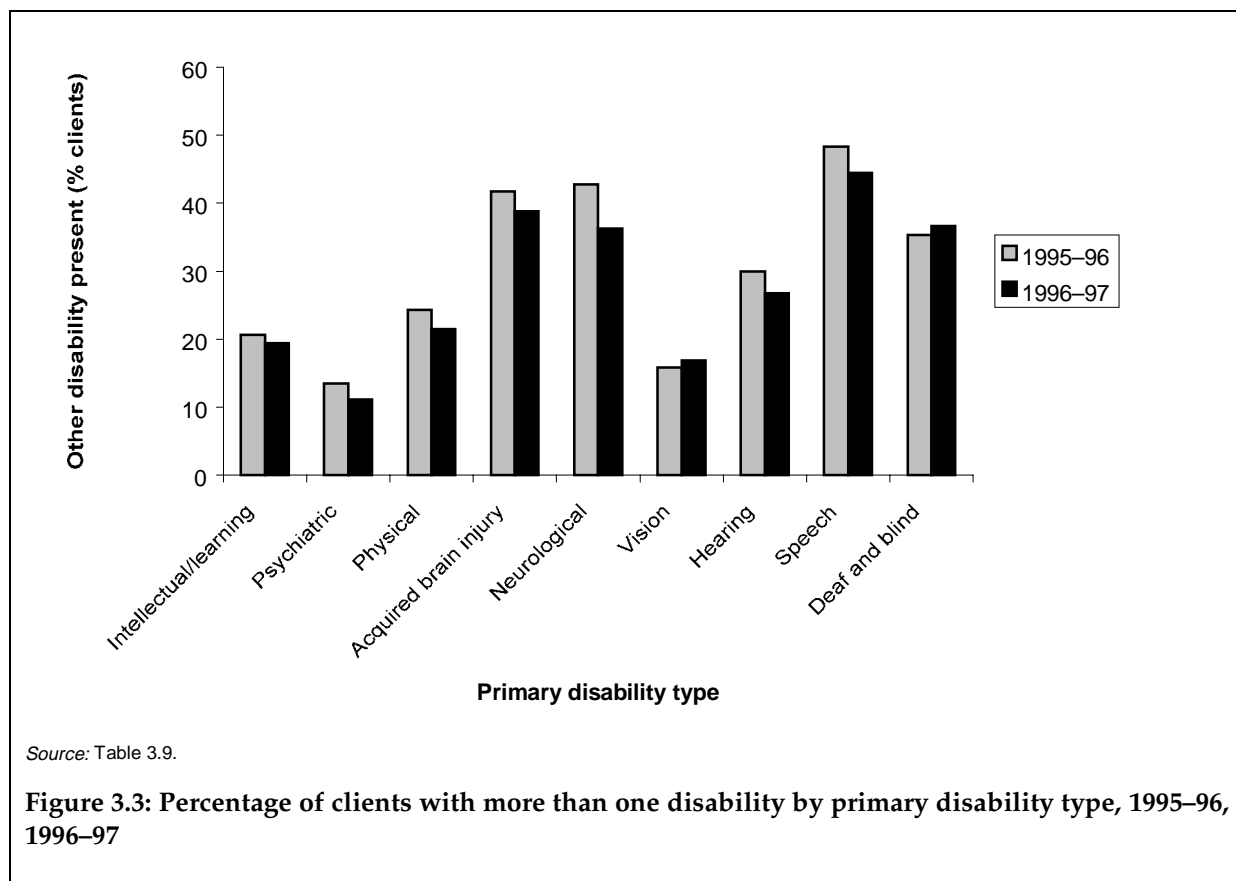
Primary disability type	1995-96						1996-97					
	Episodic		Not episodic		Total		Episodic		Not episodic		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Intellectual/learning	250	6.6	10,446	62.0	10,696	51.9	277	5.8	11,561	58.3	11,838	48.1
Psychiatric	2,928	77.4	1,250	7.4	4,178	20.3	3,805	80.0	1,710	8.6	5,515	22.4
Physical	218	5.8	2,274	13.5	2,492	12.1	263	5.5	2,997	15.1	3,260	13.3
Acquired brain injury	65	1.7	714	4.2	779	3.8	68	1.4	896	4.5	964	3.9
Neurological	283	7.5	381	2.3	664	3.2	295	6.2	569	2.9	864	3.5
Vision	14	0.4	993	5.9	1,007	4.9	15	0.3	1,081	5.4	1,096	4.5
Hearing	14	0.4	717	4.3	731	3.5	22	0.5	929	4.7	951	3.9
Speech	11	0.3	49	0.3	60	0.3	9	0.2	63	0.3	72	0.3
Deaf and blind	0	0.0	17	0.1	17	0.1	0	0.0	30	0.2	30	0.1
Total	3,783	100.0	16,841	100.0	20,624	100.0	4,754	100.0	19,836	100.0	24,590	100.0
<i>Total %</i>		<i>18.3</i>		<i>81.7</i>		<i>100.0</i>		<i>19.3</i>		<i>80.7</i>		<i>100.0</i>

Nearly a fifth (19%) of all clients in 1996–97 had at least one disability other than their primary disability (Table 3.9), a slight decrease from 1995–96 (21%). People whose primary disability was an acquired brain injury, neurological, speech, or deaf and blind disability were most likely to have another disability (Figure 3.3). People with the primary disability types psychiatric or vision were least likely to have another significant disability.

Table 3.9: Number of clients by primary disability type, by presence or absence of other disability and by sex, 1995–96, 1996–97

Primary disability type	Males		Females		Persons	
	Presence	Absence	Presence	Absence	Presence	Absence
1995–96						
Intellectual/learning	1,427	5,310	780	3,179	2,207	8,489
Psychiatric	392	2,389	171	1,226	563	3,615
Physical	376	1,199	230	687	606	1,886
Acquired brain injury	248	353	77	101	325	454
Neurological	205	262	79	118	284	380
Vision	107	499	52	349	159	848
Hearing	129	278	90	234	219	512
Speech	20	20	9	11	29	31
Deaf and blind	5	8	1	3	6	11
Total	2,909	10,318	1,489	5,908	4,398	16,226
<i>Total %</i>	<i>22.0</i>	<i>78.0</i>	<i>20.1</i>	<i>79.9</i>	<i>21.3</i>	<i>78.7</i>
1996–97						
Intellectual/learning	1,433	5,973	863	3,569	2,296	9,542
Psychiatric	408	3,173	207	1,727	615	4,900
Physical	441	1,575	260	984	701	2,559
Acquired brain injury	284	453	90	137	374	590
Neurological	214	392	99	159	313	551
Vision	116	536	69	375	185	911
Hearing	153	378	101	319	254	697
Speech	23	28	9	12	32	40
Deaf and blind	7	15	4	4	11	19
Total	3,079	12,523	1,702	7,286	4,781	19,809
<i>Total %</i>	<i>19.7</i>	<i>80.3</i>	<i>18.9</i>	<i>81.1</i>	<i>19.4</i>	<i>80.6</i>

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'. It refers to the frequency of assistance required in the areas of self-care, mobility and/or verbal communication.

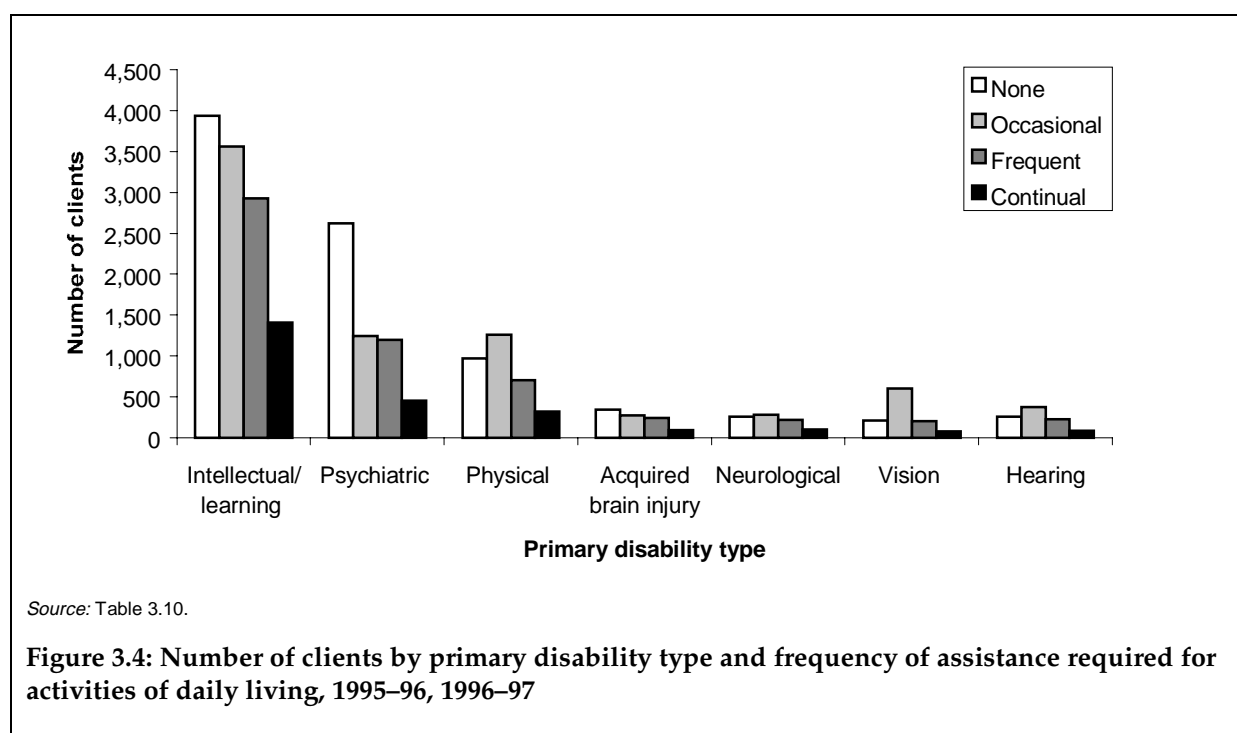
In 1996-97, two-thirds of clients required no or occasional ADL assistance (16,276 of 24,590 or 66%) and 10% required continual ADL assistance (2,556 of 24,590; Table 3.10). People with a psychiatric disability were most likely to have required no ADL assistance (2,622 of 5,515 or 48%) and people with a vision disability were most likely to have required occasional ADL assistance (605 of 1,096 or 55%; Figure 3.4).

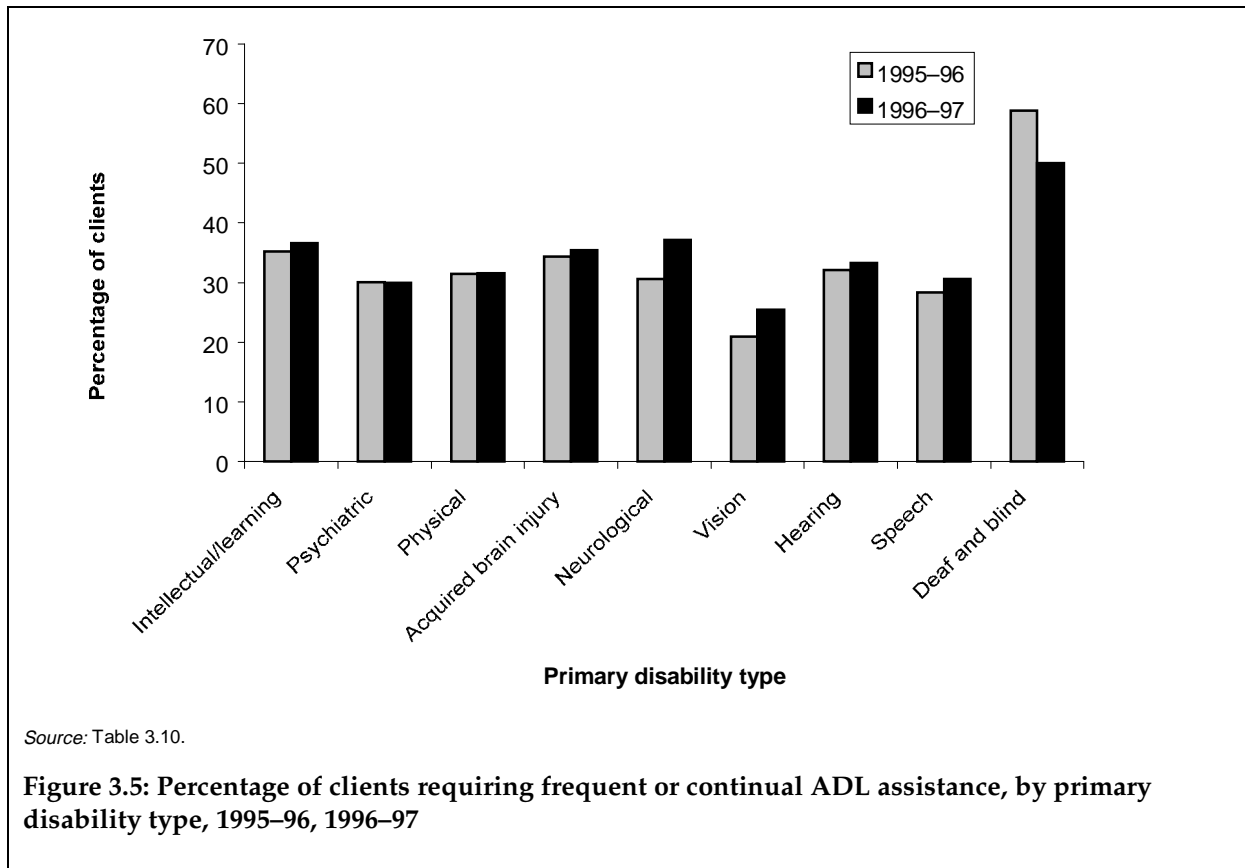
Compared with 1995-96, a slightly lower proportion of all clients in 1996-97 were recorded as requiring no ADL assistance (35% compared with 37%) and marginally higher percentages were recorded as requiring occasional or frequent assistance. The proportion of clients requiring frequent or continual assistance increased slightly from 33% in 1995-96 to 34% in 1996-97. This increase was experienced by clients in nearly all primary disability groups, with the exception of people with psychiatric, speech or deaf and blind as a primary disability type (Figure 3.5).

Table 3.10: Number of clients by primary disability type and frequency of ADL assistance required,^(a) 1995–96, 1996–97

Primary disability type	1995–96				1996–97			
	None	Occasional	Frequent	Continual	None	Occasional	Frequent	Continual
Intellectual/learning	3,887	3,045	2,482	1,282	3,936	3,563	2,928	1,411
Psychiatric	2,084	837	903	354	2,622	1,242	1,198	453
Physical	773	934	525	260	971	1,260	709	320
Acquired brain injury	289	222	188	80	348	274	246	96
Neurological	241	220	130	73	257	286	217	104
Vision	191	605	152	59	212	605	202	77
Hearing	220	276	159	76	258	377	231	85
Speech	14	29	15	2	20	30	20	2
Deaf and blind	3	4	5	5	9	6	7	8
Total	7,702	6,172	4,559	2,191	8,633	7,643	5,758	2,556
<i>Total %</i>	<i>37.3</i>	<i>29.9</i>	<i>22.1</i>	<i>10.6</i>	<i>35.1</i>	<i>31.1</i>	<i>23.4</i>	<i>10.4</i>

(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).





Historically, prior to the introduction of NIMS, a distinction was made between two main types of clients—Competitive Employment Training and Placement (CETP) and Individual Supported Job (ISJ) clients. This differentiation reflected the perceived level of client support need, with ISJ clients generally requiring a higher level of support than CETP clients. While these terms are no longer used by the Department, many agencies continue to define clients clearly along these lines. Hence, this item is a measure of the level of client need, as assessed by the agency.

According to this early model, CETP clients are generally placed in regular jobs with full award wages and conditions. They are often provided with general pre-employment training and usually have an initial period of intensive on-the-job training followed by a lower level of maintenance support. ISJ clients are generally those with higher support needs who may not be able to compete in open employment for full award or productivity-based wages without ongoing support. They tend to require training specific to a particular job and a longer period of ongoing support. Their wages are more likely to be based on the level of productivity.

About two-thirds of clients were recorded as Competitive Employment Training and Placement clients (66% in each year) and over a quarter of clients as Individual Supported Job clients (27% in 1995-96 and 26% in 1996-97; Table 3.11).

Table 3.11: Number of clients by client type, 1995–96, 1996–97

Client type	1995–96		1996–97	
	Number	%	Number	%
CETP	13,679	66.3	16,310	66.3
ISJ	5,566	27.0	6,451	26.2
Other ^(a)	1,378	6.7	1,803	7.4
Not specified	1	0.0	26	0.1
Total	20,624	100.0	24,590	100.0

(a) Includes a small number of clients recorded as Supported Wage System clients (227 in 1995–96 and 239 in 1996–97).

The Disability Reform Package (DRP), introduced in 1991, was designed amongst other things to increase employment opportunities for people with a disability. Disability panels were set up nationally to assess and refer people with a disability to appropriate rehabilitation, training, education, labour market or job search services, and to coordinate delivery of services.

Under these arrangements, access to a Disability Reform Package program was achieved in one of two ways. A panel could invite a Department of Social Security income support recipient with a disability to meet the panel who would formulate a plan with the person and then refer them to a service. This was known as a *referral*. Alternatively, clients could be referred by a third party, or themselves, to a service. The service would then develop an activity plan and send it to the panel for approval. This was an *endorsement*.

Following changes in late 1997 and early 1998 to the way in which employment services are delivered, disability panels are no longer in operation. The following information is therefore presented from an historical point of view only.

In 1996–97, two-thirds (67%) of clients had been through the disability panel process, either as an endorsement (54%) or a referral (13%; Table 3.12). Nearly a third (32%) of all clients in 1996–97 were not assessed and thus neither referred nor endorsed, and less than 1% rejected. The percentage distribution was similar in 1995–96 although a slightly higher proportion of clients were endorsed by a disability reform panel (55% compared with 54%) and a slightly lower percentage referred (11% compared with 13%) in the earlier year.

Table 3.12: Number of clients by disability panel status, 1995–96, 1996–97

Disability panel status	1995–96		1996–97	
	Number	%	Number	%
Endorsed	11,423	55.4	13,303	54.1
Referred	2,343	11.4	3,262	13.3
Rejected	97	0.5	69	0.3
Neither referred or endorsed	6,761	32.8	7,955	32.4
Total^(a)	20,624	100.0	24,590	100.0

(a) For 1996–97, total includes 1 client for whom disability panel status was not specified.

Sources of referral to NIMS sites were varied (Table 3.13). In 1996–97, the most common sources were self (20%), disability panel (10%), secondary school (9%), Department of Employment, Education, Training and Youth Affairs (DEETYA) programs (7%), the Commonwealth Rehabilitation Service (7%) and sheltered employment services (5%). These percentages were similar to those in 1995–96, with the largest changes being an increase in self-referrals and a decrease in referrals from sheltered employment services.

Table 3.13: Number of clients by referral source, 1995–96, 1996–97

Referral source	1995–96		1996–97	
	Number	%	Number	%
Self	3,844	18.6	4,848	19.7
Family member	996	4.8	1,092	4.4
DEETYA programs	1,633	7.8	1,791	7.3
Education system				
Secondary school system	1,831	8.9	2,204	9.0
TAFE college	649	3.1	792	3.2
University	6	0.0	6	0.0
Health and Family Services				
CETP or ISJ Service	573	2.8	808	3.3
Commonwealth Rehabilitation Service	1,526	7.4	1,698	6.9
Jobnet	121	0.6	141	0.6
Partnership with industry project	3	0.0	5	0.0
Post school options	660	3.2	669	2.7
Supported employment service	438	2.1	543	2.2
Special Employment Placement Officer	90	0.4	124	0.5
Sheltered employment service	1,344	6.5	1,268	5.2
Supported wage system placement	19	0.1	20	0.1
Employment skills development program	90	0.4	139	0.6
Other				
Another branch of same agency	519	2.5	593	2.4
Advocate/advocacy service	185	0.9	179	0.7
Community service network	1,187	5.8	1,286	5.2
Disability Panel (DRP) ^(a)	1,969	9.5	2,471	10.0
Employer	132	0.6	128	0.5
Hospital	69	0.3	111	0.5
Medical/health centre	493	2.4	816	3.3
Other Commonwealth Government	193	0.9	380	1.5
Other	1,567	7.6	1,744	7.1
Occupational therapist (not CRS)	41	0.2	50	0.2
Rehabilitation counsellor (not CRS)	209	1.0	333	1.4
State Government	237	1.1	351	1.4
Total	20,624	100.0	24,590	100.0

(a) For both years DRP numbers are smaller than those for the referrals recorded under disability panel status (Table 3.12). This may be explained by a lack of historical data kept by agencies, incorrect initial data entry or misunderstanding of the data dictionary.

4 Job characteristics

4.1 Numbers of jobs

During the 12 months to 30 June 1997 clients receiving open employment support held a total of 16,191 jobs. This represents an increase of 19% (or 2,642 jobs) from a total of 13,549 jobs held in the 12 months to 30 June 1996.

Some clients with support were also involved in work experience. Such trials occur where an individual is placed in a job primarily to receive experience in the workplace, usually without an expectation of ongoing work and often receiving no payment of wages. These trials are not defined as jobs and are not discussed in this report.

Some people were included on the NIMS database who had no recorded support although they were recorded as being in a job during 1995–1996 or 1996–97. As with clients whose support ended prior to 1 July 1995, such workers without support are not discussed further in this report.

Just over half (12,431 or 51%) of clients receiving open employment support in 1996–97 had at least one job during this time, a slight increase over 1995–96. Of these working clients ('workers'), 79% had only one job during the year, 16% had two jobs and the remaining 6% had three or more jobs (Table 4.1). The distribution of number of jobs per client was similar in 1995–96.

Table 4.1: Number of jobs per client during 1995–96, 1996–97

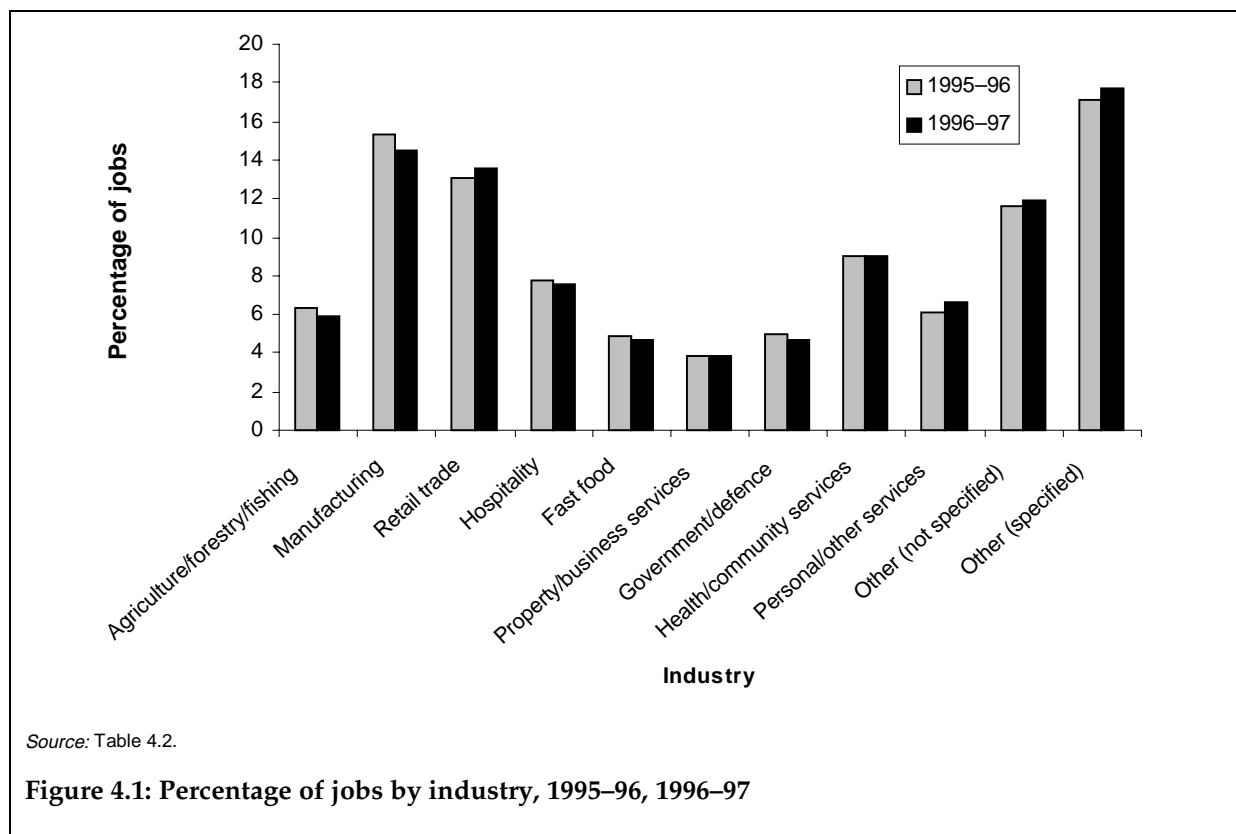
Number of jobs	1995–96			1996–97		
	Number of clients	% of clients	% of workers	Number of clients	% of clients	% of workers
None (non-workers)	10,278	49.8	—	12,159	49.4	—
One	8,051	39.0	77.8	9,797	39.8	78.8
Two	1,695	8.2	16.4	1,943	7.9	15.6
Three	420	2.0	4.1	470	1.9	3.8
Four	116	0.6	1.1	133	0.5	1.1
Five	36	0.2	0.3	51	0.2	0.4
Six	15	0.1	0.1	12	0.0	0.1
Seven	5	0.0	0.0	8	0.0	0.1
Eight	3	0.0	0.0	7	0.0	0.1
Nine	—	—	—	2	0.0	0.0
Ten or more ^(a)	5	0.0	0.0	8	0.0	0.1
Total with jobs (workers)	10,346	50.2	100.0	12,431	50.6	100.0
Total number of jobs	13,549			16,191		
Total clients	20,624			24,590		

(a) In 1995–96 includes 4 clients with 10 jobs and 1 client with 15 jobs, and in 1996–97 includes 3 clients with 10 jobs, 2 clients with 13 jobs and 1 client each with 16, 18 and 19 jobs respectively.

In both 1995–96 and 1996–97 jobs were spread across all industry sectors, with the leading employers being in manufacturing (15% each year) and retail trade (13% and 14% respectively), followed by health and community services (9% each year) and hospitality (8% each year; Table 4.2). The distribution of jobs across industry of employer differed slightly between 1995–96 and 1996–97. There were minor increases in the percentage of jobs in retail and personal and other services and corresponding decreases in the percentage of jobs in manufacturing and a range of other industries (Figure 4.1).

Table 4.2: Number of jobs by industry of employer, 1995–96, 1996–97

Industry	1995–96		1996–97	
	Number	%	Number	%
Agriculture/forestry/fishing	855	6.3	959	5.9
Mining	26	0.2	34	0.2
Manufacturing	2,069	15.3	2,354	14.5
Electricity/gas/water supply	48	0.4	65	0.4
Construction	239	1.8	290	1.8
Wholesale trade	464	3.4	594	3.7
Retail trade	1,772	13.1	2,209	13.6
Clothing/textiles/footwear	197	1.5	182	1.1
Hospitality	1,061	7.8	1,237	7.6
Fast food	665	4.9	762	4.7
Transport/storage	291	2.1	407	2.5
Communication services	247	1.8	278	1.7
Finance and insurance	115	0.8	157	1.0
Property/business services	510	3.8	618	3.8
Government/defence	673	5.0	753	4.7
Education	432	3.2	544	3.4
Health/community services	1,216	9.0	1,457	9.0
Cultural/recreational services	261	1.9	301	1.9
Personal and other services	832	6.1	1,071	6.6
Other	1,576	11.6	1,919	11.9
Total	13,549	100.0	16,191	100.0



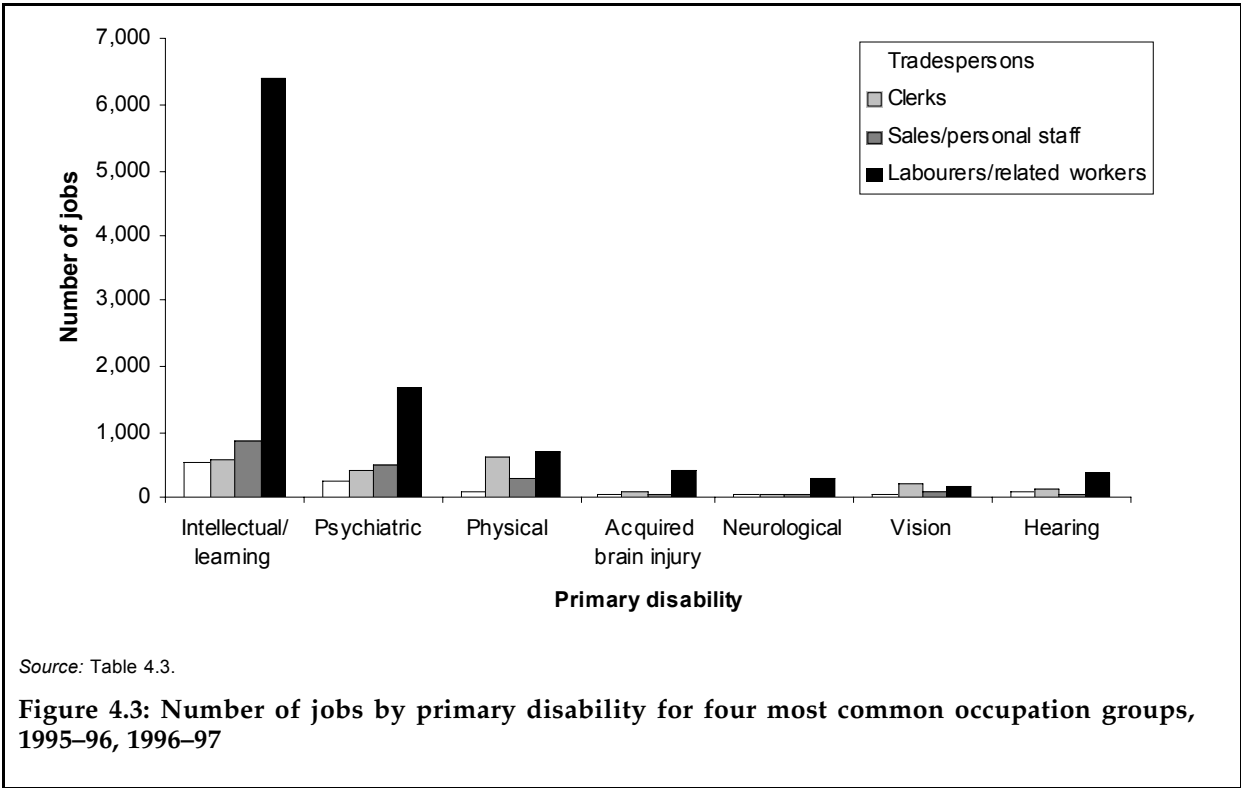
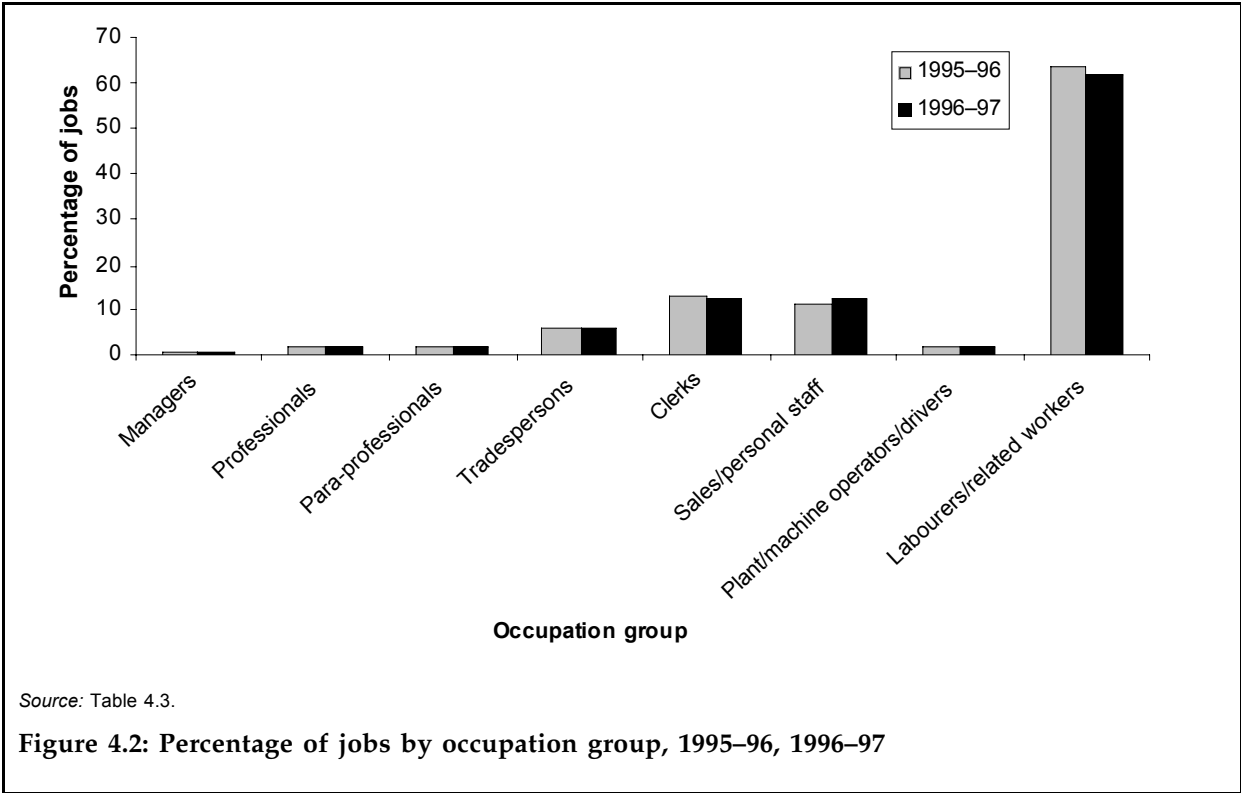
In 1996-97, over three-fifths (62%) of all jobs were as labourers/related workers (Table 4.3, Figure 4.2). Clerks (13%) and sales/personal staff (12%) were the other main occupational categories. The distribution of job occupation was similar in 1995-96 although a slightly higher percentage of jobs were as labourers/related workers (64%) in the earlier year.

In both years, people with an intellectual/learning disability were more likely than average to be employed as labourers/related workers—three-quarters (75%) of people having this disability type had this occupation (6,385 of 8,556 in 1996-97 and 5,721 of 7,653 in 1995-96; Table 4.3, Figure 4.3). In 1995-96, people with a physical or vision disability were more likely than average to be employed as clerks (437 of 1,441 or 30% and 241 of 556 or 43%). This was also the case in 1996-97; however, the proportion of people with a vision disability who were clerks fell to 35% in the latter year (219 of 629).

Table 4.3: Number of jobs by primary disability type and occupation of client, 1995–96, 1996–97

Primary disability	Managers	Professionals	Para-professionals	Tradespersons	Clerks	Sales/personal staff	Plant/machine operators/drivers	Labourers/related workers	Total ^(a)	Total %
1995–96										
Intellectual/learning	3	16	33	492	540	763	84	5,721	7,653	56.5
Psychiatric	9	98	84	170	333	334	74	1,301	2,403	17.7
Physical	12	64	66	68	437	198	38	558	1,441	10.6
Acquired brain injury	3	—	9	35	63	63	11	318	502	3.7
Neurological	2	5	5	15	47	69	8	245	396	2.9
Vision	6	44	23	21	241	79	4	138	556	4.1
Hearing	1	7	9	49	92	50	14	324	546	4.0
Speech	2	3	2	3	6	1	—	28	45	0.3
Deaf and blind	0	1	—	1	1	1	—	3	7	0.1
Total	38	238	231	854	1,760	1,558	233	8,636	13,549	100.0
<i>Total %</i>	<i>0.3</i>	<i>1.8</i>	<i>1.7</i>	<i>6.3</i>	<i>13.0</i>	<i>11.5</i>	<i>1.7</i>	<i>63.7</i>	<i>100.0</i>	
1996–97										
Intellectual/learning	4	17	31	536	584	895	101	6,385	8,556	52.8
Psychiatric	16	130	145	238	412	491	108	1,686	3,226	19.9
Physical	20	85	96	85	599	287	51	713	1,937	12.0
Acquired brain injury	4	7	19	38	86	71	13	394	632	3.9
Neurological	0	5	7	23	76	75	9	299	494	3.1
Vision	9	59	34	18	219	104	7	178	629	3.9
Hearing	1	8	11	79	113	70	13	356	651	4.0
Speech	1	4	2	3	5	6	—	33	54	0.3
Deaf and blind	—	—	—	2	2	2	1	5	12	0.1
Total	55	315	345	1,022	2,096	2,001	303	10,049	16,191	100.0
<i>Total %</i>	<i>0.3</i>	<i>1.9</i>	<i>2.1</i>	<i>6.3</i>	<i>12.9</i>	<i>12.4</i>	<i>1.9</i>	<i>62.1</i>	<i>100.0</i>	

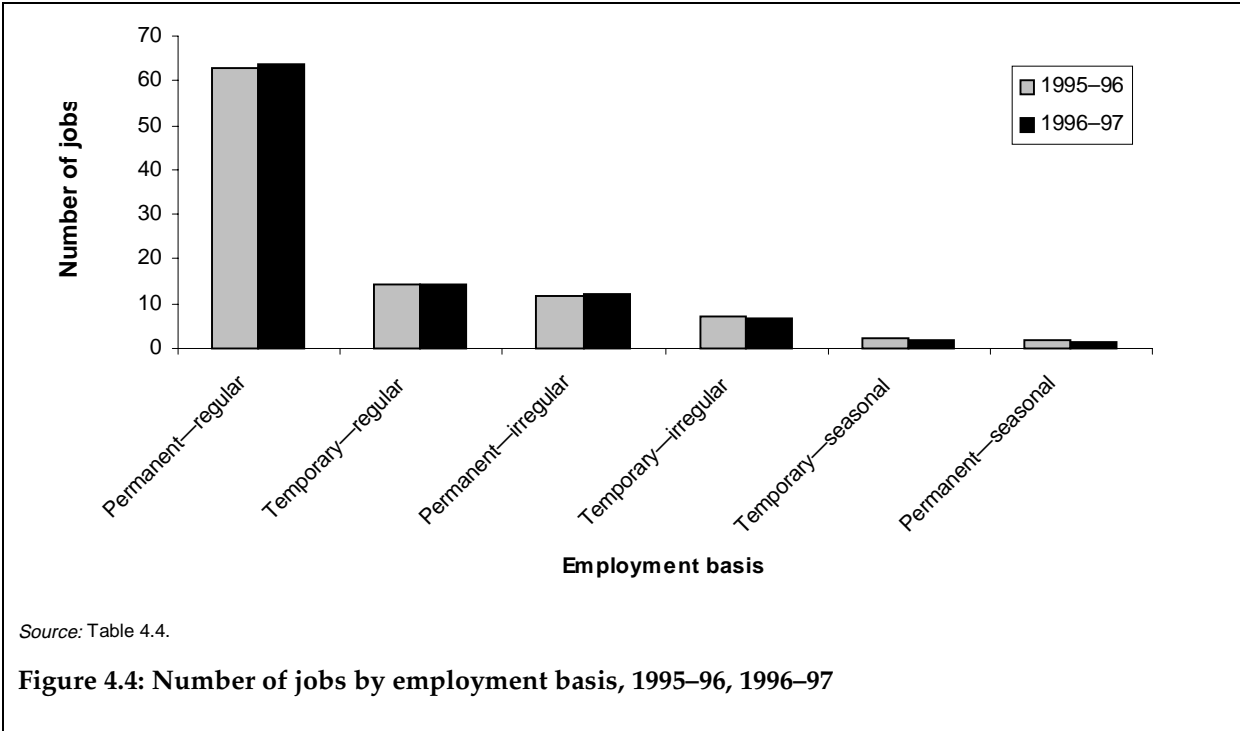
(a) Total for 1995–96 includes 1 job for a client with an intellectual/learning disability whose occupation was unknown. Total for 1996–97 includes 5 jobs where occupation of client was unknown (3 jobs for clients with an intellectual/learning disability, 1 job for a client with a physical disability and 1 job for a client with a vision disability).



Nearly two-thirds (64%) of all jobs in the 12 months to 30 June 1997 were on a permanent regular basis—similar to the percentage in the 12 months to 30 June 1996 (63%; Table 4.4, Figure 4.4).

Table 4.4: Number of jobs by employment basis, 1995–96, 1996–97

Employment basis	1995–96		1996–97	
	Number	%	Number	%
Permanent—regular	8,490	62.7	10,278	63.5
Temporary—regular	1,925	14.2	2,308	14.3
Permanent—irregular	1,588	11.7	1,987	12.3
Temporary—irregular	1,002	7.4	1,082	6.7
Temporary—seasonal	315	2.3	322	2.0
Permanent—seasonal	229	1.7	214	1.3
Total	13,549	100.0	16,191	100.0



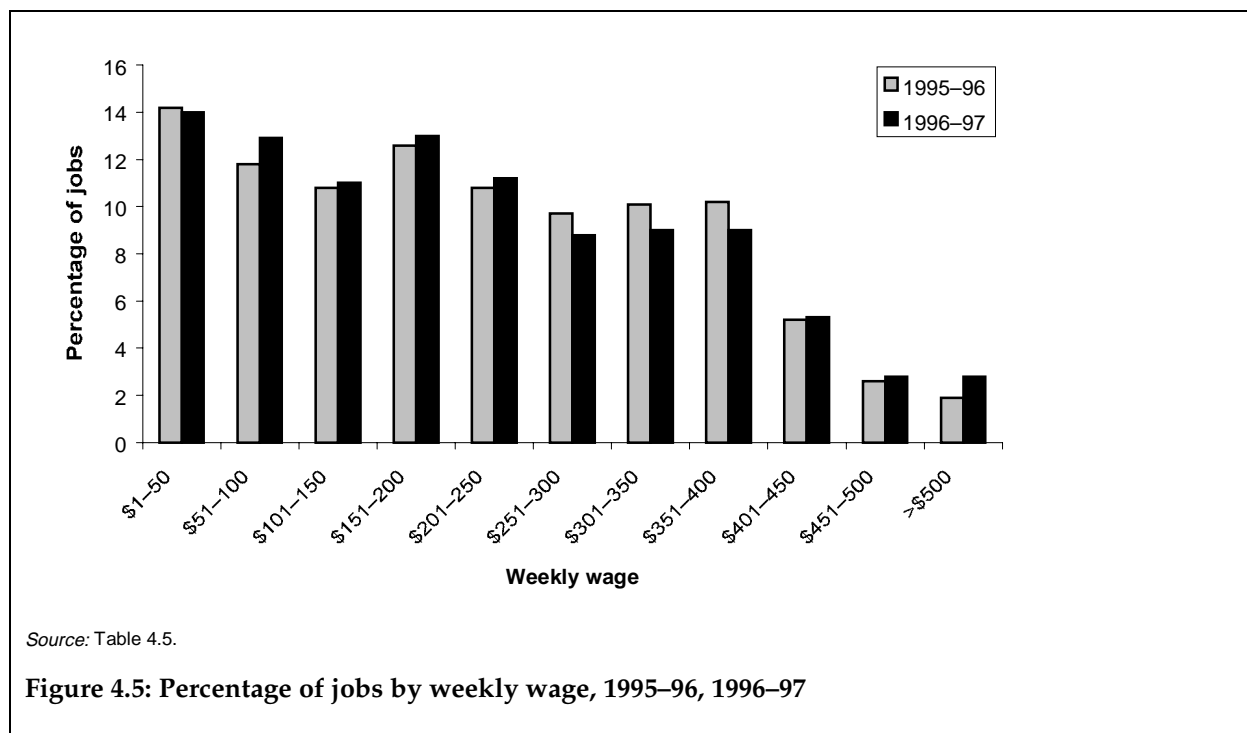
4.2 Wages of jobs

About half (51%) of all jobs in 1996–97 had a weekly wage of \$200 or less, a slight increase from 49% of jobs with this wage range in 1995–96 (Table 4.5, Figure 4.5). Between 1995–96 and 1996–97 there were marginal increases in the percentage of jobs in all wage ranges between \$51 and \$250, and decreases in the percentage of jobs with wages in all the ranges between \$251 and \$400. The percentage of jobs paying over \$500 per week rose from 2% in 1995–96 to 3% in 1996–97.

Table 4.5: Number of jobs by weekly wages, 1995–96, 1996–97

Weekly wage	1995–96		1996–97	
	Number	%	Number	%
\$1–50	1,896	14.2	2,249	14.0
\$51–100	1,582	11.8	2,071	12.9
\$101–150	1,449	10.8	1,767	11.0
\$151–200	1,692	12.6	2,081	13.0
\$201–250	1,445	10.8	1,797	11.2
\$251–300	1,299	9.7	1,403	8.8
\$301–350	1,356	10.1	1,448	9.0
\$351–400	1,367	10.2	1,444	9.0
\$401–450	697	5.2	849	5.3
\$451–500	348	2.6	448	2.8
>\$500	248	1.9	452	2.8
Total(a)	13,549	100.0	16,191	100.0

(a) Total includes 171 jobs in 1995–96 and 182 jobs in 1996–97 where weekly wage was unknown.



About three-quarters (76%) of all jobs in 1996–97 were recorded as having an award wage, with 9% having a wage below the award, 2% above the award and 13% not based on an award wage (Table 4.6). The distribution of wage level was similar to that in 1995–96 although a marginally higher percentage of jobs were not based on an award wage in 1996–97 and a correspondingly lower percentage were award wage.

In 1996–97, workers with a managerial occupation were more likely than average to have a wage based on the award (30 from 55 jobs or 55%). They were also by far the most likely to have a wage that was not based on any award (20 from 55 jobs or 36%). Tradespersons were

the most likely to have a wage level of 10–49% (64 from 1,022 jobs or 6%). These patterns were similar in 1995–96.

Of the four largest occupation groups, jobs in sales/personal service and clerk positions were more likely to be paid at award wage level. This finding applied in both 1995–96 and 1996–97.

Table 4.6: Number of jobs by occupation and wage level, 1995–96, 1996–97

Occupation	10–49%	50–79%	80–99%	Award wage	Above award	Not based on award	Total
1995–96							
Managers	—	—	1	17	3	17	38
Professionals	—	1	—	196	5	36	238
Para-professionals	—	2	1	183	6	39	231
Tradespersons	57	41	17	641	15	83	854
Clerks	28	85	32	1,424	41	150	1,760
Sales/personal service	20	54	14	1,304	27	139	1,558
Plant/machine operators/drivers	2	5	—	182	5	39	233
Labourers/related workers	323	418	116	6,516	173	1,090	8,636
Total^(a)	430	606	181	10,464	275	1,593	13,549
<i>Total %</i>	<i>3.2</i>	<i>4.5</i>	<i>1.3</i>	<i>77.2</i>	<i>2</i>	<i>11.8</i>	<i>100.0</i>
1996–97							
Managers	—	—	1	30	4	20	55
Professionals	2	3	2	249	14	45	315
Para-professionals	0	3	3	288	12	39	345
Tradespersons	64	36	19	787	21	95	1,022
Clerks	38	99	36	1,650	50	223	2,096
Sales/personal service	36	68	23	1,655	31	188	2,001
Plant/machine operators/drivers	2	7	3	239	6	46	303
Labourers/related workers	391	502	163	7,394	186	1,413	10,049
Total^(b)	533	718	250	12,297	324	2,069	16,191
<i>Total %</i>	<i>3.3</i>	<i>4.4</i>	<i>1.5</i>	<i>75.9</i>	<i>2.0</i>	<i>12.8</i>	<i>100.0</i>

(a) Total includes 1 job with award wage where the occupation was unknown.

(b) Total includes 5 jobs with award wage where the occupation was unknown.

4.3 Job hours per week

Over a third (35%) of all jobs in the 12 months to 30 June 1997 were for 35 hours or more per week, while 36% were for less than 20 hours per week (Table 4.7, Figure 4.6). The distribution of hours was different in the 12 months to 30 June 1996, when there were a higher proportion of jobs of 35 hours or more (39%) and a lower proportion of jobs with less than 20 hours per week (34%).

In 1996–97, workers with a psychiatric disability or acquired brain injury were more likely than average to work in jobs of less than 20 hours per week (1,433 of 3,226 or 44%, and 266 of 632 or 42% respectively; Table 4.8). Workers with a sensory disability (vision, hearing, speech or deaf and blind) were more likely than average to work in full-time jobs of 35 or more hours per week. These findings were similar in 1995–96. (For further analysis of weekly hours, please refer to *NIMS Data Briefing no. 10.*)

Table 4.7: Number of jobs by hours worked per week, 1995–96, 1996–97

Hours per week	1995–96		1996–97	
	Number	%	Number	%
1–4	1,061	7.8	1,183	7.3
5–9	1,289	9.5	1,795	11.1
10–14	1,082	8.0	1,556	9.6
15–19	1,024	7.6	1,299	8.0
20–24	2,492	18.4	3,074	19.0
25–29	684	5.0	827	5.1
30–34	693	5.1	806	5.0
35–39	3,735	27.6	4,088	25.2
40	1,402	10.3	1,443	8.9
>40	87	0.6	120	0.7
Total	13,549	100	16,191	100.0

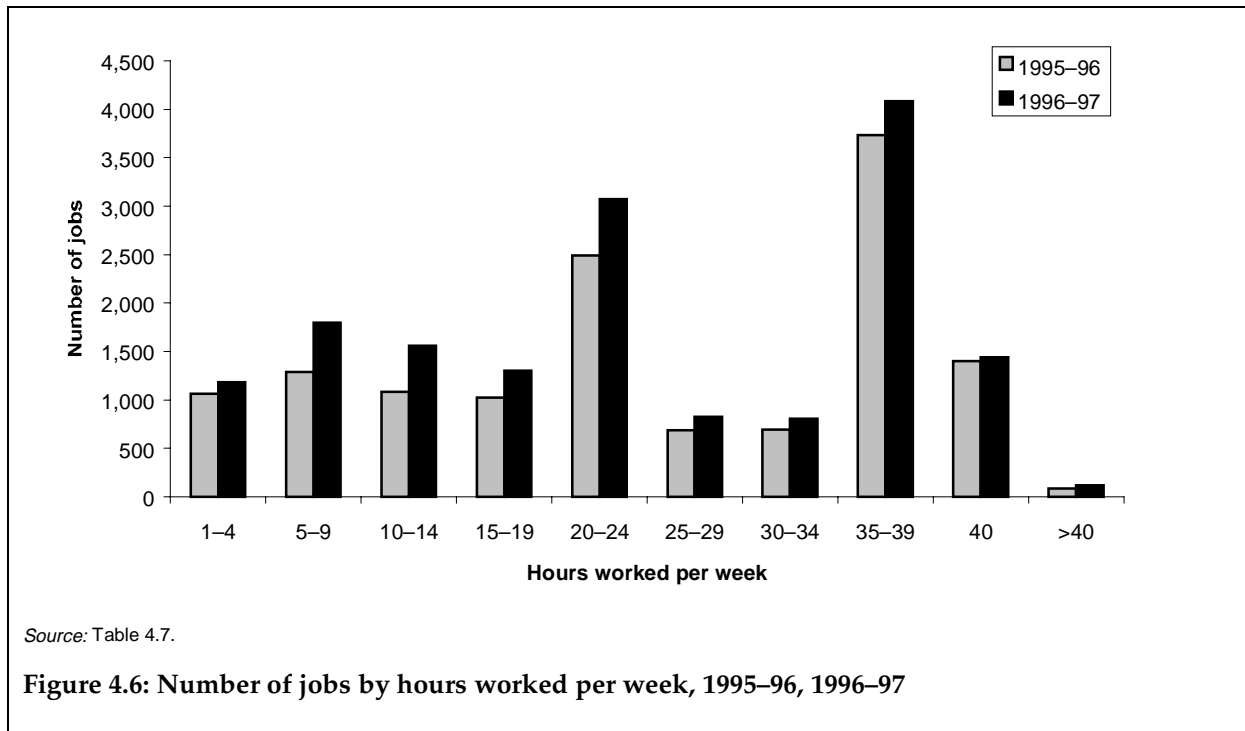


Table 4.8: Number of jobs by primary disability type of client and hours worked per week, 1995–96, 1996–97

Primary disability	Hours per week										Total
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	>40	
1995–96											
Intellectual/learning	606	704	599	562	1,444	408	404	2,074	814	38	7,653
Psychiatric	238	279	245	219	445	110	123	532	195	17	2,403
Physical	97	144	111	108	259	83	77	392	154	16	1,441
Acquired brain injury	50	49	44	49	94	24	20	113	55	4	502
Neurological	33	55	26	34	60	26	23	99	36	4	396
Vision	12	21	21	22	94	17	16	299	53	1	556
Hearing	22	31	34	28	88	15	27	205	89	7	546
Speech	3	5	1	2	6	1	3	19	5	0	45
Deaf and blind	0	1	1	0	2	0	0	2	1	0	7
Total	1,061	1,289	1,082	1,024	2,492	684	693	3,735	1,402	87	13,549
<i>Total %</i>	<i>7.8</i>	<i>9.5</i>	<i>8.0</i>	<i>7.6</i>	<i>18.4</i>	<i>5.0</i>	<i>5.1</i>	<i>27.6</i>	<i>10.3</i>	<i>0.6</i>	<i>100.0</i>
1996–97											
Intellectual/learning	634	907	763	665	1,658	459	450	2,195	776	49	8,556
Psychiatric	302	432	403	296	635	128	161	595	246	28	3,226
Physical	114	229	188	168	355	123	103	481	156	20	1,937
Acquired brain injury	54	85	69	58	117	32	18	126	66	7	632
Neurological	47	65	48	40	97	31	21	103	37	5	494
Vision	9	31	38	26	101	23	20	313	63	5	629
Hearing	19	40	43	40	102	26	31	253	92	5	651
Speech	3	5	4	4	8	5	2	17	5	1	54
Deaf and blind	1	1	0	2	1	0	0	5	2	0	12
Total	1,183	1,795	1,556	1,299	3,074	827	806	4,088	1,443	120	16,191
<i>Total %</i>	<i>7.3</i>	<i>11.1</i>	<i>9.6</i>	<i>8.0</i>	<i>19.0</i>	<i>5.1</i>	<i>5.0</i>	<i>25.2</i>	<i>8.9</i>	<i>0.7</i>	<i>100.0</i>

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

As might be expected, weekly wages were closely related to the number of hours worked per week (Table 4.9). In 1996–97, nearly three-quarters (4,053 of 5,537 or 73%, see bottom shaded area) of jobs of 35 hours or more had weekly wages in the range of \$251 to \$500. Most (2,636 of 3,052 or 86%, see left shaded area) jobs of 20–24 hours per week had weekly wages between \$101 and \$300. However, a sizeable percentage of jobs had very low wages for the hours worked. For example, 8% (593 of 7,164, see top shaded area) of jobs of 25 hours or more had weekly wages of \$150 or less, which equates to \$6 or less per hour. The distribution of weekly hours and wages was quite similar in 1995–96 although the percentage of jobs of 35 hours or more with weekly wages in the range of \$251 to \$500 was higher in the earlier year (3,893 of 5,097 or 76%).

Table 4.9: Number of jobs by weekly wage and hours worked per week, 1995–96, 1996–97

Weekly wage	Hours										Total ^(a)
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	>40	
1995–96											
<\$50	998	435	151	59	69	27	24	113	18	2	1,896
\$51–100	57	723	383	165	144	36	22	35	16	1	1,582
\$101–150	3	114	430	283	317	77	58	130	35	1	1,448
\$151–200	0	11	93	390	792	100	48	187	70	1	1,692
\$201–250	0	4	13	85	743	151	88	260	100	1	1,445
\$251–300	0	0	5	23	294	177	177	452	164	7	1,299
\$301–350	0	0	0	9	59	75	134	788	288	3	1,356
\$351–400	0	0	1	1	29	20	90	828	382	16	1,367
\$401–450	0	0	0	1	17	14	32	457	165	11	697
\$451–500	0	0	0	0	3	2	11	213	104	15	348
>\$500	0	0	0	2	1	3	8	152	57	25	248
Total	1,058	1,287	1,076	1,018	2,468	682	692	3,615	1,399	83	13,378
<i>Total %</i>	<i>7.9</i>	<i>9.6</i>	<i>8</i>	<i>7.6</i>	<i>18.4</i>	<i>5.1</i>	<i>5.2</i>	<i>27</i>	<i>10.5</i>	<i>0.6</i>	<i>100.0</i>
1996–97											
<\$50	1,108	566	206	75	102	34	34	111	12	1	2,249
\$51–100	67	990	528	182	154	42	31	56	20	1	2,071
\$101–150	3	193	616	346	358	67	55	98	30	1	1,767
\$151–200	1	24	163	480	899	126	46	253	84	5	2,081
\$201–250	0	6	20	157	951	185	95	281	100	2	1,797
\$251–300	0	0	9	31	428	208	162	421	141	3	1,403
\$301–350	0	0	2	13	89	100	194	789	256	5	1,448
\$351–400	0	0	0	6	44	36	102	874	365	17	1,444
\$401–450	0	0	0	1	18	17	51	576	170	16	849
\$451–500	0	0	0	0	4	5	19	286	118	16	448
>\$500	0	0	0	1	5	5	13	240	141	47	452
Total	1,179	1,779	1,544	1,292	3,052	825	802	3,985	1,437	115	16,009
<i>Total %</i>	<i>7.4</i>	<i>11.1</i>	<i>9.6</i>	<i>8.1</i>	<i>19.1</i>	<i>5.2</i>	<i>5.0</i>	<i>24.9</i>	<i>9.0</i>	<i>0.7</i>	<i>100.0</i>

(a) Totals exclude 171 jobs in 1995–96 and 182 jobs in 1996–97 for which weekly wage was unknown.

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

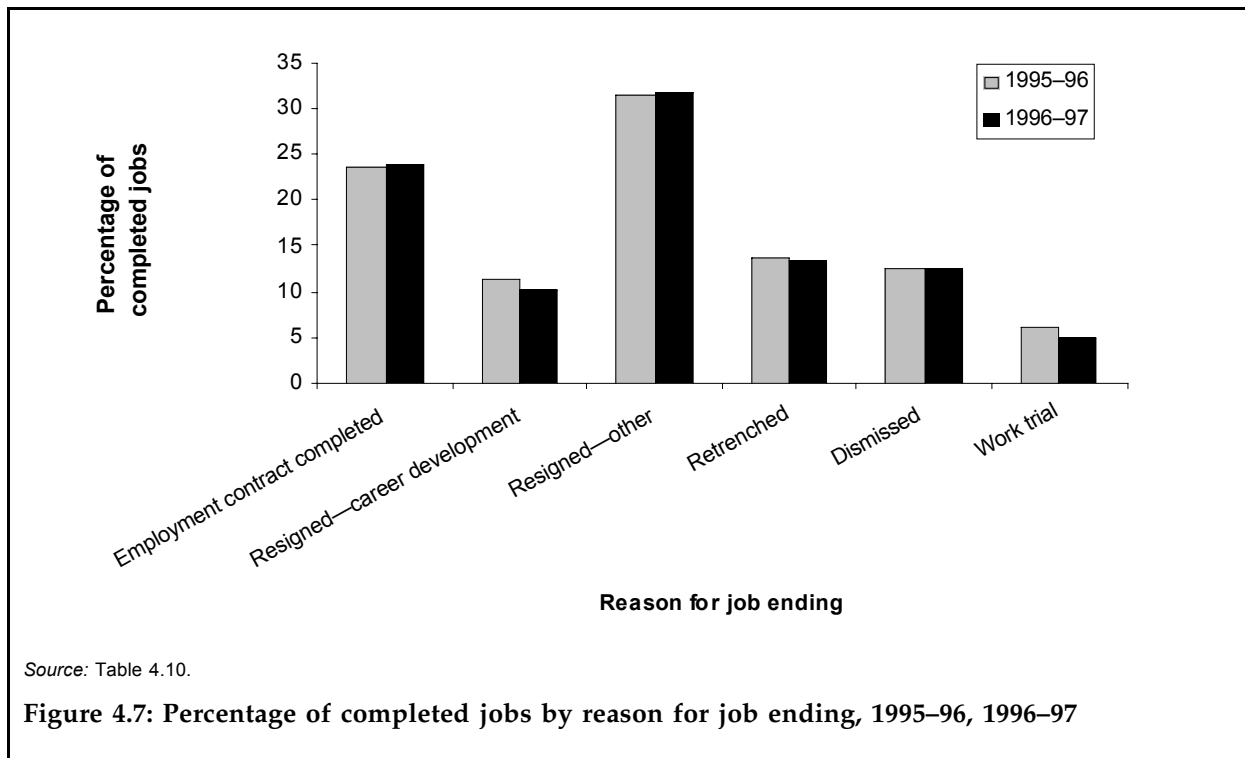
4.4 Reasons for jobs ending

A total of 6,247 jobs ended in the 12 months to 30 June 1997, including 289 jobs which were held by clients who withdrew from open employment support during this period and whose subsequent job history is unknown (Table 4.10). For the remaining 5,958 jobs ending in the 12 month period, the most common reasons for ending a job were resignation for reasons other than career development (32%) and completion of employment contract (24%; Table 3.22). Together, retrenchment or dismissal were given as reasons for a job ending in over a quarter (26%) of cases. There have been slight decreases in the proportion of dismissals, retrenchments and work trials since 1995–96 (Figure 4.7).

Table 4.10: Number of completed jobs by job end reason, 1995–96, 1996–97

Job end reason	1995–96		1996–97	
	Number	%	Number	%
Employment contract completed	1,323	23.7	1,422	23.9
Resigned—career development	631	11.3	614	10.3
Resigned—other	1,752	31.4	1,893	31.8
Retrenched	760	13.6	805	13.5
Dismissed	688	12.3	731	12.3
Work trial	336	6.0	289	4.9
Not specified	86	1.5	204	3.4
Total^(a)	5,576	100.0	5,958	100.0

(a) Totals exclude 235 jobs in 1995–96 and 289 jobs in 1996–97, which were held by clients who withdrew from open employment support during this period and whose subsequent job history is unknown.



4.5 Duration of jobs

The total number of jobs in the 12 months to 30 June 1996 (13,549) was made up of 7,738 jobs current at 30 June 1996 and 5,811 jobs that ended between 1 July 1995 and 30 June 1996. Similarly, the total jobs in 1996–97 (16,191) represent the sum of 9,944 jobs current at 30 June 1997 and 6,247 jobs completed in the 12 months to 30 June 1997. The duration of jobs is examined for these two groups separately.

Of the jobs current at the end of 1995–96, 56% had commenced in the 12 months to 30 June 1996, that is, were of 12 months or less duration (Table 4.11). Another 14% had commenced in the first 6 months of 1995 and had been under way for 12 to 18 months. The remaining 30% commenced in 1994 or earlier, before the introduction of the NIMS system, and were of 18 months or more duration.

Table 4.11: Number of jobs current at 30 June 1996 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	
Agriculture/forestry/fishing	86	94	41	27	53	17	21	35	374
Mining	4	4	0	2	2	3	0	2	17
Manufacturing	187	187	114	103	160	100	130	211	1,192
Electricity/gas/water supply	4	2	3	3	6	4	4	2	28
Construction	30	16	6	6	20	7	15	13	113
Wholesale trade	51	39	20	25	25	20	28	29	237
Retail trade	229	155	131	115	123	76	90	134	1,053
Clothing/textiles/footwear	22	15	12	15	11	13	14	13	115
Hospitality	93	98	70	55	81	52	66	63	578
Fast food	80	65	40	51	78	40	46	37	437
Transport/storage	55	22	14	18	22	12	14	14	171
Communication services	17	22	13	23	42	8	13	12	150
Finance and insurance	18	11	7	10	10	10	5	9	80
Property/business services	51	50	31	27	30	20	19	26	254
Government/defence	51	59	30	35	67	27	53	126	448
Education	63	56	14	19	40	14	18	39	263
Health/community services	135	115	88	68	106	68	83	96	759
Cultural/recreational services	36	20	15	7	31	6	15	15	145
Personal and other services	109	77	48	65	68	25	34	26	452
Other	182	155	84	119	116	61	75	80	872
Total	1,503	1,262	781	793	1,091	583	743	982	7,738
<i>Total %</i>	<i>19.4</i>	<i>16.3</i>	<i>10.1</i>	<i>10.2</i>	<i>14.1</i>	<i>7.5</i>	<i>9.6</i>	<i>12.7</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.

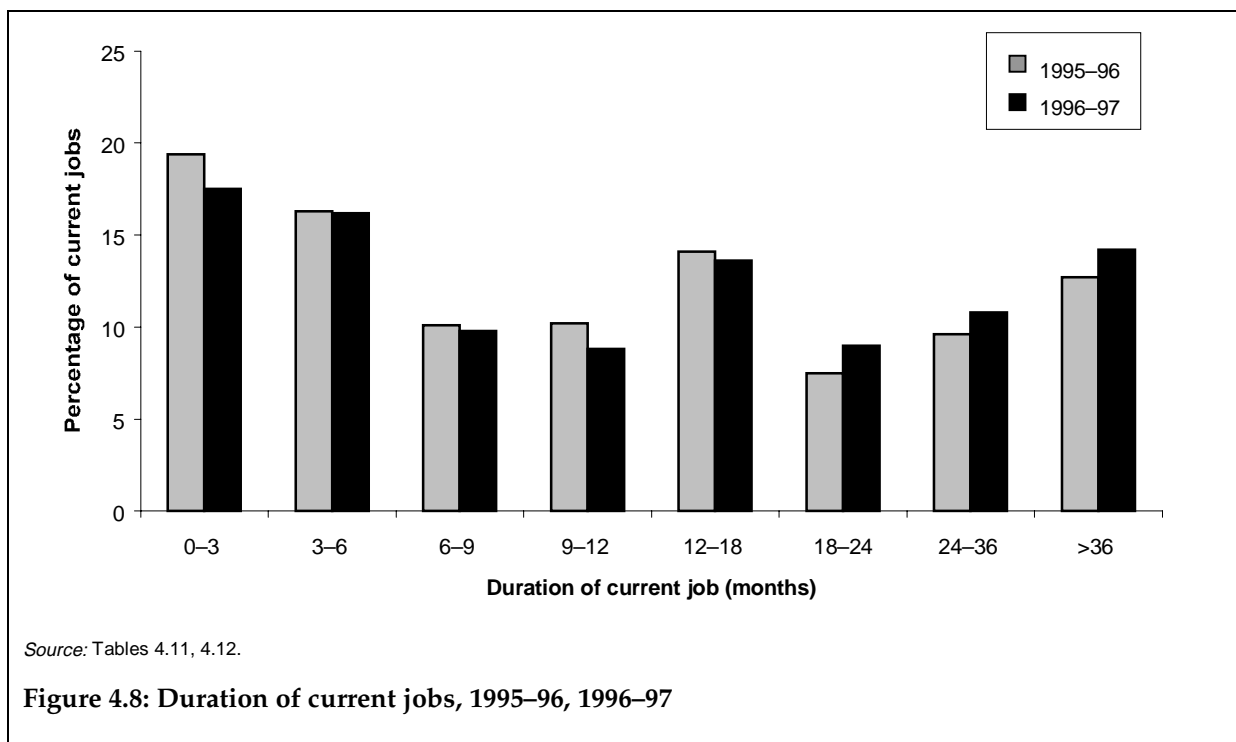
Of the jobs current at 30 June 1997, just over half (52%) had commenced in the previous 12 months (Table 4.12). Nearly 14% were of 12 to 18 months duration and 9% of 18 to 24 months duration. A quarter (25%) of jobs had been under way for over 24 months, many of these having commenced prior to the introduction of NIMS.

Table 4.12: Number of jobs current at 30 June 1997 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	
Agriculture/forestry/fishing	95	95	45	39	67	45	44	47	477
Mining	3	3	1	2	0	2	4	2	17
Manufacturing	231	213	125	125	175	134	180	288	1,471
Electricity/gas/water supply	8	4	6	3	2	5	6	3	37
Construction	45	30	21	11	23	3	16	17	166
Wholesale trade	69	61	37	31	43	27	32	40	340
Retail trade	231	200	172	130	227	142	132	174	1,408
Clothing/textiles/footwear	17	15	5	6	15	13	15	14	100
Hospitality	131	126	68	64	93	72	71	100	725
Fast food	61	62	41	40	72	53	78	70	477
Transport/storage	47	56	38	22	34	18	21	18	254
Communication services	38	30	17	16	24	17	26	27	195
Finance and insurance	12	21	12	13	17	12	20	15	122
Property/business services	78	79	41	29	63	33	30	35	388
Government/defence	61	66	30	37	50	31	63	159	497
Education	67	63	22	36	40	18	33	50	329
Health/community services	164	161	97	92	133	84	110	154	995
Cultural/recreational services	35	35	16	13	27	15	20	22	183
Personal and other services	139	116	75	67	83	64	51	50	645
Other	208	178	103	104	168	108	122	127	1,118
Total	1,740	1,614	972	880	1,356	896	1,074	1,412	9,944
<i>Total %</i>	<i>17.5</i>	<i>16.2</i>	<i>9.8</i>	<i>8.8</i>	<i>13.6</i>	<i>9.0</i>	<i>10.8</i>	<i>14.2</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.

The percentage of current jobs of 12 months or less duration has declined between 1995-96 and 1996-97 and the percentage of jobs of 24 months or more duration has increased (Tables 4.11, 4.12, Figure 4.8). The median duration for current jobs increased from 44 weeks in 1995-96 to 48 weeks in 1996-97.



The duration of current jobs varied among industries (Tables 4.11, 4.12). For instance, of those industries for which there were a substantial number of current jobs (more than 400) in 1996-97, the lowest proportion of jobs of more than 12 months duration was in personal and other services (248 of 645 or 38%) and agriculture, forestry and fishing (203 of 477 or 43%). The greatest proportion of current jobs over 12 months duration was in government/defence (303 of 497 or 61%) and fast food (273 of 477 or 57%; Table 4.12).

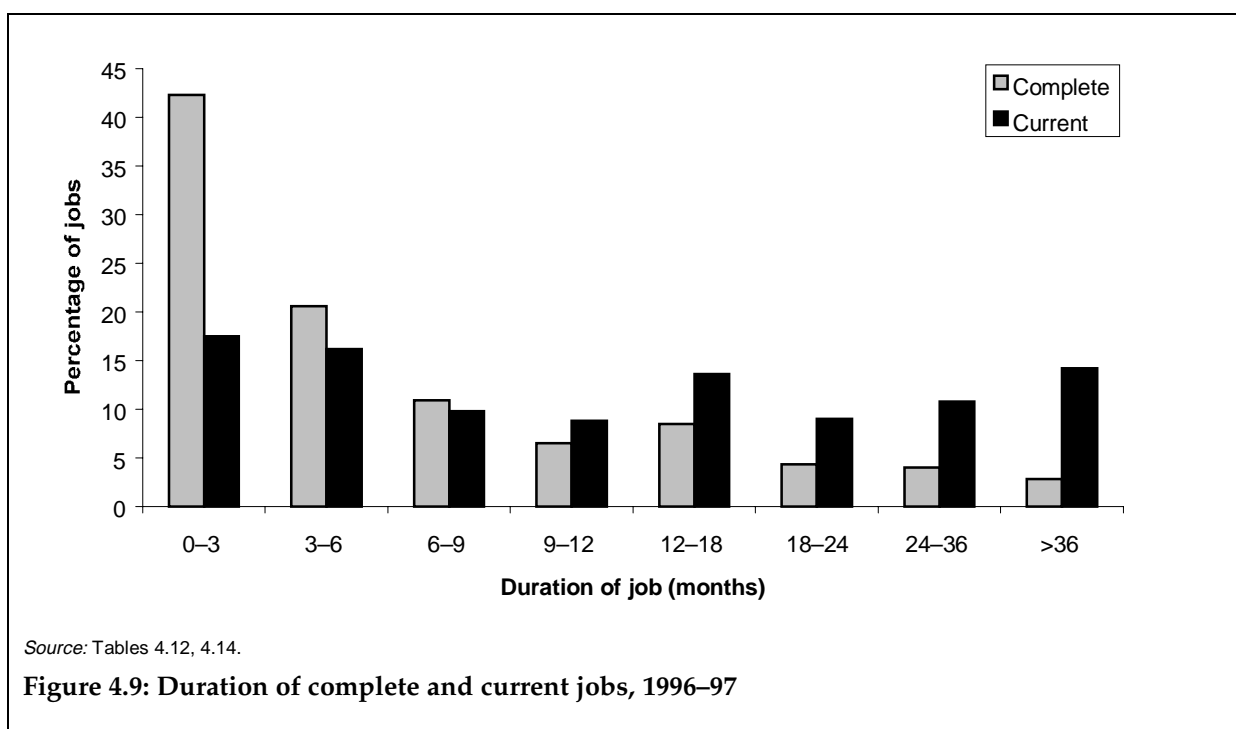


Table 4.13: Number of jobs completed between 1 July 1995 and 30 June 1996, by employer's industry type and duration of job

Industry type	Duration (months) ^(a)								Total
	0–3	3–6	6–9	9–12	12–18	18–24	24–36	>36	
Agriculture/forestry/fishing	295	95	41	17	16	10	3	4	481
Mining	5	4	0	0	0	0	0	0	9
Manufacturing	409	155	110	49	54	39	32	29	877
Electricity/gas/water supply	8	5	1	2	1	1	0	2	20
Construction	63	27	14	3	9	6	1	3	126
Wholesale trade	102	42	22	10	25	8	8	10	227
Retail trade	332	146	73	44	53	19	27	25	719
Clothing/textiles/footwear	43	15	8	4	5	0	3	4	82
Hospitality	215	112	56	25	34	21	13	7	483
Fast food	90	32	27	20	27	15	9	8	228
Transport/storage	60	30	6	9	6	6	2	1	120
Communication services	44	20	12	7	8	1	3	2	97
Finance and insurance	18	6	3	0	3	3	1	1	35
Property/business services	127	45	26	19	16	11	8	4	256
Government/defence	75	56	21	14	25	13	5	16	225
Education	66	40	23	12	12	5	6	5	169
Health/community services	166	117	45	33	44	22	19	11	457
Cultural/recreational services	43	24	20	10	10	1	4	4	116
Personal and other services	185	92	33	18	31	6	9	6	380
Other	303	169	72	46	54	28	16	16	704
Total	2,649	1,232	613	342	433	215	169	158	5,811
<i>Total %</i>	<i>45.6</i>	<i>21.2</i>	<i>10.6</i>	<i>5.9</i>	<i>7.4</i>	<i>3.7</i>	<i>2.9</i>	<i>2.7</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.

The distribution of completed job duration differed in 1996–97 compared with 1995–96 (Tables 4.13, 4.14). Slightly lower proportions of completed jobs in 1996–97 were of less than 6 months duration and higher proportions of completed jobs were for longer duration. The median duration for completed jobs increased from 15 weeks in 1995–96 to 16 weeks in 1996–97.

As might be expected, completed jobs were, on average, of shorter duration than current jobs (Figure 4.9). Government/defence accounted for a higher than average proportion of both current and completed jobs of 12 months or more duration (61% and 30% respectively in 1996–97).

Table 4.14: Number of jobs completed between 1 July 1996 and 30 June 1997 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	
Agriculture/forestry/fishing	270	86	53	24	27	11	6	5	482
Mining	10	1	2	1	1	1	0	1	17
Manufacturing	391	175	102	39	66	42	33	35	883
Electricity/gas/water supply	15	4	2	2	0	1	4	0	28
Construction	65	18	16	3	7	3	6	6	124
Wholesale trade	125	44	31	11	18	11	10	4	254
Retail trade	318	182	84	66	63	28	35	25	801
Clothing/textiles/footwear	26	21	8	4	9	5	5	4	82
Hospitality	208	112	48	30	45	24	29	16	512
Fast food	88	50	35	22	44	19	18	9	285
Transport/storage	75	26	17	11	9	6	4	5	153
Communication services	29	21	5	10	5	10	3	0	83
Finance and insurance	7	12	6	3	4	0	2	1	35
Property/business services	122	31	15	18	17	12	9	6	230
Government/defence	81	56	27	15	37	13	14	13	256
Education	80	50	30	15	17	6	9	8	215
Health/community services	144	118	51	49	46	21	16	17	462
Cultural/recreational services	45	30	16	5	8	8	3	3	118
Personal and other services	191	95	40	26	39	15	15	5	426
Other	355	157	93	55	71	30	28	12	801
Total	2,645	1,289	681	409	533	266	249	175	6,247
<i>Total %</i>	<i>42.3</i>	<i>20.6</i>	<i>10.9</i>	<i>6.5</i>	<i>8.5</i>	<i>4.3</i>	<i>4.0</i>	<i>2.8</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, tradespersons were the most likely to have had a current job for more than 12 months (273 of 517 or 53% in 1995-96, and 338 of 637 or 53% in 1996-97; Tables 4.15, 4.16). Sales/personal service workers were the least likely to have current jobs for more than 12 months in both 1995-96 (354 of 919 or 39%) and 1996-97 (564 of 1,237 or 46%), and this proportion had increased between the two periods.

Table 4.15: Number of jobs current at 30 June 1996 by occupation type and duration of job

Occupation	Duration (months) ^(a)								Total ^(b)
	0–3	3–6	6–9	9–12	12–18	18–24	24–36	>36	
Managers	7	5	4	1	3	—	4	6	30
Professionals	28	28	14	14	32	12	7	28	163
Para-professionals	33	34	11	12	36	6	5	13	150
Tradespersons	77	83	42	42	72	48	80	73	517
Clerks	207	191	81	108	183	72	82	168	1,092
Sales/personal service	193	145	110	117	132	75	67	80	919
Plant/machine operators/drivers	36	17	14	12	22	6	11	16	134
Labourers/related workers	922	759	505	487	611	363	487	598	4,732
Total	1,503	1,262	781	793	1,091	583	743	982	7,738
<i>Total %</i>	<i>19.4</i>	<i>16.3</i>	<i>10.1</i>	<i>10.2</i>	<i>14.1</i>	<i>7.5</i>	<i>9.6</i>	<i>12.7</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) For 1995–96, the total includes 1 job for 24–36 months with unknown occupation.

Table 4.16: Number of jobs current at 30 June 1997 by occupation type and duration of job

Occupation	Duration (months) ^(a)								Total ^(b)
	0–3	3–6	6–9	9–12	12–18	18–24	24–36	>36	
Managers	4	3	3	6	7	3	6	11	43
Professionals	32	39	23	22	34	15	35	39	239
Para-professionals	38	59	26	29	37	11	18	18	236
Tradespersons	87	100	59	53	94	58	71	115	637
Clerks	225	214	116	118	188	107	166	220	1,354
Sales/personal service	206	205	145	117	175	135	127	127	1,237
Plant/machine operators/drivers	35	26	17	18	36	12	18	19	181
Labourers/related workers	1,113	965	582	517	785	555	632	863	6,012
Total	1,740	1,614	972	880	1,356	896	1,074	1,412	9,944
<i>Total %</i>	<i>17.5</i>	<i>16.2</i>	<i>9.8</i>	<i>8.8</i>	<i>13.6</i>	<i>9.0</i>	<i>10.8</i>	<i>14.2</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) For 1996–97 the total includes 5 jobs with unknown occupation (3 of 3–6 months, 1 of 6–9 months and 1 of 24–36 months duration).

Tradespersons also had the highest percentage of completed jobs of greater than 12 months duration in both 1995–96 (85 of 337 or 25%) and 1996–97 (96 of 385 or 25%; Tables 4.17, 4.18).

Table 4.17: Number of jobs completed between 1 July 1995 and 30 June 1996 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	1	3	3	0	0	1	0	0	8
Professionals	30	19	7	6	5	1	5	2	75
Para-professionals	36	20	5	2	8	4	2	4	81
Tradespersons	123	71	39	19	35	15	18	17	337
Clerks	266	155	70	48	61	28	20	20	668
Sales/personal service staff	275	147	61	39	53	26	21	17	639
Plant/machine operators	57	12	9	8	4	5	2	2	99
Labourers/related workers	1,861	805	419	220	267	135	101	96	3,904
Total	2,649	1,232	613	342	433	215	169	158	5,811
<i>Total %</i>	<i>45.6</i>	<i>21.2</i>	<i>10.6</i>	<i>5.9</i>	<i>7.4</i>	<i>3.7</i>	<i>2.9</i>	<i>2.7</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.

Table 4.18: Number of jobs completed between 1 July 1996 and 30 June 1997 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	3	2	1	0	0	0	1	12
Professionals	21	20	11	6	11	2	3	2	76
Para-professionals	27	32	15	9	12	9	3	2	109
Tradespersons	154	75	38	22	23	19	33	21	385
Clerks	291	168	77	59	73	33	24	17	742
Sales/personal service staff	287	188	94	57	65	28	24	21	764
Plant/machine operators	58	25	13	5	8	4	3	6	122
Labourers/related workers	1,802	778	431	250	341	171	159	105	4,037
Total	2,645	1,289	681	409	533	266	249	175	6,247
<i>Total %</i>	<i>42.3</i>	<i>20.6</i>	<i>10.9</i>	<i>6.5</i>	<i>8.5</i>	<i>4.3</i>	<i>4.0</i>	<i>2.8</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.

5 Job experience of clients

5.1 Job history

Profiles of jobs as presented in Chapter 4 describe the types of work gained in different industries or occupations. However, such description does not present a full picture of employment trends of clients because a job may vary from a few hours worked casually on one day to a full-time, permanent job worked for the whole year. To examine employment trends it is necessary to summarise the job history of clients over the period that they were receiving support, and thus to have the individual rather than the job as the basic unit of analysis.

Clients who had a job at some time during either 1995–96 or 1996–97 (referred to as ‘workers’ in each financial year) can be classified into four job history groups. For each financial year, this is done depending upon whether they had a job at the beginning and/or at the end of the support period, as in Table 5.1. In each case, 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. In these cases, the support period, or time in support, was less than one year and calculated in weeks. (See Appendix 2 for further details.) 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 their support period in 1995–96 or 1996–97 respectively.

There were 12,431 clients who had a job some time during 1996–97 (workers in 1996–97), an increase of 2,085 or 20% over 1995–96 (10,346 workers, Table 5.2).

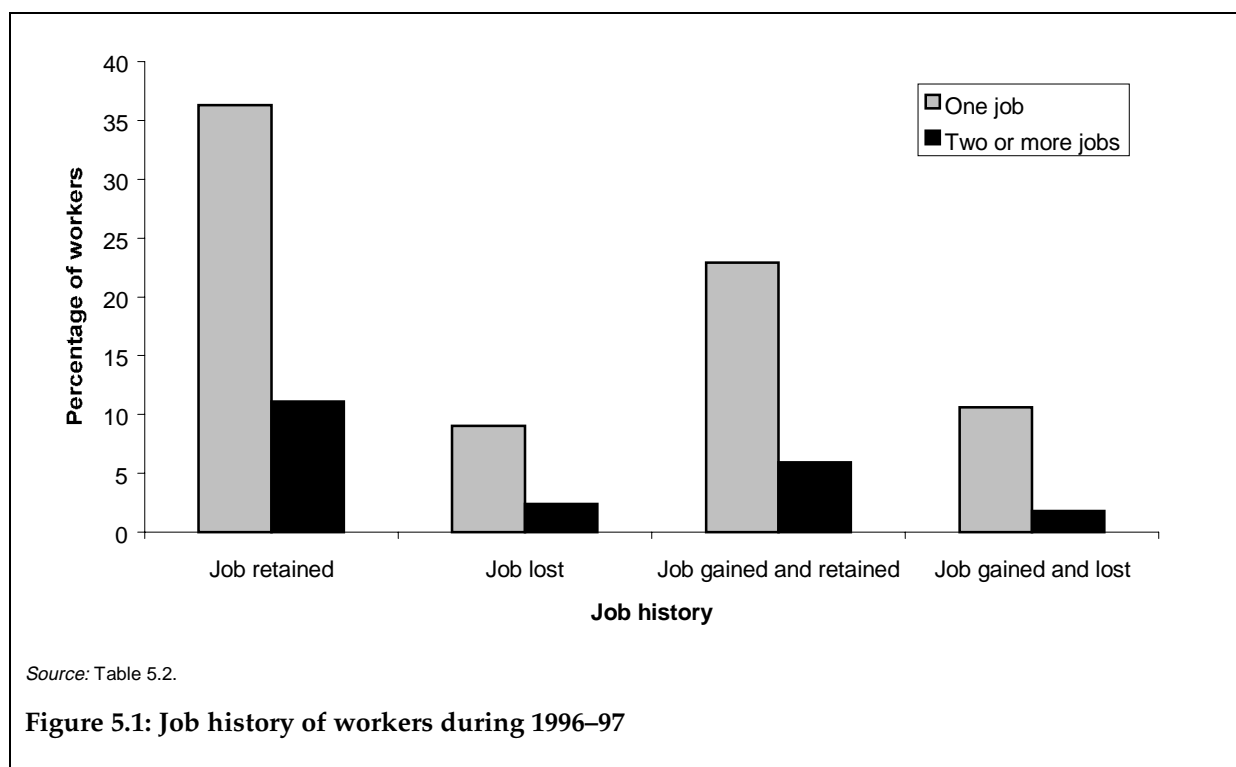
In 1996–97, 7,309 workers had a job at the start of the support period, of whom 1,415 (19%) became and remained unemployed at the end of the period (Table 5.2, Figure 5.1). Another 5,122 who were not employed at the beginning of the support period obtained a job during the period; however, 1,537 (30%) of these workers were unemployed again by the end of the period. The corresponding figures for 1995–96 were 5,720 workers with a job at the start of the year, of whom 1,235 (22%) were unemployed at the end of the period; and 4,626 who obtained a job of whom 1,566 (34%) were unemployed at the end of the period.

The increase in employment over each financial year can be calculated by comparing the number of workers at the beginning with the number at the end. This equals the number of ‘job gained and retained’ workers minus the number of ‘job lost’ workers. As at 1 July 1996, 7,309 clients had a job and this increased by 2,170 or 30% to 9,479 by 30 June 1997. The proportional increase from 1 July 1995 to 30 June 1996 was similar at 32% (1,825 clients, from 5,720 to 7,545).

Table 5.2: Job history of workers during 1995–96, 1996–97

Job history	With one job		With more than one job		All workers	
	n	%	n	%	n	%
1995–96						
Job retained	3,393	32.8	1,092	10.6	4,485	43.4
Job lost	932	9.0	303	2.9	1,235	11.9
Job gained and retained	2,442	23.6	618	6.0	3,060	29.6
Job gained and lost	1,284	12.4	282	2.7	1,566	15.1
Total	8,051	77.8	2,295	22.2	10,346	100.0
1996–97						
Job retained	4,510	36.3	1,384	11.1	5,894	47.4
Job lost	1,118	9.0	297	2.4	1,415	11.4
Job gained and retained	2,851	22.9	734	5.9	3,585	28.8
Job gained and lost	1,318	10.6	219	1.8	1,537	12.4
Total	9,797	78.8	2,634	21.2	12,431	100.0

The worker retention rate is the percentage of workers who had a job at the end of the support period (i.e. the combined percentage of ‘job retained’ and ‘job gained and retained’ workers). This rate is not a measure of overall employment, only of the probability that a worker who had a job at sometime during the year remained in employment at the end of that year (or their support period if they left the agency). In 1995–96 about 73% (7,545 out of 10,346) of workers had a job at the end of the support period. This increased to 76% in 1996–97 (9,479 out of 12,431). In both years this percentage was lower for those who had one job compared with those who had more than one job (75% versus 80% in 1996–97, Table 5.2).



There was an increase in client numbers from 20,624 in 1995–96 to 24,590 in 1996–97. This increase of 3,966 represents the difference between the 6,173 clients who ended support in 1995–96 and the 10,139 clients who started in 1996–97 (Table 5.3). This means that the total number of clients recorded on the database for the two years was 30,763. However, this may include some clients who have been recorded more than once because they left one agency and later began with another. Clients who ended support in 1995–96 include both those who were recorded as leaving the agency, and also those who had support in 1995–96 but no support in 1996–97 (see Table 3.2).

Of the 6,173 clients who left support during 1995–96, over two-thirds (68% or 4,222) had never had a job while in support and 15% (482 + 459 = 941) had worked but did not have a job at the time of leaving (Table 5.3). The remaining 16% (1,010) did have a job when they left and possibly became independent workers, although their subsequent job history is unknown.

From another perspective, those 4,222 non-workers who left support during 1995–96 represented 41% of the 10,278 clients who did not have a job during 1995–96. A further 40% or 4,152 continued with support but did not get a job during 1996–97. The remaining 19% (1,904) did get a job during 1996–97 with two-thirds of these (65% or 1,240) still in work at the end of the year.

Over two-thirds (69% or 7,024) of the clients who started during 1996–97 did not get a job during the year while 24% (688 + 1,783 = 2,471) had a job at the end of the year and 6% (89 + 555 = 624) had a job during the year which was lost. Finally 8,395 (10,346–1,951) clients who had a job in 1995–96 continued support in 1996–97. Of these 1995–96 workers 7,412 or 88% also had a job sometime in 1996–97, with 3,252 (39%) having a job at the start and at the end of the total 2-year period.

Table 5.3: Job history of workers from 1995–96 to 1996–97

1995–96	1996–97							
	Not a client (no support in 1996–97)	No job	Job retained	Job lost	Job gained and retained	Job gained and lost	Total workers	Total clients
Not a client (started in 1996–97)	—	7,024	688	89	1,783	555	3,115	10,139
No job	4,222	4,152	2 ^(a)	—	1,238	664	1,904	10,278
Job retained	707	5 ^(b)	3,252	519	2 ^(b)	—	3,773	4,485
Job lost	482	396	—	—	256	101	357	1,235
Job gained and retained	303	—	1,949	807	1 ^(b)	—	2,757	3,060
Job gained and lost	459	582	3 ^(a)	—	305	217	525	1,566
<i>Total workers</i>	<i>1,951</i>	<i>983</i>	<i>5,204</i>	<i>1,326</i>	<i>564</i>	<i>318</i>	<i>7,412</i>	<i>10,346</i>
Total clients	6,173	12,159	5,894	1,415	3,585	1,537	12,431	30,763

(a) These clients left during 1995–96 and restarted during 1996–97, having obtained a job in between.
(b) These clients left during 1995–96 and restarted during 1996–97, having lost a job in between.

The number and type of jobs they had also affect the job experience of each worker. 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.

The primary job of a worker 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 5.4.

Table 5.4: Workers, basis of employment of primary job by job history, 1995–96, 1996–97

Basis of employment	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
1995–96										
One job										
Permanent regular	2,748	81.0	633	67.9	1,565	64.1	674	52.5	5,620	69.8
Permanent irregular	231	6.8	129	13.8	381	15.6	283	22.0	1,024	12.7
Permanent seasonal	297	8.8	119	12.8	310	12.7	144	11.2	870	10.8
Temporary regular	81	2.4	33	3.5	123	5.0	114	8.9	351	4.4
Temporary irregular	8	0.2	6	0.6	30	1.2	46	3.6	90	1.1
Temporary seasonal	28	0.8	12	1.3	33	1.4	23	1.8	96	1.2
All	3,393	100.0	932	100.0	2,442	100.0	1,284	100.0	8,051	100.0
More than one job										
Permanent regular	722	66.1	169	55.8	336	54.4	148	52.5	1,375	59.9
Permanent irregular	123	11.3	63	20.8	126	20.4	57	20.2	369	16.1
Permanent seasonal	151	13.8	24	7.9	74	12.0	31	11.0	280	12.2
Temporary regular	49	4.5	25	8.3	59	9.6	27	9.6	160	7.0
Temporary irregular	21	1.9	15	5.0	12	1.9	9	3.2	57	2.5
Temporary seasonal	26	2.4	7	2.3	11	1.8	10	3.6	54	2.4
All	1,092	100.0	303	100.0	618	100.0	282	100.0	2,295	100.0
1996–97										
One job										
Permanent regular	3,486	77.3	741	66.3	1,830	64.2	746	56.6	6,803	69.4
Permanent irregular	384	8.5	180	16.1	430	15.1	238	18.1	1,232	12.6
Permanent seasonal	450	10.0	124	11.1	402	14.1	148	11.2	1,124	11.5
Temporary regular	136	3.0	54	4.8	136	4.8	138	10.5	464	4.7
Temporary irregular	21	0.5	8	0.7	23	0.8	32	2.4	84	0.9
Temporary seasonal	33	0.7	11	1.0	30	1.1	16	1.2	90	0.9
All	4,510	100.0	1,118	100.0	2,851	100.0	1,318	100.0	9,797	100.0
More than one job										
Permanent regular	923	66.7	169	56.9	421	57.4	112	51.1	1,625	61.7
Permanent irregular	161	11.6	54	18.2	138	18.8	50	22.8	403	15.3
Permanent seasonal	166	12.0	44	14.8	93	12.7	19	8.7	322	12.2
Temporary regular	85	6.1	17	5.7	41	5.6	16	7.3	159	6.0
Temporary irregular	18	1.3	6	2.0	26	3.5	16	7.3	66	2.5
Temporary seasonal	31	2.2	7	2.4	15	2.0	6	2.7	59	2.2
All	1,384	100.0	297	100.0	734	100.0	219	100.0	2,634	100.0

In both financial years, overall about 68% of workers had a permanent regular primary job (70% of people who had one job, and 60% of those who had more than one in 1995–96, and 69% and 62% in 1996–97). In 1996–97 a further 13% of workers had a job which was permanent irregular, and 12% one which was permanent seasonal (the corresponding

percentages in 1995–96 were 13% and 11%). Workers in the ‘job retained’ category were the most likely to be in permanent regular work, and the least likely to be in temporary work of any kind. Those in the ‘job gained and lost’ category were the least likely to have had permanent regular work. In addition, workers who only had one job during the support period were more likely to be in permanent work than those who had more than one job.

A total of 4,741 workers finished at least one job during 1996–97, and 4,263 during 1995–96 (Table 5.5). 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).

In 1996–97, nearly one-third (31%) of workers who had completed a job had resigned because of reasons other than career development. Dismissals accounted for another 11%. Workers in the ‘job lost’ and ‘job gained and lost’ were more likely to have finished a job for one of these reasons, than workers who retained employment during the support period. ‘Job retained’ workers were more likely to have resigned from a job for career development which suggests that they were changing jobs. About a third (32%) of workers finished a job either due to retrenchment or the completion of an employment contract.

The pattern for 1995–96 was similar to that for 1996–97.

Table 5.5: Reason for job(s) ending, by job history, for workers who finished one or more jobs, 1995–96, 1996–97

Reason for job ending	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
1995–96										
Retrenched	139	15.1	179	14.5	71	13.1	159	10.2	548	12.9
Dismissed	67	7.3	153	12.4	41	7.6	214	13.7	475	11.1
Resigned—career development	189	20.5	50	4.0	81	14.9	42	2.7	362	8.5
Resigned—other reason	152	16.5	451	36.5	100	18.5	566	36.1	1,269	29.8
Work trial	27	2.9	33	2.7	39	7.2	106	6.8	205	4.8
Employment contract finished	172	18.7	164	13.3	129	23.8	290	18.5	755	17.7
Mixed reasons—with dismissal ^(a)	31	3.4	62	5.0	17	3.1	54	3.4	164	3.8
Mixed reasons—other ^(a)	109	11.8	131	10.6	54	10.0	133	8.5	427	10.0
Unknown	34	3.7	12	1.0	10	1.8	2	0.1	58	1.4
Total	920	100.0	1,235	100.0	542	100.0	1,566	100.0	4,263	100.0
1996–97										
Retrenched	145	13.1	218	15.4	70	10.2	168	10.9	601	12.7
Dismissed	70	6.3	171	12.1	63	9.2	237	15.4	541	11.4
Resigned—career development	203	18.4	63	4.5	78	11.3	42	2.7	386	8.1
Resigned—other reason	219	19.8	522	37.0	156	22.7	555	36.1	1,452	30.6
Work trial	33	3.0	36	2.6	40	5.8	96	6.2	205	4.3
Employment contract finished	223	20.2	213	15.1	173	25.1	298	19.4	907	19.1
Mixed reasons—with dismissal ^(a)	38	3.4	59	4.2	27	3.9	39	2.5	163	3.4
Mixed reasons—other ^(a)	118	10.7	114	8.1	64	9.3	94	6.1	390	8.2
Unknown	55	5.0	16	1.1	17	2.5	8	0.5	96	2.0
Total	1,104	100.0	1,412	100.0	688	100.0	1,537	100.0	4,741	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 (Tables 5.6 and 5.7). These measures are based on the total number of weeks 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 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.
- **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 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 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.
- **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.

For workers who had more than one job, these 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 beginning of the support period to the start of the first (or only) job gained.

See Appendix 2 for the precise formulas for calculating all of the above measures.

In 1996–97 overall the average worker was in work for about 33 weeks which equated to just under three-quarters (73%) of their time in support (Table 5.7). This was a slight increase over 1995–96 (31 weeks or 70%); however, the mean hours of work per working week fell from 25.5 to 24.8 from 1995–96 to 1996–97 (Table 5.6). The latter trend almost compensated for the former, so that the mean hours of work per week in support increased slightly from 18.3 to 18.6. This figure is a reflection of the total hours of work per working client for the whole year (that is the amount of work averaged over all of the time in support).

From 1995–96 to 1996–97 the mean hourly wage rate increased by 2.7% from \$9.16 to \$9.41. A decrease of a similar magnitude in the mean hours of work per working week meant the weekly wage remained at \$229 for both periods. However, the mean income per week of support increased from \$164 to \$170, reflecting an increase in mean income per year of 3.8% from \$7,344 to \$7,624.

The average time taken to get a job (for those clients who obtained work after the beginning of the financial year) was 14.7 weeks in 1995–96 and 14.0 in 1996–97.

Table 5.6: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1995–96

Job history	Number of workers	Mean jobs/worker	Mean weeks to get job ^(a)	Mean time in work		Mean hours of work		Income earned from jobs		
				Weeks	% ^(b)	Per work week	Per week ^(c)	Per hour	Per work week	Per week ^(c)
One job										
Job retained	3,393	1.0	—	45.7	100.0%	27.8	27.8	\$9.11	\$250	\$250
Job lost	932	1.0	—	21.4	50.9%	25.4	13.2	\$9.04	\$223	\$117
Job gained and retained	2,442	1.0	17.4	22.7	56.6%	24.5	14.0	\$9.15	\$215	\$126
Job gained and lost	1,284	1.0	12.5	11.7	29.4%	23.8	7.2	\$9.48	\$220	\$66
<i>Total</i>	<i>8,051</i>	<i>1.0</i>	<i>15.8</i>	<i>30.5</i>	<i>69.9%</i>	<i>25.9</i>	<i>18.6</i>	<i>\$9.17</i>	<i>\$231</i>	<i>\$167</i>
Two or more jobs										
Job retained	1,092	2.5	—	44.0	87.8%	24.8	21.6	\$8.84	\$219	\$190
Job lost	303	2.4	—	26.4	54.8%	26.4	14.5	\$9.00	\$235	\$128
Job gained and retained	618	2.4	10.7	28.8	62.7%	22.8	14.3	\$9.50	\$215	\$134
Job gained and lost	282	2.3	9.0	18.9	41.2%	24.3	10.2	\$9.41	\$229	\$96
<i>Total</i>	<i>2,295</i>	<i>2.4</i>	<i>10.2</i>	<i>34.5</i>	<i>71.0%</i>	<i>24.4</i>	<i>17.3</i>	<i>\$9.11</i>	<i>\$221</i>	<i>\$155</i>
All workers										
Job retained	4,485	1.4	—	45.3	97.0%	27.0	26.3	\$9.04	\$242	\$235
Job lost	1,235	1.3	—	22.7	57.8%	25.6	13.5	\$9.03	\$226	\$119
Job gained and retained	3,060	1.3	16.1	23.9	57.8%	24.1	14.0	\$9.22	\$215	\$127
Job gained and lost	1,566	1.2	11.9	13.0	31.5%	23.9	7.8	\$9.47	\$222	\$72
Total	10,346	1.3	14.7	31.4	70.1%	25.5	18.3	\$9.16	\$229	\$164

(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.

On average, workers with one job and workers with two or more jobs were employed for about the same proportion of time in support. In 1995–96 workers with one job earned slightly higher wages than earned by those with two or more jobs, but this was not true in 1996–97. There was substantial variation among job history categories. Workers who retained one job must have been in work 100% of their support time by definition, and workers in the ‘job retained’ category who had two or more jobs on average worked 89% of

their support period in 1996–97, the remaining 11% being spent between jobs. ‘Job gained and lost’ workers on average spent less than a third (29%) of their time in work.

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 5.7: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1996–97

Job history	Number of workers	Mean jobs/worker	Mean weeks to get job ^(a)	Mean time in work		Mean hours of work		Income earned from jobs		
				Weeks	% ^(b)	Per work week	Per week ^(c)	Per hour	Per work week	Per week ^(c)
One job										
Job retained	4,510	1.0	—	46.8	100.0%	26.9	26.9	\$9.18	\$243	\$243
Job lost	1,118	1.0	—	21.1	48.9%	24.0	12.1	\$9.07	\$213	\$108
Job gained and retained	2,851	1.0	15.5	22.9	59.3%	23.4	14.2	\$9.60	\$220	\$133
Job gained and lost	1,318	1.0	13.1	11.4	27.8%	22.5	6.3	\$9.77	\$214	\$60
<i>Total</i>	<i>9,797</i>	<i>1.0</i>	<i>14.8</i>	<i>32.2</i>	<i>72.6%</i>	<i>25.0</i>	<i>18.8</i>	<i>\$9.37</i>	<i>\$229</i>	<i>\$171</i>
Two or more jobs										
Job retained	1,384	2.5	—	44.8	89.2%	24.8	22.0	\$9.32	\$229	\$203
Job lost	297	2.3	—	25.0	52.4%	25.0	12.8	\$9.64	\$238	\$123
Job gained and retained	734	2.4	10.5	28.8	62.7%	22.8	14.5	\$9.74	\$220	\$138
Job gained and lost	219	2.3	8.8	17.1	37.3%	25.2	9.5	\$10.13	\$257	\$96
<i>Total</i>	<i>2,634</i>	<i>2.4</i>	<i>10.1</i>	<i>35.8</i>	<i>73.3%</i>	<i>24.3</i>	<i>17.8</i>	<i>\$9.54</i>	<i>\$230</i>	<i>\$167</i>
All workers										
Job retained	5,894	1.4	—	46.3	97.4%	26.4	25.8	\$9.21	\$240	\$234
Job lost	1,415	1.3	—	21.9	49.6%	24.2	12.3	\$9.19	\$218	\$111
Job gained and retained	3,585	1.3	14.6	24.1	60.0%	23.3	14.2	\$9.63	\$220	\$134
Job gained and lost	1,537	1.2	12.6	12.2	29.1%	22.8	6.8	\$9.82	\$220	\$65
Total	12,431	1.3	14.0	32.9	72.7%	24.8	18.6	\$9.41	\$229	\$170

(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.

5.3 Job experience by sex

About 52% of male clients had a job during 1996–97 compared with 48% of female clients. The percentages for 1995–96 were similar, although the gap between the sexes has narrowed slightly. In both years men and women spent almost three-quarters of their support period with a job. In 1996–97 the mean hourly wage was 34 cents higher for women than for men (\$9.63 compared with \$9.29) but because on average males worked 4 hours more per work week, they had a higher weekly wage than women. A similar pattern was evident for 1995–96.

From 1995–96 to 1996–97 the mean hourly wage rate has increased by just under 3% for both sexes. The average time taken to get a job has decreased more for females than males so that in 1996–97 it was between 14 and 15 weeks for both.

Table 5.8: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by sex, 1995–96, 1996–97

Sex	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Male	6,870	51.9%	14.3	70.0%	26.9	19.2	\$9.05	\$238	\$170
Female	3,476	46.9%	15.7	70.4%	22.9	16.5	\$9.38	\$210	\$151
1996–97									
Male	8,151	52.2%	14.1	72.9%	26.2	19.6	\$9.29	\$239	\$177
Female	4,280	47.6%	14.5	72.4%	22.2	16.7	\$9.63	\$210	\$156

5.4 Job experience by age

The proportion of clients with a job during the year has increased for all age groups between 15 and 59 between 1995–96 and 1996–97. In each year this proportion was lowest by far for those aged 15–19 years, at around 39%. The rates for ages 20–29 were well over 50%, while those for ages 30–59 were 45% to 50% (Table 5.9). The small number of clients in the 60–64 age group also had a high rate of employment (56% and 55% for 1995–96 and 1996–97 respectively).

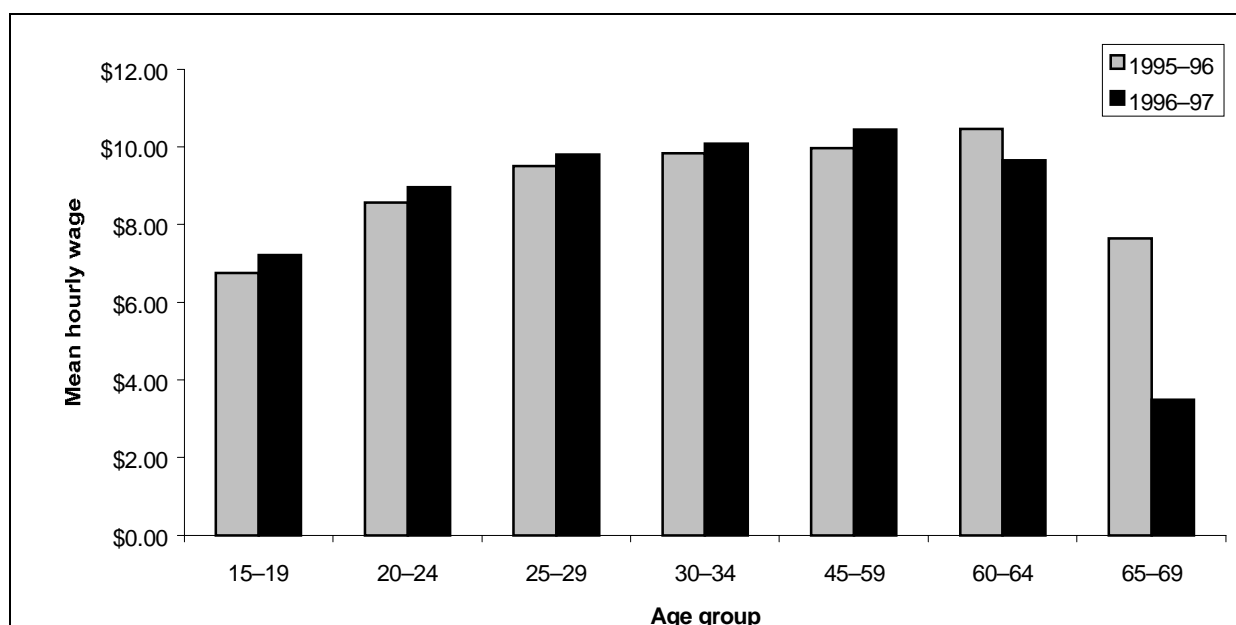
As for workers generally, the percentage time in work increased for workers of all age groups from 1995–96 to 1996–97. In both years the 15–19 year age group is substantially below average for this measure. By contrast, the mean hours of work per working week decreased for all age groups between 15 and 64.

In both years the 15–19 year old age group had by far the lowest hourly wage rate (not including the 65–69 age group), and the rate increased with age (Figure 5.2). However, the increase in the hourly rate between 1995–96 and 1996–97 varied among age groups. The 15–19 age group had the biggest percentage increase (\$6.76 to \$7.22, or 6.8%) followed by the 20–24 and 45–59 age groups (both 4.7%). In general, the differences between age groups decreased.

In both years weekly wage rates peaked at ages 25–29 as did mean hours worked per working week. Because of the drop in mean hours worked per week from 1995–96 to 1996–97, weekly wages did not increase as much as hourly rates and in fact, for two age groups (25–29 and 45–59) there was a decrease in this measure.

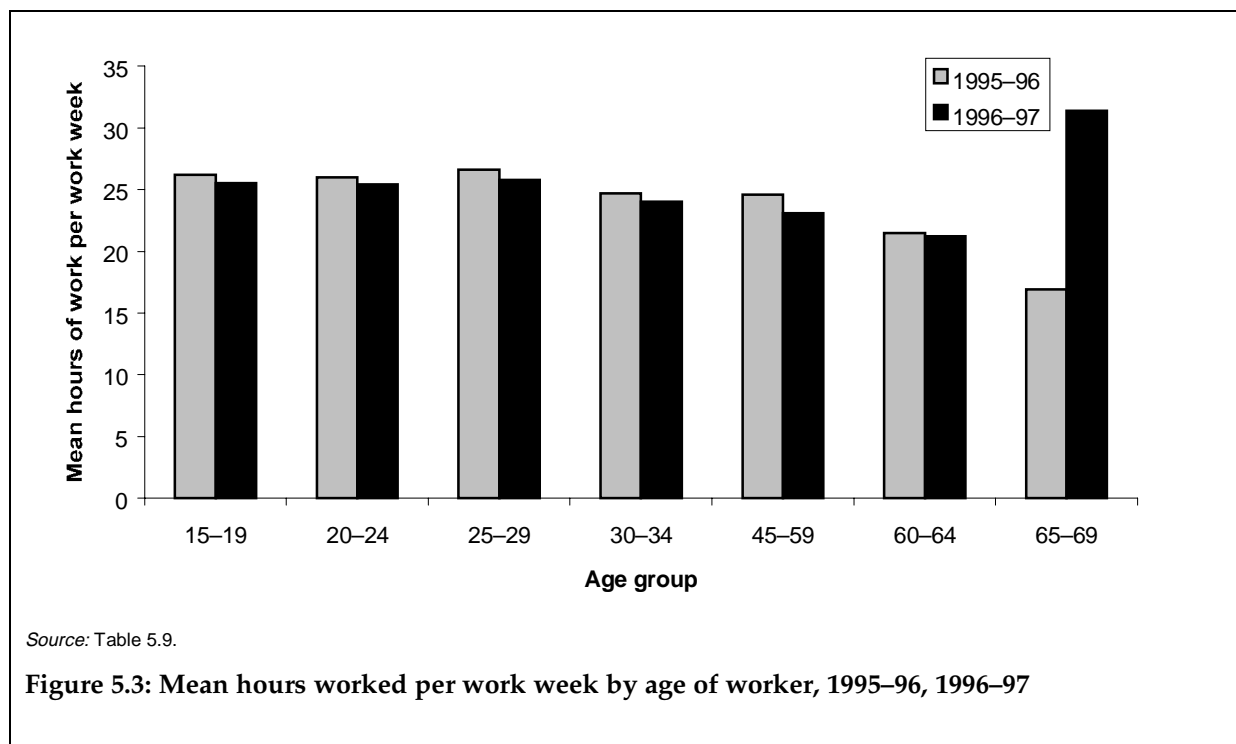
Table 5.9: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by age, 1995–96, 1996–97

Age group	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
15–19	828	38.9%	13.5	62.4%	26.2	16.5	\$6.76	\$172	\$108
20–24	3,015	54.9%	15.6	70.9%	26.0	18.8	\$8.56	\$219	\$157
25–29	2,149	53.7%	14.6	70.8%	26.6	19.3	\$9.51	\$250	\$182
30–44	3,316	48.9%	15.0	70.7%	24.7	18.0	\$9.84	\$236	\$172
45–59	974	45.6%	14.0	70.1%	24.6	17.5	\$9.97	\$239	\$168
60–64	41	56.1%	17.3	78.0%	21.5	17.0	\$10.47	\$217	\$164
65–69	7	50.0%	36.9	80.8%	16.9	15.8	\$7.64	\$62	\$52
Unknown	16	72.7%	4.4	66.5%	28.4	17.8	\$10.90	\$318	\$203
1996–97									
15–19	1,511	39.3%	13.8	65.3%	25.5	17.2	\$7.22	\$178	\$119
20–24	3,343	55.7%	14.4	73.6%	25.4	19.1	\$8.96	\$225	\$167
25–29	2,381	55.1%	14.5	73.6%	25.8	19.6	\$9.81	\$249	\$188
30–44	3,909	50.3%	14.3	73.9%	24.0	18.2	\$10.08	\$239	\$179
45–59	1,234	48.2%	13.8	74.1%	23.1	17.7	\$10.44	\$237	\$179
60–64	44	55.0%	9.2	79.6%	21.2	16.8	\$9.66	\$203	\$155
65–69	5	33.3%	—	94.4%	31.4	29.4	\$3.49	\$87	\$76
Unknown	4	20.0%	11.9	71.2%	35.3	24.3	\$10.35	\$383	\$307



Source: Table 5.9.

Figure 5.2: Mean hourly wage rate by age of worker, 1995–96, 1996–97



5.5 Job experience by Indigenous and South Sea Islander status

People who identified as being of Aboriginal, Torres Strait Islander or South Sea Islander descent were less likely to have had a job in 1996-97 or 1995-96, than those who did not so identify or whose Indigenous origins were unknown. In 1996-97 workers in the former group had less time in work than average, but this was not true in 1995-96 when there was no real difference according to Indigenous origin. In both years mean hours of work and mean wages were lower for Indigenous and South Sea Islander workers, and the gap in wages between them and other workers has increased from 1995-96 to 1996-97.

Table 5.10: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by whether Aboriginal, Torres Strait Islander or South Sea Islander, 1995-96, 1996-97

Aboriginal, Torres Strait Islander or South Sea Islander descent	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995-96									
Yes	202	46.5%	11.6	70.2%	24.5	17.3	\$8.47	\$208	\$146
No	9,501	49.8%	14.7	70.0%	25.6	18.3	\$9.19	\$230	\$165
Not known	643	57.5%	17.3	72.1%	25.3	18.5	\$8.92	\$221	\$159
1996-97									
Yes	217	47.4%	12.8	63.5%	23.9	15.8	\$8.64	\$206	\$135
No	11,559	50.2%	14.1	72.8%	24.9	18.6	\$9.43	\$230	\$171
Not known	655	58.0%	17.3	74.7%	24.1	18.5	\$9.29	\$222	\$169

5.6 Job experience by preferred spoken language

In both 1995–96 and 1996–97 people with a preferred spoken language other than English were slightly more likely to have been employed than others, although overall they took about a week longer to get a job. In 1996–97, on average workers with a preferred spoken language other than English worked over three hours longer per working week and this gap has widened since 1995–96. Their percentage time in work and hourly rates of pay were also slightly greater, so that there is a considerable difference in weekly income between the two groups.

Table 5.11: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by preferred spoken language, 1995–96, 1996–97

Preferred spoken language other than English	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Yes	555	51.1%	15.4	70.9%	28.0	20.4	\$9.10	\$253	\$183
No	9,791	50.1%	14.7	70.1%	25.4	18.2	\$9.16	\$228	\$163
1996–97									
Yes	612	51.6%	15.2	74.0%	28.0	21.2	\$9.54	\$263	\$197
No	11,819	50.4%	14.2	72.7%	24.7	18.4	\$9.40	\$227	\$168

5.7 Job experience by type and nature of primary disability

In 1996–97 there was considerable variation among primary disability groups in the measures of job experience (Table 5.12). People with a speech, hearing or intellectual/learning disability had above-average likelihood of employment. Of the primary disability groups with large numbers, people with a psychiatric or a neurological disability had the least likelihood of having had a job. Workers with a psychiatric 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, followed by those with a neurological disability.

Workers with a sensory disability had the highest weekly wages, ranging from \$262 to \$326 per working week in 1996–97. This was because on average their hourly wage rates and hours of work per week were among the highest. These workers also took the least time on average to get a job. Workers with a psychiatric or a physical disability also had high hourly wage rates, but weekly wages were lower due to them working fewer hours per week on average. Workers with an intellectual/learning disability were the only group with a mean hourly wage rate substantially below the overall average (\$8.55 compared with \$9.41, Tables 5.12 and 5.7).

The variation among groups was similar in 1995–96. For all of the seven disability groups with substantial numbers of workers, time in work increased from 1995–96 to 1996–97, while mean hours of work decreased. However, the changes in wage rates were not so consistent. Weekly wage rates increased for workers with a psychiatric, vision or hearing disability but declined or remained static for other groups. The hourly wage rate for workers with a neurological disability also dropped slightly.

Table 5.12: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by primary disability type, 1995–96, 1996–97

Primary disability type	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Intellectual/learning	5,858	54.7%	15.8	72.6%	25.8	19.1	\$8.46	\$215	\$160
Psychiatric	1,760	42.1%	13.1	60.5%	22.7	14.0	\$10.24	\$227	\$140
Physical	1,130	45.3%	14.7	70.3%	25.3	18.0	\$10.16	\$255	\$181
Acquired brain injury	367	47.1%	14.9	63.9%	23.9	15.8	\$9.45	\$226	\$149
Neurological	295	44.4%	14.9	68.3%	24.7	17.2	\$9.46	\$230	\$160
Vision	471	46.7%	15.9	77.8%	31.3	25.1	\$10.60	\$315	\$239
Hearing	422	57.7%	12.0	72.2%	29.6	22.0	\$9.86	\$289	\$217
Speech	36	60.0%	8.3	80.5%	29.4	24.1	\$10.03	\$289	\$244
Deaf and blind	7	41.1%	6.0	74.1%	25.3	19.9	\$10.92	\$267	\$197
1996–97									
Intellectual/learning	6,542	55.2%	14.9	75.5%	25.3	19.6	\$8.55	\$213	\$163
Psychiatric	2,382	43.1%	13.2	64.5%	22.0	14.4	\$10.63	\$231	\$151
Physical	1,563	47.9%	14.6	72.8%	24.4	18.3	\$10.40	\$251	\$188
Acquired brain injury	463	48.0%	14.8	69.5%	23.4	16.6	\$9.50	\$223	\$157
Neurological	380	43.9%	14.6	69.7%	23.3	16.8	\$9.36	\$216	\$154
Vision	518	47.2%	12.7	79.9%	30.3	24.8	\$11.03	\$326	\$263
Hearing	529	55.6%	12.6	73.1%	29.6	22.3	\$10.18	\$297	\$226
Speech	43	59.7%	11.0	72.6%	26.5	20.5	\$10.07	\$262	\$198
Deaf and blind	11	36.6%	5.5	75.6%	26.6	19.7	\$10.19	\$290	\$218

In both 1995–96 and 1996–97, clients with an episodic primary disability were less likely to have had a job than those with a non-episodic disability were. Those who did have a job spent less time in work, and worked fewer hours per week on average. However, because the average hourly wage for workers with an episodic disability was 12% or 13% higher than other workers, there was not much difference in the wage per working week. These differences reflect the fact that the majority (75–80%, Table 3.8) of people with an episodic disability have a psychiatric disability.

Table 5.13: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by episodic nature of primary disability, 1995–96, 1996–97

Nature of primary disability	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Episodic	1,680	44.4%	13.8	63.0%	23.1	14.9	\$10.06	\$227	\$146
Not episodic	8,666	51.4%	15.0	71.5%	26.0	19.0	\$8.98	\$229	\$167
1996–97									
Episodic	2,139	44.9%	13.1	66.3%	14.9	22.0	\$10.41	\$226	\$152
Not episodic	10,292	51.8%	14.5	74.1%	19.3	25.4	\$9.19	\$230	\$174

5.8 Job experience and presence of other disability

In both years, clients with more than one disability were slightly less likely to have had a job than those with only one disability (Table 5.14). On average, workers with one disability worked more hours per week and had greater hourly and weekly wage rates than those with more than one disability. In 1996–97 the hourly wage rate of workers with one disability was 10% higher, and the weekly wage rate 19% higher. They also took one week less on average to obtain a job.

Table 5.14: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by presence of other disability, 1995–96, 1996–97

Presence of other disability	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Yes	2,136	48.5%	17.1	67.1%	24.0	16.2	\$8.58	\$202	\$137
No	8,210	50.5%	14.2	70.9%	25.9	18.9	\$9.31	\$236	\$171
1996–97									
Yes	2,345	49.0%	15.3	73.2%	23.3	17.5	\$8.69	\$199	\$147
No	10,086	50.9%	14.0	72.6%	25.2	18.8	\$9.57	\$236	\$175

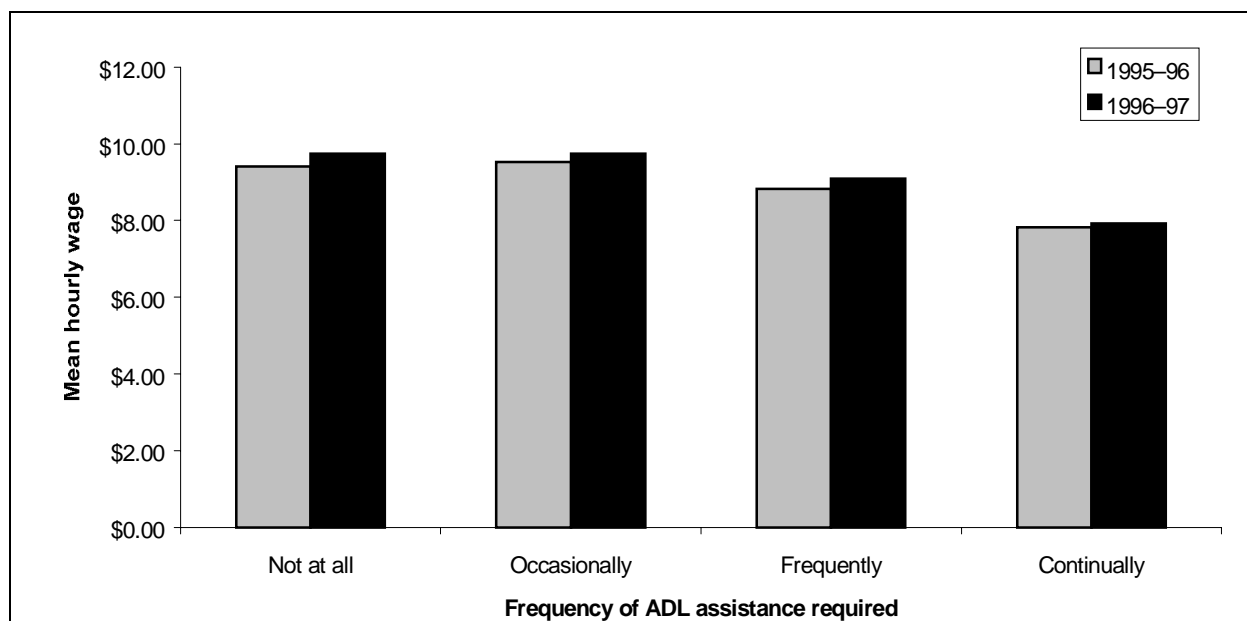
5.9 Job experience and frequency of assistance required for activities of daily living

In 1996–97 there was no consistent trend for either the proportion of clients who had a job, or the percentage time in work, with the frequency of assistance required for activities of daily living (ADL assistance). People who required only occasional ADL assistance had the highest means for each of these measures (Table 5.15, Figure 5.4). Workers who required no or occasional ADL assistance had higher mean hours per working week, and higher hourly and weekly wage rates than those who required frequent or continual assistance. Mean wage rates were particularly low for workers who required continual assistance; per hour (\$7.93) and per work week rates (\$170) were respectively 85% and 72% of the overall averages.

The above patterns were similar for 1995–96.

Table 5.15: Workers: 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 (ADL), 1995–96, 1996–97

Frequency of ADL assistance required	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Not at all	3,775	49.0%	14.3	67.6%	26.2	18.1	\$9.41	\$239	\$165
Occasionally	3,268	52.9%	14.3	74.4%	27.0	20.7	\$9.53	\$251	\$191
Frequently	2,258	49.5%	15.1	68.5%	24.1	16.9	\$8.83	\$211	\$148
Continually	1,045	47.6%	16.9	69.0%	22.1	14.7	\$7.83	\$164	\$112
1996–97									
Not at all	4,287	49.6%	14.1	70.0%	25.0	18.0	\$9.75	\$237	\$170
Occasionally	3,953	51.7%	14.2	75.6%	26.2	20.5	\$9.75	\$249	\$194
Frequently	2,881	50.0%	13.9	72.5%	23.9	17.5	\$9.10	\$217	\$158
Continually	1,310	51.2%	15.0	73.7%	22.3	16.7	\$7.93	\$170	\$122



Source: Table 5.15.

Figure 5.4: Mean hourly wage rate by frequency of ADL assistance required, 1995–96, 1996–97

5.10 Job experience and type of living arrangement

In 1996–97, about 86% of clients either lived alone or lived with family members, with the latter being the most common living arrangement (67%, see Table 3.6). These clients were more likely to have been workers than were those who lived in other types of accommodation (Table 5.17). Workers who lived alone had the highest mean hourly wage rate (\$10.28), about a dollar more than those who lived with family members, but the latter on average spent more time in work and worked more hours per week. Workers whose residence was unknown had the highest mean hours of work per week, and also high mean hourly and weekly wage rates; this suggests that this group may not be a random sample of all clients.

The variation between the major groups with respect to living arrangement was similar for 1995–96.

Table 5.16: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by type of living arrangement, 1995–96, 1996–97

Type of living arrangement	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Lives with family members	7,133	52.0%	14.8	71.0%	26.0	18.9	\$9.04	\$230	\$167
Lives alone	1,885	48.1%	13.6	67.1%	24.6	17.0	\$10.04	\$244	\$170
Special purpose	448	44.2%	15.5	70.9%	18.9	13.6	\$7.87	\$144	\$101
Other community	414	52.8%	19.0	63.1%	25.1	15.7	\$8.19	\$193	\$129
Institutional	29	31.8%	9.5	86.7%	16.4	14.3	\$7.37	\$123	\$105
No usual residence	22	48.8%	12.6	70.8%	29.0	22.1	\$8.90	\$244	\$179
Not known	415	39.1%	14.5	73.2%	30.2	22.7	\$9.78	\$283	\$203
1996–97									
Lives with family members	8,585	52.1%	14.2	73.3%	25.4	19.1	\$9.27	\$232	\$173
Lives alone	2,269	49.1%	13.4	70.2%	23.2	16.7	\$10.28	\$235	\$169
Special purpose	512	47.2%	14.7	75.0%	19.1	14.7	\$7.82	\$144	\$105
Other community	419	46.1%	14.0	73.5%	25.0	18.9	\$8.73	\$205	\$144
Institutional	40	39.2%	17.8	67.2%	15.7	11.3	\$7.56	\$117	\$87
No usual residence	28	37.3%	7.3	87.5%	26.8	24.4	\$8.67	\$223	\$206
Not known	578	42.8%	16.4	71.4%	28.5	21.1	\$10.14	\$276	\$203

5.11 Job experience and disability panel endorsement

In both years, clients who were endorsed by one of the now-defunct disability panels were much more likely to have had a job (55% in 1996–97) than those who were referred (44%), or who did not go through the panel process (46%, Table 5.17). On average, the latter clients had by far the most time in work and the highest hours per week of the three groups. Endorsed clients had a higher proportion of time in work but a lower mean for hours worked per week than referred clients. Hourly wages differed only slightly among the three groups; however, there was more variation in weekly wages due to the above differences. The small number of rejected clients (43 in 1995–96 and 40 in 1996–97) had very high hourly and weekly wage rates.

Table 5.17: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by disability panel status, 1995–96, 1996–97

Disability panel endorsement	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients			% time in work	Per work week	Per week	Per hour	Per work week
1995–96									
Endorsed	6,161	53.9%	14.4	68.0%	24.1	16.6	\$9.11	\$215	\$147
Referred	1,074	45.8%	14.9	62.4%	25.2	16.1	\$9.25	\$228	\$145
Rejected	43	44.3%	15.6	76.2%	28.5	21.8	\$10.27	\$294	\$235
Not referred, endorsed or rejected	3,068	45.3%	15.7	6.9%	28.6	22.5	\$9.21	\$257	\$205
1996–97									
Endorsed	7,292	54.8%	14.3	71.4%	23.7	17.3	\$9.31	\$217	\$156
Referred	1,439	44.1%	13.9	67.6%	24.6	17.0	\$9.50	\$230	\$157
Rejected	40	57.9%	15.7	80.5%	26.6	20.9	\$10.40	\$282	\$221
Not referred, endorsed or rejected	3,660	46.0%	14.1	77.4%	27.1	21.7	\$9.56	\$253	\$202

5.12 Job experience, client type and referral source

In 1995–96 and 1996–97 ISJ clients had a higher employment rate than CETP clients (52% to 49% in 1995–96, and 54% to 50% in 1996–97) and ISJ workers had slightly more time in work (Table 5.18). However, on average they worked substantially less hours per week and had lower hourly and weekly wage rates, although these differences narrowed slightly between 1995–96 and 1996–97.

Table 5.18: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by client type, 1995–96, 1996–97

Client type	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
CETP	6,745	49.3%	14.0	69.4%	27.1	19.3	\$9.50	\$249	\$177
ISJ	2,899	52.0%	16.7	70.9%	22.7	16.3	\$8.62	\$193	\$142
Other	702	50.9%	14.6	73.8%	22.7	16.8	\$8.18	\$184	\$132
1996–97									
CETP	8,092	49.6%	14.1	71.1%	26.1	19.1	\$9.73	\$247	\$181
ISJ	3,497	54.2%	13.9	75.3%	22.6	17.5	\$8.91	\$199	\$152
Other	833	46.2%	16.6	78.4%	22.3	17.8	\$8.39	\$184	\$142
Not known	9	34.6%	8.9	65.9%	24.9	17.0	\$10.84	\$264	\$179

In both 1995–96 and 1996–97 clients referred to agencies by the Department of Health and Family Services (DHFS) programs or services were the most likely to have had a job, whereas those from ‘other’ sources were the least likely (Table 5.19). The latter group had the lowest hours of work per week on average. Workers who were self- or family-referred and those referred by DEETYA programs had the highest hourly and weekly wage rates. Those referred by educational institutions had the lowest rates, presumably because they were generally younger.

The mean time to get a job for DHFS referrals decreased from 16.3 weeks in 1995–96 to 13.8 weeks in 1996–97, while that for DEETYA referrals increased slightly from 13.3 to 14.0 weeks.

Table 5.19: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by referral source, 1995–96, 1996–97

Referral source	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Self or family	2,432	50.2%	13.8	71.6%	26.0	19.2	\$9.88	\$248	\$181
Education system	1,323	53.2%	16.0	73.0%	26.4	19.7	\$8.06	\$210	\$159
DEETYA programs	856	52.4%	13.3	69.0%	27.9	19.4	\$9.77	\$265	\$186
DHFS programs and services	2,781	57.1%	16.3	71.6%	25.5	18.5	\$8.61	\$215	\$158
Other	2,954	43.4%	14.3	66.6%	24.1	16.5	\$9.43	\$225	\$153
1996–97									
Self or family	2,980	50.1%	13.8	72.8%	25.2	19.0	\$10.12	\$248	\$186
Education system	1,568	52.2%	15.4	74.2%	26.0	19.9	\$8.31	\$211	\$162
DHFS programs and services	951	53.0%	14.0	71.2%	26.6	19.5	\$10.08	\$260	\$189
DHFS	3,122	57.6%	13.8	77.0%	25.0	19.7	\$8.72	\$216	\$167
Other	3,810	45.1%	14.4	69.0%	23.5	16.5	\$9.71	\$226	\$158

5.13 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.

In both 1995–96 and 1996–97 about two-thirds (68%) of workers had a permanent, regular primary job (Table 5.20). Compared with other workers, these workers spent considerably more time in work (14% more in 1995–96 and 11% more in 1996–97) and worked about seven hours more per week. Because of these differences they had much higher weekly wages, even though their hourly wage rate was lower. Their mean time to get a job was also about one week less than other workers.

Table 5.20: Workers: 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, 1995–96, 1996–97

Basis of employment	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% workers			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Permanent regular	6,995	67.6%	14.4	74.6%	28.0	21.1	\$8.97	\$246	\$186
Other	3,351	32.4%	15.3	60.7%	20.5	12.5	\$9.54	\$193	\$118
Total	10,346	100.0	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164
1996–97									
Permanent regular	8,428	67.8%	13.8	76.2%	27.2	21.1	\$9.16	\$245	\$189
Other	4,003	32.2%	14.9	65.5%	19.9	13.2	\$9.93	\$196	\$129
Total	12,431	100.0	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170

In 1996–97, three-fifths (60%) of all workers had a primary job classified as labourer/related worker. The other main occupation categories were clerks (14%), sales/personal staff (13%) and tradespersons (7%, Table 5.21). Professionals, managers and para-professionals had the highest hourly wage rates followed by clerks. These groups also had above-average percentage of time in work. Surprisingly tradespersons had the lowest hourly rate, about a dollar below average (\$8.50 compared with \$9.41 in 1996–97). Labourers/related workers also had below-average wages. Sales and personal staff worked the least hours per week and thus had the lowest average weekly wage.

As a result of all these differences, in 1996–97 the income earned, averaged over all weeks, covered a twofold range from \$154 and \$155 per week for sales/personal staff and labourers/related workers respectively, to \$293 and \$317 per week for professionals and managers respectively.

Hourly wage rates increased from 1995–96 to 1996–97 for all occupations except managers, of whom there was only a very small number (48 in 1996–97). Of the other groups, the three largest had below-average increases of 2.1% for labourers/related workers, 1.3% for clerks and 1.8% for sales/personal staff (overall average increase was 2.7%). However, the range remained similar with the highest rate about 1.6 times the lowest for both years.

Table 5.21: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by occupation group of primary job, 1995–96, 1996–97

Occupation group of primary job	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% workers			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Managers	33	0.3%	15.0	75.4%	30.2	23.6	\$11.78	\$358	\$274
Professionals	193	1.9%	14.8	77.4%	27.3	21.8	\$12.89	\$341	\$268
Para-professionals	183	1.8%	12.8	73.2%	26.6	19.8	\$11.53	\$296	\$226
Tradespersons	691	6.7%	13.8	74.9%	28.3	21.3	\$8.13	\$228	\$169
Clerks	1,431	13.8%	17.2	71.6%	28.0	20.8	\$10.26	\$283	\$207
Sales/personal staff	1,239	12.0%	14.2	69.3%	22.0	15.5	\$9.63	\$209	\$146
Plant/machine operators/drivers	175	1.7%	15.3	69.0%	32.7	22.9	\$9.47	\$311	\$223
Labourers/related workers	6,400	61.9%	14.5	69.1%	25.1	17.7	\$8.76	\$214	\$151
Total(a)	10,346	100.0%	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164
1996–97									
Managers	48	0.4%	16.5	83.3%	33.1	27.8	\$11.72	\$394	\$317
Professionals	259	2.1%	14.5	81.2%	26.5	22.3	\$13.39	\$348	\$293
Para-professionals	270	2.2%	12.9	75.4%	23.6	18.3	\$12.38	\$288	\$221
Tradespersons	835	6.7%	11.5	76.0%	28.4	21.8	\$8.50	\$236	\$177
Clerks	1,694	13.6%	14.3	74.9%	26.5	20.8	\$10.39	\$272	\$211
Sales/personal staff	1,614	13.0%	14.0	71.6%	22.0	16.0	\$9.80	\$211	\$154
Plant/machine operators/drivers	244	2.0%	13.8	69.5%	30.1	21.5	\$9.94	\$299	\$212
Labourers/related workers	7,463	60.0%	14.6	71.8%	24.4	18.0	\$8.94	\$214	\$155
Total(a)	12,431	100.0%	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170

(a) Total includes 1 worker with missing occupation.

In 1995–96 and 1996–97 mean hours of work per working week varied from 18 for the fast-food industry to 32 for manufacturing (Tables 5.22 and 5.23). In 1996–97, the mean hourly wage rate varied from \$7.99 for the clothing, textiles and footwear industry to \$11.54 for the mining industry (up from \$7.57 and \$10.81 for the same two industries in 1995–96). Mining, finance and insurance, and government/defence had the highest mean incomes and weekly wages, due to a combination of relatively high number of hours worked, time in work and hourly wages. The lowest mean weekly wages were for the fast food industry (\$152 in 1996–97) and personal and other services (\$187). On average, the industries with the least time spent in work were agriculture, forestry and fishing, construction and mining.

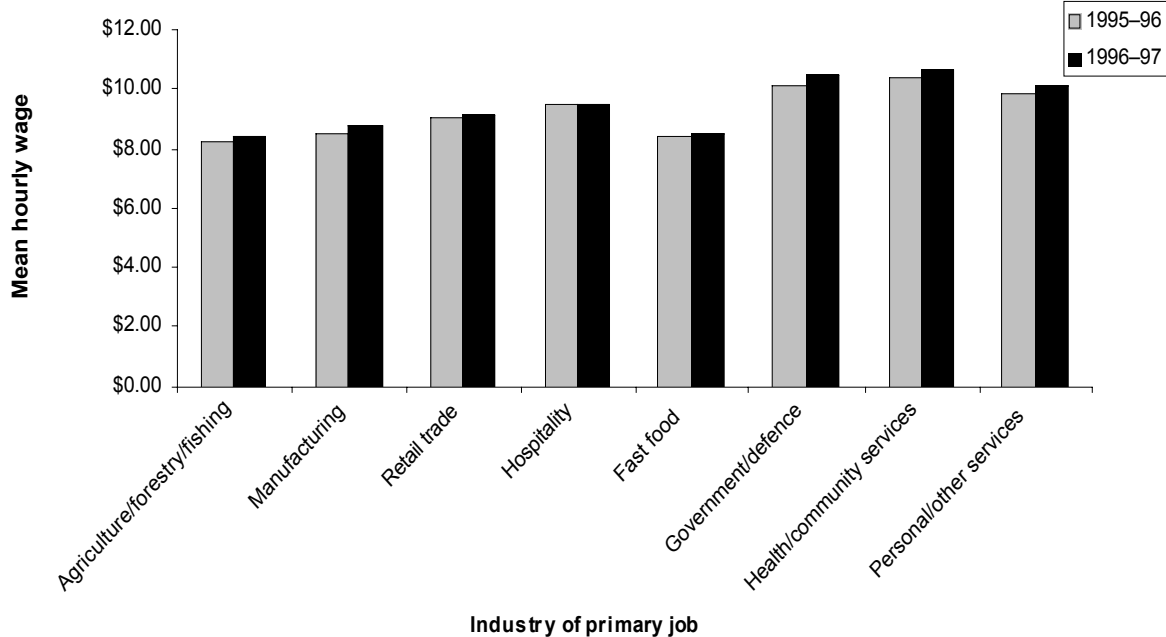
Hourly wage rates increased from 1995–96 to 1996–97 for all industries except the electricity, gas and water industry which had only 49 workers in 1996–97 and is not included in the figure (Figure 5.5). However, mean weekly wages and income per week decreased for some industries due to drops in the number of hours worked (Figure 5.6).

Table 5.22: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1995–96

Industry of primary job	Workers		Mean		Mean hours of work		Income earned from jobs		
	Number	% workers	weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
Agriculture/forestry/fishing	559	5.4%	15.0	61.8%	26.8	16.8	\$8.15	\$218	\$136
Mining	21	0.2%	11.7	65.0%	27.5	18.5	\$10.21	\$288	\$191
Manufacturing	1,683	16.3%	13.4	72.1%	32.4	23.9	\$8.51	\$275	\$201
Electricity/gas/water	38	0.4%	7.7	76.1%	28.4	21.6	\$10.41	\$306	\$225
Construction	144	1.4%	15.0	63.0%	31.9	21.0	\$9.05	\$291	\$193
Wholesale trade	367	3.5%	16.0	68.0%	28.3	19.5	\$8.49	\$242	\$164
Retail trade	1,385	13.4%	16.3	68.5%	22.9	16.0	\$8.97	\$197	\$141
Clothing/textiles/footwear	158	1.5%	18.4	66.5%	28.3	19.4	\$7.57	\$223	\$153
Hospitality	816	7.9%	12.8	71.0%	23.7	17.4	\$9.42	\$219	\$159
Fast food	537	5.2%	14.1	73.2%	17.9	13.2	\$8.36	\$149	\$109
Transport/storage	225	2.2%	13.7	66.5%	29.7	20.8	\$9.52	\$275	\$192
Communication services	201	1.9%	13.6	74.0%	26.8	20.5	\$10.70	\$286	\$217
Finance and insurance	92	0.9%	14.7	72.9%	31.4	23.6	\$10.81	\$336	\$245
Property/business services	361	3.5%	16.4	66.2%	24.2	16.2	\$9.39	\$217	\$144
Government/defence	566	5.5%	15.9	79.7%	30.2	24.6	\$10.06	\$302	\$247
Education	336	3.2%	18.9	69.0%	23.8	16.9	\$9.65	\$223	\$158
Health/community services	947	9.2%	15.5	73.1%	23.1	17.3	\$10.34	\$233	\$174
Cultural/recreational services	190	1.8%	16.1	70.0%	23.7	17.2	\$9.65	\$215	\$156
Personal/other services	565	5.5%	12.4	68.4%	19.7	13.5	\$9.84	\$187	\$127
Other	1,155	11.2%	14.8	67.9%	23.2	15.9	\$8.96	\$200	\$137
Total	10,346	100.0%	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164

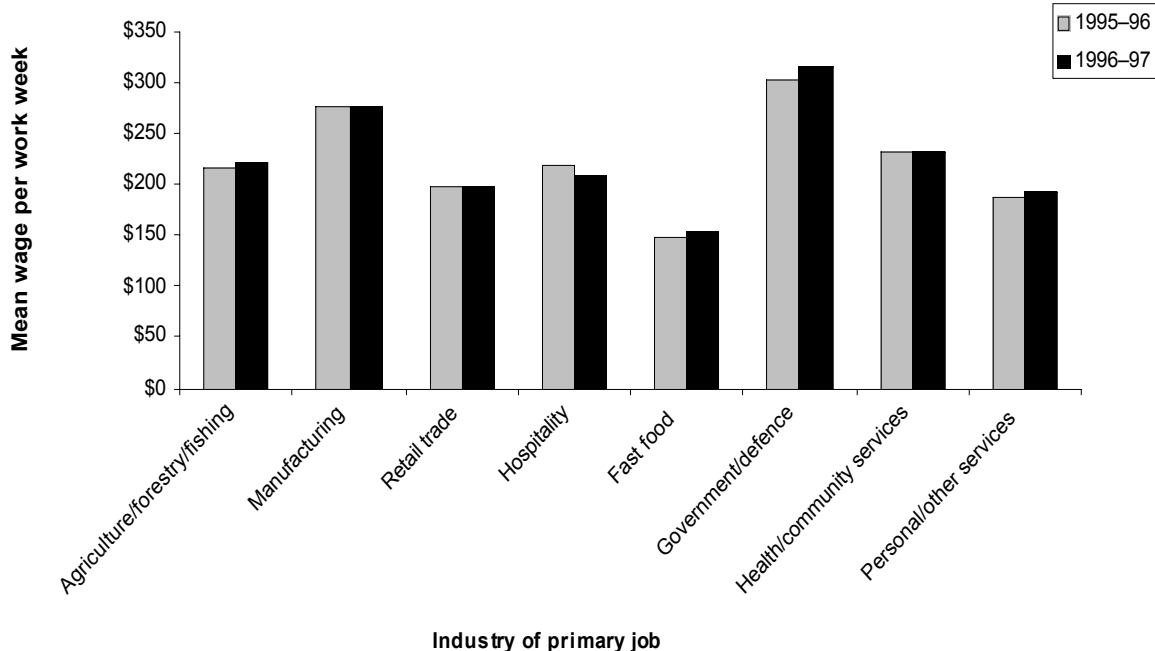
Table 5.23: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1996–97

Industry of primary job	Workers		Mean		Mean hours of work		Income earned from jobs		
	Number	% workers	weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	
								Per week	Per week
Agriculture/forestry/fishing	658	5.3%	15.2	67.7%	26.1	18.1	\$8.36	\$220	\$150
Mining	24	0.2%	11.5	71.3%	30.7	22.3	\$11.54	\$353	\$254
Manufacturing	1,923	15.5%	13.5	74.3%	31.6	24.1	\$8.70	\$275	\$207
Electricity/gas/water	49	0.4%	11.2	73.2%	29.5	21.9	\$9.90	\$298	\$213
Construction	165	1.3%	13.9	66.4%	29.9	20.1	\$9.85	\$293	\$189
Wholesale trade	475	3.8%	16.0	68.2%	27.1	18.6	\$8.57	\$235	\$161
Retail trade	1,795	14.4%	14.3	72.3%	22.6	16.8	\$9.11	\$198	\$145
Clothing/textiles/footwear	133	1.1%	16.9	70.4%	27.7	19.9	\$7.99	\$229	\$159
Hospitality	969	7.8%	14.1	69.8%	22.7	16.4	\$9.48	\$210	\$150
Fast food	614	4.9%	14.5	76.0%	18.1	13.8	\$8.45	\$152	\$115
Transport/storage	313	2.5%	12.4	72.7%	28.6	21.4	\$9.84	\$279	\$207
Communication services	233	1.9%	12.7	77.9%	26.7	21.3	\$11.15	\$297	\$236
Finance and insurance	132	1.1%	15.3	83.9%	29.6	25.2	\$10.87	\$323	\$276
Property/business services	431	3.5%	15.6	73.2%	22.7	17.3	\$9.76	\$213	\$157
Government/defence	601	4.8%	14.1	81.7%	30.1	25.3	\$10.48	\$315	\$262
Education	400	3.2%	13.5	71.3%	22.9	16.7	\$10.47	\$234	\$170
Health/community services	1,133	9.1%	13.1	75.8%	22.2	17.6	\$10.58	\$230	\$181
Cultural and recreational services	218	1.8%	18.2	70.0%	22.9	16.5	\$9.68	\$209	\$150
Personal/other services	776	6.2%	14.0	68.9%	19.7	14.0	\$10.07	\$192	\$136
Other	1,389	11.2%	14.5	71.2%	22.9	16.5	\$9.22	\$205	\$147
Total	12,431	100.0%	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170



Source: Tables 5.22, 5.23.

Figure 5.5: Mean hourly wage rate by selected industries of primary job, 1995-96, 1996-97



Source: Tables 5.22, 5.23.

Figure 5.6: Mean wage per work week by selected industries of primary job, 1995-96, 1996-97

5.14 Job experience by State and Territory

There was considerable variation among States and Territories in all aspects of job experience in both 1995–96 and 1996–97 (Table 5.24). Generally the pattern was similar for both years, particularly for the four more populous States (New South Wales, Victoria, Queensland and Western Australia). In 1996–97, Western Australia had the highest percentage of clients employed (65%, as in 1995–96) and the time workers spent in work was above average. However, in both financial years this State had the lowest hourly and weekly wage rates of all States and Territories.

The Northern Territory and the Australian Capital Territory also had a high percentage of clients in work in 1996–97, although in both cases it was less than in 1995–96. Tasmania had the lowest percentage of clients in work with the lowest time in work in both financial years. The Northern Territory had the highest hourly and weekly wages. In 1996–97 Victoria, New South Wales and South Australia had mean hourly wage rates above the overall average (\$9.41), although the rate in South Australia dropped from 1995–96 to 1996–97.

In 1996–97 the mean hours of work per working week ranged from 23.4 for Western Australia to 27.2 for the Northern Territory. The Australian Capital Territory was the only State or Territory for which the mean hours per week increased from 1995–96 to 1996–97.

Table 5.24: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by State and Territory, 1995–96, 1996–97

State/Territory	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
New South Wales	2,654	47.3%	15.7	71.2%	27.0	19.8	\$9.42	\$249	\$183
Victoria	3,048	46.0%	13.7	68.8%	24.6	17.3	\$9.50	\$225	\$155
Queensland	2,358	50.9%	15.2	65.2%	25.3	16.7	\$8.80	\$215	\$143
Western Australia	1,289	65.4%	14.7	72.6%	24.6	18.3	\$8.31	\$205	\$152
South Australia	442	48.7%	15.8	82.7%	28.0	23.6	\$9.82	\$271	\$235
Tasmania	127	45.1%	16.8	56.9%	26.6	15.0	\$9.23	\$240	\$140
Australian Capital Territory	348	66.0%	15.3	82.0%	23.9	20.0	\$8.78	\$217	\$182
Northern Territory	80	85.1%	7.7	84.5%	28.7	24.8	\$10.32	\$296	\$258
1996–97									
New South Wales	3114	48.3%	14.7	73.4%	26.6	20.0	\$9.74	\$254	\$191
Victoria	3864	47.9%	14.0	70.2%	23.7	17.1	\$9.80	\$225	\$160
Queensland	2798	50.2%	14.2	69.8%	24.5	17.6	\$8.97	\$214	\$149
Western Australia	1406	65.4%	13.1	76.0%	23.4	18.4	\$8.49	\$202	\$158
South Australia	577	51.5%	16.1	84.3%	27.0	23.3	\$9.59	\$260	\$227
Tasmania	163	45.2%	16.1	64.1%	23.6	15.0	\$9.30	\$219	\$144
Australian Capital Territory	407	55.7%	13.9	84.4%	25.4	21.7	\$8.94	\$230	\$193
Northern Territory	102	63.3%	6.1	89.0%	27.2	24.6	\$10.39	\$280	\$252

5.15 Job experience and location

In 1995–96 and 1996–97 a higher proportion of clients from remote and rural locations had a job during the year than did those from urban locations (Table 5.25). However, on average, urban workers spent a higher proportion of their support time in work, and worked around four hours more per week. This meant that weekly income was substantially higher in urban locations than in rural and remote locations, even when the mean hourly wage rate was higher for the latter, as it was for remote workers in 1996–97. For rural workers, the mean hourly wage rate was 2.1% lower than that for urban workers in both years.

Table 5.25: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by location, 1995–96, 1996–97

Location	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Urban	7,501	49.7%	14.9	71.4%	26.8	19.5	\$9.21	\$241	\$176
Rural	2,642	51.2%	14.9	66.9%	22.2	15.2	\$9.02	\$196	\$134
Remote	203	51.2%	10.0	64.3%	23.4	14.5	\$9.14	\$213	\$132
1996–97									
Urban	9,137	50.1%	13.7	74.0%	25.9	19.7	\$9.44	\$241	\$181
Rural	3,046	51.4%	15.1	69.6%	21.8	15.6	\$9.25	\$197	\$140
Remote	248	54.7%	12.2	64.5%	21.7	13.4	\$10.02	\$217	\$131

The differences between urban, and rural and remote workers can be largely explained by the frequency of permanent regular work (Table 5.26). Urban workers were much more likely to have had a permanent regular primary job. In 1996–97, 71% of urban workers had a permanent regular job, compared with 59% of rural workers and 54% of remote workers.

Table 5.26: Workers: employment status of primary job by location, 1995–96, 1996–97

Location	1995–96				1996–97			
	Permanent regular		Other		Permanent regular		Other	
	Number	%	Number	%	Number	%	Number	%
Urban	5,365	71.5	2,136	28.5	6,502	71.2	2,635	28.8
Rural	1,536	58.1	1,106	41.9	1,793	58.9	1,253	41.1
Remote	94	46.3	109	53.7	133	53.6	115	46.4
Total	6,995	67.6	3,351	32.4	8,428	67.8	4,003	32.3

6 Client support

6.1 Total hours of support

During 1996–97, 1,352,616 hours of open employment support were given directly to individual clients (Table 6.1), an increase of 11% over 1995–96. However, the mean support per client per year fell from 59 hours to 55 hours. The decrease was larger for females than males so that the gap between the sexes has widened, with males receiving 56 hours and females 53 hours on average in 1996–97.

Table 6.1: Number of support hours by support category and sex of client, 1995–96, 1996–97

Type of support	Direct support ^(a)						All support ^(b)	
	Male		Female		Total		Total	
	n	%	n	%	n	%	n	%
1995–96								
Applicant support	14,537	1.8	8,597	2.0	23,133	1.9	23,133	1.1
Pre-employment support	250,329	31.7	159,372	36.8	409,701	33.5	409,701	19.5
Job support	489,338	62.0	247,375	57.1	736,712	60.3	736,712	35.0
Administration ^(c)	14,236	1.8	7,704	1.8	21,940	1.8	669,060	31.8
Travel ^(d)	20,402	2.6	10,065	2.3	30,467	2.5	155,334	7.4
General job search	..	..	..	..	..	..	108,628	5.2
Total	788,840	100.0	433,112	100.0	1,221,952	100.0	2,102,568	100.0
Number of clients	13,227	..	7,397	..	20,624	..	20,836	..
<i>Mean support hours per client</i>	<i>59.6</i>	..	<i>58.6</i>	..	<i>59.2</i>	..	..	..
1996–97								
Applicant support	18,027	2.1	10,032	2.1	28,058	2.1	28,058	1.2
Pre-employment support	287,265	32.9	181,237	37.9	468,501	34.6	468,501	20.6
Job support	526,669	60.3	262,682	54.9	789,350	58.4	789,350	34.8
Administration ^(c)	16,820	1.9	10,882	2.3	27,702	2.0	715,378	31.5
Travel ^(d)	25,100	2.9	13,904	2.9	39,004	2.9	151,781	6.7
General job search	..	..	..	..	..	..	116,403	5.1
Total	873,879	100.0	478,736	100.0	1,352,616	100.0	2,269,472	100.0
Number of clients	15,602	..	8,988	..	24,590	..	..	..
<i>Mean support hours per client</i>	<i>56.0</i>	..	<i>53.3</i>	..	<i>55.0</i>	..	..	..

(a) Support hours attributed to individual client.

(b) Support hours including time not attributed to individual client.

(c) Administration is an optional category and not all agencies supplied these data. The figure is therefore an understatement of the amount of time spent on tasks other than direct client support. (The number of agencies that had entered at least some records for general administration was 203 or 85% in 1995–96, and 226 or 84% in 1996–97.)

(d) Travel hours may either be 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

Note: The symbol .. refers to 'not applicable' data.

Indirect support includes support in the form of general administration, general job search and travel not attributed to individual clients. This accounted for 40% of all support in 1996–97. Recorded indirect support increased by only 4% from 1995–96 to 1996–97.

However, the recording of indirect support may be incomplete, as the recording of administration is not mandatory, and so further analysis is restricted to direct support hours only.

In 1996–97, job support accounted for 58% of all direct support and pre-employment support 35%, compared to 60% and 33% respectively in 1995–96. In both years males received a higher proportion of their support as job support than did females.

People with an intellectual/learning disability received 62% of all direct support hours in 1996–97 (Table 6.2). This proportion has fallen from 66% in 1995–96. These clients also had the highest mean support per client, although this has also decreased from 76 hours in 1995–96 to 71 hours in 1996–97. The next two largest groups were clients with a psychiatric disability who received 13% of direct support in 1996–97, and clients with a physical disability who received 11%.

The mean support per client increased only for clients with a hearing disability from 1995–96 to 1996–97. For the other disability groups with substantial numbers (i.e. not including clients with a speech or deaf and blind disability) it decreased or did not change. Clients with a psychiatric disability and clients with a vision disability had the lowest mean support in both years. These two groups also had the lowest proportion of support received as job support (45% and 46% respectively in 1996–97), while clients with an intellectual/learning disability had the highest proportion (64% in both years).

Table 6.2: Number of direct support hours by primary disability type and support category, 1995–96, 1996–97

Primary disability type	Applicant support	Pre-employment support	Job support	Administration	Travel	Total	Number of clients	Mean hours of support per client
1995–96								
Intellectual/learning	13,060	242,013	521,839	14,025	21,160	812,097	10,696	76
Psychiatric	4,797	66,472	72,913	2,181	3,208	149,571	4,178	36
Physical	1,989	42,709	58,941	3,046	2,818	109,503	2,492	44
Acquired brain injury	1,458	19,410	29,591	1,240	1,527	53,227	779	68
Neurological	796	12,789	19,882	424	628	34,519	664	52
Vision	410	16,189	15,760	460	498	33,317	1,007	33
Hearing	519	9,219	16,503	497	607	27,344	731	37
Speech	76	643	1,074	31	17	1,841	60	31
Deaf and blind	29	256	210	36	3	534	17	31
Total	23,133	409,701	736,712	21,940	30,467	1,221,952	20,624	59
1996–97								
Intellectual/learning	12,419	252,568	536,871	17,131	25,757	844,746	11,838	71
Psychiatric	8,694	84,415	81,772	2,926	4,440	182,247	5,515	33
Physical	2,844	57,158	74,913	4,022	3,999	142,937	3,260	44
Acquired brain injury	1,199	21,626	35,177	1,484	1,931	61,416	964	64
Neurological	1,096	17,847	22,008	700	1,002	42,653	864	49
Vision	664	17,511	16,857	773	781	36,585	1,096	33
Hearing	1,044	15,625	19,422	595	1,011	37,696	951	40
Speech	51	1,368	2,139	40	82	3,679	72	51
Deaf and blind	48	384	192	32	2	657	30	22
Total	28,058	468,501	789,350	27,702	39,004	1,352,616	24,590	55

6.2 Support for workers and non-workers

The amount of support received per client in 1995–96 and 1996–97 differed greatly between workers and non-workers. Clients without a job averaged 24 hours of support in 1995–96 and 25 in 1996–97 (Table 6.3). Clients who did have a job during the year averaged 94 hours and 84 hours of support respectively.

The overall drop in mean support hours from 1995–96 to 1996–97 was due to this decrease in the mean for workers. In 1996–97 on average workers received 3.4 times as much support as non-workers compared to 3.9 times in 1995–96. The difference between the two groups was less on a weekly basis because workers had a longer mean support period than non-workers. The mean support per week in 1996–97 was 2.0 hours for workers, 1.0 hours for non-workers and 1.5 hours per client overall. In 1995–96 it was 2.2 hours for workers, 1.0 hours for non-workers and 1.6 hours overall.

Among workers the amount of support received varied considerably according to job history. Those workers who started the support period with a job ('job retained' and 'job lost') received only about two-thirds of the amount of support of those who gained a job during the support period ('job gained and retained' and 'job gained and lost'). The variation is even greater for support measured per 100 hours of work or \$100 of wages.

In both years, workers in the 'job retained' category received the least support per 100 hours of work (6.5 hours). Workers in the 'job lost' category received about twice that amount, those in the 'job gained and retained' category received about 3 times and those in the 'job gained and lost' category received over 5 times. The differences were similar for support hours per \$100 of wages.

Table 6.3: Mean hours of support per client by job history, 1995–96, 1996–97

Job history	Number	Mean hours	Mean hours per week	Per 100 hours of work	Per \$100 of wages
1995–96					
<i>No job</i>	10,278	24.1	1.0	—	—
Job retained	4,485	82.9	1.8	6.8	0.8
Job lost	1,235	78.0	1.7	13.2	1.5
Job gained and retained	3,060	115.9	2.9	19.9	2.2
Job gained and lost	1,566	96.7	2.4	30.5	3.3
<i>Total workers</i>	10,346	94.1	2.2	11.5	1.3
Total	20,624	59.2	1.6	14.4	1.6
1996–97					
<i>No job</i>	12,159	25.0	1.0	—	—
Job retained	5,894	79.2	1.7	6.5	0.7
Job lost	1,415	67.0	1.5	12.5	1.4
Job gained and retained	3,585	97.6	2.6	17.2	1.8
Job gained and lost	1,537	88.8	2.2	31.9	3.3
<i>Total workers</i>	12,431	84.3	2.0	10.0	1.1
Total	24,590	55.0	1.5	13.0	1.4

The number of jobs 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 than did those with one job. The lowest ratios of support hours received to hours worked and wages earned were for workers who

retained their original one job, and who had been working for the whole of the support period.

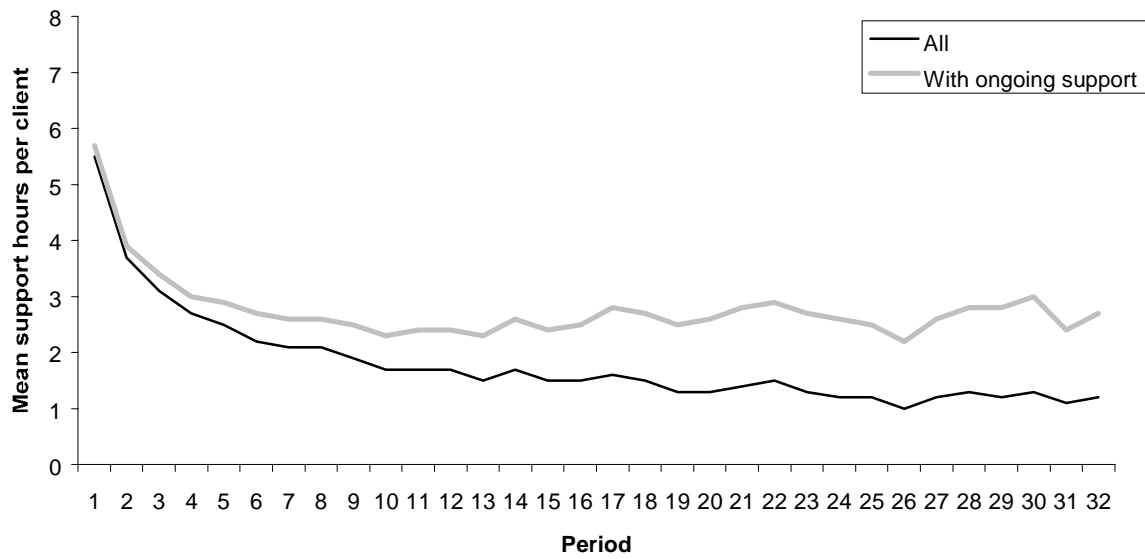
Table 6.4: Workers: mean hours of support per worker by job history and number of jobs, 1995–96, 1996–97

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
1995–96								
Job retained	65.9	1.5	5.2	0.6	135.8	2.7	12.6	1.4
Job lost	66.9	1.6	12.1	1.4	112.0	2.3	16.0	1.8
Job gained and retained	111.7	2.9	19.9	2.3	132.2	2.9	20.0	2.1
Job gained and lost	90.2	2.3	31.7	3.5	126.6	2.7	26.9	2.9
Total	83.8	2.1	10.3	1.2	130.5	2.7	15.5	1.7
1996–97								
Job retained	65.2	1.4	5.2	0.6	125.0	2.5	11.3	1.2
Job lost	58.2	1.4	11.3	1.3	100.2	2.1	16.4	1.7
Job gained and retained	89.8	2.6	16.5	1.8	127.9	2.9	19.2	2.0
Job gained and lost	86.4	2.2	34.2	3.6	103.3	2.3	23.7	2.3
Total	74.4	1.8	9.0	1.0	121.2	2.5	13.9	1.5

The amount of support received also varied with the length of time a client had been receiving support and the relationship of the support received to their job history. To analyse this further, the whole 30 months of NIMS data from 1 January 1995 to 30 June 1997 has been used. The total support period of each client during this time has been subdivided into a maximum of 32 four-week periods, and the mean level of support calculated over time for different job history groups (see Appendix 1 for details of this analysis and complete tables).

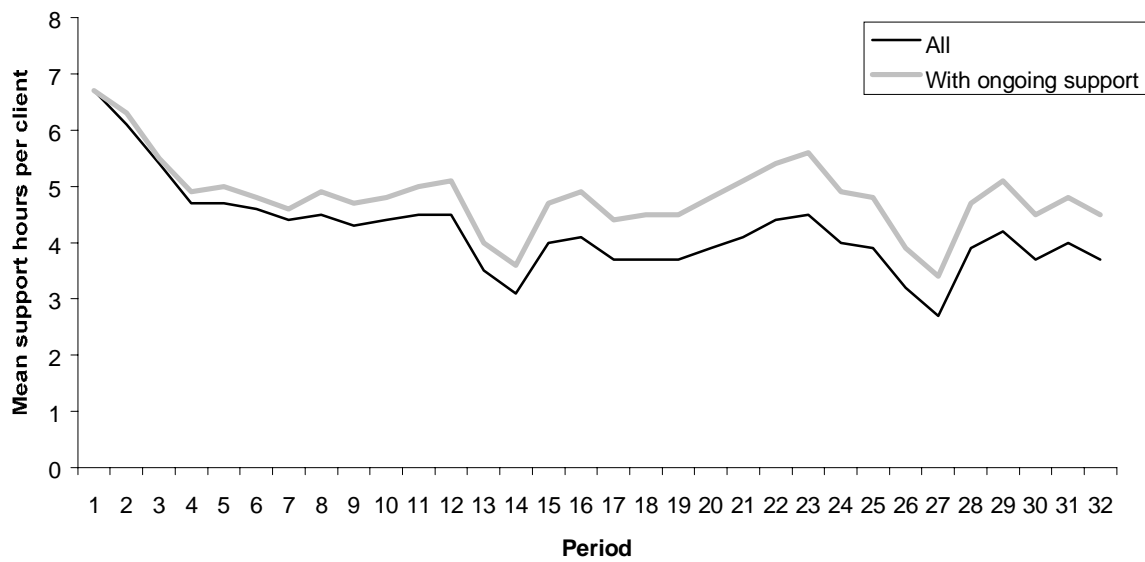
For clients who never had a job the mean support peaked in the first four-week period at 5.5 hours (1.4 hours per week) and rapidly dropped over the next 20 weeks before declining more slowly and levelling out at about 1.2 hours (0.3 hours per week, Figure 6.1). Some of these clients, although not recorded as leaving the agency, after a certain time had no further support for a period of 12 months or more. If such clients are excluded from the analysis from this point onwards then the mean support is higher and levels out sooner at around 2.5 hours (0.6 hours per week). Either way a client who has been in support for some time without a job will generally be receiving less support than the average 1 hour per week for 1995–96 and 1996–97 (see Table 6.3).

Workers who have had one job continuously for the whole support period can be examined separately, as they have no times of job gain or job loss while receiving support. (This group included some clients who had a job for the whole 30 months as well as some clients who started later than 1 January 1995 with a job, and some that left the agency still with a job, presumably as independent workers). There was a small peak in support for these workers at the beginning of the period, presumably due to some clients who joined the service with a 'job in jeopardy'. However, after the first twelve weeks support levelled out to just over 4 hours per four-week period (or 1 hour per week), slightly below the average for 1996–97 for 'job retained' workers with one job (1.4 hours, Table 6.4). There was also a seasonal pattern with some troughs in December–January around Christmas.



Source: Table A1.

Figure 6.1: Mean support hours per four-week period for all non-workers, 1 January 1995 to 30 June 1997



Source: Table A2.

Figure 6.2: Mean support hours per four-week period for 'job retained' workers with one continuous job, 1 January 1995 to 30 June 1997

For other workers the support period can be grouped into two or three phases for each job:

- a pre-job phase, before the commencement of the job, from a time four weeks after the previous job, if any;
- an in-job phase, from the commencement of the job to the finish of the job or to the end of the support period if the job remained current;
- an after-job phase, after the finish of the job and up to four weeks before the next job, if any.

For workers who gained and retained a job (as at 1 July 1997) support rose sharply in the period immediately before gaining the job, and peaked in the period following the job at 22 hours (5.5 hours per week, Figure 6.3). Support in the second four-week period after obtaining the job is also high, after which there was a gradual decrease that continued for the second and third years of the in-job phase (i.e. after 13 four-week periods). Mean support during this time declined to well under 1 hour per week, much less than the overall worker average and also less than for those who retained one job throughout the period.

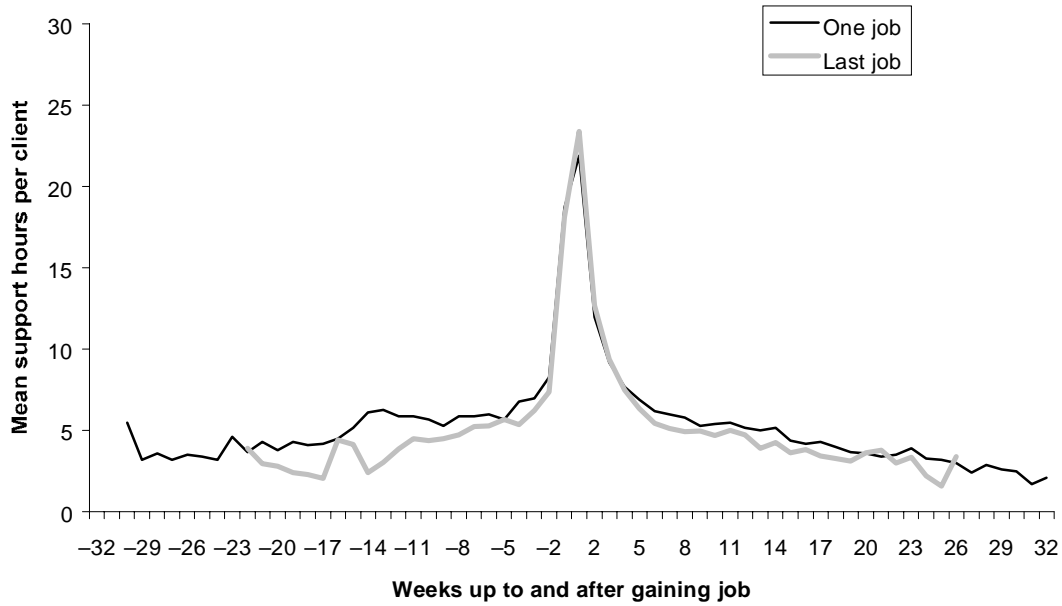
There was also a gradual increase in support during the pre-job phase. The pattern for clients who had had one or more previous jobs was very similar except that on the average it was slightly lower (Figure 6.3). Thus, it appears that the amount of support given at the time of obtaining a job that is retained does not depend very much on whether the client had a previous job or not.

Support for workers who gained a job that was eventually lost also peaked around the time of gaining the job (Figure 6.4). If it was the first job of multiple jobs then the peak was similar to that for retained jobs, whereas if it was the only job it was higher at over 27 hours (about 7 hours per week). For the last job of a worker who had more than one job, the peak was much smaller, presumably because many of these workers had a number of short temporary jobs.

In all cases, the average level of support after the initial weeks in the job did not drop to levels as low as for retained jobs. The level for workers with one job is around 6 hours per four-week period, or 1.5 hours per week.

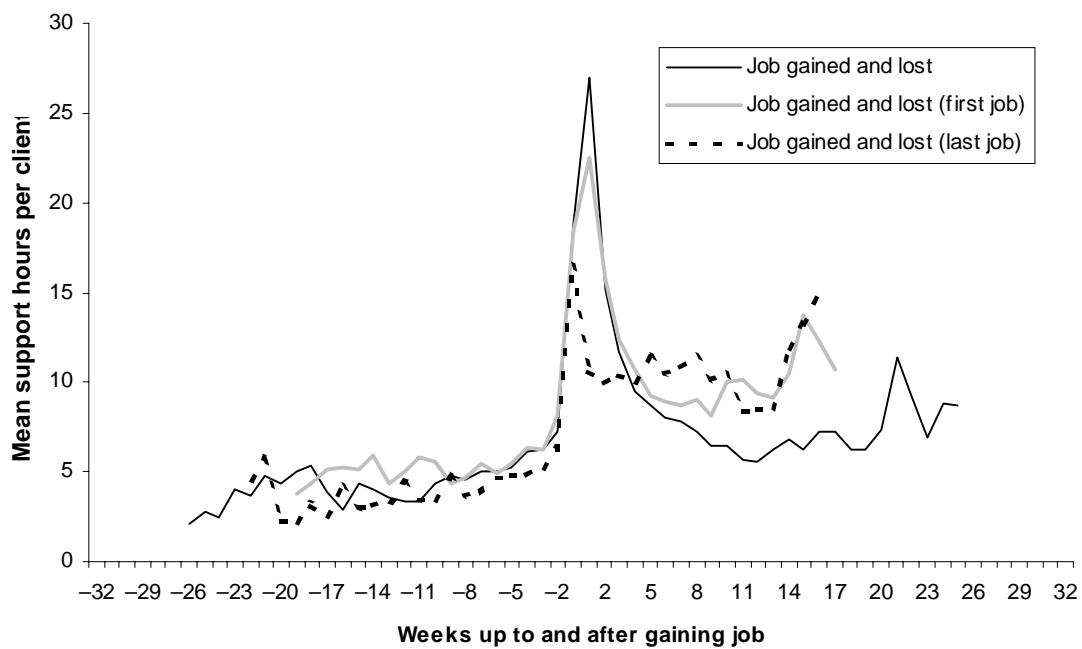
For jobs that were lost the support profile can also be examined relative to the time that the job was lost, that is with an in-job phase up to this time and a post-job phase after this time (Figure 6.5). For workers who had only one job that they began with, support during the pre-job phase was at similar levels to that for workers with one continuous job (around 5 hours per four-week period). There was a very small peak in support just before the job was lost, after which support dropped by about half in the first four-week period, before gradually tailing off to levels similar to non-workers.

For workers who had multiple jobs, the support profile for a lost job was similar whether it was the first or the last such job. Support during the in-job phase was much higher than for workers with one job, even after the initial peak at the start of the job. Again there was a very small peak just before the job was lost, after which the post-job phase was very similar to that for one-job workers.



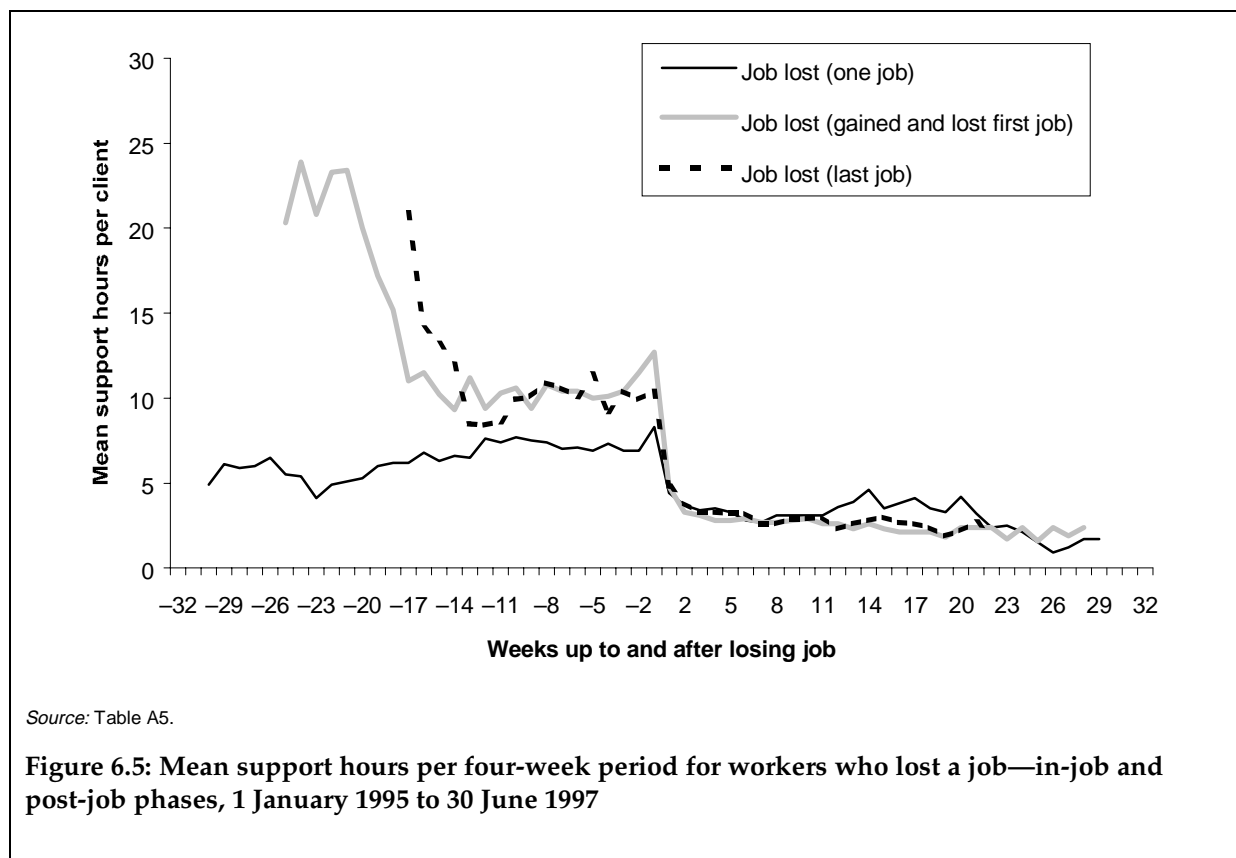
Source: Table A3.

Figure 6.3: Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997



Source: Table A4.

Figure 6.4: Mean support hours per four-week period for workers who gained and lost a job—pre-job and in-job phases, 1 January 1995 to 30 June 1997



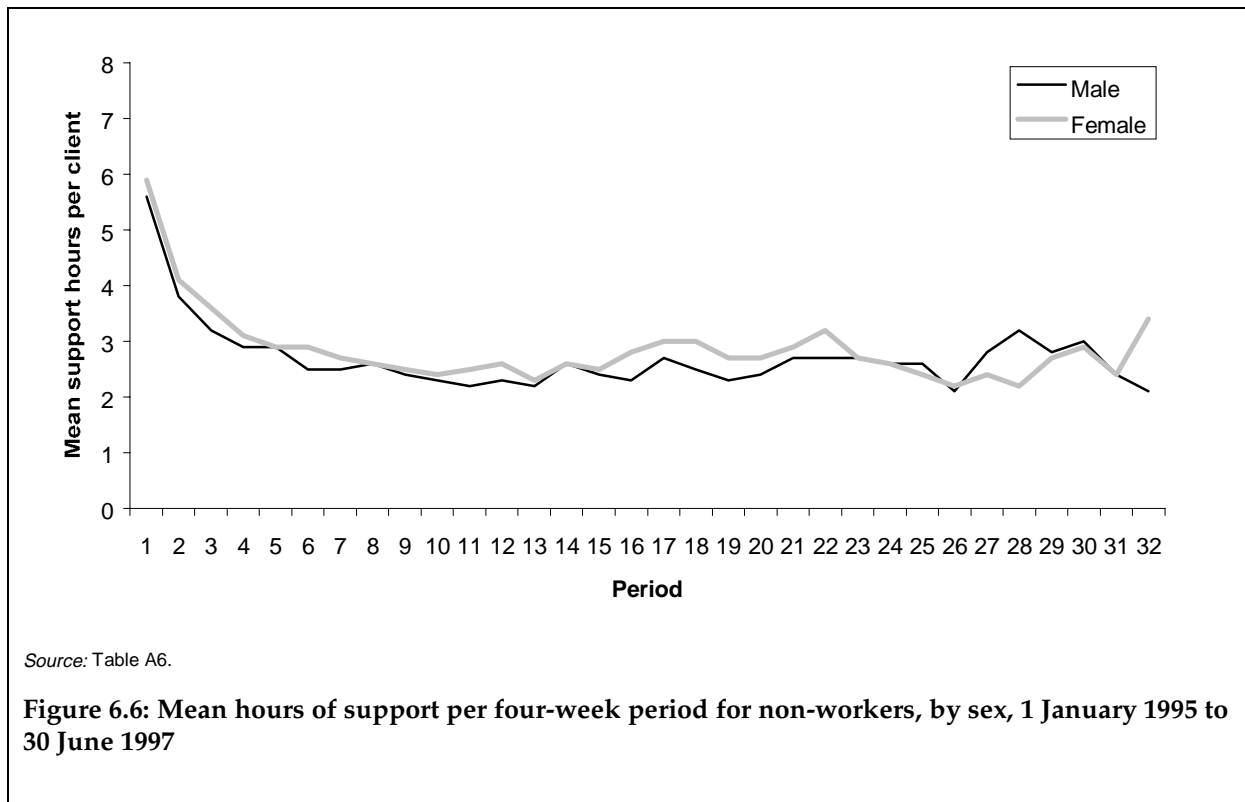
6.3 Client support and client characteristics

As well as analysing the variation between groups of clients in mean levels of support, it is possible to examine the variation in the pattern of support over time, (as was done for all clients in Section 6.2). For reasons of simplicity, in examining such patterns for workers, the current section focuses on those with one job, particularly those with a continuous job throughout the support period, and those that gained and retained a job.

In 1996–97 male workers received slightly more support than did female workers, but female non-workers received slightly more support than did male non-workers. The difference for workers was most apparent for those with a continuous job (Figure 6.7). After the initial eight weeks, males consistently received more support than did females. Apart from this the support profiles of males and females were very similar (Figures 6.6 and 6.8). The reason males received slightly more support overall (see Table 6.1) was because a greater proportion of men than women were workers (see Table 5.8).

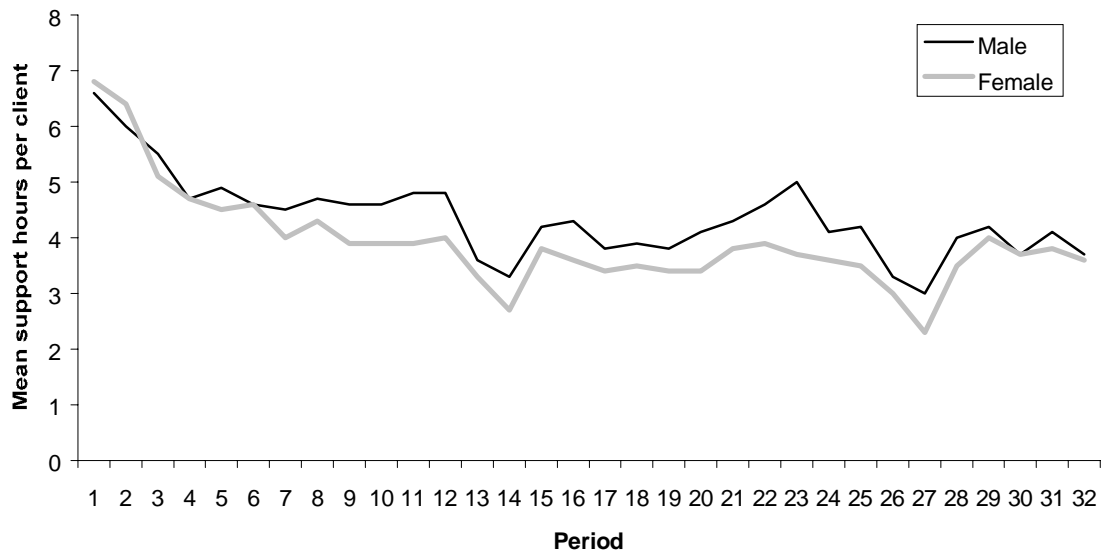
Table 6.5: Support per client for workers and non-workers, by sex, 1995–96, 1996–97

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
			1995–96			
Male	22.9	1.0	93.6	2.2	10.8	1.2
Female	26.1	1.0	95.2	2.2	12.9	1.4
			1996–97			
Male	24.4	1.0	84.9	2.0	9.6	1.1
Female	26.1	1.1	83.1	1.9	11.0	1.2



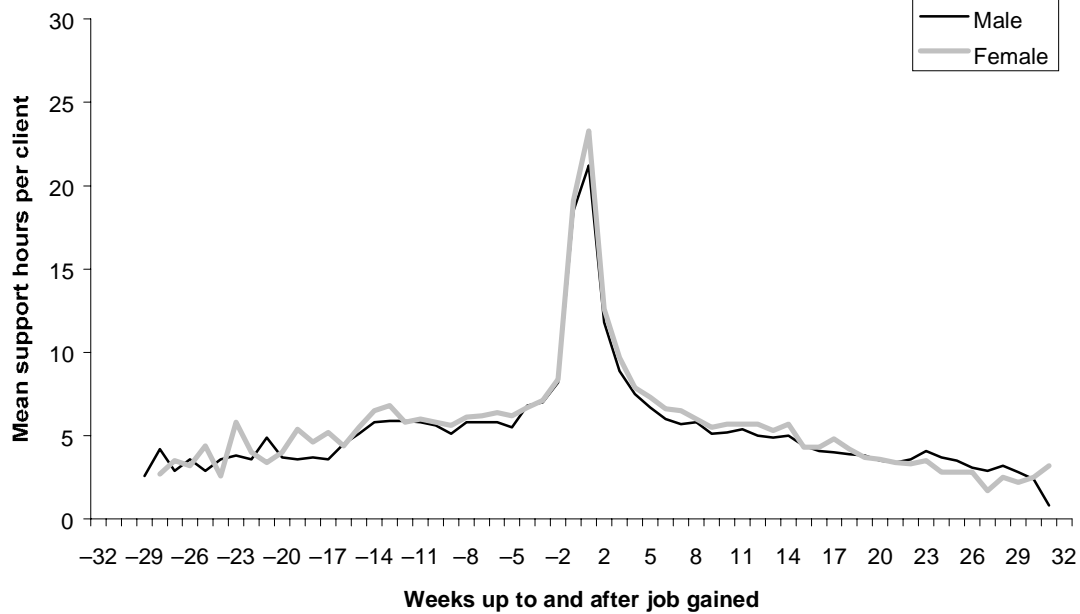
Source: Table A6.

Figure 6.6: Mean hours of support per four-week period for non-workers, by sex, 1 January 1995 to 30 June 1997



Source: Table A7.

Figure 6.7: Mean hours of support per four-week period for continuous workers, by sex, 1 January 1995 to 30 June 1997



Source: Table A8.

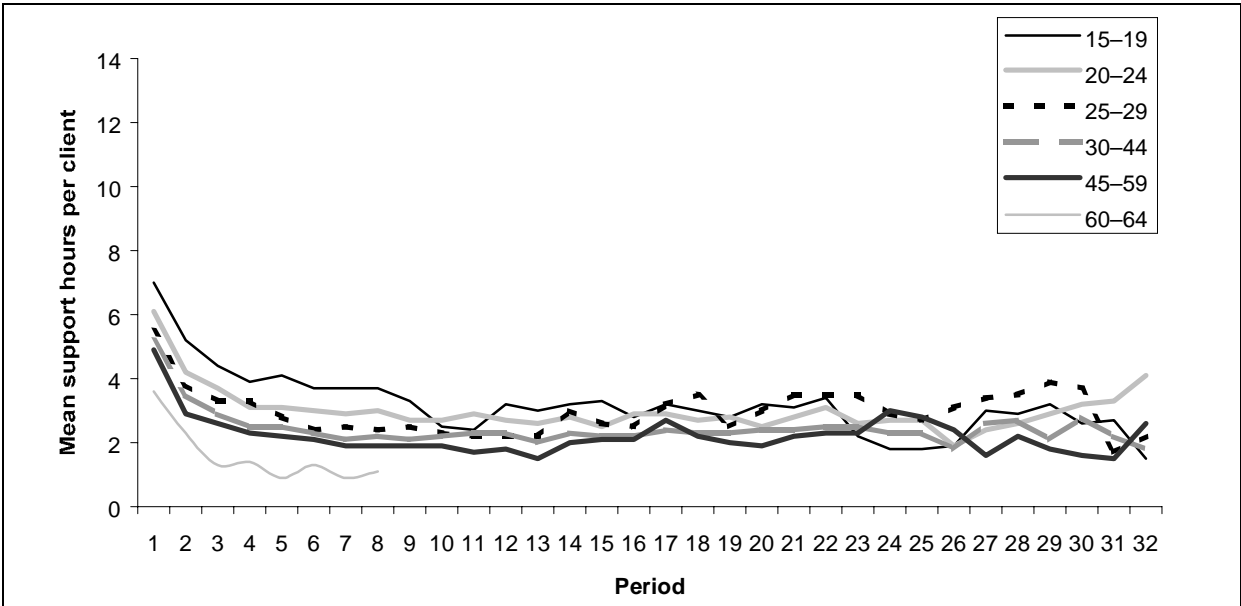
Figure 6.8: Mean hours of support per four-week period for workers in the 'job gained' category, by sex, 1 January 1995 to 30 June 1997

The 15–19 year age group clearly had the highest mean support per week and mean support decreased with increasing age for both workers and non-workers (Table 6.6). For non-workers the differences were most apparent in the initial weeks of support and were not so clear after 40 weeks (Figure 6.9). For workers the youngest two age groups had a substantially higher peak in support at the time of gaining a job, followed by the next two age groups (Figure 6.11). However, for workers with a continuous job, the 20–24 age group had a higher level of support than all other age groups across almost the entire period of 30 months (Figure 6.10).

The support patterns by age were similar for 1995–1996, except that the mean support per week for non-workers in the two youngest age groups has increased contrary to the overall trend.

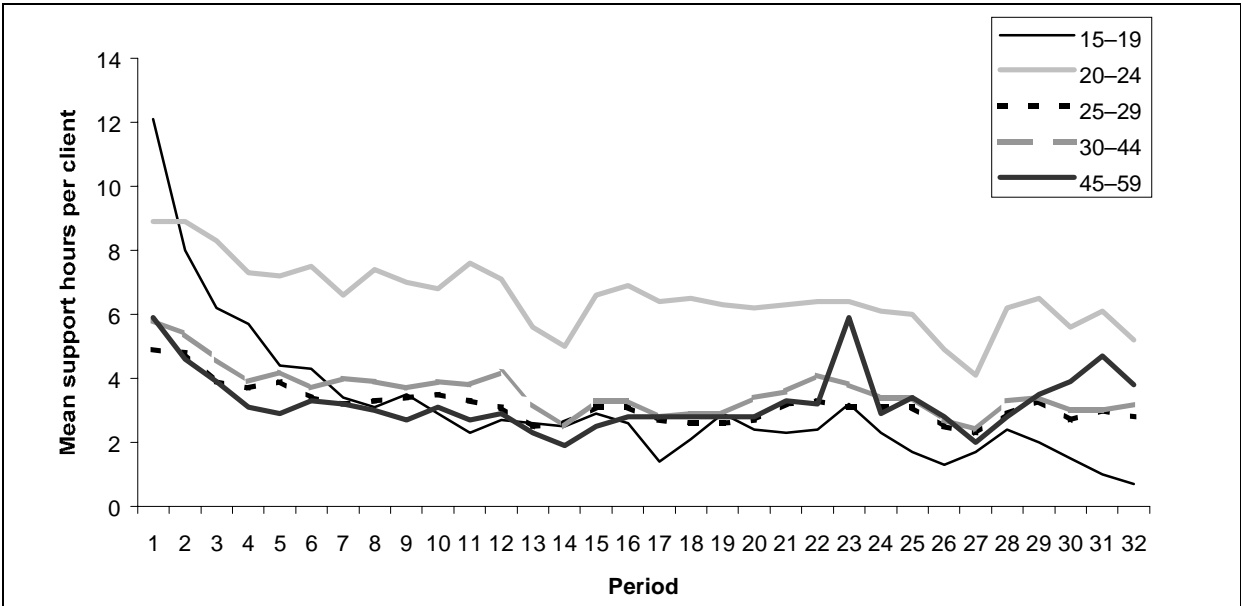
Table 6.6: Support per client for workers and non-workers, by age group, 1995–96, 1996–97

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
1995–96						
15–19	24.5	1.2	101.0	2.8	14.9	2.3
20–24	28.2	1.0	116.6	2.6	13.4	1.6
25–29	25.6	1.0	91.1	2.1	10.3	1.1
30–44	22.2	0.9	83.1	1.9	10.4	1.1
45–59	18.9	0.9	66.2	1.6	8.8	0.9
60–64	14.1	0.5	53.8	1.8	7.6	0.8
65–69	19.4	1.3	16.1	0.6	3.4	0.8
Unknown	19.7	0.5	37.5	1.5	6.2	0.6
1996–97						
15–19	30.4	1.5	92.2	2.4	12.7	1.9
20–24	29.8	1.1	99.9	2.3	11.2	1.3
25–29	24.0	0.9	82.5	1.9	9.2	1.0
30–44	21.1	0.8	75.9	1.7	9.2	1.0
45–59	19.9	0.8	63.7	1.5	8.1	0.8
60–64	10.2	0.8	60.5	1.5	7.8	0.9
65–69	8.6	0.2	23.8	1.2	2.2	0.8
Unknown	11.2	0.7	37.9	1.2	6.0	0.4



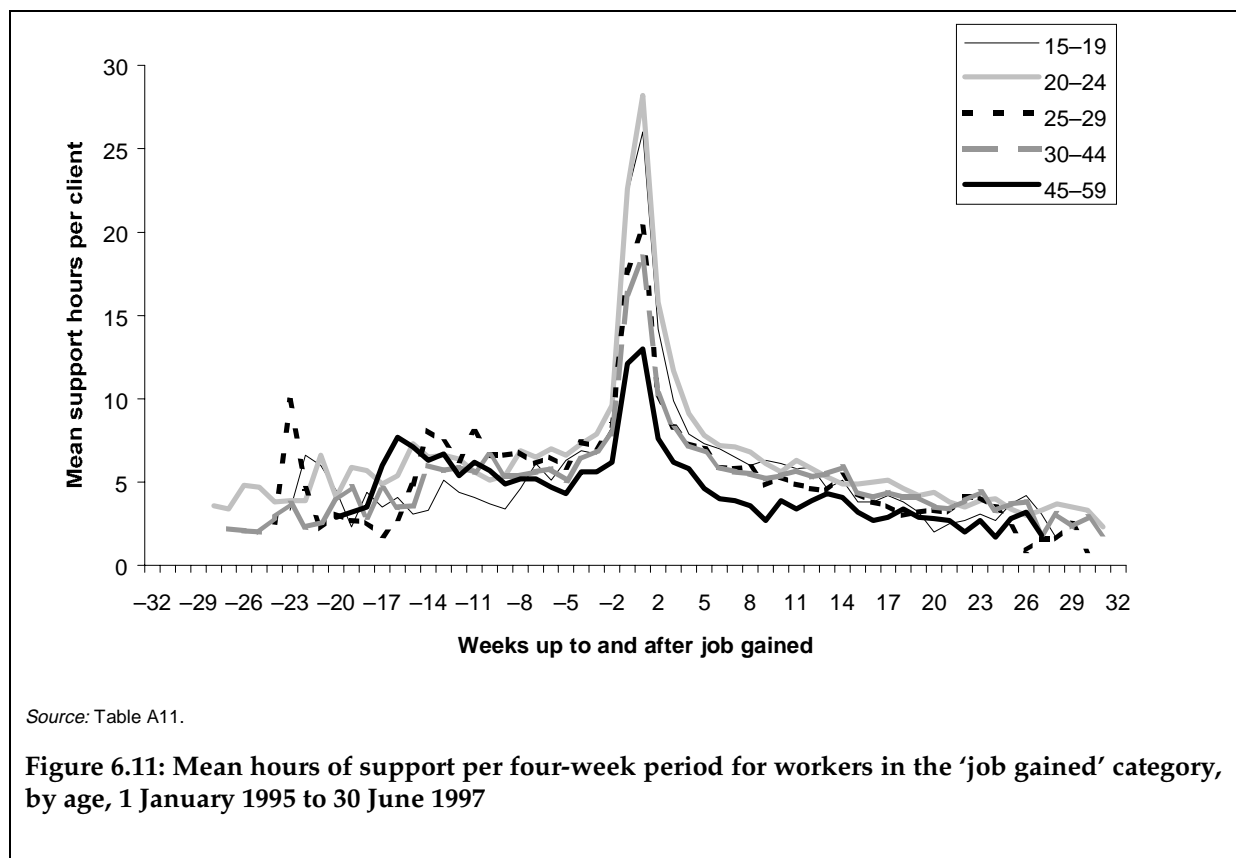
Source: Table A9.

Figure 6.9: Mean hours of support per four-week period for non-workers, by age, 1 January 1995 to 30 June 1997



Source: Table A10.

Figure 6.10: Mean hours of support per four-week period for continuous workers, by age, 1 January 1995 to 30 June 1997

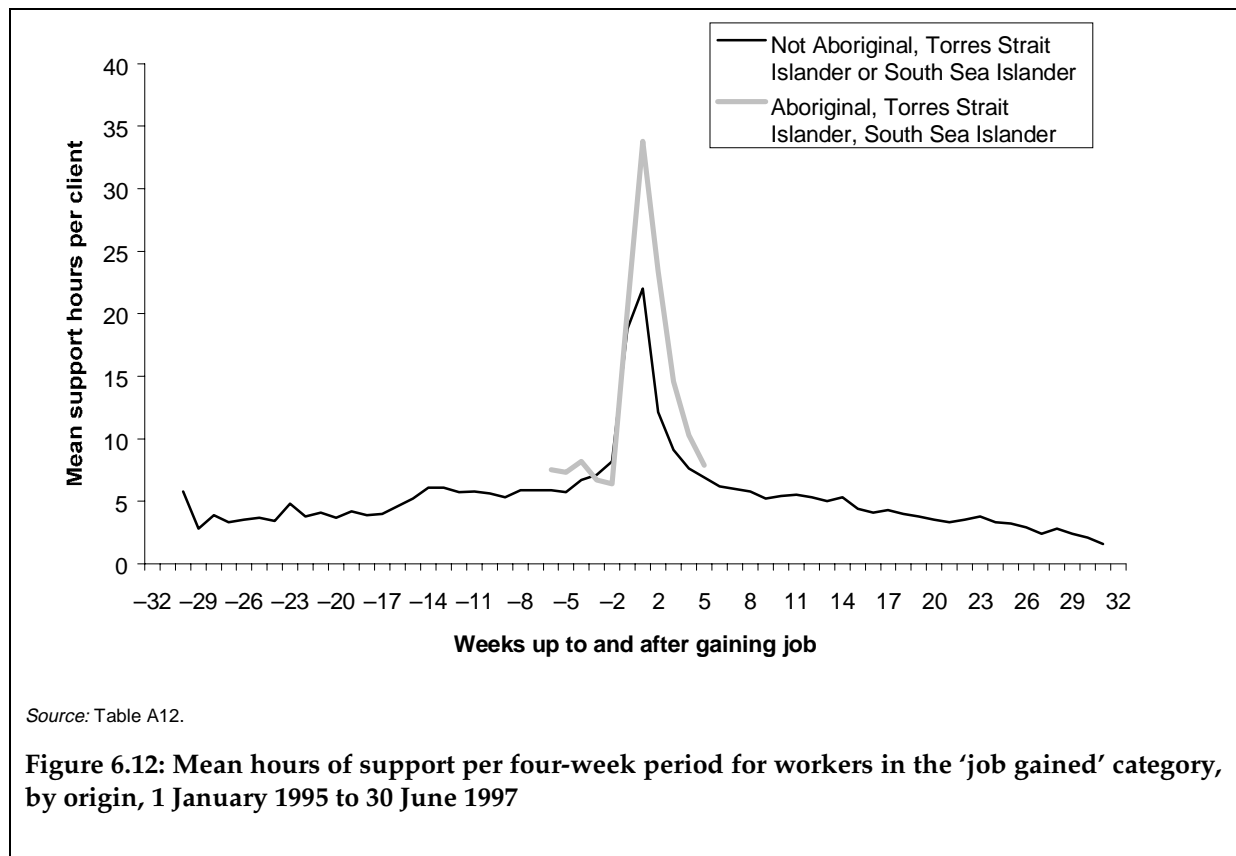


People who identified as being Aboriginal, Torres Strait Islander or South Sea Islander in 1995–96 received slightly more support per week than clients who did not so identify, whether workers or non-workers (Table 6.7). For workers, this was also the case in 1996–97, but the reverse was true for non-workers.

The peak of support received by workers of Aboriginal, Torres Strait or South Sea Islander origin at the time of getting a job was much more pronounced than that for other workers (Figure 6.12).

Table 6.7: Support per client for workers and non-workers, by whether Aboriginal, Torres Strait Islander or South Sea Islander descent, 1995–96, 1996–97

Aboriginal, Torres Strait Islander or South Sea Islander descent	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
1995–96						
Yes	26.3	1.2	93.2	2.5	13.8	1.7
No	24.0	1.0	91.1	2.2	11.1	1.3
Not known	25.5	0.8	139.4	2.9	16.3	1.9
1996–97						
Yes	25.9	0.9	93.9	2.2	13.3	1.6
No	25.0	1.1	82.9	2.0	9.9	1.1
Not known	25.0	0.9	105.6	2.2	12.2	1.3



Source: Table A12.

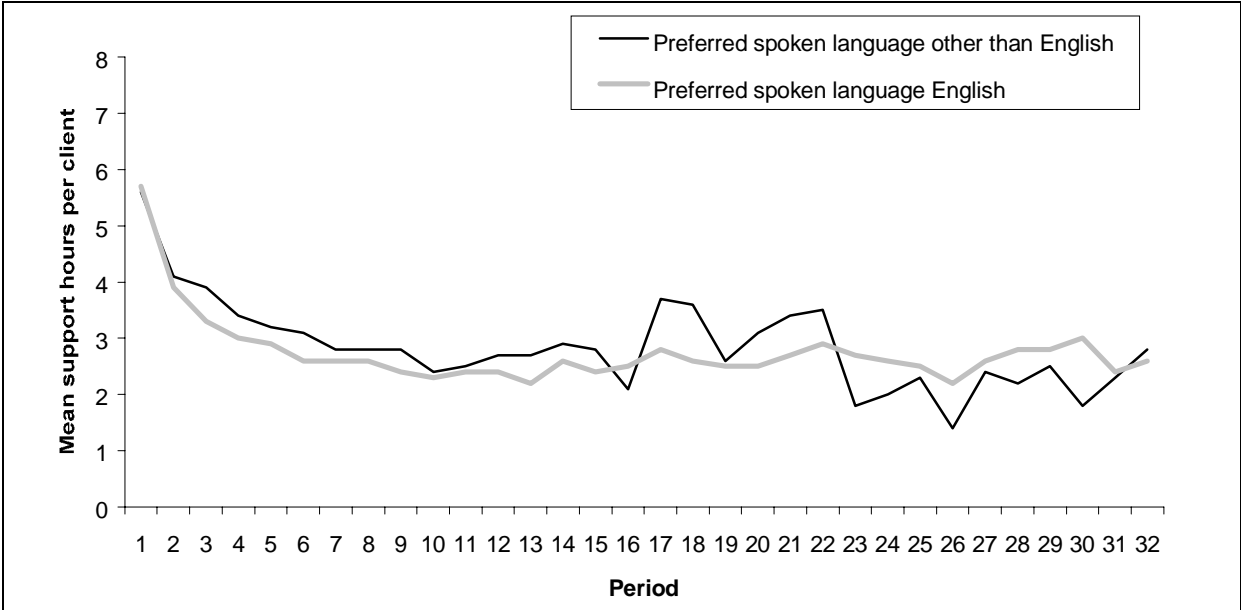
Figure 6.12: Mean hours of support per four-week period for workers in the 'job gained' category, by origin, 1 January 1995 to 30 June 1997

For workers in both 1995–96 and 1996–97, people with a preferred spoken language other than English received less support than did other workers, and the difference has increased from one year to the next (Table 6.8). The difference in support was particularly apparent for workers with a job throughout the support period (Figure 6.14), and for other workers at the time of gaining a job (Figure 6.15).

For clients without a job, on average there was no difference in either year between the two groups. It does appear, however, that clients with a preferred spoken language other than English did receive slightly more support in the months following their initial support time if they did not have a job (Figure 6.13).

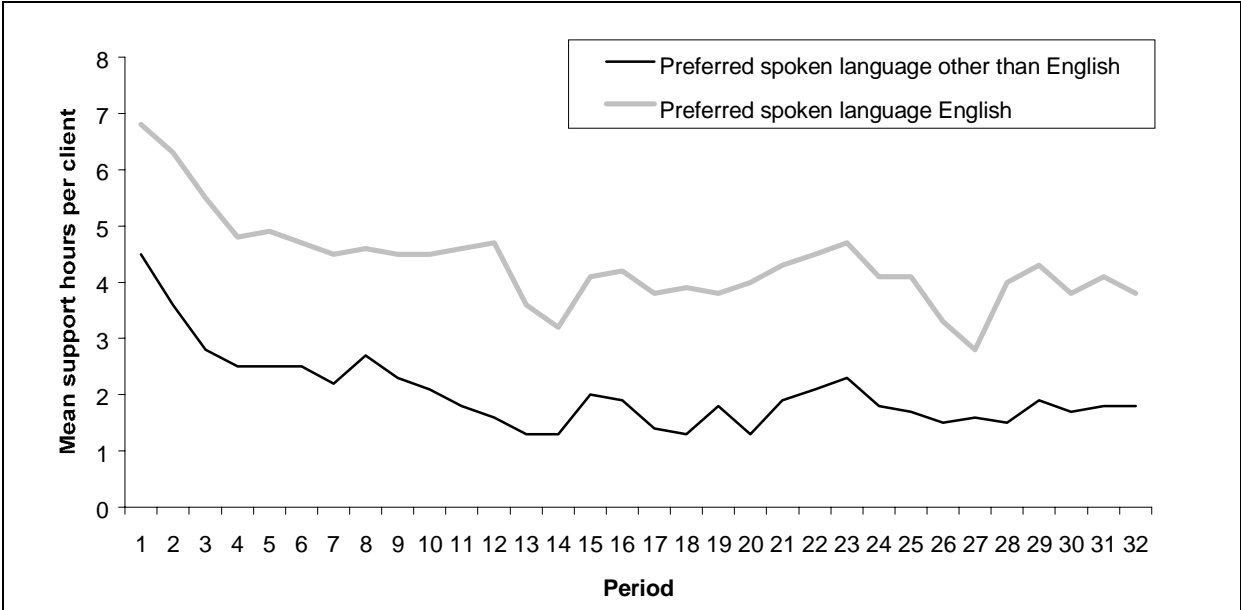
Table 6.8: Support per client for workers and non-workers, by preferred spoken language, 1995–96, 1996–97

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
1995–96						
Yes	27.8	1.0	89.4	2.0	9.6	1.1
No	23.9	1.0	94.4	2.2	11.6	1.3
1996–97						
Yes	26.0	1.0	70.9	1.6	7.1	0.8
No	25.0	1.0	85.0	2.0	10.2	1.1



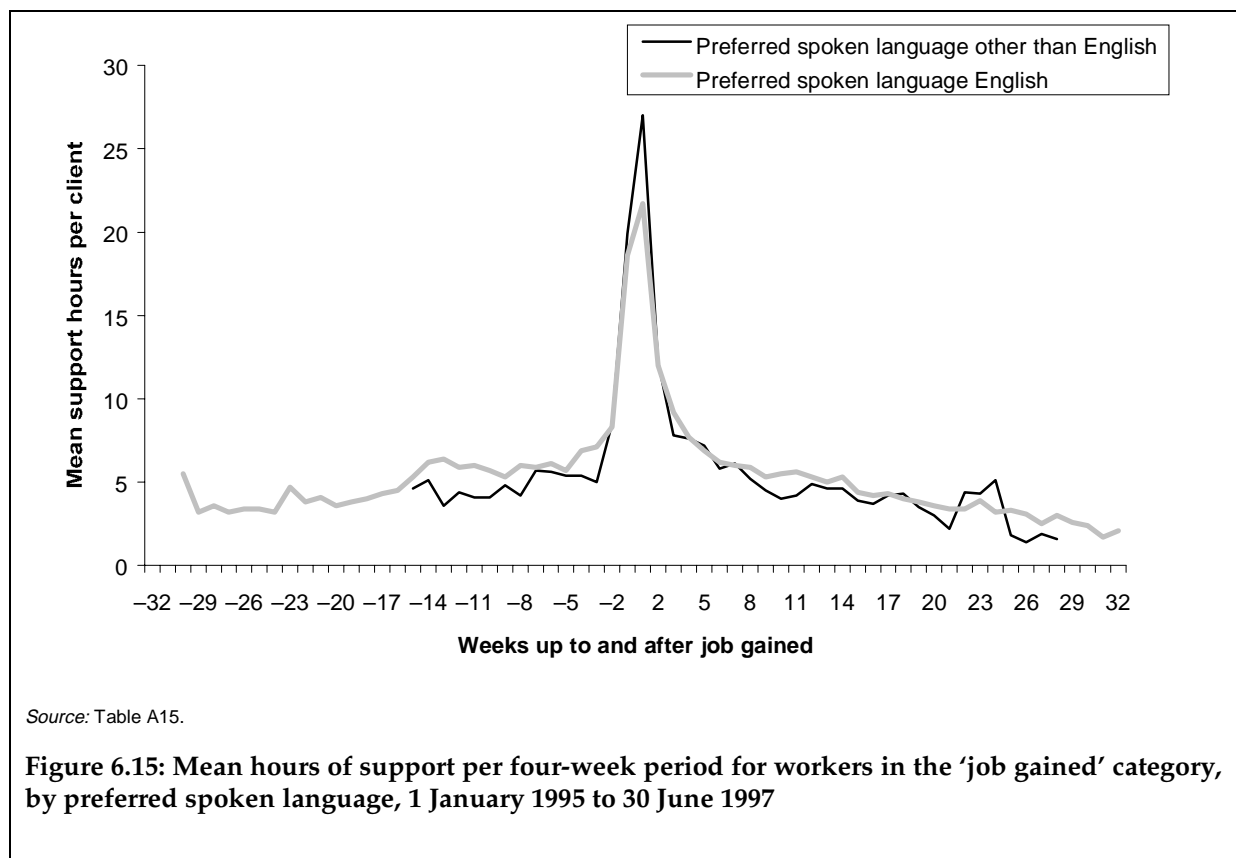
Source: Table A13.

Figure 6.13: Mean hours of support per four-week period for non-workers, by preferred spoken language, 1 January 1995 to 30 June 1997



Source: Table A14.

Figure 6.14: Mean hours of support per four-week period for continuous workers, by preferred spoken language, 1 January 1995 to 30 June 1997



The amount of support received per week varied considerably with primary disability type, particularly for workers (Table 6.9). Of the more common disability types (excluding speech, and deaf and blind) in both 1995–96 and 1996–97 the mean support per week for non-workers varied from 0.8 hours for clients with a psychiatric disability to 1.2 hours for clients with an intellectual/learning disability or acquired brain injury. Generally the differences between groups for non-workers were apparent throughout the support period, although the support for some groups, particularly clients with an acquired brain injury, varied irregularly over time (Figure 6.16).

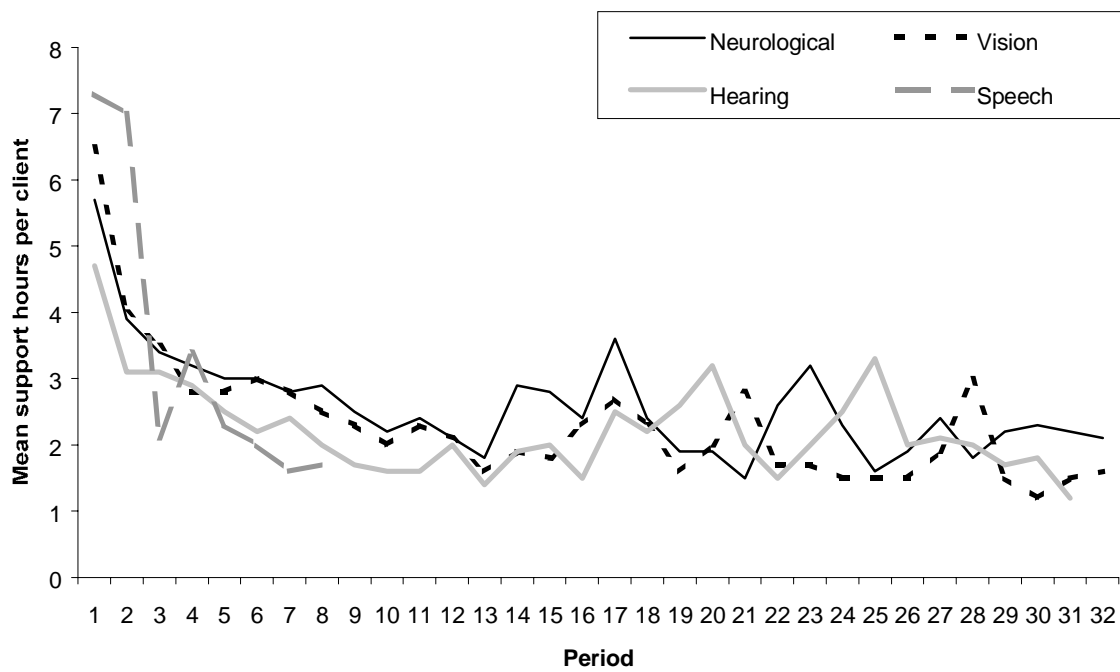
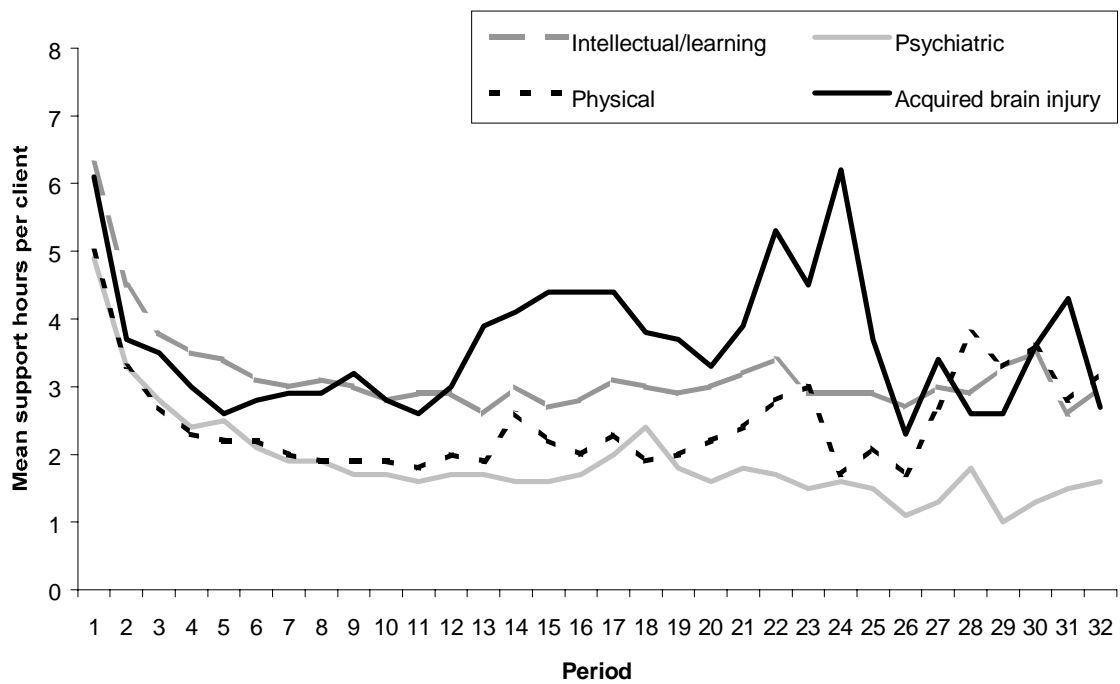
Clients with an intellectual/learning disability and clients with an acquired brain injury also had the highest mean level of support as workers (2.4 and 2.2 hours per week respectively in 1996–97). These two groups, especially the former, stand out as having received particularly high peaks of support at the time of obtaining a job (Figure 6.18). Together with clients with a neurological disability they also had higher support before and after this time compared with the other common groups. The mean support per 100 hours of work, and per \$100 of wages were also highest for these three groups in 1996–97 (Table 6.9).

Workers with a psychiatric disability and those with a vision disability had relatively low peaks of support (Figure 6.18), as well as the lowest mean support along with workers with a hearing disability (1.4, 1.1 and 1.4 hours respectively in 1996–97). These groups also had the least difference in mean support between workers and non-workers. For workers with a continuous job, those with an acquired brain injury consistently had the highest levels of support, and those with a vision or hearing disability the lowest levels (Figure 6.17).

For all of the common disability groups the mean support per week for workers declined or remained steady from 1995–96 to 1996–97 and the pattern with disability type was similar for both years.

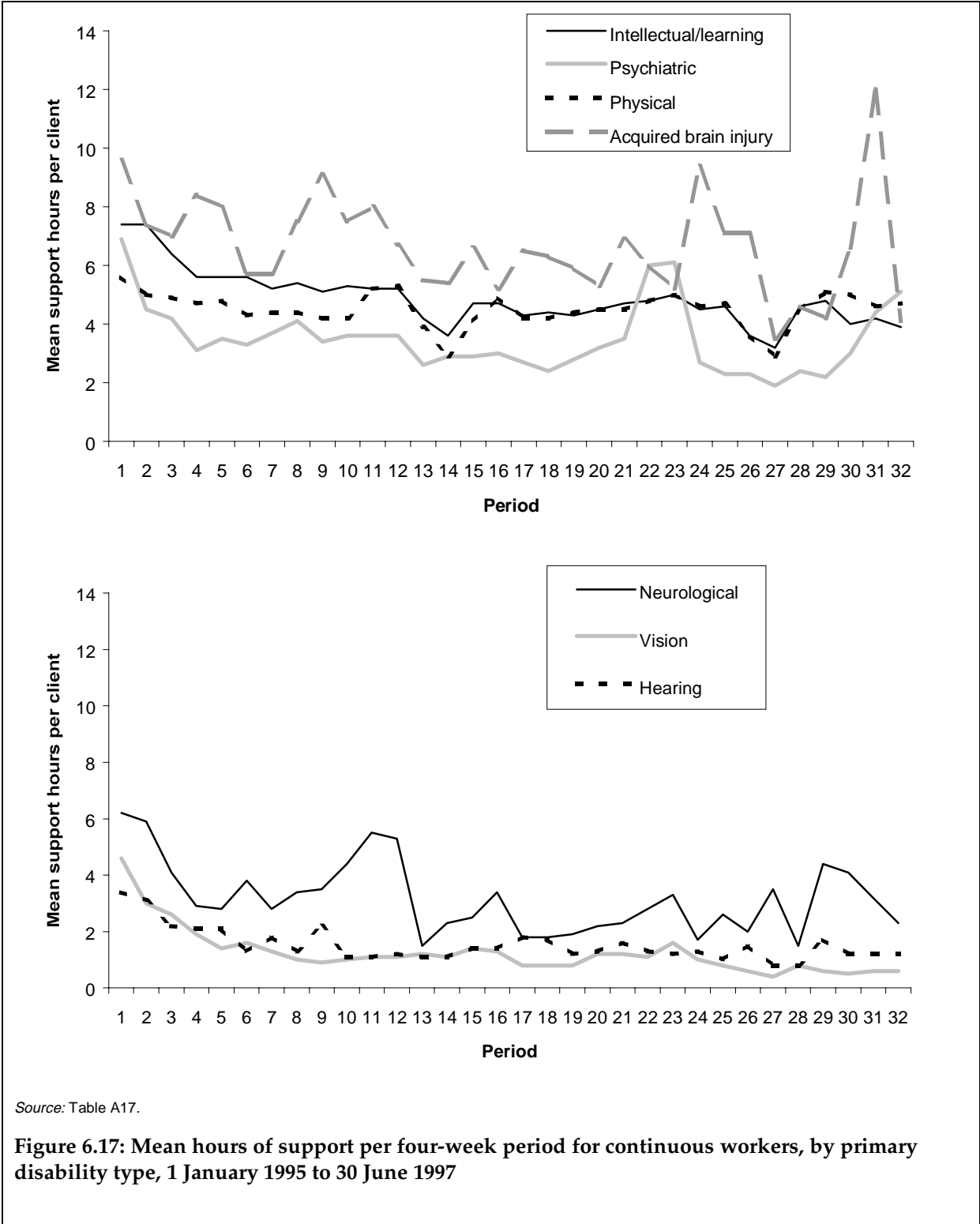
Table 6.9: Support per client for workers and non-workers, by type of primary disability, 1995–96, 1996–97

Primary disability type	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
1995–96						
Intellectual/learning	28.9	1.1	114.8	2.6	12.9	1.5
Psychiatric	17.3	0.9	61.3	1.6	11.0	1.1
Physical	19.4	0.9	73.5	1.7	9.5	1.0
Acquired brain injury	30.7	1.2	110.5	2.6	15.7	1.7
Neurological	24.9	1.0	85.8	2.0	10.8	1.2
Vision	23.1	1.1	44.5	1.1	4.2	0.6
Hearing	16.9	0.8	52.4	1.4	5.6	0.6
Speech	16.5	0.8	40.2	1.1	3.7	0.4
Deaf and blind	24.4	1.0	41.5	1.7	6.4	0.7
1996–97						
Intellectual/learning	30.9	1.2	104.1	2.4	11.4	1.4
Psychiatric	17.0	0.8	54.2	1.4	9.0	0.9
Physical	21.7	1.0	67.9	1.7	8.6	0.8
Acquired brain injury	30.0	1.2	100.1	2.2	13.1	1.4
Neurological	24.2	1.0	81.4	1.9	10.5	1.1
Vision	22.9	0.9	45.1	1.1	4.1	0.5
Hearing	23.0	1.1	52.9	1.4	5.5	0.5
Speech	30.5	2.0	65.0	1.6	7.0	0.7
Deaf and blind	19.3	0.7	26.3	0.8	2.9	0.3



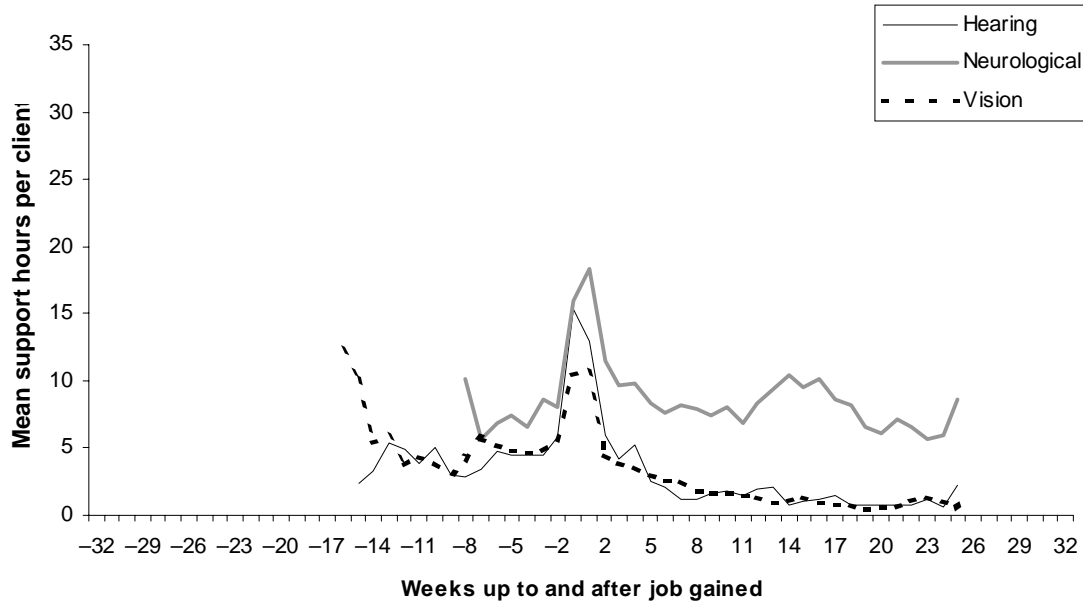
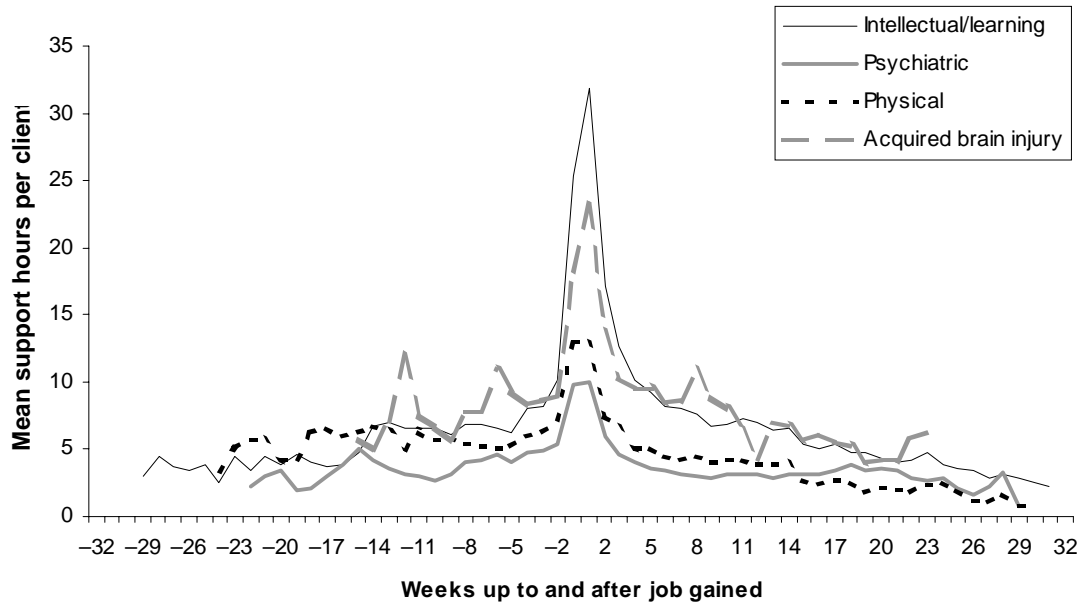
Source: Table A16.

Figure 6.16: Mean hours of support per four-week period for non-workers, by primary disability type, 1 January 1995 to 30 June 1997



Source: Table A17.

Figure 6.17: Mean hours of support per four-week period for continuous workers, by primary disability type, 1 January 1995 to 30 June 1997



Source: Table A18.

Figure 6.18: Mean hours of support per four-week period for workers in the 'job gained' category, by primary disability type, 1 January 1995 to 30 June 1997

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). However, support per 100 hours of work and per \$100 of wages was similar in 1996–97, due to the differences in hours worked per week and hourly wage rate (see Table 5.14). As with job experience, these results largely reflect the fact that the majority of clients with an episodic disability had a psychiatric disability (see Table 3.8).

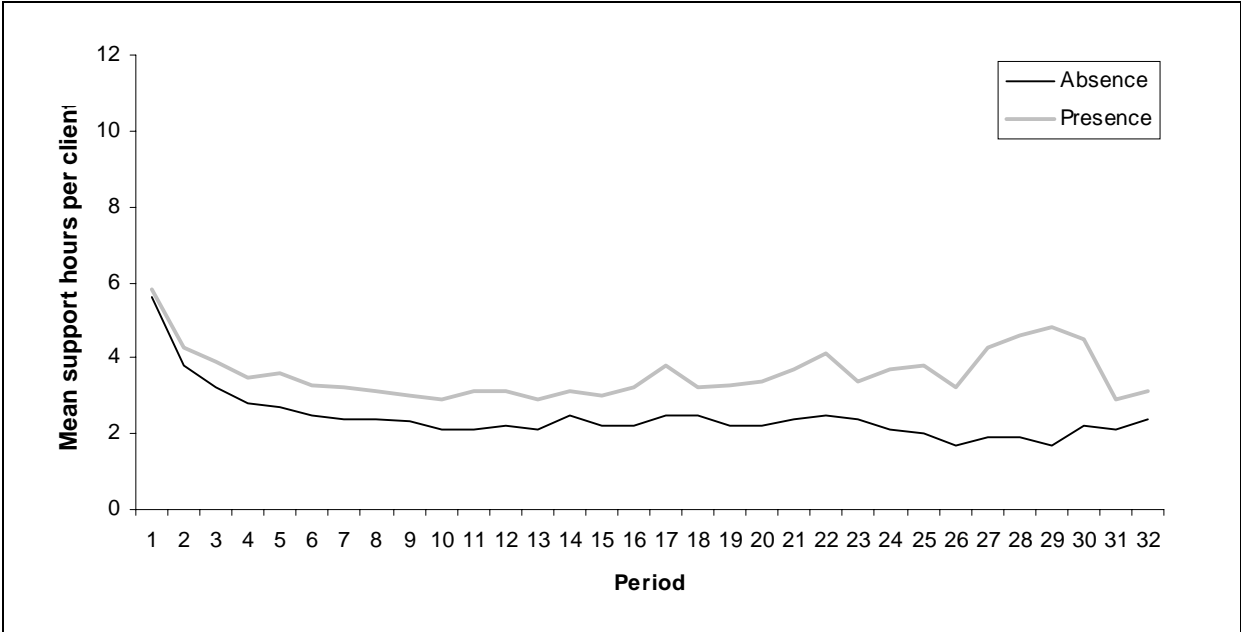
Table 6.10: Support per client for workers and non-workers, by episodic nature of primary disability, 1995–96, 1996–97

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
1995–96						
Episodic	19.1	0.9	69.8	1.8	11.3	1.1
Not episodic	25.4	1.0	98.9	2.3	11.5	1.3
1996–97						
Episodic	19.6	0.8	63.2	1.6	9.8	1.0
Not episodic	26.5	1.1	88.7	2.1	10.1	1.1

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 5.14), the difference is more marked when support for workers is measured per 100 hours and per \$100. The difference was clear throughout the support period for both workers and non-workers (Figures 6.19 to 6.21).

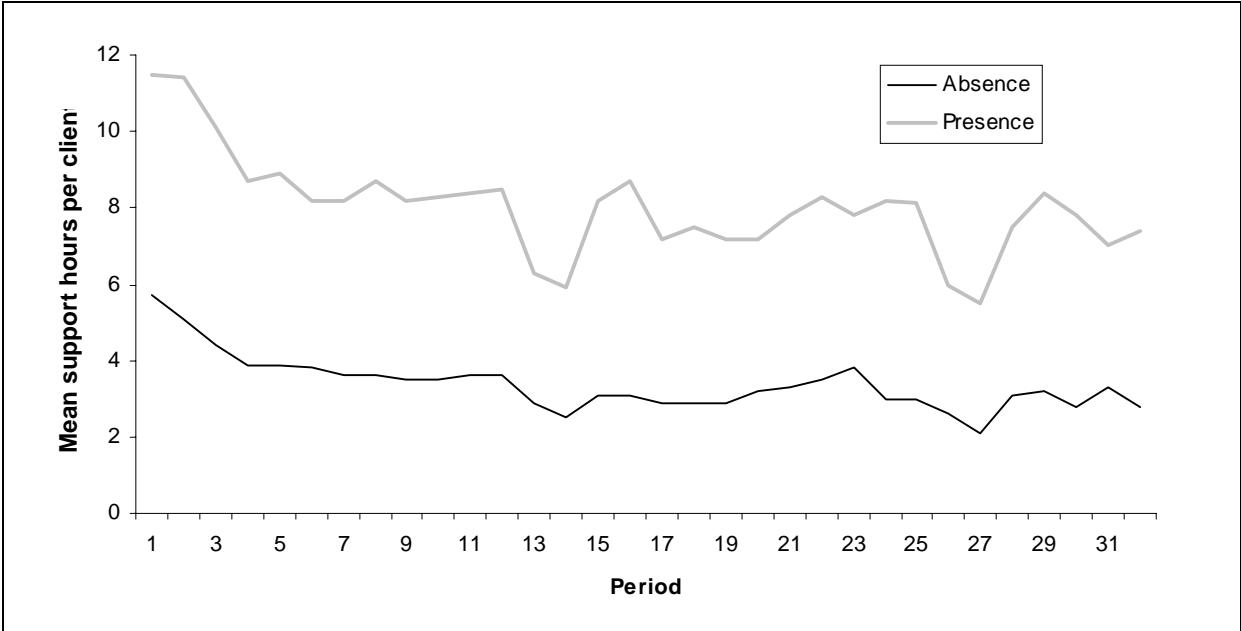
Table 6.11: Support per client for workers and non-workers, by presence of other disability, 1995–96, 1996–97

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
1995–96						
Yes	30.4	1.1	125.9	2.8	16.9	2.0
No	22.3	1.0	85.9	2.0	10.2	1.1
1996–97						
Yes	33.0	1.1	113.5	2.5	13.8	1.7
No	23.1	1.0	77.5	1.9	9.2	1.0



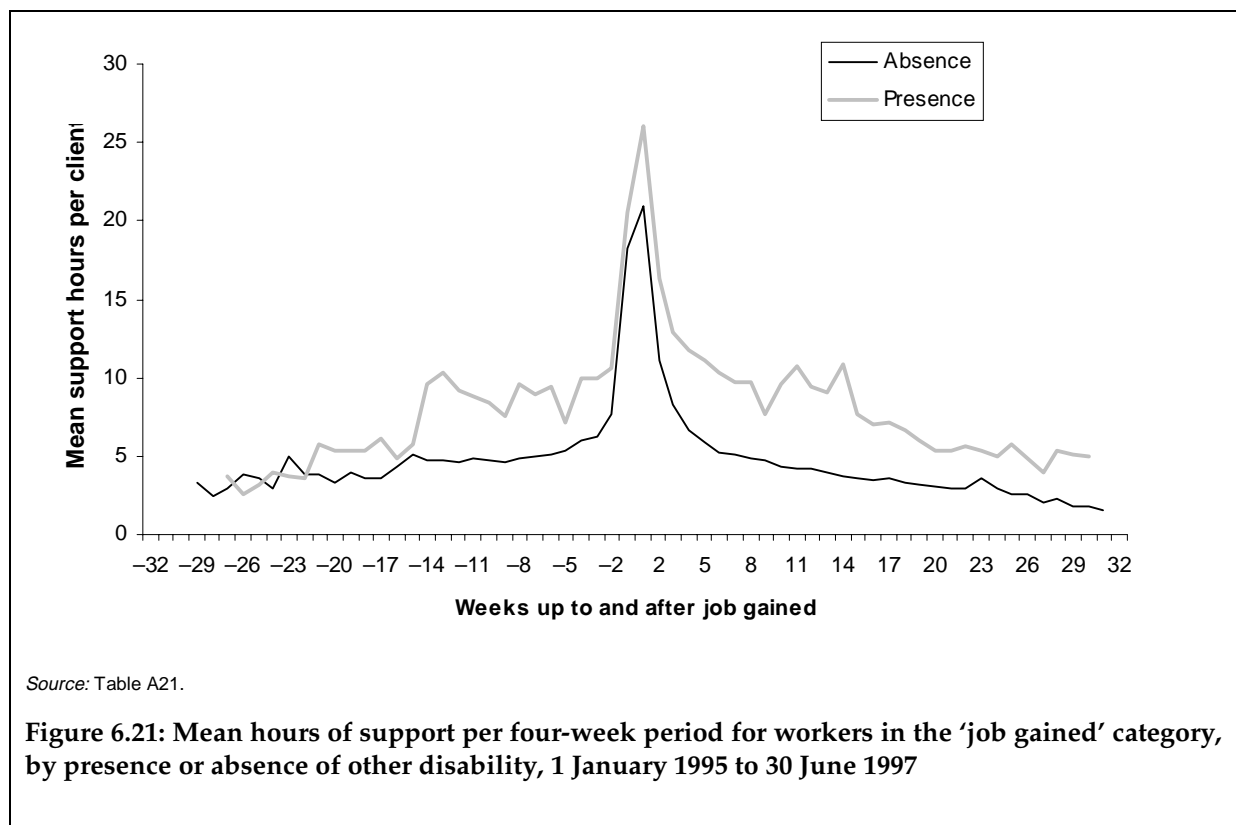
Source: Table A19.

Figure 6.19: Mean hours of support per four-week period for non-workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997



Source: Table A20.

Figure 6.20: Mean hours of support per four-week period for continuous workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997



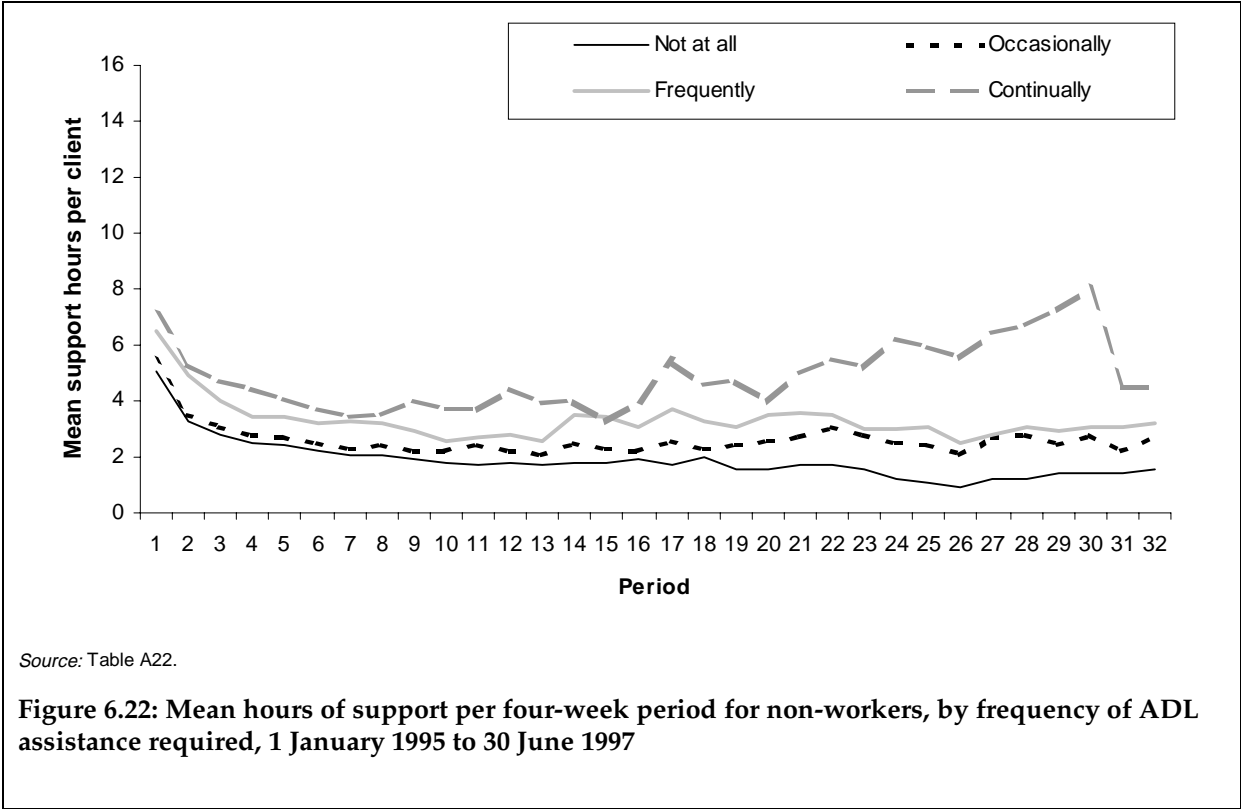
The frequency of assistance required by clients for activities of daily living (one or more of self-care, mobility and verbal communication) was positively correlated with the amount of support received per client for both workers and non-workers in 1995–96 and 1996–97 (Table 6.12). The differences for non-workers were apparent throughout the period spent in support (Figure 6.22).

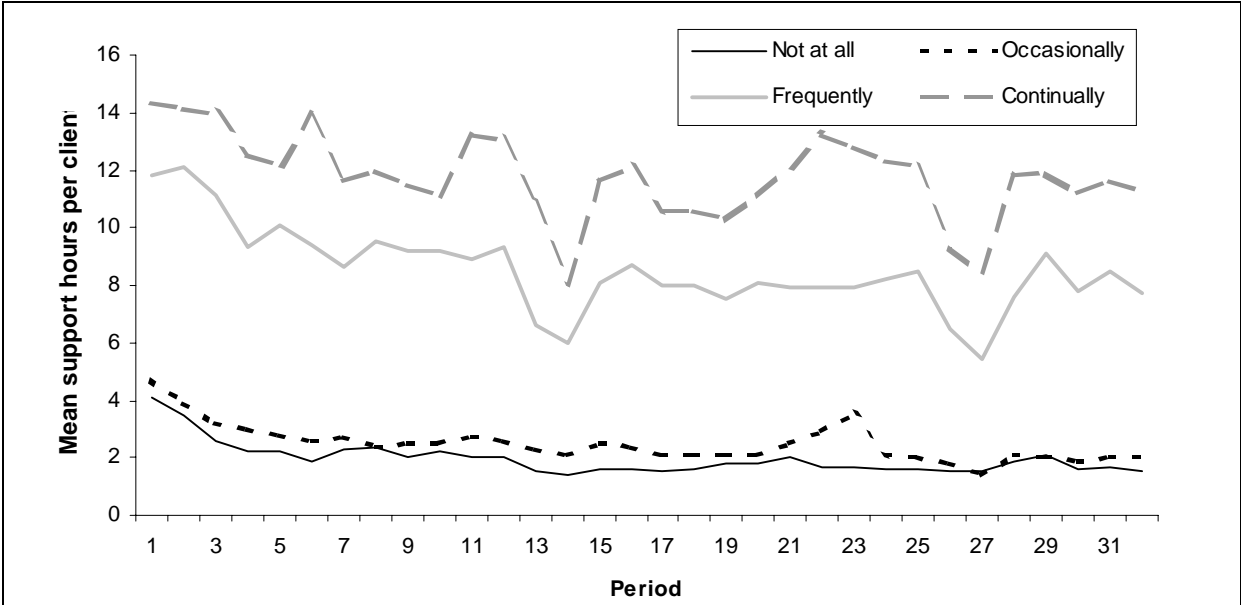
Table 6.12: Support per client for workers and non-workers, by frequency of activities of daily living (ADL) assistance required,^(a) 1995–96, 1996–97

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
1995–96						
Not at all	18.4	0.8	68.1	1.7	8.5	0.9
Occasionally	22.8	1.0	79.3	1.9	8.5	1.0
Frequently	29.6	1.2	126.4	2.9	16.3	1.9
Continually	36.1	1.4	164.9	3.7	24.4	3.3
1996–97						
Not at all	20.1	0.9	66.6	1.6	8.3	0.9
Occasionally	22.7	1.0	70.5	1.7	7.6	0.8
Frequently	30.4	1.2	106.8	2.5	13.4	1.5
Continually	36.9	1.3	134.7	3.0	17.2	2.4

(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).

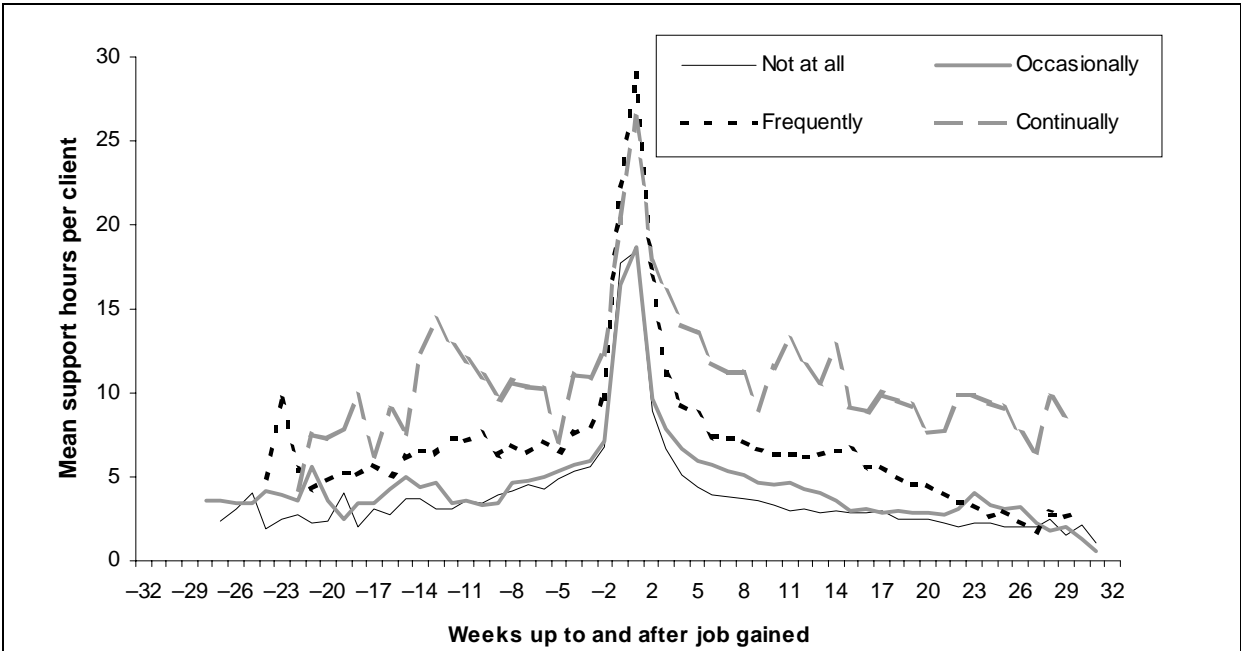
For workers with a continuous job the largest difference was between clients who required no or occasional assistance and those who required frequent or continual assistance (Figure 6.23). This was also true for the peak support received at the time of getting a job (Figure 6.24). During the time before and after getting a job, there was a bigger difference between the frequent and continual ADL assistance groups. These two groups had a larger relative difference in the amount of support received by workers and non-workers, compared with the other two groups (Table 6.12). This gap is further accentuated when support is measured per 100 hours of work, because of the variation in hours worked and hourly wage rates (see Table 5.15).





Source: Table A23.

Figure 6.23: Mean hours of support per four-week period for continuous workers, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997



Source: Table A24.

Figure 6.24: Mean hours of support per four-week period for workers in the 'job gained' category, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997

There was some variation in support levels with client's type of living arrangement. In 1996–97, 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 in special-purpose accommodation had a particularly high mean level of support and clients living in other community accommodation had the highest level for non-workers. Clients whose living arrangements were unknown received very low levels of support, which once again suggests that this group was not a random sample of clients (see Section 5.10).

Table 6.13: Mean hours of support per client for workers and non-workers, by type of living arrangement, 1995–96, 1996–97

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
1995–96						
Lives with family members	24.7	1.0	95.6	2.2	11.2	1.3
Lives alone	21.4	1.0	75.1	1.9	10.1	1.0
Special-purpose accommodation	30.2	1.0	156.9	3.5	24.4	3.3
Other community accommodation	32.7	1.1	123.9	2.9	18.6	2.3
Institutional accommodation	46.1	1.7	157.3	3.3	24.3	3.4
No usual residence	16.2	0.8	72.1	2.2	8.6	1.0
Not known	14.6	0.7	55.0	1.3	5.5	0.7
1996–97						
Lives with family members	26.3	1.1	83.2	2.0	9.5	1.1
Lives alone	22.1	0.9	72.3	1.8	10.0	1.0
Special-purpose accommodation	30.1	0.9	150.2	3.2	22.1	3.1
Other community accommodation	32.8	1.4	126.0	2.8	14.4	2.0
Institutional accommodation	29.6	1.0	173.0	3.7	32.5	4.4
No usual residence	17.0	1.0	58.0	1.6	5.8	0.7
Not known	13.0	0.5	54.1	1.3	5.8	0.7

There was little difference in support levels between clients who had been referred by a disability panel and those who had been endorsed in 1995–96 and 1996–97 (Table 6.14). These groups received substantially more support than did both clients who had been rejected by a panel or those who had not been in the panel process.

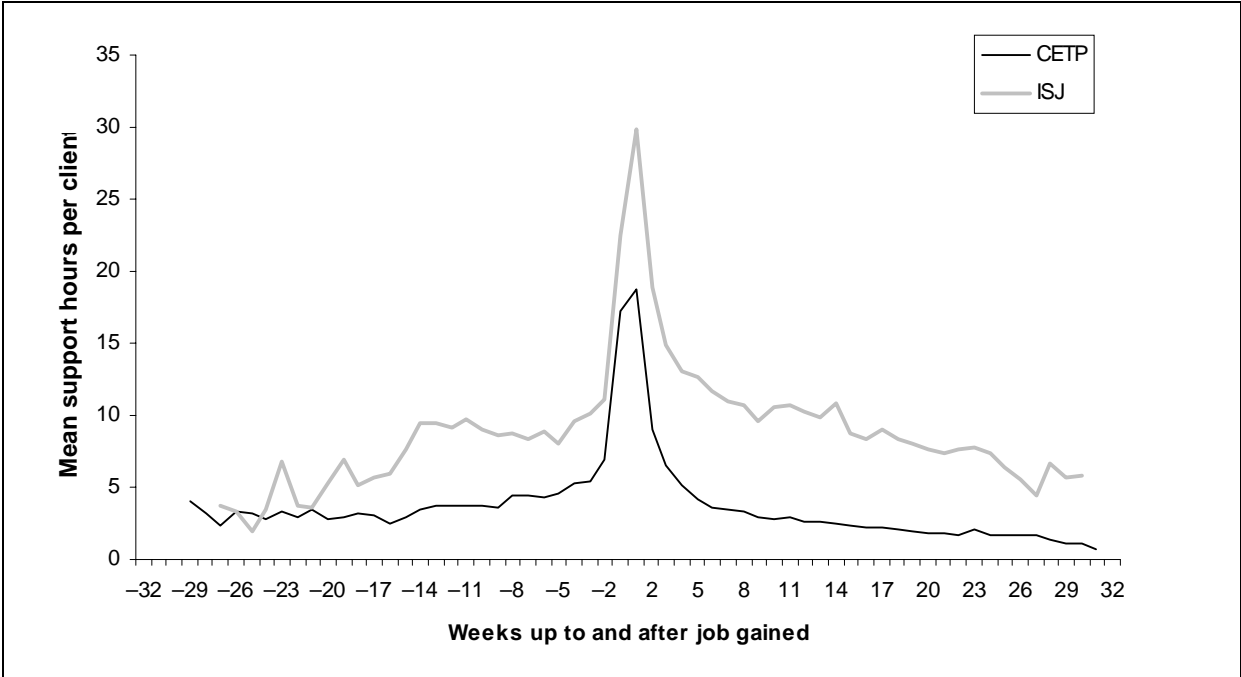
Table 6.14: Mean hours of support per client for workers and non-workers, by disability panel endorsement status, 1995–96, 1996–97

Disability panel endorsement status	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
1995–96						
Endorsed	27.6	1.1	104.7	2.4	14.0	1.6
Referred	25.6	1.2	102.5	2.5	14.2	1.6
Rejected	13.1	0.7	70.7	1.5	7.0	0.7
Not referred, endorsed or rejected	18.8	0.8	70.3	1.7	7.1	0.8
1996–97						
Endorsed	27.7	1.1	89.9	2.1	11.4	1.3
Referred	25.1	1.1	88.1	2.2	11.7	1.3
Rejected	27.4	0.6	72.1	1.6	8.0	0.8
Not referred, endorsed or rejected	21.3	0.9	71.8	1.7	7.3	0.8

ISJ clients received substantially more support than did CETP clients in both 1995–96 and 1996–97, (Table 6.15). This was true for the entire period of support for non-workers, workers with a continuous job and workers who gained a job (see Figures 6.25 to 6.27). Other clients had particularly high mean support per week when non-workers.

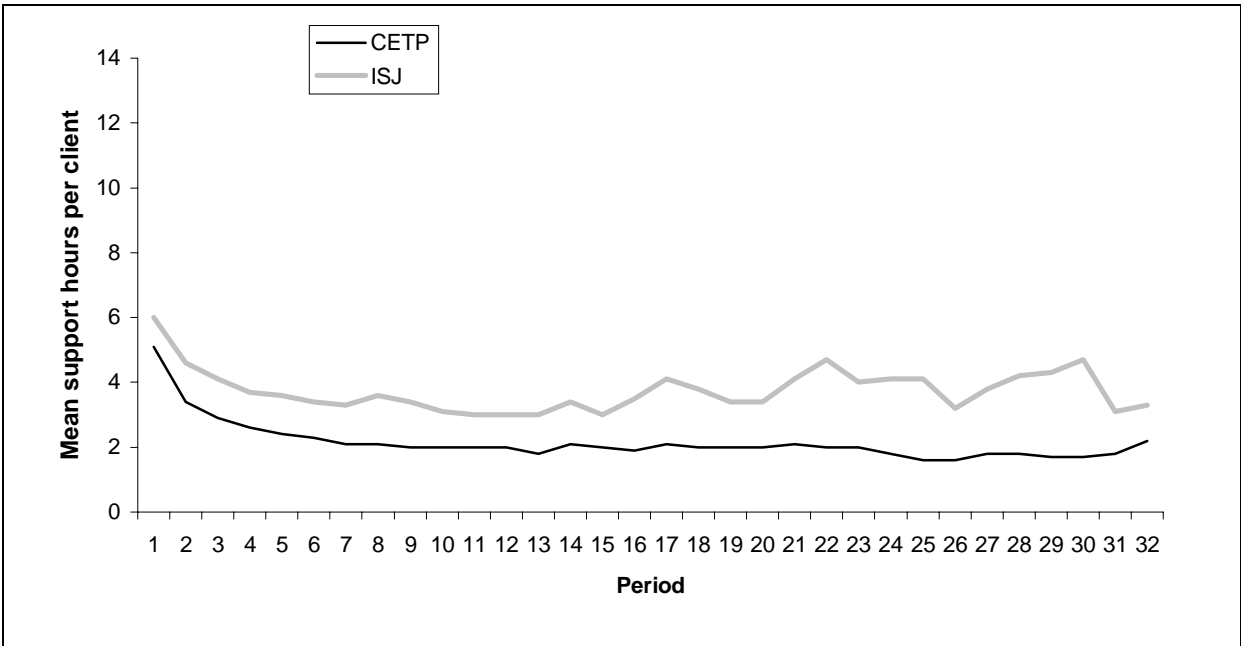
Table 6.15: Mean hours of support per client for workers and non-workers, by client type, 1995–96, 1996–97

Client type	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
1995–96						
CETP	20.3	0.9	68.8	1.7	8.0	0.9
ISJ	31.1	1.1	146.3	3.2	19.7	2.3
Other	36.4	1.3	122.7	2.8	16.2	2.1
1996–97						
CETP	20.5	0.9	64.5	1.6	7.6	0.8
ISJ	32.9	1.2	120.7	2.6	15.0	1.7
Other	40.2	2.2	124.5	2.7	14.7	1.9



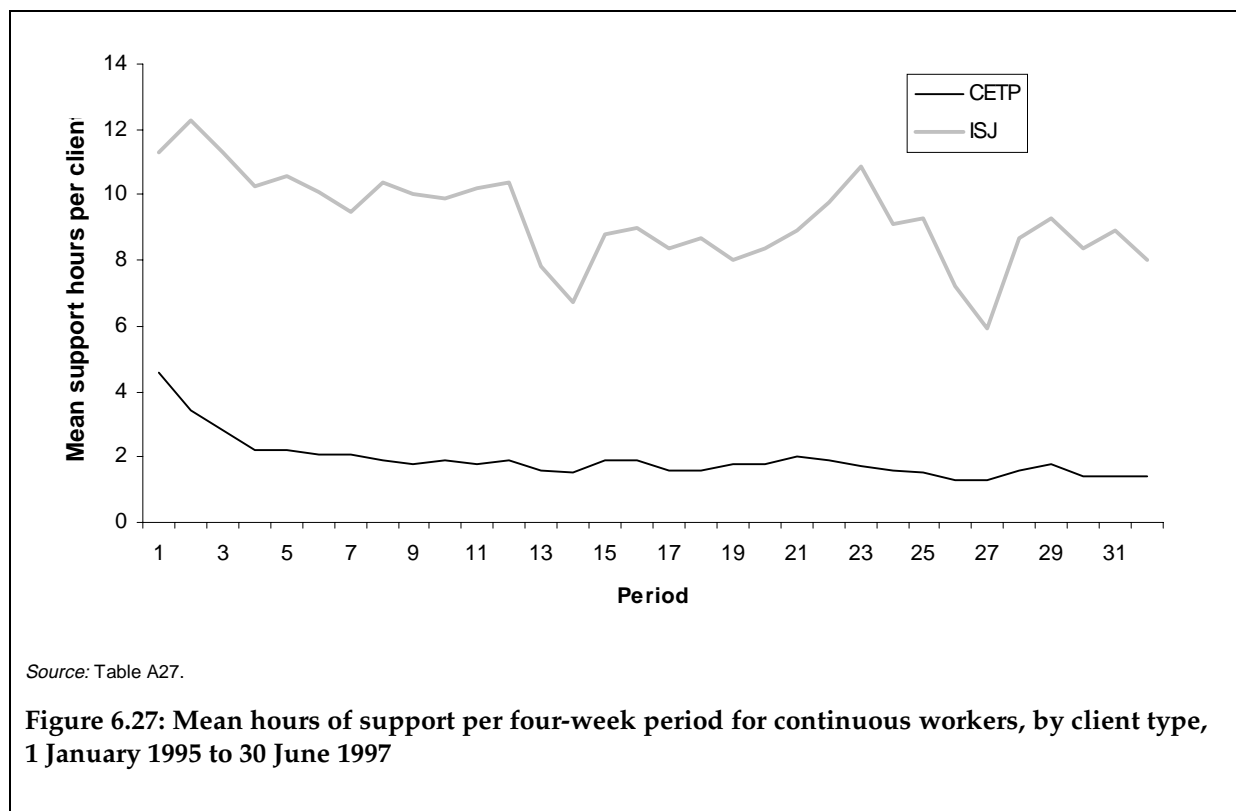
Source: Table A25.

Figure 6.25: Mean hours of support per four-week period for workers in the 'job gained' category, by client type, 1 January 1995 to 30 June 1997



Source: Table A26.

Figure 6.26: Mean hours of support per four-week period for non-workers, by client type, 1 January 1995 to 30 June 1997



In 1996–97 clients referred by the education system and by the Department of Health and Family Services programs and services had the highest mean support among non-workers, and the latter group had the highest support among workers (Table 6.16).

Table 6.16: Mean hours of support per client for workers and non-workers, by referral source, 1995–96, 1996–97

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
1995–96						
Self or family	21.6	0.9	73.3	1.7	8.7	1.0
Education system	25.2	0.9	96.5	2.2	10.5	1.3
DEETYA programs	16.6	0.7	70.0	1.7	7.9	0.8
DHFS programs and services	33.6	1.2	121.0	2.7	14.4	1.7
Other	21.7	1.0	91.9	2.2	12.7	1.4
1996–97						
Self or family	21.7	0.9	65.5	1.6	7.8	0.8
Education system	28.9	1.3	86.6	2.0	9.3	1.1
DEETYA programs	19.4	0.8	65.1	1.6	7.3	0.8
DHFS programs and services	34.1	1.3	109.8	2.5	12.2	1.5
Other	22.5	1.0	82.0	2.0	11.2	1.2

6.4 Client support and characteristics of primary job

In 1996–97 workers who had a primary job that was permanent and regular received 2.0 hours of support per week compared to other workers who received 1.9 hours per week (Table 6.17). The gap has narrowed since 1995–96 (2.3 and 2.0 hours respectively). The difference in mean support is greater when expressed per 100 hours of work and per \$100 of wages because workers with a primary regular job worked over 7 hours more per week than those who did not have such a job (see Table 5.20).

Table 6.17: Mean hours of support per worker, by basis of employment for primary job, 1995–96, 1996–97

Basis of employment for primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
1995–96				
Permanent regular	98.5	2.3	10.3	1.2
Other	85.1	2.0	15.6	1.7
1996–97				
Permanent regular	87.1	2.0	9.1	1.0
Other	78.4	1.9	13.2	1.4

Of all workers, tradespersons received the most support on average in 1996–97 (2.5 hours per week), followed by the three largest occupation groups of labourers/related workers (2.1 hours), clerks (1.8 hours) and sales/personal service staff (1.6 hours, Table 6.18). Trends were similar for support expressed per 100 hours of work or per \$100 of wages.

The pattern for 1995–96 was generally the same for the larger occupational groups.

Table 6.18: Mean hours of support per worker, by occupation group of primary job, 1995–96, 1996–97

Occupation group of primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
1995–96				
Managers	100.4	2.2	10.8	1.1
Professionals	48.5	1.2	5.7	0.5
Para-professionals	49.6	1.3	6.3	0.6
Tradespersons	131.9	2.8	13.4	1.7
Clerks	77.8	1.9	8.5	0.9
Sales/personal service staff	82.9	1.9	11.9	1.3
Plant and machine operators and drivers	66.2	1.6	6.6	0.7
Labourers/related workers	99.3	2.3	12.4	1.5
Unknown	53.8	1.0	2.6	0.2
1996–97				
Managers	51.0	1.2	4.3	0.5
Professionals	40.9	1.1	4.2	0.4
Para-professionals	46.2	1.1	5.9	0.5
Tradespersons	109.5	2.5	11.2	1.4
Clerks	76.8	1.8	8.2	0.8
Sales/personal service staff	67.9	1.6	9.6	1.0
Plant and machine operators and drivers	60.4	1.5	6.1	0.6
Labourers/related workers	90.6	2.1	11.1	1.3
Unknown	87.4	1.7	8.6	0.7

Support hours received per week varied greatly by the industry of the worker's primary job, ranging from 1.1 hours per week for mining to 3.2 hours for the wholesale trade in 1996–97 (Table 6.19). Three industries stood out as having a high ratio of support hours to hours worked and support hours to wages earned. These were wholesale trade, fast food, and agriculture, forestry and mining.

Table 6.19: Mean hours of support per worker, by industry of primary job, 1995–96, 1996–97

Industry of primary job	Mean hours for support period	Mean hours per week	Per 100 hours of work	Per \$100 of wages
1995–96				
Agriculture, forestry and fishing	101.1	2.3	13.4	1.7
Mining	66.4	1.5	8.0	0.8
Manufacturing	82.6	2.1	7.6	0.9
Electricity, gas and water supply	90.0	2.1	9.6	1.0
Construction	73.7	1.7	8.0	0.9
Wholesale trade	186.2	3.9	20.8	2.5
Retail trade	105.2	2.4	14.4	1.6
Clothing/textiles/footwear	98.2	2.1	10.6	1.3
Hospitality	97.9	2.5	12.6	1.4
Fast food	96.9	2.4	15.9	1.9
Transport and storage	57.4	1.7	6.5	0.7
Communication services	54.0	1.4	6.0	0.6
Finance and insurance	70.3	1.7	7.0	0.8
Property and business services	91.4	2.1	13.0	1.5
Government/defence	87.6	2.0	7.8	0.8
Education	88.3	2.1	12.2	1.3
Health and community services	83.7	1.9	11.0	1.1
Cultural and services	78.2	1.9	10.7	1.2
Personal and other services	77.4	1.9	13.4	1.5
Other	104.9	2.4	14.5	1.7
1996–97				
Agriculture, forestry and fishing	108.1	2.6	13.0	1.6
Mining	52.3	1.1	5.3	0.5
Manufacturing	75.4	1.8	6.8	0.8
Electricity, gas and water supply	83.1	2.1	9.1	0.9
Construction	64.5	1.6	7.6	0.8
Wholesale trade	146.5	3.2	17.6	2.1
Retail trade	87.9	2.1	11.6	1.4
Clothing/textiles/footwear	84.4	1.9	9.0	1.1
Hospitality	85.9	2.2	11.7	1.3
Fast food	93.1	2.2	14.3	1.7
Transport and storage	53.1	1.4	5.9	0.6
Communication services	65.8	1.6	7.2	0.7
Finance and insurance	74.6	1.7	6.6	0.6
Property and business services	83.5	2.0	10.7	1.2
Government/defence	84.2	1.8	7.2	0.7
Education	78.7	1.8	10.7	1.1
Health and community services	70.2	1.7	8.9	0.9
Cultural and services	89.9	1.9	11.9	1.3
Personal and other services	64.1	1.6	10.4	1.1
Other	92.4	2.1	12.2	1.4

6.5 Client support by State or Territory and location

Mean support per week varied across States and Territories. Not including the Northern Territory, which had a very small number of clients, in 1996–97 the mean support per non-worker ranged from 0.8 hours per week for Victoria to 1.8 hours per week for Western Australia. The mean support for workers ranged from 1.5 hours per week for Victoria to 3.0 hours for South Australia. For most States support per week for workers was approximately twice that for non-workers.

For each of the four States with the largest number of clients (New South Wales, Victoria, Queensland and Western Australia) support per week for non-workers did not change from 1995–96 to 1996–97 while support per week for workers decreased in each case.

Table 6.20: Mean hours of support per client for workers and non-workers, by State or Territory, 1995–96, 1996–97

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
			1995–96			
New South Wales	20.0	0.9	79.0	1.9	8.9	1.0
Victoria	17.8	0.8	71.3	1.7	9.3	1.1
Queensland	26.8	1.1	104.7	2.5	13.9	1.6
Western Australia	49.2	1.8	143.6	3.1	16.8	2.0
South Australia	52.7	1.8	140.4	3.0	13.6	1.4
Tasmania	16.5	0.7	63.4	1.8	9.5	1.0
Australian Capital Territory	22.8	0.9	110.0	2.5	11.7	1.3
Northern Territory	5.7	0.4	83.4	2.6	8.6	0.8
Australia	24.1	1.0	94.1	2.2	11.5	1.3
			1996–97			
New South Wales	21.9	0.9	67.6	1.6	7.6	0.8
Victoria	18.2	0.8	62.6	1.5	8.2	0.9
Queensland	27.5	1.1	97.7	2.3	12.2	1.5
Western Australia	48.4	1.8	123.1	2.7	14.2	1.7
South Australia	49.8	1.5	135.6	3.0	12.8	1.4
Tasmania	25.3	1.3	86.9	2.5	12.9	1.4
Australian Capital Territory	28.1	1.0	121.8	2.7	12.2	1.4
Northern Territory	37.0	6.0	70.0	2.9	7.4	0.7
Australia	25.0	1.0	84.3	2.0	10.0	1.1

Clients without a job from urban locations on average received more support per week than those from rural and remote locations, in both 1995–96 and 1996–97. In 1995–96 this was also true for workers but in 1996–97 the small number of remote workers (248) had a slightly higher mean weekly support than urban workers, as their support level did not decline from 1995–96 to 1996–97. In terms of support per 100 hours of work and per \$100 of wages, in both financial years the highest levels were for remote workers, followed by rural workers then urban workers. This was because of differences between the three groups in time spent in work and hours worked per week (see Table 5.25).

Table 6.21: Mean hours of support per client for workers and non-workers, by location of agency site, 1995–96, 1996–97

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
			1995–96			
Urban	25.7	1.1	97.4	2.3	11.2	1.3
Rural	19.4	0.9	85.4	2.0	12.3	1.4
Remote	22.7	0.8	86.3	2.1	14.2	1.6
			1996–97			
Urban	26.6	1.1	87.0	2.0	9.8	1.1
Rural	20.8	0.8	77.1	1.8	10.8	1.2
Remote	16.2	0.7	73.7	2.1	14.3	1.5

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

Appendix 1: Client support profiles over time

Method of analysis

For the analyses of client support profiles over time presented in Chapter 6 the 30 months of NIMS data from 1 January 1995 to 30 June 1997 were used. A total period of support was calculated for each client as follows:

- The start of the total support period was taken as the date of first support for the whole 30 months, unless the client had a job as at 1 January 1995 which had begun prior to this date, in which case the start of the period was taken as 1 January 1995.
- The end of the total support period was taken as 30 June 1997, unless the client had a valid withdrawal date (see Appendix 2), in which case that date was used. Some clients who never had a job or who had a continuous job throughout the support period had no support in 1996–97. For these clients the analysis was repeated with the end of the support period taken as the last date of support (termed clients ‘with ongoing support’).

The total period of support was divided into phases depending upon the client’s job history. Clients who never had a job had one phase, as did those who held one job continuously from the beginning to the end of the whole period.

For other clients with one job the total period of support was divided into two or three phases as follows:

- A pre-job phase. For clients who started without a job, from the commencement of the support period to the day before the start of the job, measured relative to the job start date.
- An in-job phase. For clients who finished the support period with a job this phase was from the job start date to the support finish date and was measured relative to the job start date. For clients who did not finish the support period with a job this phase was from the job start date to the job end date, and could be measured relative to either of these dates.
- A post-job phase. For clients who finished without a job, from the day after the finish of the job to the end of the support period, measured relative to the job finish date.

For clients who had more than one job during the total period of support, similar phases were calculated, but for each job as follows:

- For second and subsequent jobs the pre-job phase, if any, was calculated as starting four weeks after the finish of the previous job.
- For jobs before the last job, the post-job phase, if any, was calculated as finishing four weeks before the start of the next job.

Each phase was divided into four-week periods measured relative to the beginning or end of the phase, as appropriate. The amount of support per four-week period was then totalled for each client. This time frame was chosen as the best compromise as agencies may record support data on a weekly, fortnightly or monthly basis. Only complete four-week periods

were included in the analysis. This meant that each client had up to a maximum of 32 four-week periods (128 weeks).

Finally, for each group of clients in the analysis, the mean amount of support per client per four-week period was calculated. Four-week periods for which there were less than 20 clients were not included in the resulting graphs.

Detailed results

Table A1: Mean support hours per four-week period for non-workers, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
All workers	5.5	3.7	3.1	2.7	2.5	2.2	2.1	2.1	1.9	1.7	1.7	1.7	1.5	1.7	1.5	1.5
With ongoing support	5.7	3.9	3.4	3.0	2.9	2.7	2.6	2.6	2.5	2.3	2.4	2.4	2.3	2.6	2.4	2.5
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
All workers	1.6	1.5	1.3	1.3	1.4	1.5	1.3	1.2	1.2	1	1.2	1.3	1.2	1.3	1.1	1.2
With ongoing support	2.8	2.7	2.5	2.6	2.8	2.9	2.7	2.6	2.5	2.2	2.6	2.8	2.8	3	2.4	2.7

Table A2: Mean support hours per four-week period for 'job retained' workers, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
All workers	6.7	6.1	5.4	4.7	4.7	4.6	4.4	4.5	4.3	4.4	4.5	4.5	3.5	3.1	4.0	4.1
With ongoing support	6.7	6.3	5.5	4.9	5.0	4.8	4.6	4.9	4.7	4.8	5.0	5.1	4.0	3.6	4.7	4.9
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
All workers	3.7	3.7	3.7	3.9	4.1	4.4	4.5	4.0	3.9	3.2	2.7	3.9	4.2	3.7	4.0	3.7
With ongoing support	4.4	4.5	4.5	4.8	5.1	5.4	5.6	4.9	4.8	3.9	3.4	4.7	5.1	4.5	4.8	4.5

Table A3: Mean support hours per four-week period for workers who gained and retained a job, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
One job	—	—	5.5	3.2	3.6	3.2	3.5	3.4	3.2	4.6	3.7	4.3	3.8	4.3	4.1	4.2
Last job	—	—	—	—	—	—	—	—	—	—	3.9	3.0	2.8	2.4	2.3	2.0
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
One job	4.5	5.2	6.1	6.3	5.9	5.9	5.7	5.3	5.9	5.9	6.0	5.7	6.8	7.0	8.3	18.7
Last job	4.4	4.2	2.4	3.1	3.9	4.5	4.4	4.5	4.8	5.3	5.3	5.7	5.4	6.3	7.4	18.1
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
One job	21.9	12.0	9.2	7.7	6.9	6.2	6.0	5.8	5.3	5.4	5.5	5.2	5.0	5.2	4.4	4.2
Last job	23.4	12.7	9.4	7.5	6.3	5.4	5.1	4.9	5.0	4.7	5.0	4.8	3.9	4.3	3.6	3.8
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
One job	4.3	4.0	3.7	3.6	3.4	3.5	3.9	3.3	3.2	3.0	2.4	2.9	2.6	2.5	1.7	2.1
Last job	3.5	3.3	3.1	3.7	3.8	3.0	3.4	2.2	1.6	3.4	—	—	—	—	—	—

Table A4: Mean support hours per four-week period for workers who gained and lost a job, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Job gained/lost	—	—	—	—	—	—	2.1	2.8	2.4	4.0	3.7	4.8	4.3	5.0	5.4	3.9
Job gained/lost (first job)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Job gained/lost (last job)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Job gained/lost	2.9	4.3	4.0	3.6	3.3	3.4	4.3	4.8	4.6	5.0	5.0	5.2	6.1	6.3	7.3	18.8
Job gained/lost (first job)		3.4	3.7	4.9	4.9	5.7	5.2	3.9	4.4	4.8	4.5	4.8	5.5	5.7	7.6	17.3
Job gained/lost (last job)	3.1	3.0	2.2	3.2	4.1	3.1	3.2	4.7	3.3	3.7	4.4	4.2	4.3	4.7	6.2	15.5
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Job gained/lost	27.0	15.2	11.7	9.5	8.7	8.0	7.8	7.2	6.5	6.5	5.7	5.6	6.2	6.8	6.3	7.2
Job gained/lost (first job)	13.8	12.7	12.1	10.4	11.6	10.3	9.2	7.9	9.1	10.1	9.8	6.8	8.2	—	—	—
Job gained/lost (last job)	10.8	9.7	10.2	9.7	11.0	10.8	11.3	11.3	9.7	10.1	7.6	7.4	8.0	—	—	—
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Job gained/lost	7.3	6.2	6.2	7.4	11.4	9.3	6.9	8.8	8.7	—	—	—	—	—	—	—
Job gained/lost (first job)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Job gained/lost (last job)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Table A5: Mean support hours per four-week period for workers who lost a job, 1 January 1995 to 30 June 1997

Four-week periods up to losing job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Job lost (one job)	—	—	4.9	6.1	5.9	6.0	6.5	5.5	5.4	4.1	4.9	5.1	5.3	6.0	6.2	6.2
Job lost (gained and lost first job)	—	—	—	—	—	—	—	20.3	23.9	20.8	23.3	23.4	20.0	17.2	15.2	11.0
Job lost (last job)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20.9
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Job lost (one job)	6.8	6.3	6.6	6.5	7.6	7.4	7.7	7.5	7.4	7.0	7.1	6.9	7.3	6.9	6.9	8.3
Job lost (gained and lost first job)	11.5	10.2	9.3	11.2	9.4	10.3	10.6	9.4	10.8	10.4	10.4	10.0	10.1	10.4	11.5	12.7
Job lost (last job)	14.1	13.2	12.0	8.5	8.4	8.6	9.9	10.1	10.9	10.6	10.1	11.4	9.2	10.4	9.9	10.4
Four-week periods after losing job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Job lost (one job)	4.4	3.7	3.4	3.5	3.3	2.8	2.7	3.1	3.1	3.1	3.1	3.6	3.9	4.6	3.5	3.8
Job lost (gained and lost first job)	4.8	3.3	3.1	2.8	2.8	2.9	2.7	2.7	2.8	2.9	2.6	2.6	2.3	2.6	2.3	2.1
Job lost (last job)	4.8	3.8	3.3	3.3	3.2	3.2	2.6	2.6	2.9	2.9	3.0	2.3	2.6	2.8	3.0	2.7
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Job lost (one job)	4.1	3.5	3.3	4.2	3.2	2.4	2.5	2.1	1.5	0.9	1.2	1.7	1.7	—	—	—
Job lost (gained and lost first job)	2.1	2.1	1.8	2.4	2.4	2.4	1.7	2.4	1.6	2.4	1.9	2.4	—	—	—	—
Job lost (last job)	2.6	2.4	1.9	2.2	2.7	1.7	—	—	—	—	—	—	—	—	—	—

Table A6: Mean support hours per four-week period for non-workers, by sex, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Male	5.6	3.8	3.2	2.9	2.9	2.5	2.5	2.6	2.4	2.3	2.2	2.3	2.2	2.6	2.4	2.3
Female	5.9	4.1	3.6	3.1	2.9	2.9	2.7	2.6	2.5	2.4	2.5	2.6	2.3	2.6	2.5	2.8
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Male	2.7	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.6	2.1	2.8	3.2	2.8	3.0	2.4	2.1
Female	3.0	3.0	2.7	2.7	2.9	3.2	2.7	2.6	2.4	2.2	2.4	2.2	2.7	2.9	2.4	3.4

Table A7: Mean support hours per four-week period for 'job retained' workers, by sex, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Male	6.6	6.0	5.5	4.7	4.9	4.6	4.5	4.7	4.6	4.6	4.8	4.8	3.6	3.3	4.2	4.3
Female	6.8	6.4	5.1	4.7	4.5	4.6	4.0	4.3	3.9	3.9	3.9	4.0	3.3	2.7	3.8	3.6
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Male	3.8	3.9	3.8	4.1	4.3	4.6	5.0	4.1	4.2	3.3	3.0	4.0	4.2	3.7	4.1	3.7
Female	3.4	3.5	3.4	3.4	3.8	3.9	3.7	3.6	3.5	3.0	2.3	3.5	4.0	3.7	3.8	3.6

Table A8: Mean support hours per four-week period for workers who gained and retained a job, by sex, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Male	—	—	—	2.6	4.2	2.9	3.6	2.9	3.6	3.8	3.6	4.9	3.7	3.6	3.7	3.6
Female	—	—	—	—	2.7	3.5	3.2	4.4	2.6	5.8	4.0	3.4	4.0	5.4	4.6	5.2
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Male	4.5	5.1	5.8	5.9	5.9	5.8	5.6	5.1	5.8	5.8	5.8	5.5	6.8	7.0	8.2	18.5
Female	4.4	5.5	6.5	6.8	5.8	6.0	5.8	5.6	6.1	6.2	6.4	6.2	6.7	7.1	8.4	19.1
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Male	21.2	11.8	8.9	7.5	6.7	6.0	5.7	5.8	5.1	5.2	5.4	5.0	4.9	5.0	4.4	4.1
Female	23.3	12.6	9.7	7.9	7.3	6.6	6.5	6.0	5.5	5.7	5.7	5.7	5.3	5.7	4.3	4.3
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Male	4.0	3.9	3.8	3.5	3.4	3.6	4.1	3.7	3.5	3.1	2.9	3.2	2.8	2.4	0.8	—
Female	4.8	4.2	3.7	3.6	3.4	3.3	3.5	2.8	2.8	2.8	1.7	2.5	2.2	2.5	3.2	—

Table A9: Mean support hours per four-week period for non-workers, by age, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
15-19	7.0	5.2	4.4	3.9	4.1	3.7	3.7	3.7	3.3	2.5	2.4	3.2	3.0	3.2	3.3	2.8
20-24	6.1	4.2	3.7	3.1	3.1	3.0	2.9	3.0	2.7	2.7	2.9	2.7	2.6	2.8	2.5	2.9
25-29	5.5	3.8	3.3	3.3	2.8	2.4	2.5	2.4	2.5	2.3	2.2	2.2	2.2	3.0	2.6	2.5
30-44	5.2	3.5	2.9	2.5	2.5	2.3	2.1	2.2	2.1	2.2	2.3	2.3	2.0	2.3	2.2	2.2
45-59	4.9	2.9	2.6	2.3	2.2	2.1	1.9	1.9	1.9	1.9	1.7	1.8	1.5	2.0	2.1	2.1
60-64	3.6	2.3	1.3	1.4	0.9	1.3	0.9	1.1	—	—	—	—	—	—	—	—
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
15-19	3.2	3.0	2.8	3.2	3.1	3.4	2.2	1.8	1.8	1.9	3.0	2.9	3.2	2.6	2.7	1.5
20-24	2.9	2.7	2.8	2.5	2.8	3.1	2.6	2.7	2.7	1.9	2.4	2.6	2.9	3.2	3.3	4.1
25-29	3.2	3.5	2.5	3.0	3.5	3.5	3.5	2.9	2.7	3.1	3.4	3.5	3.9	3.7	1.7	2.2
30-44	2.4	2.3	2.3	2.4	2.4	2.5	2.5	2.3	2.3	1.8	2.6	2.7	2.1	2.8	2.2	1.8
45-59	2.7	2.2	2.0	1.9	2.2	2.3	2.3	3.0	2.8	2.4	1.6	2.2	1.8	1.6	1.5	2.6
60-64	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Table A10: Mean support hours per four-week period for 'job retained' workers, by age, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
15-19	12.1	8.0	6.2	5.7	4.4	4.3	3.4	3.1	3.5	2.9	2.3	2.7	2.6	2.5	2.9	2.6
20-24	8.9	8.9	8.3	7.3	7.2	7.5	6.6	7.4	7.0	6.8	7.6	7.1	5.6	5.0	6.6	6.9
25-29	4.9	4.8	3.9	3.7	3.9	3.4	3.2	3.3	3.4	3.5	3.3	3.1	2.5	2.6	3.1	3.1
30-44	5.8	5.4	4.6	3.9	4.2	3.7	4.0	3.9	3.7	3.9	3.8	4.2	3.2	2.5	3.3	3.3
45-59	5.9	4.6	3.9	3.1	2.9	3.3	3.2	3.0	2.7	3.1	2.7	2.9	2.3	1.9	2.5	2.8
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
15-19	1.4	2.1	2.9	2.4	2.3	2.4	3.2	2.3	1.7	1.3	1.7	2.4	2.0	1.5	1.0	0.7
20-24	6.4	6.5	6.3	6.2	6.3	6.4	6.4	6.1	6.0	4.9	4.1	6.2	6.5	5.6	6.1	5.2
25-29	2.7	2.6	2.6	2.7	3.2	3.3	3.1	3.1	3.1	2.5	2.3	2.9	3.3	2.7	3.0	2.8
30-44	2.8	2.9	2.9	3.4	3.6	4.1	3.8	3.4	3.4	2.7	2.4	3.3	3.4	3.0	3.0	3.2
45-59	2.8	2.8	2.8	2.8	3.3	3.2	5.9	2.9	3.4	2.8	2.0	2.8	3.5	3.9	4.7	3.8

Table A11: Mean support hours per four-week period for workers who gained and retained a job, by age, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
15-19	—	—	—	—	—	—	—	—	—	3.3	6.6	6.0	4.5	2.3	4.4	3.5
20-24	—	—	—	—	3.6	3.4	4.8	4.7	3.8	3.9	3.9	6.6	4.1	5.9	5.7	4.9
25-29	—	—	—	—	—	—	—	—	2.6	9.9	4.6	2.2	3.1	2.7	2.6	1.8
30-44	—	—	—	—	—	2.2	2.1	2.0	2.9	3.7	2.3	2.6	3.9	4.7	2.9	4.6
45-59	—	—	—	—	—	—	—	—	—	—	—	—	2.9	3.2	3.5	6.0
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
15-19	4.1	3.1	3.3	5.1	4.4	4.1	3.7	3.4	4.6	6.1	5.1	6.3	6.9	6.7	8.3	22.3
20-24	5.4	7.3	6.5	6.6	6.4	5.6	5.1	5.4	6.9	6.5	7.0	6.6	7.3	7.9	9.6	22.6
25-29	2.8	4.9	8.1	7.4	6.3	8.0	6.6	6.6	6.8	6.1	6.5	5.9	7.4	7.1	8.4	17.7
30-44	3.5	3.6	6.0	5.7	5.9	5.6	6.6	5.4	5.4	5.6	5.8	5.1	6.4	6.9	7.9	16.3
45-59	7.7	7.1	6.3	6.7	5.4	6.2	5.7	4.9	5.2	5.2	4.7	4.3	5.6	5.6	6.2	12.1
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
15-19	26.0	14.2	9.9	7.9	7.3	7.0	6.5	6.0	6.3	6.1	5.8	5.9	4.6	5.1	3.8	3.8
20-24	28.2	15.8	11.7	9.1	7.8	7.2	7.1	6.8	6.1	5.6	6.3	5.8	5.3	4.9	4.9	5.0
25-29	20.3	10.0	8.3	7.3	7.0	5.9	5.8	5.9	4.8	5.3	4.9	4.6	4.5	5.4	4.3	3.8
30-44	18.5	10.3	8.2	7.2	6.8	5.9	5.6	5.5	5.2	5.4	5.7	5.3	5.5	5.9	4.4	4.1
45-59	13.0	7.6	6.2	5.8	4.6	4.0	3.9	3.6	2.7	3.9	3.4	3.9	4.3	4.1	3.2	2.7
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
15-19	4.2	3.8	3.2	2.0	2.5	2.7	3.1	2.7	3.7	4.2	3.1	1.6	—	—	—	—
20-24	5.1	4.6	4.2	4.4	3.8	3.5	3.9	4.0	3.4	3.0	3.3	3.7	3.5	3.3	2.3	—
25-29	3.6	3.0	3.2	3.3	3.2	4.1	4.1	3.5	2.3	0.9	1.6	1.6	2.5	0.9	—	—
30-44	4.4	4.1	4.1	3.5	3.4	3.9	4.4	3.3	3.7	3.8	1.9	3.1	2.3	2.9	1.9	—
45-59	2.9	3.4	2.9	2.8	2.7	2.0	2.7	1.7	2.8	3.2	1.8	—	—	—	—	—

Table A12: Mean support hours per four-week period for workers who gained and retained a job, by origin, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Not Aboriginal, TSI, SSI	—	—	5.8	2.8	3.9	3.3	3.5	3.7	3.4	4.8	3.8	4.1	3.7	4.2	3.9	4.0
Aboriginal, TSI, SSI	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Not Aboriginal, TSI, SSI	4.6	5.2	6.1	6.1	5.7	5.8	5.6	5.3	5.9	5.9	5.9	5.7	6.7	7.1	8.2	18.8
Aboriginal, TSI, SSI	—	—	—	—	—	—	—	—	—	—	7.5	7.3	8.2	6.7	6.4	20.3
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Not Aboriginal, TSI, SSI	22.0	12.1	9.1	7.6	6.9	6.2	6.0	5.8	5.2	5.4	5.5	5.3	5.0	5.3	4.4	4.1
Aboriginal, TSI, SSI	33.8	23.4	14.6	10.3	7.9	—	—	—	—	—	—	—	—	—	—	—
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Not Aboriginal, TSI, SSI	4.3	4.0	3.8	3.5	3.3	3.5	3.8	3.3	3.2	2.9	2.4	2.8	2.4	2.1	1.6	—
Aboriginal, TSI, SSI	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Note: TSI = Torres Strait Islander, SSI = South Sea Islander.

Table A13: Mean support hours per four-week period for non-workers, by preferred spoken language, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other than English	5.6	4.1	3.9	3.4	3.2	3.1	2.8	2.8	2.8	2.4	2.5	2.7	2.7	2.9	2.8	2.1
English	5.7	3.9	3.3	3.0	2.9	2.6	2.6	2.6	2.4	2.3	2.4	2.4	2.2	2.6	2.4	2.5
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other than English	3.7	3.6	2.6	3.1	3.4	3.5	1.8	2.0	2.3	1.4	2.4	2.2	2.5	1.8	2.3	2.8
English	2.8	2.6	2.5	2.5	2.7	2.9	2.7	2.6	2.5	2.2	2.6	2.8	2.8	3.0	2.4	2.6

Table A14: Mean support hours per four-week period for 'job retained' workers, by preferred spoken language, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other than English	4.5	3.6	2.8	2.5	2.5	2.5	2.2	2.7	2.3	2.1	1.8	1.6	1.3	1.3	2.0	1.9
English	6.8	6.3	5.5	4.8	4.9	4.7	4.5	4.6	4.5	4.5	4.6	4.7	3.6	3.2	4.1	4.2
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other than English	1.4	1.3	1.8	1.3	1.9	2.1	2.3	1.8	1.7	1.5	1.6	1.5	1.9	1.7	1.8	1.8
English	3.8	3.9	3.8	4.0	4.3	4.5	4.7	4.1	4.1	3.3	2.8	4.0	4.3	3.8	4.1	3.8

Table A15: Mean support hours per four-week period for workers who gained and retained a job, by preferred spoken language, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Other than English	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
English	—	—	5.5	3.2	3.6	3.2	3.4	3.4	3.2	4.7	3.8	4.1	3.6	3.8	4.0	4.3
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Other than English	—	4.6	5.1	3.6	4.4	4.1	4.1	4.8	4.2	5.7	5.6	5.4	5.4	5.0	8.5	19.9
English	4.5	5.3	6.2	6.4	5.9	6.0	5.7	5.3	6.0	5.9	6.1	5.7	6.9	7.1	8.3	18.6
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other than English	27.0	12.2	7.8	7.6	7.2	5.8	6.1	5.2	4.5	4.0	4.2	4.9	4.6	4.6	3.9	3.7
English	21.7	12.0	9.2	7.7	6.9	6.2	6.0	5.9	5.3	5.5	5.6	5.3	5.0	5.3	4.4	4.2
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other than English	4.2	4.3	3.5	3.0	2.2	4.4	4.3	5.1	1.8	1.4	1.9	1.6	—	—	—	—
English	4.3	4.0	3.8	3.6	3.4	3.4	3.9	3.2	3.3	3.1	2.5	3.0	2.6	2.4	1.7	2.1

Table A16: Mean support hours per four-week period for non-workers, by primary disability type, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Intellectual/learning	6.3	4.5	3.8	3.5	3.4	3.1	3.0	3.1	3.0	2.8	2.9	2.9	2.6	3.0	2.7	2.8
Psychiatric	4.9	3.3	2.8	2.4	2.5	2.1	1.9	1.9	1.7	1.7	1.6	1.7	1.7	1.6	1.6	1.7
Physical	5.0	3.3	2.7	2.3	2.2	2.2	2.0	1.9	1.9	1.9	1.8	2.0	1.9	2.6	2.2	2.0
Acquired brain injury	6.1	3.7	3.5	3.0	2.6	2.8	2.9	2.9	3.2	2.8	2.6	3.0	3.9	4.1	4.4	4.4
Neurological	5.7	3.9	3.4	3.2	3.0	3.0	2.8	2.9	2.5	2.2	2.4	2.1	1.8	2.9	2.8	2.4
Vision	6.5	4.0	3.5	2.8	2.8	3.0	2.8	2.5	2.3	2.0	2.3	2.1	1.6	1.9	1.8	2.3
Hearing	4.7	3.1	3.1	2.9	2.5	2.2	2.4	2.0	1.7	1.6	1.6	2.0	1.4	1.9	2.0	1.5
Speech	7.3	7.0	2.1	3.4	2.3	2.0	1.6	1.7	—	—	—	—	—	—	—	—
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Intellectual/learning	3.1	3.0	2.9	3.0	3.2	3.4	2.9	2.9	2.9	2.7	3.0	2.9	3.3	3.5	2.6	3.0
Psychiatric	2.0	2.4	1.8	1.6	1.8	1.7	1.5	1.6	1.5	1.1	1.3	1.8	1.0	1.3	1.5	1.6
Physical	2.3	1.9	2.0	2.2	2.4	2.8	3.0	1.7	2.1	1.7	2.7	3.8	3.3	3.6	2.8	3.2
Acquired brain injury	4.4	3.8	3.7	3.3	3.9	5.3	4.5	6.2	3.7	2.3	3.4	2.6	2.6	3.6	4.3	2.7
Neurological	3.6	2.4	1.9	1.9	1.5	2.6	3.2	2.3	1.6	1.9	2.4	1.8	2.2	2.3	2.2	2.1
Vision	2.7	2.3	1.6	2.0	2.8	1.7	1.7	1.5	1.5	1.5	1.9	3.0	1.5	1.2	1.5	1.6
Hearing	2.5	2.2	2.6	3.2	2.0	1.5	2.0	2.5	3.3	2.0	2.1	2.0	1.7	1.8	1.2	—
Speech	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Table A17: Mean support hours per four-week period for 'job retained' workers, by primary disability type, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Intellectual/learning	7.4	7.4	6.4	5.6	5.6	5.6	5.2	5.4	5.1	5.3	5.2	5.2	4.2	3.6	4.7	4.7
Psychiatric	6.9	4.5	4.2	3.1	3.5	3.3	3.7	4.1	3.4	3.6	3.6	3.6	2.6	2.9	2.9	3.0
Physical	5.6	5.0	4.9	4.7	4.8	4.3	4.4	4.4	4.2	4.2	5.2	5.3	3.9	2.9	4.1	4.9
Acquired brain injury	9.6	7.4	7.0	8.4	8.0	5.7	5.7	7.5	9.1	7.5	8.0	6.7	5.5	5.4	6.6	5.2
Neurological	6.2	5.9	4.1	2.9	2.8	3.8	2.8	3.4	3.5	4.4	5.5	5.3	1.5	2.3	2.5	3.4
Vision	4.6	3.0	2.6	1.9	1.4	1.6	1.3	1.0	0.9	1.0	1.1	1.1	1.2	1.1	1.4	1.3
Hearing	3.4	3.1	2.2	2.1	2.1	1.3	1.8	1.3	2.2	1.1	1.1	1.2	1.1	1.1	1.4	1.4
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Intellectual/learning	4.3	4.4	4.3	4.5	4.7	4.8	5.0	4.5	4.6	3.6	3.2	4.6	4.8	4.0	4.2	3.9
Psychiatric	2.7	2.4	2.8	3.2	3.5	6.0	6.1	2.7	2.3	2.3	1.9	2.4	2.2	3.0	4.4	5.1
Physical	4.2	4.2	4.4	4.5	4.5	4.8	5.0	4.6	4.7	3.6	2.9	4.5	5.1	5.0	4.6	4.7
Acquired brain injury	6.5	6.3	5.9	5.3	6.9	6.0	5.2	9.4	7.1	7.1	3.5	4.6	4.2	6.6	12.0	4.1
Neurological	1.8	1.8	1.9	2.2	2.3	2.8	3.3	1.7	2.6	2.0	3.5	1.5	4.4	4.1	3.2	2.3
Vision	0.8	0.8	0.8	1.2	1.2	1.1	1.6	1.0	0.8	0.6	0.4	0.8	0.6	0.5	0.6	0.6
Hearing	1.8	1.7	1.2	1.3	1.6	1.3	1.2	1.3	1.0	1.5	0.8	0.8	1.7	1.2	1.2	1.2

Table A18: Mean support hours per four-week period for workers who gained and retained a job, by primary disability type, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Intellectual/learning	—	—	—	3.0	4.5	3.7	3.5	3.8	2.6	4.4	3.4	4.4	3.8	4.6	4.0	3.7
Psychiatric	—	—	—	—	—	—	—	—	—	—	2.3	3.0	3.4	2.0	2.1	3.0
Physical	—	—	—	—	—	—	—	—	3.4	5.1	5.6	5.7	4.1	4.3	6.3	6.5
Acquired brain injury	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Neurological	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Vision	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Intellectual/learning	3.8	4.8	6.7	7.0	6.6	6.6	6.5	6.1	6.8	6.8	6.5	6.2	8.0	8.2	10.2	25.3
Psychiatric	3.8	5.0	4.2	3.6	3.1	3.0	2.7	3.1	4.0	4.1	4.6	4.0	4.7	4.9	5.4	9.9
Physical	5.9	6.3	6.7	6.3	5.1	6.3	5.7	5.8	5.3	5.2	5.0	5.2	5.9	6.3	7.2	13.0
Acquired brain injury	—	5.8	5.1	7.0	12.1	7.6	6.7	5.6	7.8	7.7	10.9	9.4	8.3	8.7	8.9	18.2
Neurological	—	—	—	—	—	—	—	—	10.2	5.6	6.9	7.5	6.6	8.6	8.0	15.9
Vision	12.2	10.1	5.4	5.8	3.7	4.3	3.8	3.1	4.2	5.6	5.2	4.7	4.6	4.7	5.5	10.4
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Intellectual/learning	31.9	17.2	12.7	10.2	9.3	8.2	8.0	7.6	6.7	6.9	7.3	7.0	6.4	6.6	5.4	5.1
Psychiatric	10.0	5.9	4.6	4.0	3.6	3.4	3.1	3.0	2.9	3.2	3.2	3.1	2.8	3.2	3.2	3.2
Physical	13.0	7.4	6.5	5.1	5.0	4.5	4.2	4.4	4.0	4.2	4.1	3.9	3.8	3.9	2.7	2.4
Acquired brain injury	23.3	13.8	10.3	9.5	9.5	8.5	8.7	10.8	9.0	8.1	6.5	4.2	7.0	6.7	5.7	6.1
Neurological	18.3	11.5	9.7	9.9	8.4	7.6	8.2	7.9	7.5	8.0	6.8	8.3	9.4	10.4	9.5	10.1
Vision	10.7	4.5	3.8	3.6	3.0	2.5	2.6	1.8	1.6	1.6	1.5	1.3	0.9	1.0	1.4	0.9
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Intellectual/learning	5.3	4.7	4.8	4.3	4.0	4.2	4.7	3.8	3.6	3.4	2.9	3.1	2.8	2.5	2.2	—
Psychiatric	3.5	3.9	3.5	3.6	3.5	2.9	2.7	2.8	2.1	1.6	2.3	3.3	0.8	—	—	—
Physical	2.7	2.5	1.8	2.1	2.0	1.8	2.4	2.5	2.0	1.2	1.0	1.6	0.8	0.8	—	—
Acquired brain injury	5.5	5.2	4.0	4.2	4.2	5.8	6.2	—	—	—	—	—	—	—	—	—
Neurological	8.6	8.2	6.5	6.1	7.2	6.6	5.6	5.9	8.6	—	—	—	—	—	—	—
Vision	0.8	0.8	0.5	0.6	0.6	1.0	1.4	1.0	0.6	1.6	—	—	—	—	—	—

Table A19: Mean support hours per four-week period for non-workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other disability absent	5.6	3.8	3.2	2.8	2.7	2.5	2.4	2.4	2.3	2.1	2.1	2.2	2.1	2.5	2.2	2.2
Other disability present	5.8	4.3	3.9	3.5	3.6	3.3	3.2	3.1	3.0	2.9	3.1	3.1	2.9	3.1	3.0	3.2
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other disability absent	2.5	2.5	2.2	2.2	2.4	2.5	2.4	2.1	2.0	1.7	1.9	1.9	1.7	2.2	2.1	2.4
Other disability present	3.8	3.2	3.3	3.4	3.7	4.1	3.4	3.7	3.8	3.2	4.3	4.6	4.8	4.5	2.9	3.1

Table A20: Mean support hours per four-week period for 'job retained' workers, by presence or absence of other disability, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other disability absent	5.7	5.1	4.4	3.9	3.9	3.8	3.6	3.6	3.5	3.5	3.6	3.6	2.9	2.5	3.1	3.1
Other disability present	11.5	11.4	10.1	8.7	8.9	8.2	8.2	8.7	8.2	8.3	8.4	8.5	6.3	5.9	8.2	8.7
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other disability absent	2.9	2.9	2.9	3.2	3.3	3.5	3.8	3.0	3.0	2.6	2.1	3.1	3.2	2.8	3.3	2.8
Other disability present	7.2	7.5	7.2	7.2	7.8	8.3	7.8	8.2	8.1	6.0	5.5	7.5	8.4	7.8	7.0	7.4

Table A21: Mean support hours per four-week period for workers who gained and retained a job, by presence or absence of other disability, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Other disability absent	—	—	—	3.3	2.4	3.0	3.8	3.6	2.9	5.0	3.8	3.8	3.3	3.9	3.6	3.6
Other disability present	—	—	—	—	—	3.7	2.6	3.2	4.0	3.7	3.6	5.8	5.3	5.4	5.3	6.1
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Other disability absent	4.4	5.1	4.7	4.7	4.6	4.9	4.7	4.6	4.8	5.0	5.1	5.3	6.0	6.2	7.7	18.3
Other disability present	4.8	5.7	9.6	10.4	9.2	8.8	8.4	7.5	9.6	9.0	9.4	7.1	9.9	10.0	10.6	20.5
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Other disability absent	20.9	11.1	8.3	6.7	5.9	5.2	5.1	4.9	4.7	4.3	4.2	4.2	4.0	3.7	3.6	3.5
Other disability present	26.1	16.3	12.9	11.8	11.1	10.3	9.7	9.7	7.6	9.6	10.7	9.4	9.1	10.8	7.7	7.0
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Other disability absent	3.6	3.3	3.2	3.1	2.9	3.0	3.6	3.0	2.6	2.5	2.0	2.3	1.8	1.8	1.5	—
Other disability present	7.2	6.6	6.0	5.3	5.4	5.6	5.3	5.0	5.8	4.9	4.0	5.3	5.1	5.0	—	—

Table A22: Mean support hours per four-week period for non-workers, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Not at all	5.1	3.3	2.8	2.5	2.4	2.2	2.1	2.1	1.9	1.8	1.7	1.8	1.7	1.8	1.8	1.9
Occasionally	5.4	3.5	3.1	2.8	2.7	2.5	2.3	2.4	2.2	2.2	2.4	2.2	2.1	2.5	2.3	2.2
Frequently	6.5	4.9	4.0	3.4	3.4	3.2	3.3	3.2	2.9	2.6	2.7	2.8	2.6	3.5	3.4	3.1
Continually	7.1	5.3	4.7	4.4	4.1	3.7	3.4	3.5	4.0	3.7	3.7	4.4	3.9	4.0	3.3	4.0
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Not at all	1.7	2.0	1.6	1.6	1.7	1.7	1.6	1.2	1.1	0.9	1.2	1.2	1.4	1.4	1.4	1.6
Occasionally	2.6	2.3	2.4	2.6	2.7	3.1	2.8	2.5	2.4	2.1	2.7	2.8	2.4	2.8	2.2	2.7
Frequently	3.7	3.3	3.1	3.5	3.6	3.5	3.0	3.0	3.1	2.5	2.8	3.1	2.9	3.1	3.1	3.2
Continually	5.4	4.6	4.7	4.0	5.0	5.5	5.2	6.2	5.9	5.6	6.4	6.7	7.3	8.1	4.5	4.5

Table A23: Mean support hours per four-week period for 'job retained' workers, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Not at all	4.1	3.5	2.6	2.2	2.2	1.9	2.3	2.4	2.0	2.2	2.0	2.0	1.5	1.4	1.6	1.6
Occasionally	4.7	3.9	3.2	3.0	2.8	2.6	2.7	2.4	2.5	2.5	2.7	2.6	2.3	2.1	2.5	2.4
Frequently	11.8	12.1	11.1	9.3	10.1	9.4	8.6	9.5	9.2	9.2	8.9	9.3	6.6	6.0	8.1	8.7
Continually	14.3	14.1	14.0	12.5	12.2	13.9	11.6	12.0	11.5	11.1	13.2	13.1	10.9	8.0	11.6	12.1
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Not at all	1.5	1.6	1.8	1.8	2.0	1.7	1.7	1.6	1.6	1.5	1.5	1.9	2.1	1.6	1.7	1.5
Occasionally	2.1	2.1	2.1	2.1	2.5	2.9	3.5	2.1	2.0	1.8	1.4	2.1	2.0	1.9	2.0	2.0
Frequently	8.0	8.0	7.5	8.1	7.9	7.9	7.9	8.2	8.5	6.5	5.4	7.6	9.1	7.8	8.5	7.7
Continually	10.6	10.6	10.3	11.1	12.1	13.2	12.8	12.3	12.2	9.3	8.4	11.8	11.9	11.2	11.6	11.3

Table A24: Mean support hours per four-week period for workers who gained and retained a job, by frequency of ADL assistance required, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
Not at all	—	—	—	—	—	2.4	3.1	4.0	1.9	2.5	2.7	2.3	2.4	4.1	2.0	3.1
Occasionally	—	—	—	—	3.6	3.6	3.5	3.4	4.2	3.9	3.6	5.6	3.6	2.5	3.5	3.5
Frequently	—	—	—	—	—	—	—	—	4.9	9.7	5.3	4.3	4.8	5.2	5.1	5.7
Continually	—	—	—	—	—	—	—	—	—	—	4.2	7.5	7.3	7.8	9.9	6.2
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
Not at all	2.7	3.7	3.7	3.1	3.1	3.6	3.5	3.9	4.2	4.5	4.3	4.9	5.4	5.6	6.8	17.7
Occasionally	4.3	5.0	4.4	4.6	3.5	3.6	3.3	3.5	4.6	4.8	5.0	5.3	5.7	6.0	7.2	16.4
Frequently	5.1	6.1	6.6	6.4	7.3	7.1	7.5	6.3	6.9	6.4	7.2	6.5	7.5	8.1	9.6	22.3
Continually	8.9	7.5	12.4	14.3	12.7	11.9	10.9	9.7	10.6	10.3	10.2	7.0	11.1	11.0	12.3	20.4
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Not at all	18.5	8.9	6.7	5.1	4.4	3.9	3.8	3.7	3.6	3.3	3.0	3.1	2.9	3.0	2.8	2.8
Occasionally	18.7	9.6	7.8	6.7	5.9	5.7	5.3	5.1	4.6	4.5	4.6	4.3	4.1	3.6	3.0	3.1
Frequently	29.0	16.9	11.1	9.3	8.7	7.4	7.3	7.1	6.7	6.3	6.3	6.2	6.3	6.5	6.5	5.6
Continually	26.4	17.8	16.1	14.1	13.6	11.8	11.2	11.2	8.9	11.5	13.2	11.6	10.6	12.9	9.2	8.9
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Not at all	3.0	2.5	2.5	2.5	2.3	2.0	2.3	2.3	2.0	2.0	2.0	2.5	1.5	2.1	1.1	—
Occasionally	2.9	3.0	2.9	2.8	2.7	3.1	4.1	3.3	3.1	3.2	2.3	1.8	2.0	1.3	0.6	—
Frequently	5.6	5.0	4.5	4.5	4.1	3.5	3.3	2.6	3.0	2.4	1.8	2.7	2.6	2.8	—	—
Continually	9.9	9.5	9.2	7.6	7.7	9.9	9.9	9.4	9.0	7.5	6.4	9.7	8.4	—	—	—

Table A25: Mean support hours per four-week period for workers who gained and retained a job, by client type, 1 January 1995 to 30 June 1997

Four-week periods up to gaining job	-32	-31	-30	-29	-28	-27	-26	-25	-24	-23	-22	-21	-20	-19	-18	-17
CETP	—	—	—	4.0	3.2	2.4	3.3	3.2	2.8	3.3	2.9	3.5	2.8	2.9	3.2	3.0
ISJ	—	—	—	—	—	3.8	3.3	2.0	3.5	6.8	3.7	3.6	5.3	6.9	5.2	5.7
	-16	-15	-14	-13	-12	-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1
CETP	2.5	2.9	3.5	3.8	3.7	3.8	3.7	3.6	4.4	4.5	4.3	4.6	5.3	5.4	6.9	17.2
ISJ	6.0	7.7	9.5	9.5	9.1	9.7	9.0	8.6	8.8	8.4	8.9	8.0	9.6	10.2	11.1	22.5
Four-week periods after gaining job	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CETP	18.8	9.0	6.5	5.1	4.2	3.6	3.5	3.3	2.9	2.8	2.9	2.7	2.6	2.5	2.3	2.2
ISJ	29.9	18.9	14.9	13.0	12.7	11.6	11.0	10.7	9.6	10.5	10.7	10.3	9.8	10.9	8.8	8.4
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
CETP	2.2	2.1	1.9	1.8	1.8	1.6	2.1	1.7	1.7	1.6	1.6	1.4	1.1	1.1	0.7	—
ISJ	9.0	8.4	8.1	7.7	7.3	7.7	7.8	7.3	6.4	5.6	4.4	6.6	5.7	5.8	—	—

Table A26: Mean support hours per four-week period for non-workers, by client type, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CETP	5.1	3.4	2.9	2.6	2.4	2.3	2.1	2.1	2.0	2.0	2.0	2.0	1.8	2.1	2.0	1.9
ISJ	6.0	4.6	4.1	3.7	3.6	3.4	3.3	3.6	3.4	3.1	3.0	3.0	3.0	3.4	3.0	3.5
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
CETP	2.1	2.0	2.0	2.0	2.1	2.0	2.0	1.8	1.6	1.6	1.8	1.8	1.7	1.7	1.8	2.2
ISJ	4.1	3.8	3.4	3.4	4.1	4.7	4.0	4.1	4.1	3.2	3.8	4.2	4.3	4.7	3.1	3.3

Table A27: Mean support hours per four-week period for 'job retained' workers, by client type, 1 January 1995 to 30 June 1997

Four-week period	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CETP	4.6	3.4	2.8	2.2	2.2	2.1	2.1	1.9	1.8	1.9	1.8	1.9	1.6	1.5	1.9	1.9
ISJ	11.3	12.3	11.3	10.3	10.6	10.1	9.5	10.4	10.0	9.9	10.2	10.4	7.8	6.7	8.8	9.0
	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
CETP	1.6	1.6	1.8	1.8	2.0	1.9	1.7	1.6	1.5	1.3	1.3	1.6	1.8	1.4	1.4	1.4
ISJ	8.4	8.7	8.0	8.4	8.9	9.8	10.9	9.1	9.3	7.2	5.9	8.7	9.3	8.4	8.9	8.0

Appendix 2: Technical notes

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, Partnership with Industry program status and occupation group, or other evidence indicated they were the same job. If only one of the job records had a job completion date then 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, 61 jobs were deleted.

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 34 such cases.

Job dates

Where a client had two or more jobs current as at the end of 1996–97 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 1995–96 or 1996–97 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 235 clients and averaging of job measures occurred for 367 clients.

Withdrawal of support

A total of 5,658 clients had a date of support withdrawn recorded as sometime during 1995–96 or 1996–97. For 583 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 381 cases (207 in 1995–1996 and 131 in 1996–97).

Calculation of the support period

For each of 1995–96 and 1996–97 not all clients were receiving support for the whole year, either because their support began after 1 July 1995 or 1996, and/or because they withdrew from support before 30 June 1996 or 1997 respectively. 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 prior to 1 July 1995 the beginning of the support period for 1995–96 was set as the first date in this financial year for which support was recorded, unless the client was recorded as being in work prior to 1 January 1995. Similarly for those clients who had no support in 1995–96 the beginning of the support period for 1996–97 was set as the first date in 1996–97 for which support was recorded. For both financial years the end of the support period is defined as 30 June of the appropriate year unless the client withdrew from support before this date.

Adjustments to wages

The NIMS system 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 agency site.

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 was recorded as \$0, \$1, \$999 or equal to the number of hours worked per week it was set to missing.
- For jobs specified at or above award level (79% of jobs in 1995–96 and 78% in 1996–97), where the apparent wage per hour was less than \$4.50, then the wage rate was regarded as being per hour rather than per week. If the hourly wage was less than \$2.50 and the wage recorded as \$20 or more, then it was set to missing.
- For jobs specified at or above award level, where the apparent wage per hour was greater than \$30 and the wage per week was greater or equal to \$200, then the wage was 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 being at less than 100% of award level, where the resulting *award* wage per hour was less than \$4.50, then the wage rate was regarded as being per hour rather than per week.
- For jobs specified as not being based on award, if the wage rate was less than or equal to \$10 and the wage per hour less than \$2.50, then the wage rate was regarded as being per hour rather than per week.

Wages were adjusted for 2.3% of jobs (315) in 1995–96 and 3.5% of jobs (467) in 1996–97.

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:

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

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

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 or 1996–97 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 the client 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 or 1996–97 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 or 1996–97 during which the client was receiving support from an open employment agency. This period was measured in weeks (see Appendix 2 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 beginning of the support period 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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