

4 Job characteristics

4.1 Numbers of jobs

During the 12 months to 30 June 1998, clients receiving open employment support held a total of 20,018 jobs.

Some clients with support were also involved in work experience trials. Such trials occur where an individual is placed in a job mainly 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 1997-98. As with all clients whose support ended prior to 1 July 1997, such workers without support are not discussed further in this report.

Just over half (15,455 or 51%) of clients receiving open employment support in 1997-98 had at least one job during this time. Of these working clients ('workers'), 78% had only one job during the year, 16% had two jobs and the remaining 6% had three or more jobs (Table 4.1).

Table 4.1: Number of jobs per client during 1997-98

Number of jobs	Number of clients	% of clients	% of workers
None (non-workers)	14,935	49.1	..
One	12,102	39.8	78.3
Two	2,525	8.3	16.3
Three	609	2.0	3.9
Four	143	0.5	0.9
Five	42	0.1	0.3
Six	16	0.1	0.1
Seven	5	0.0	0.0
Eight	5	0.0	0.0
Nine	1	0.0	0.0
Ten or more ^(a)	7	0.0	0.0
Total with jobs (workers)	15,455	50.9	100.0
Total number of jobs	20,018		
Total clients	30,390		

(a) Includes 4 clients with 10 jobs, 1 client with 11 jobs and 2 clients with 13 jobs.

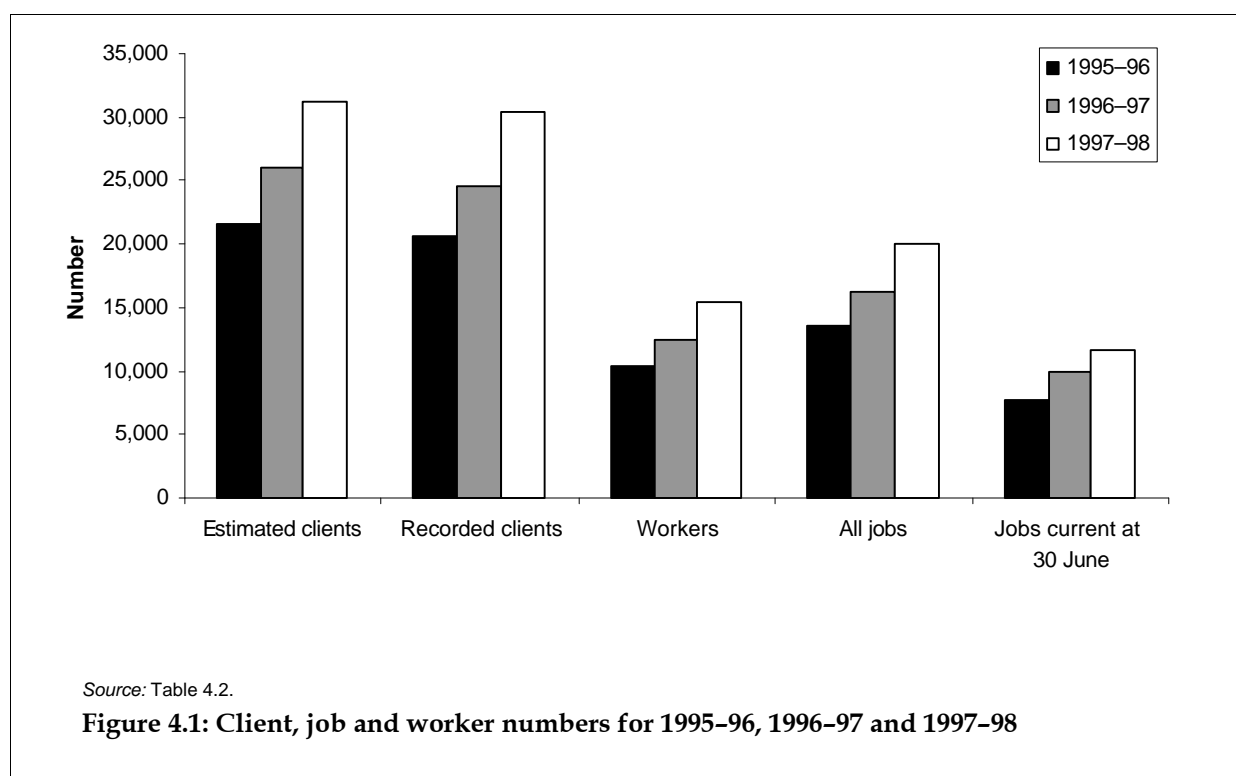
The percentage of clients who are workers has remained stable over the last three financial years at around 50% (Table 4.2). Over this time, the number of estimated clients has increased steadily (by about 20% between 30 June 1996 and 30 June 1997, and a further 20% between 30 June 1997 and 30 June 1998; Table 4.2, Figure 4.1). However, the increase in the number of recorded clients has not been as steady, with a 19% increase between 1995-96 and 1996-97 and a 24% increase between 1996-97 and 1997-98. From 1996-97 to 1997-98 the

increase for recorded clients was larger than that for estimated clients because a higher percentage of outlets provided a satisfactory download of data at the end of 1997–98.

The number of workers and jobs has increased each year in line with the increase in the number of recorded consumers (for example, 24% increase in recorded clients, workers and jobs between 1996–97 and 1997–98; Table 4.2). The percentage of all jobs which were current at the end of each financial year differed across financial years (57% in 1995–96, 61% in 1996–97 and 59% in 1997–98).

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

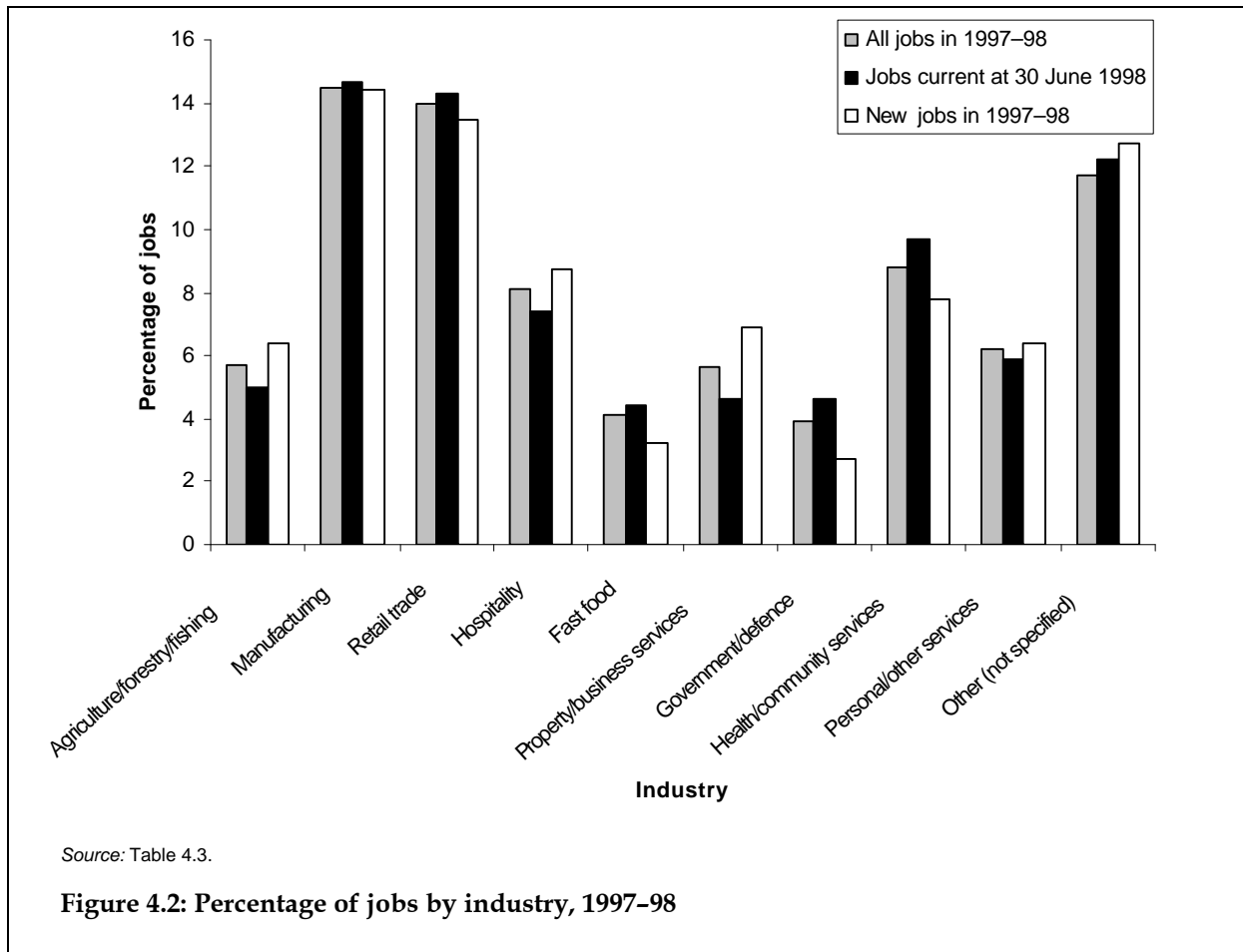
	1995–96	1996–97	1997–98	% increase (1995–96 to 1996–97)	% increase (1996–97 to 1997–98)
Estimated clients	21,656	26,062	31,158	20.3	19.6
Recorded clients	20,624	24,590	30,390	19.2	23.6
Workers	10,346	12,431	15,455	20.2	24.3
All jobs	13,549	16,191	20,018	19.5	23.6
Jobs current at 30 June	7,738	9,944	11,702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



In 1997–98, jobs were spread across all industry sectors, with the leading employers being in retail trade (18%) and manufacturing (16%), followed by health/community services (9%) and hospitality (8%; Table 4.3, Figure 4.2). The distribution of jobs by industry was similar in 1995–96 and 1996–97.

Table 4.3: Number of jobs by industry of employer, 1997–98

Industry	All jobs in 1997–98		Jobs current at 30 June 1998		New jobs in 1997–98	
	Number	%	Number	%	Number	%
Clothing/textiles/footwear	217	1.1	117	1.0	118	1.1
Other manufacturing	2,910	14.5	1,720	14.7	1,576	14.4
<i>All manufacturing</i>	<i>3,127</i>	<i>15.6</i>	<i>1,837</i>	<i>15.7</i>	<i>1,694</i>	<i>15.4</i>
Fast food	817	4.1	520	4.4	352	3.2
Other retail trade	2,806	14.0	1,673	14.3	1,477	13.5
<i>All retail trade</i>	<i>3,623</i>	<i>18.1</i>	<i>2,193</i>	<i>18.7</i>	<i>1,829</i>	<i>16.7</i>
Agriculture/forestry/fishing	1,144	5.7	584	5.0	697	6.4
Mining	31	0.2	19	0.2	15	0.1
Electricity/gas/water supply	69	0.3	41	0.4	34	0.3
Construction	334	1.7	174	1.5	224	2.0
Wholesale trade	737	3.7	393	3.4	409	3.7
Hospitality	1,621	8.1	868	7.4	954	8.7
Transport/storage	535	2.7	308	2.6	319	2.9
Communication services	357	1.8	233	2.0	190	1.7
Finance and insurance	292	1.5	183	1.6	164	1.5
Property/business services	1,123	5.6	538	4.6	762	6.9
Government/defence	785	3.9	533	4.6	300	2.7
Education	539	2.7	336	2.9	267	2.4
Health/community services	1,759	8.8	1,134	9.7	854	7.8
Cultural/recreational services	355	1.8	212	1.8	167	1.5
Personal/other services	1,245	6.2	687	5.9	697	6.4
Other	2,342	11.7	1,429	12.2	1,398	12.7
Total	20,018	100.0	11,702	100.0	10,974	100.0



Over three-fifths (61%) of all jobs were as labourers/related workers (Table 4.4). Clerks and sales/personal service staff (13% each) were the other main occupational categories. The distribution of jobs by occupation was similar in the previous two financial years, although a slightly higher proportion of jobs were as labourers/workers in 1995-96 (64%) compared with 1996-97 (62%) and 1997-98 (61%).

People with an intellectual/learning disability were more likely than average to be employed as labourers/related workers – with three-quarters (75%) of people having this disability group employed in this occupation (Table 4.4, Figure 4.3). People with a physical, vision or deafblind disability were more likely than average to be employed as clerks (27%, 34% and 31% respectively). People with a hearing disability were more likely than average to be employed as tradespersons (12%).

Table 4.4: Number and percentage of jobs by primary disability group and occupation of client, 1997-98

Primary disability	Managers	Professionals	Para-professionals	Tradespersons	Clerks	Sales/personal service staff	Plant/machine operators/drivers	Labourers/related workers	Total ^(a)	Total %
	Number									
Intellectual/learning	8	25	38	566	699	1,013	109	7,192	9,657	48.2
Psychiatric	20	167	187	271	506	692	134	2,276	4,254	21.3
Physical	34	110	120	123	746	435	83	1,079	2,733	13.7
Acquired brain injury	2	7	19	54	98	86	12	455	733	3.7
Neurological	2	7	15	44	112	95	14	439	728	3.6
Vision	9	88	45	29	313	159	11	268	923	4.6
Hearing	1	16	13	113	139	73	21	535	912	4.6
Speech	—	4	1	5	6	8	1	37	62	0.3
Deafblind	—	—	—	1	5	2	—	8	16	0.1
Total	76	424	438	1,206	2,624	2,563	385	12,289	20,018	100.0
	%									
Intellectual/learning	0.1	0.3	0.4	5.9	7.2	10.5	1.1	74.5	100.0	
Psychiatric	0.5	3.9	4.4	6.4	11.9	16.3	3.1	53.5	100.0	
Physical	1.2	4.0	4.4	4.5	27.3	15.9	3.0	39.5	100.0	
Acquired brain injury	0.3	1.0	2.6	7.4	13.4	11.7	1.6	62.1	100.0	
Neurological	0.3	1.0	2.1	6.0	15.4	13.0	1.9	60.3	100.0	
Vision	1.0	9.5	4.9	3.1	33.9	17.2	1.2	29.0	100.0	
Hearing	0.1	1.8	1.4	12.4	15.2	8.0	2.3	58.7	100.0	
Speech	—	6.5	1.6	8.1	9.7	12.9	1.6	59.7	100.0	
Deafblind	—	—	—	6.3	31.3	12.5	—	50.0	100.0	
Total %	0.4	2.1	2.2	6.0	13.1	12.8	1.9	61.4	100.0	

(a) Totals include 13 jobs where occupation was not specified.

The distribution of jobs by major occupation type was similar for all jobs in 1997-98, jobs current at 30 June 1998 and new jobs in 1997-98 (Table 4.5).

Within each major occupation type such as tradespersons, jobs are broken down into more specific occupation types, such as food or vehicle tradespersons (Table 4.5). Examination of jobs at this level provides a more detailed indication of the nature of work being undertaken by workers.

For all jobs in the last 12 months, tradesperson jobs were most likely to be classified as food tradespersons (2% of all jobs). Clerks were most likely to be in jobs classified as filing, sorting and copying clerks (3% of all jobs) and receptionists, telephonists and messengers (3% of all jobs). In all major occupation groups, a reasonably high proportion of jobs were classified under the 'miscellaneous' occupation type. This may suggest that outlets experience some difficulties in using the occupation classification, or that the jobs in which open employment clients are employed do not tend to fit well within the specific occupation types provided.

Table 4.5: Number of jobs by occupation type

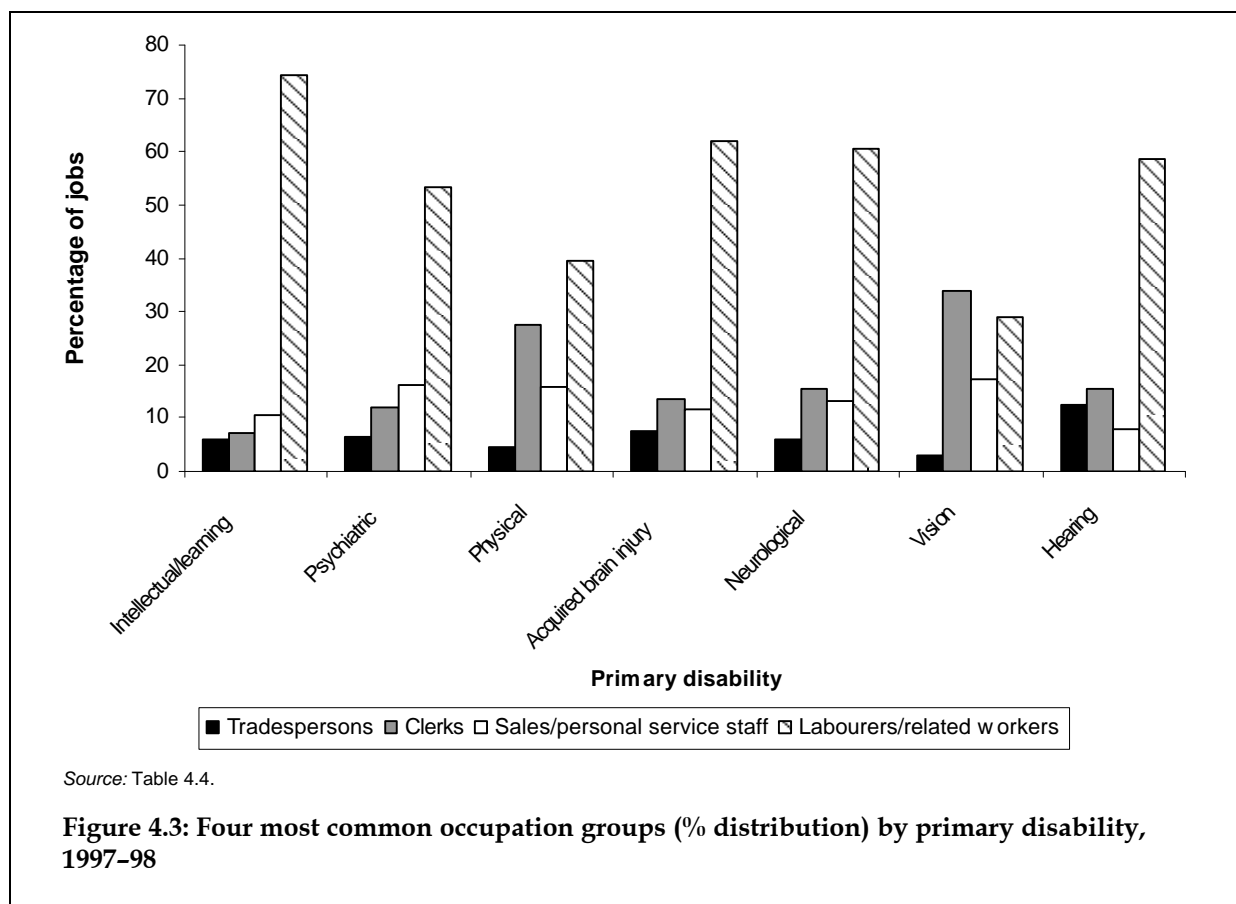
Occupation	All jobs (last 12 months)		Jobs current at 30 June 1998		New jobs in 1997-98	
	Number	%	Number	%	Number	%
General managers	28	0.1	21	0.2	14	0.1
Specialist managers	15	0.1	12	0.1	8	0.1
Farmers and farm managers	3	—	3	0.0	—	—
Managing supervisors (sales and service)	17	0.1	12	0.1	9	0.1
Managing supervisors (other business)	13	0.1	10	0.1	4	0.0
<i>All managers</i>	<i>76</i>	<i>0.4</i>	<i>58</i>	<i>0.5</i>	<i>35</i>	<i>0.3</i>
Natural scientists	5	—	5	—	2	—
Building professionals	6	—	2	—	4	—
Health diagnosis and treatment practitioners	38	0.2	33	0.3	11	0.1
School teachers	14	0.1	7	0.1	7	0.1
Other teachers and instructors	96	0.5	74	0.6	50	0.5
Social professionals	30	0.1	23	0.2	17	0.2
Business professionals	61	0.3	47	0.4	26	0.2
Artists and related professionals	35	0.2	25	0.2	18	0.2
Miscellaneous professionals	139	0.7	104	0.9	72	0.7
<i>All professionals</i>	<i>424</i>	<i>2.1</i>	<i>320</i>	<i>2.7</i>	<i>207</i>	<i>1.9</i>
Medical and science technical officers and technicians	28	0.1	15	0.1	12	0.1
Engineering and building associates and technicians	7	—	4	—	3	—
Air and sea transport technical workers	3	—	1	—	1	—
Registered nurses	25	0.1	15	0.1	13	0.1
Miscellaneous para-professionals	375	1.9	260	2.2	180	1.6
<i>All para-professionals</i>	<i>438</i>	<i>2.2</i>	<i>295</i>	<i>2.5</i>	<i>209</i>	<i>1.9</i>

(continued)

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

Occupation	All jobs (last 12 months)		Jobs current at 30 June 1998		New jobs in 1997-98	
	Number	%	Number	%	Number	%
Metal fitting and machine tradespersons	56	0.3	35	0.3	32	0.3
Other metal tradespersons	28	0.1	22	0.2	12	0.1
Electrical and electronics tradespersons	68	0.3	39	0.3	39	0.4
Building tradespersons	136	0.7	81	0.7	90	0.8
Printing tradespersons	15	0.1	9	0.1	10	0.1
Vehicle tradespersons	80	0.4	46	0.4	48	0.4
Food tradespersons	418	2.1	247	2.1	200	1.8
Amenity horticultural tradespersons	104	0.5	77	0.7	31	0.3
Miscellaneous tradespersons	301	1.5	190	1.6	161	1.5
<i>All tradespersons</i>	<i>1,206</i>	<i>6.0</i>	<i>746</i>	<i>6.4</i>	<i>623</i>	<i>5.7</i>
Stenographers	6	—	3	—	2	—
Data processing and business machine operators	335	1.7	218	1.9	168	1.5
Numerical clerks	145	0.7	65	0.6	104	0.9
Filing, sorting and copying clerks	493	2.5	323	2.8	207	1.9
Material recording and despatching clerks	115	0.6	67	0.6	51	0.5
Receptionists, telephonists and messengers	496	2.5	319	2.7	273	2.5
Miscellaneous clerks	1,034	5.2	660	5.6	561	5.1
<i>All clerks</i>	<i>2,624</i>	<i>13.1</i>	<i>1,655</i>	<i>14.1</i>	<i>1,366</i>	<i>12.4</i>
Investment, insurance and real estate salespersons	10	—	6	0.1	4	—
Sales representatives	144	0.7	74	0.6	99	0.9
Sales assistants	1,027	5.1	601	5.1	564	5.1
Tellers, cashiers and ticket salespersons	118	0.6	67	0.6	55	0.5
Miscellaneous salespersons	436	2.2	268	2.3	222	2.0
Personal service workers	827	4.1	494	4.2	452	4.1
<i>All sales/personal service staff^(a)</i>	<i>2,563</i>	<i>12.8</i>	<i>1,510</i>	<i>12.9</i>	<i>1,396</i>	<i>12.7</i>
Road and rail transport drivers	63	0.3	39	0.3	40	0.4
Mobile plant operators (except transport)	6	—	5	—	4	—
Stationary plant operators	25	0.1	16	0.1	10	0.1
Machine operators / drivers	291	1.5	166	1.4	167	1.5
<i>All plant/machine operators/drivers</i>	<i>385</i>	<i>1.9</i>	<i>226</i>	<i>1.9</i>	<i>221</i>	<i>2.0</i>
Trades assistant and factory hands	1,808	9.0	1,069	9.1	1,003	9.1
Agricultural labourers and related workers	1,556	7.8	747	6.4	982	8.9
Cleaners	2,340	11.7	1,356	11.6	1,265	11.5
Construction and mining labourers	108	0.5	61	0.5	76	0.7
Miscellaneous labourers and related workers	6,470	32.3	3,650	31.2	3,579	32.6
<i>All labourers/related workers^(a)</i>	<i>12,289</i>	<i>61.4</i>	<i>6,883</i>	<i>58.8</i>	<i>6,905</i>	<i>62.9</i>
Not specified	13	0.1	9	0.1	12	0.1
Total	20,018	100.0	11,702	100.0	10,974	100.0

(a) Total sales/personal service jobs includes 1 job where specific occupation type was not specified. Total labourers/related workers jobs include 7 jobs where specific occupation type was not specified.



Nearly two-thirds (65%) of all jobs in the 12 months to 30 June 1998 were on a permanent regular basis, compared with 70% of jobs current at 30 June 1998 and 60% of new jobs in 1997-98 (Table 4.6). A higher proportion of new jobs in 1997-98 were on a temporary regular employment basis (16%) compared with all jobs in that period (14%) and jobs current at the end of the period (11%). The distribution of jobs by employment basis was similar in 1995-96 and 1996-97.

Table 4.6: Number of jobs by employment basis, 1997-98

Industry	All jobs in 1997-98		Jobs current at 30 June 1998		New jobs in 1997-98	
	Number	%	Number	%	Number	%
Permanent—regular	13,000	64.9	8,210	70.2	6,552	59.7
Temporary—regular	2,732	13.6	1,304	11.1	1,752	16.0
Permanent—irregular	2,377	11.9	1,395	11.9	1,275	11.6
Temporary—irregular	1,297	6.5	590	5.0	940	8.6
Temporary—seasonal	358	1.8	71	0.6	302	2.8
Permanent—seasonal	250	1.2	128	1.1	150	1.4
Total	20,018	100.0	11,702	100.0	10,974	100.0

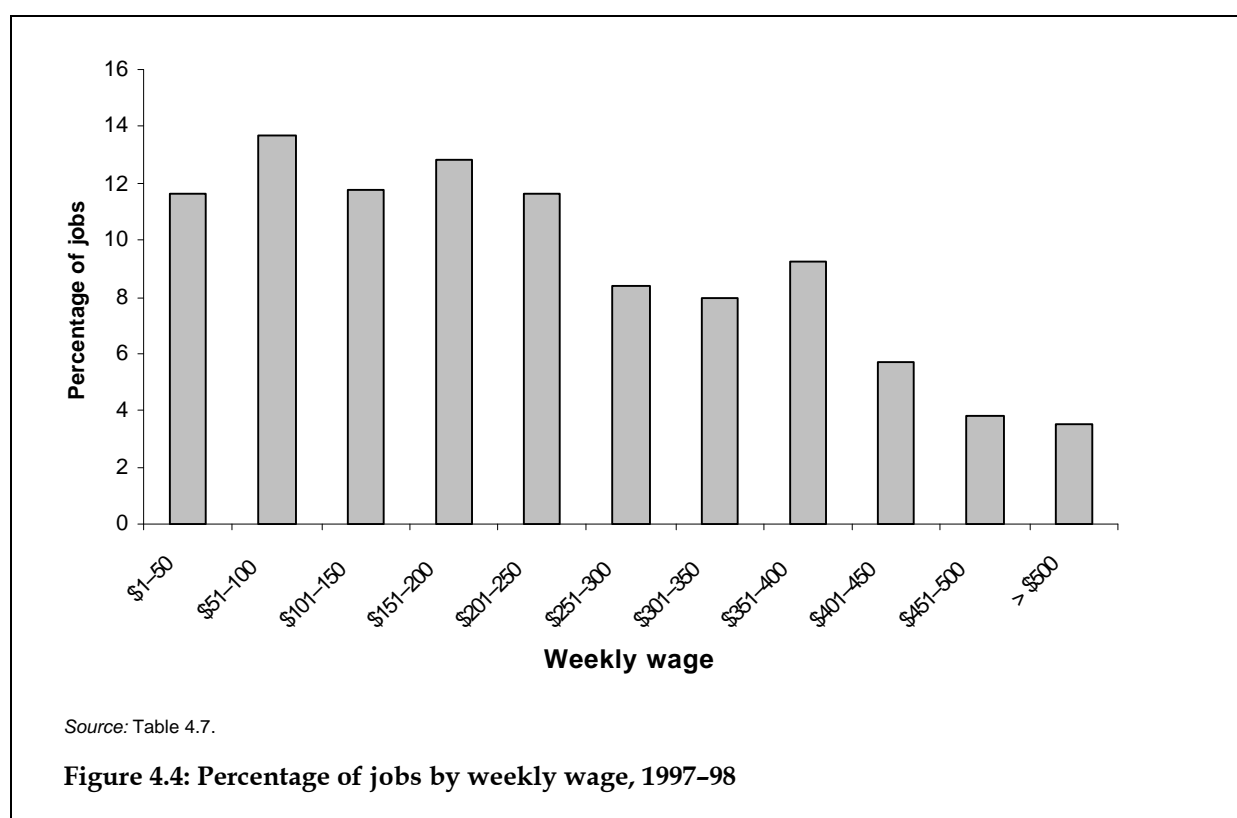
4.2 Wages of jobs

Half (50%) of all jobs in 1997–98 had a weekly wage of \$200 or less. This percentage was similar for jobs current at the end of June 1998 (51%) and new jobs in 1997–98 (50%; Table 4.7, Figure 4.4). A similar percentage of jobs had weekly wages of \$200 or less in the previous two financial years (49% in 1995–96 and 1996–97).

Table 4.7: Number of jobs by weekly wages, 1997–98

Weekly wage	All jobs in 1997–98		Jobs current at 30 June 1998		New jobs in 1997–98	
	Number	%	Number	%	Number	%
\$1–50	2,309	11.6	1,408	12.1	1,205	11.0
\$51–100	2,735	13.7	1,616	13.8	1,512	13.8
\$101–150	2,352	11.8	1,370	11.7	1,315	12.0
\$151–200	2,563	12.8	1,523	13.0	1,430	13.1
\$201–250	2,320	11.6	1,344	11.5	1,333	12.2
\$251–300	1,683	8.4	911	7.8	936	8.5
\$301–350	1,592	8.0	882	7.6	769	7.0
\$351–400	1,831	9.2	1,026	8.8	1,023	9.3
\$401–450	1,147	5.7	694	5.9	596	5.4
\$451–500	750	3.8	460	3.9	429	3.9
> \$500	699	3.5	441	3.8	406	3.7
Total^(a)	20,018	100.0	11,702	100.0	10,974	100.0

(a) Total includes 37 jobs in 1997–98 for which weekly wage was unknown (including 27 jobs current at 30 June 1998 and 20 new jobs in 1997–98).



Nearly four-fifths (78%) of all jobs in 1997–98 were recorded as having an award wage, with 9% having a wage below the award, 2% above the award and 11% not based on an award wage (Table 4.6). Compared with 1996–97, the percentage of jobs with award wage has increased slightly (from 76%) and the percentage of jobs not based on an award has decreased slightly (from 13%).

Workers with a managerial occupation were the most likely to have a wage that was not based on award (33%), and workers with a sales/personal service occupation the least likely (8%). Managers were also well above average in terms of the percentage of jobs with above award wage (5%), along with professionals (6%). Tradespersons were the most likely to have a wage level of 10–49% of the award wage (5%).

Table 4.8: Number of jobs by occupation and wage level, 1997–98

Occupation	10–49% of award	50–79% of award	80–99% of award	Award wage	Above award	Not based on award	Total
	Number						
Managers	—	—	—	47	4	25	76
Professionals	3	1	3	338	24	55	424
Para-professionals	—	2	2	377	15	42	438
Tradespersons	54	49	22	935	32	114	1,206
Clerks	48	109	48	2,113	53	253	2,624
Sales/personal service staff	53	105	23	2,161	28	193	2,563
Plant/machine operators/drivers	3	7	7	308	10	50	385
Labourers/related workers	463	670	209	9,243	258	1,446	12,289
Total^(a)	626	946	314	15,527	424	2,178	20,018
	%						
Managers	—	—	—	61.8	5.3	32.9	100.0
Professionals	0.7	0.2	0.7	79.7	5.7	13.0	100.0
Para-professionals	—	0.5	0.5	86.1	3.4	9.6	100.0
Tradespersons	4.5	4.1	1.8	77.5	2.7	9.5	100.0
Clerks	1.8	4.2	1.8	80.5	2.0	9.6	100.0
Sales/personal service staff	2.1	4.1	0.9	84.3	1.1	7.5	100.0
Plant/machine operators/drivers	0.8	1.8	1.8	80.0	2.6	13.0	100.0
Labourers/related workers	3.8	5.5	1.7	75.2	2.1	11.8	100.0
Total^(a)	3.1	4.7	1.6	77.6	2.1	10.9	100.0

(a) Total includes 3 jobs with unknown occupation and wage level and 10 jobs with unknown occupation (5 with award wage, 3 with 50–79% award wage, and 3 with 80–99% award wage).

4.3 Job hours per week

About a third (33%) of all jobs in the 12 months to 30 June 1998 were for 35 hours or more per week, and 37% were for fewer than 20 hours per week (Table 4.9, Figure 4.5). The distribution of hours was quite similar for jobs current at 30 June 1998. However, a slightly lower percentage of new jobs in 1997–98 were for 35 hours or more (32%) and a higher percentage of new jobs were for less than 20 hours per week (40%).

The percentage of jobs of 35 hours or more has declined each financial year of the NIMS data collection (from 39% in 1995-96 to 35% in 1996-97 and 33% in 1997-98), whereas the percentage of jobs of less than 20 hours per week has increased over the period (33% in 1995-96, 36% in 1996-97 and 37% in 1997-98).

Workers with a psychiatric disability, neurological disability or acquired brain injury were more likely than average to work in jobs of less than 20 hours per week (46%, 43% and 42% respectively; Table 4.10). Workers with a sensory disability (vision, hearing, speech or deafblind) were more likely than average to work in full-time jobs of 35 or more hours per week.

Table 4.9: Number of jobs by hours worked per week, 1997-98

Hours per week	All jobs in 1997-98		Jobs current at 30 June 1998		New jobs in 1997-98	
	Number	%	Number	%	Number	%
1-4	1,082	5.4	598	5.1	583	5.3
5-9	2,365	11.8	1,352	11.6	1,396	12.7
10-14	2,215	11.1	1,353	11.6	1,276	11.6
15-19	1,822	9.1	1,094	9.4	1,091	9.9
20-24	3,844	19.2	2,196	18.8	2,142	19.5
25-29	972	4.9	593	5.1	469	4.3
30-34	1,030	5.1	561	4.8	556	5.1
35-39	4,902	24.5	2,963	25.3	2,496	22.8
40	1,622	8.1	907	7.8	861	7.8
> 40	160	0.8	81	0.7	101	0.9
Total^(a)	20,018	100.0	11,702	100.0	10,974	100.0

(a) Total includes 4 jobs with unknown hours per week in 1997-98 (all of these were current at 30 June 1998 and 3 were new jobs in 1997-98).

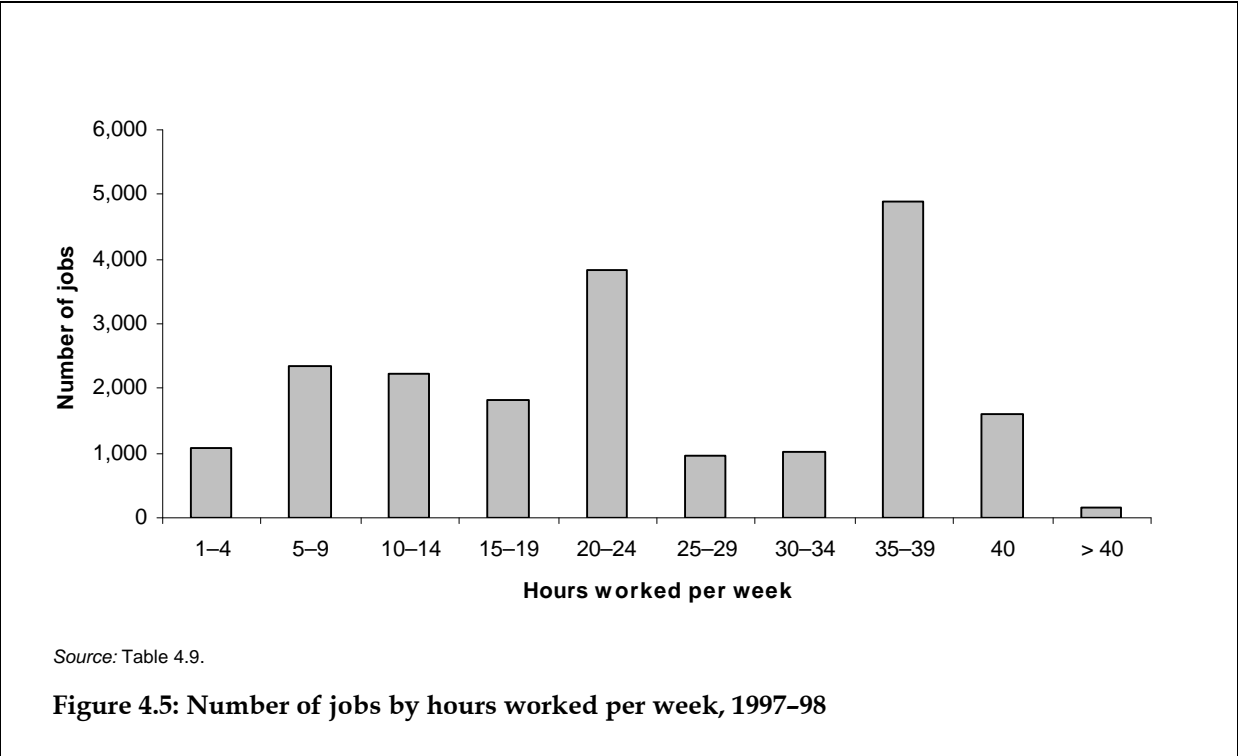


Table 4.10: Number of jobs by primary disability group of client and hours worked per week, 1997–98

Primary disability	Hours per week										Total
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	> 40	
	Number										
Intellectual/learning	443	1,083	1,048	872	1,868	500	492	2,498	780	71	9,655
Psychiatric	333	607	574	425	839	175	231	729	308	32	4,253
Physical	158	349	296	247	530	145	132	639	213	24	2,733
Acquired brain injury	44	102	87	71	151	38	38	130	63	9	733
Neurological	58	91	86	77	133	31	30	154	61	7	728
Vision	12	53	57	54	168	43	46	398	84	8	923
Hearing	30	74	65	70	147	37	52	326	102	8	911
Speech	2	4	2	4	7	3	9	23	7	1	62
Deafblind	2	2	—	2	1	—	—	5	4	—	16
Total^(a)	1,082	2,365	2,215	1,822	3,844	972	1,030	4,902	1,622	160	20,018
	%										
Intellectual/learning	4.6	11.2	10.9	9.0	19.3	5.2	5.1	25.9	8.1	0.7	100.0
Psychiatric	7.8	14.3	13.5	10.0	19.7	4.1	5.4	17.1	7.2	0.8	100.0
Physical	5.8	12.8	10.8	9.0	19.4	5.3	4.8	23.4	7.8	0.9	100.0
Acquired brain injury	6.0	13.9	11.9	9.7	20.6	5.2	5.2	17.7	8.6	1.2	100.0
Neurological	8.0	12.5	11.8	10.6	18.3	4.3	4.1	21.2	8.4	1.0	100.0
Vision	1.3	5.7	6.2	5.9	18.2	4.7	5.0	43.1	9.1	0.9	100.0
Hearing	3.3	8.1	7.1	7.7	16.1	4.1	5.7	35.8	11.2	0.9	100.0
Speech	3.2	6.5	3.2	6.5	11.3	4.8	14.5	37.1	11.3	1.6	100.0
Deafblind	12.5	12.5	—	12.5	6.3	—	—	31.3	25.0	—	100.0
Total	5.4	11.8	11.1	9.1	19.2	4.9	5.1	24.5	8.1	0.8	100.0

(a) Total includes 4 jobs with unknown hours per week.

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 4.11). In 1997–98, nearly three-quarters (4,784 of 6,675 or 72%, see bottom shaded area) of jobs of 35 hours or more had weekly wages in the range of \$251 to \$500. Most (3,251 of 3,838 or 85%, see left shaded area) jobs of 20–24 hours per week had weekly wages between \$101 and \$300. However, a small percentage of jobs had very low wages for the hours worked. For example, 7% (606 of 8,675, see top right shaded area) of jobs of 25 hours or more had weekly wages of \$150 or less, which equates to \$6 or less per hour.

Table 4.11: Number of jobs by weekly wage and hours worked per week, 1997–98

Weekly wage	Hours										Total ^(a)
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	> 40	
	Number										
≤ \$50	988	609	274	105	124	31	37	126	12	3	2,309
\$51–100	85	1,370	678	237	192	47	41	69	12	4	2,735
\$101–150	8	344	968	427	381	66	53	83	22	—	2,352
\$151–200	1	30	235	685	993	120	53	337	105	4	2,563
\$201–250	—	6	34	270	1,238	200	112	341	116	3	2,320
\$251–300	—	—	16	66	639	262	191	372	132	5	1,683
\$301–350	—	—	3	17	153	143	243	817	211	5	1,592
\$351–400	—	—	—	6	66	67	176	1,083	414	19	1,831
\$401–450	—	—	—	4	23	25	69	796	213	17	1,147
\$451–500	—	—	—	2	19	5	24	488	180	32	750
> \$500	—	—	—	—	10	6	29	383	203	68	699
Total	1,082	2,359	2,208	1,819	3,838	972	1,028	4,895	1,620	160	19,981
	%										
≤ \$50	91.3	25.8	12.4	5.8	3.2	3.2	3.6	2.6	0.7	1.9	11.6
\$51–100	7.9	58.1	30.7	13.0	5.0	4.8	4.0	1.4	0.7	2.5	13.7
\$101–150	0.7	14.6	43.8	23.5	9.9	6.8	5.2	1.7	1.4	—	11.8
\$151–200	0.1	1.3	10.6	37.7	25.9	12.3	5.2	6.9	6.5	2.5	12.8
\$201–250	—	0.3	1.5	14.8	32.3	20.6	10.9	7.0	7.2	1.9	11.6
\$251–300	—	—	0.7	3.6	16.6	27.0	18.6	7.6	8.1	3.1	8.4
\$301–350	—	—	0.1	0.9	4.0	14.7	23.6	16.7	13.0	3.1	8.0
\$351–400	—	—	—	0.3	1.7	6.9	17.1	22.1	25.6	11.9	9.2
\$401–450	—	—	—	0.2	0.6	2.6	6.7	16.3	13.1	10.6	5.7
\$451–500	—	—	—	0.1	0.5	0.5	2.3	10.0	11.1	20.0	3.8
> \$500	—	—	—	—	0.3	0.6	2.8	7.8	12.5	42.5	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

4.4 Reasons for jobs ending

A total of 8,316 jobs ended in the 12 months to 30 June 1998. This figure includes 540 jobs which were regarded as completed because they were held by clients who withdrew from open employment support during this period and whose subsequent job history is unknown. For the remaining 7,776 jobs ending in the 12-month period, the most common reasons for ending a job were resignation for reasons other than career development (33%) and completion of employment contract (24%; Table 4.12). Together, retrenchment and dismissal were given as reasons for a job ending in over a quarter (26%) of cases.

Table 4.12: Number of completed jobs by job-end reason, 1997–98

Job-end reason	Number	%
Employment contract completed	1,843	23.7
Resigned—career development	942	12.1
Resigned—other	2,535	32.6
Retrenched	1,048	13.5
Dismissed	941	12.1
Work trial	276	3.5
Not specified	191	2.5
Total^(a)	7,776	100.0

(a) Total excludes 540 jobs which were held by clients who withdrew from open employment support during 1997–98 and whose subsequent job history is unknown.

4.5 Duration of jobs

The total number of jobs in the 12 months to 30 June 1998 (20,018) was made up of 11,702 jobs current at 30 June 1998 and 8,316 jobs that ended between 1 July 1997 and 30 June 1998. The duration of jobs is examined for these two groups separately.

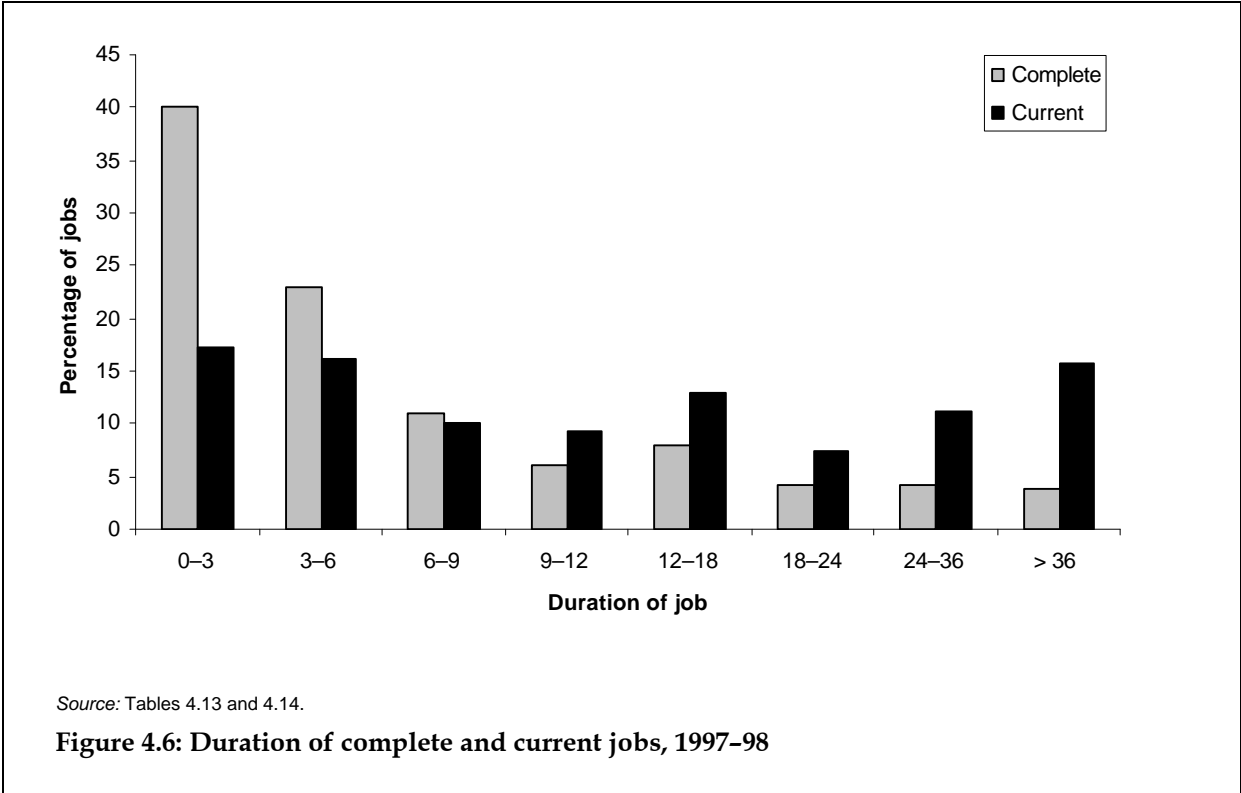
Of the jobs current at 30 June 1998, just over half (53%) had commenced in the previous 12 months (Table 4.13, Figure 4.6). Nearly 13% were of 12 to 18 months duration and 8% of 18 to 24 months duration. Over a quarter (27%) of jobs had been under way for over 24 months.

The duration of current jobs varied among industries (Table 4.13). For instance, of those industries for which there were a substantial number of current jobs (more than 400) in 1997–98, the lowest proportion of jobs of more than 12 months duration was in property/business services (212 of 538 or 39%), agriculture/forestry/fishing (243 of 584 or 42%), and personal/other services (288 of 687 or 42%). The greatest proportion of current jobs over 12 months duration was in government/defence (340 of 533 or 61%) and fast food (302 of 520 or 58%; Table 4.13).

Table 4.13: Number of jobs current at 30 June 1998 by employer's industry type and duration of job

Industry type	Duration (months) ^(a)								Total
	0-3	3-6	6-9	9-12	12-18	18-24	24-36	>36	
Clothing/textiles/footwear	16	17	19	5	15	6	14	25	117
Other manufacturing	305	256	151	157	209	132	169	341	1,720
<i>All manufacturing</i>	<i>321</i>	<i>273</i>	<i>170</i>	<i>162</i>	<i>224</i>	<i>138</i>	<i>183</i>	<i>366</i>	<i>1,837</i>
Fast food	53	66	46	53	70	43	92	97	520
Other retail trade	240	267	202	143	205	154	235	227	1,673
<i>All retail trade</i>	<i>293</i>	<i>333</i>	<i>248</i>	<i>196</i>	<i>275</i>	<i>197</i>	<i>327</i>	<i>324</i>	<i>2,193</i>
Agriculture/forestry/fishing	143	86	68	44	69	32	68	74	584
Mining	3	4	—	2	4	2	—	4	19
Electricity/gas/water supply	9	5	4	7	3	3	4	6	41
Construction	42	41	24	6	17	12	10	22	174
Wholesale trade	66	72	31	42	52	35	37	58	393
Hospitality	168	145	95	91	109	53	85	122	868
Transport/storage	61	63	36	16	49	25	30	28	308
Communication services	46	34	24	24	33	20	20	32	233
Finance and insurance	38	18	17	17	30	16	19	28	183
Property/business services	105	93	78	50	75	29	59	49	538
Government/defence	63	63	23	44	59	35	62	184	533
Education	62	61	27	32	46	22	30	56	336
Health/community services	169	171	92	104	164	90	137	207	1,134
Cultural/recreational services	22	39	20	14	29	26	22	40	212
Personal/other services	119	127	77	76	98	53	66	71	687
Other	297	255.0	142	156	172	92	154	161	1,429
Total	2,027	1,883	1,176	1,083	1,508	880	1,313	1,832	11,702
<i>Total %</i>	<i>17.3</i>	<i>16.1</i>	<i>10.0</i>	<i>9.3</i>	<i>12.9</i>	<i>7.5</i>	<i>11.2</i>	<i>15.7</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 median duration for current jobs was 48 weeks and for completed jobs was 17 weeks. As might be expected, completed jobs were, on average, of shorter duration than current jobs (Table 4.14). Government/defence accounted for a higher-than-average proportion of both current and completed jobs of 12 months or more duration (64% and 31% respectively), as did the fast food industry (58% and 32% respectively).

Table 4.14: Number of jobs completed between 1 July 1997 and 30 June 1998 by employer's industry type and duration of job

Industry type	Duration (months) ^(a)								Total
	0-3	3-6	6-9	9-12	12-18	18-24	24-36	> 36	
Clothing/textiles/footwear	35	22	15	5	6	5	8	4	100
Other manufacturing	489	249	132	72	83	40	58	67	1,190
<i>All manufacturing</i>	<i>524</i>	<i>271</i>	<i>147</i>	<i>77</i>	<i>89</i>	<i>45</i>	<i>66</i>	<i>71</i>	<i>1,290</i>
Fast food	92	51	32	28	36	11	27	20	297
Other retail trade	399	281	126	75	97	62	53	40	1,133
<i>All retail trade</i>	<i>491</i>	<i>332</i>	<i>158</i>	<i>103</i>	<i>133</i>	<i>73</i>	<i>80</i>	<i>60</i>	<i>1,430</i>
Agriculture/forestry/fishing	270	114	64	24	41	25	14	8	560
Mining	5	1	—	1	2	1	2	—	12
Electricity/gas/water supply	6	6	5	2	2	1	5	1	28
Construction	73	44	15	12	7	5	2	2	160
Wholesale trade	119	88	55	18	26	17	10	11	344
Hospitality	312	189	64	35	59	42	28	24	753
Transport/storage	96	55	29	16	11	9	4	7	227
Communication services	48	28	21	4	9	4	7	3	124
Finance and insurance	50	19	9	8	8	1	10	4	109
Property/business services	345	103	43	21	30	19	13	11	585
Government/defence	64	73	25	12	23	10	19	26	252
Education	52	49	36	14	28	10	8	6	203
Health/community services	217	154	71	54	53	17	25	34	625
Cultural/recreational services	48	38	19	9	9	6	7	7	143
Personal/other services	205	139	67	36	55	23	18	15	558
Other	402	203	88	61	68	29	33	29	913
Total	3,327	1,906	916	507	653	337	351	319	8,316
<i>Total %</i>	<i>40.0</i>	<i>22.9</i>	<i>11.0</i>	<i>6.1</i>	<i>7.9</i>	<i>4.1</i>	<i>4.2</i>	<i>3.8</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 and clerks were more likely than average to have had a current job for more than 12 months, with 50% of jobs falling into this category (372 of 745 for tradespersons, and 834 from 1,654 for clerks; Table 4.15).

Table 4.15: Number of jobs current at 30 June 1998 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	4	8	6	6	7	2	9	16	58
Professionals	52	48	25	32	46	22	29	66	320
Para-professionals	34	53	30	27	55	30	30	36	295
Tradespersons	117	124	74	58	95	60	83	134	745
Clerks	282	244	118	176	208	124	190	312	1,654
Sales/personal service	269	228	170	154	190	126	176	198	1,511
Plant/machine operators/drivers	41	44	21	17	28	23	26	26	226
Labourers/related workers	1,227	1,133	729	613	876	493	770	1,044	6,885
Total	2,027	1,883	1,176	1,083	1,508	880	1,313	1,832	11,702
<i>Total %</i>	<i>17.3</i>	<i>16.1</i>	<i>10.0</i>	<i>9.3</i>	<i>12.9</i>	<i>7.5</i>	<i>11.2</i>	<i>15.7</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.

Tradespersons and sales/personal service staff also had a higher percentage of completed jobs of greater than 12 months duration in 1997-98 (117 of 461 or 25%, 232 of 1,052 or 22% respectively; Table 4.16).

Table 4.16: Number of jobs completed between 1 July 1997 and 30 June 1998 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	6	6	1	—	3	1	—	1	18
Professionals	30	25	17	8	11	4	6	3	104
Para-professionals	34	46	17	16	14	7	2	7	143
Tradespersons	165	110	45	24	44	25	17	31	461
Clerks	373	239	113	57	75	26	47	40	970
Sales/personal service staff	377	261	113	69	103	50	52	27	1,052
Plant/machine operators/drivers	68	35	22	8	6	7	6	7	159
Labourers/related workers	2,272	1,181	588	325	397	217	221	203	5,404
Total	3,327	1,906	916	507	653	337	351	319	8,316
<i>Total %</i>	<i>40.0</i>	<i>22.9</i>	<i>11.0</i>	<i>6.1</i>	<i>7.9</i>	<i>4.1</i>	<i>4.2</i>	<i>3.8</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.