

Research paper

The Coverage and Characteristics of the State jurisdiction under a new Industrial Relations system

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Key findings

- Around 38% of employees in Queensland (around 628,000 persons) would remain in the State jurisdiction following the implementation of the Work Choices legislation. This represents a significant reduction in state coverage. We estimate that, currently, 72% of Queensland employees (around 1.19 million employees) are covered by state awards or state agreements, or have recourse to the minimum entitlements provisions of the Queensland *Industrial Relations Act 1999*.
- Employees working in unincorporated businesses that will be reliant on the State jurisdiction are likely to be working in property and business services; personal and other services and in retail. It is significant that these are also industries where there are higher than average proportions of award-reliant employees.
- Unincorporated businesses are overwhelmingly small businesses (with fewer than 20 employees) and they are relatively more likely than incorporated businesses to operate as single workplaces in non-metropolitan Queensland.
- Employees who are likely to be covered by the State jurisdiction are also likely to be low skilled workers and they are more likely to be employed on a casual or part-time basis, than on a full-time permanent basis. Unincorporated businesses were also more likely to have high proportions of female employees. In 27.9% of unincorporated businesses female employees accounted for 75% or more of the workforce.
- The median earnings of full-time non-managerial employees in unincorporated businesses was \$667 per week (at May 2004), compared to \$700 for their counterparts in incorporated businesses. Over 80% of employees in unincorporated businesses earned less than \$900 per week. Average weekly earnings for all Queensland full-time non-managerial employees at May 2004 was \$893.40.
- In 10.4% of unincorporated businesses the lowest hourly rate of pay was under \$12 (compared to 6.5% of incorporated businesses where the lowest hourly rate was less than \$12). In Queensland, the current hourly minimum rate of pay (C14 of the Engineering Award - State) equates to \$12.75. The current tradesperson rate equates to \$15.22 per hour and 35% of unincorporated businesses recorded that the lowest hourly rate of pay was below \$15 per hour.
- ABS data shows that 41.2% of employees paid by awards only were employed in unincorporated businesses. QWIRS further found that in unincorporated businesses one-quarter of managers reported that they would prefer to use awards to set the exact rate of pay (compared to just under 10% of managers in incorporated businesses) and a further 29.7% of managers reported that they wanted to use over-awards (compared to 25.0% of managers in incorporated businesses).

1. Introduction

This research paper aims to estimate and describe the extent of the State jurisdiction under a new industrial relations system based on the *Workplace Relations (Amendment) Work Choices Act 2005*.

The research paper uses data from the Australian Bureau of Statistics (ABS) to derive estimates of the coverage of the Queensland State jurisdiction by identifying employees in unincorporated businesses in Queensland. Estimates of the extent of the State jurisdictions across Australia are also provided. Additional data from the ABS and from the Queensland Workplace Industrial Relations Survey are also provided to describe the characteristics of persons employed in businesses that are likely to remain in the State jurisdiction.

In Section 2, we consider the data sources on which this research is based and note the assumptions that we have relied in deriving these estimates. Section 3 maps award and agreement coverage in Queensland, and the extent of the State jurisdiction, under the current industrial relations system based on the Queensland *Industrial Relations Act 1999* and the *Workplace Relations Act 1996*. Section 4 shows the degree of change in the extent of the Queensland state industrial relations jurisdiction under the Work Choices legislation. By way of comparison, estimates of the State jurisdiction in each of the States and for Australia as a whole are also provided. The characteristics of unincorporated businesses and their employees are described in Section 5.

2. Data sources and assumptions

Estimates of the coverage of a new industrial relations system presented in this research paper rely on the quality of the data that is available and readily accessible. This section discusses limitations in the data we have used and identifies the assumptions that we have made about potential coverage.

As with any process of estimation, the final result can not be taken to provide an exact figure. Instead, we are aiming to provide a sense of the broad order of magnitude of coverage of the State jurisdiction under a new industrial relations system.

2.1 Data sources

There is no readily accessible data available from either the ABS or the Australian Tax Office that distinguishes incorporated businesses from unincorporated businesses.

Our estimates of coverage rely on the ABS Survey of Employee Earnings and Hours (EEH Survey, Cat. no. 6306.0). The EEH Survey is able to provide information on the type of legal organisation of the business unit in the survey population, and it is also able to provide information about the characteristics of employees within the business units in the survey population. The EEH Survey identifies the methods that are already being used in these businesses to determine pay and with this information we are able to determine the coverage of a new industrial relations system.

Further details of the characteristics of unincorporated businesses in Queensland were collected in the Queensland Workplace Industrial Relations Survey, which was conducted in late 2005. Details of the survey are discussed in section 5.2.

2.2 Employee estimates

The EEH Survey is representative of non-farm wage and salary earners. The survey excludes employees in agriculture forestry and fishing, defence employees and employees in private households. Thus, where employee estimates are reported, they refer to non-farm employees only.

The EEH Survey includes working proprietors of incorporated businesses, who are considered to be employees of their own business. Working proprietors of unincorporated businesses are not regarded as employees of the business. They are therefore not included in our estimates of coverage.

The ABS data provided to DIR reported proportions of employees, due to some high standard errors on the numbers of employees. However, in order to make these data more meaningful, we have translated proportions into numbers. Employee numbers reported are for the quarterly average for the 2005 calendar year (due to seasonal fluctuation in the number of farm employees, which are deducted from the total). Employee numbers are rounded to the nearest hundred.

2.3 Standard errors and data quality

Some estimates have high standard errors. Estimates which should be used with caution are marked by * or **.

It is important to note that this estimation exercise aims to provide an indication of the likely coverage and characteristics of the State jurisdiction under a new federal industrial relations system based on the corporations power. Thus, estimates should not be interpreted as precise figures.

3. Current award and agreement coverage in Queensland

Table 1 below provides data from the EEH Survey to show how pay is set for employees in the states and territories and for Australia as a whole. It shows that Queensland has a high proportion of employees paid by awards only (23.0%) relative to the average for Australia as a whole (20.0%), and a high proportion of employees paid by collective agreements registered in the State jurisdiction (22.6%). In fact, according to these data, Queensland has the largest of the state jurisdictions in terms of the proportion of employees covered. In Table 2, we estimate that coverage by State collective agreements is likely to account for over 373,500 non-farm employees in Queensland.

Table 1: Award and agreement coverage, states and territories.

	Federal registered agreement (a)			State registered agreement (b)		Other	TOTAL
	<i>Award only</i>	<i>Collective</i>	<i>Individual</i>	<i>Collective</i>	<i>Individual</i>	<i>Total</i>	
New South Wales	22.5	16.2	1.2	18.6	..	41.5	100.0
Victoria	16.1	39.6	2.2	..	..	42.1	100.0
Queensland	23.0	16.4	1.4	22.6	np	36.6	100.0
South Australia	26.2	22.0	3.2	20.3	..	28.3	100.0
Western Australia	12.6	22.4	8.0	15.2	0.3	41.5	100.0
Tasmania	20.9	17.7	3.3	20.8	..	37.2	100.0
Northern Territory	11.9	49.9	1.9	..	..	36.2	100.0
Australian Capital Territory	17.0	53.5	4.0	..	..	25.5	100.0
Australia	20.0	24.3	2.4	13.9	-	39.3	100.0

Source: ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004

Notes:

.. Not applicable

np Not available or not published

- Nil or rounded to zero including null cells

(a) Federal registered agreement referred to an agreement which has been registered, certified or approved by the Australian Industrial Relations Commission or the Office of the employment advocate.

(b) State registered agreement referred to an agreement which has been registered, certified or approved under a New South Wales, Queensland, South Australian, Western Australian or Tasmanian industrial tribunal or authority.

(c) Employees covered by unregistered agreements and working proprietors of incorporated businesses.

Table 2: Award and agreement coverage, Queensland and Australia

	Queensland		Australia	
	% emps	no. emps	% emps	no. emps
Awards only	23.0	380.1	20.0	1695.3
Collective Agreements	41.4	684.1	40.9	3467.0
Collective State agreements	22.6	373.5	13.9	1178.3
Collective federal agreements	16.4	271.0	24.3	2059.8
Collective unregistered agreements	2.4	39.7	2.7	228.9
Individual agreements	35.6	588.3	39.1	3314.4
Individual State agreements	0.0	0.0	0.0	0.0
Individual federal agreements	1.4	23.1	2.4	203.4
Individual unregistered agreements	30.1	497.4	31.2	2644.7
Worker proprietor of unincorporated business	4.1	67.8	5.4	457.7
TOTAL ALL EMPLOYEES	100.0	1652.5	100.0	8476.7

Source: Unpublished data, ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004

While the EEH Survey provides useful information on pay setting methods by jurisdiction, it does not provide information on award coverage by jurisdiction. Therefore, the information we have from the most recent EEH Surveys on the extent of the State jurisdiction is incomplete.

The Queensland Government estimates that in Queensland, around 28% of employees are covered by the federal jurisdiction; around 55% of employees are in the State

jurisdiction and around 17% of employees are award free.¹ These estimates translate to more than 890,000 employees covered by State awards or State agreements.

In addition, employees in Queensland who are not covered by awards or agreements have some minimum entitlements protected by the Queensland *Industrial Relations Act 1999*. For example, they are entitled to be paid at the Queensland minimum wage. They are effectively roped into the State jurisdiction. This brings the total coverage of the Queensland State jurisdiction to around 72% or over 1.19 million employees.

4. Coverage of a new industrial relations system

In this section, data on the likely coverage of a new industrial relations system based on the corporations power is examined, and the proportion and number of employees who are likely to remain within the industrial relations system in Queensland is estimated.

4.1 Defining incorporated and unincorporated businesses

Estimating jurisdictional coverage under Work Choices depends on being able to separate incorporated businesses from unincorporated businesses. While the ABS provides information on the type of legal organisation (TOLO) that describes the business unit in the survey population, it does not clearly distinguish between incorporated and unincorporated firms. Our classification of incorporated and unincorporated businesses relies on grouping together different categories of the TOLO variable. Our assumptions as to how the TOLO categories best fit into the incorporated/ unincorporated schema are described in Table 3.

¹ These estimates of coverage by jurisdiction are not shown in Table 2, which provides estimates of coverage by collective or individually negotiated pay setting methods and jurisdiction for registered collective or individual agreements. Areas of potential state jurisdiction coverage that are not identified in Table 2 are in State awards, collective unregistered agreements and individual unregistered agreement.

Table 3: Identification of corporated and unincorporated businesses.

	TOLO Code ¹	DESCRIPTION
INCORPORATED	1	Proprietary
	2	Limited
	3	Proprietary Limited
	4	No Liability
UNINCORPORATED	5	Other Registered Organisation ²
	6	Sole Proprietorship
	7	Family Partnership
	8	Other Partnership
	9	Trust
	11	Co-Operative Society
	12	Charitable Institution
	13	Unknown (by default)
	15	Social and Sporting Clubs
	16	Trade Unions and Other Associations
	20	Other
AUSTRALIAN GOVERNMENT	21	Australian Government Department
	22	Australian Government Legislature, Courts, Etc.
	23	Australian Government Municipal Authority in Territories
	24	Australian Government Marketing Boards
	25	Australian Government Other Statutory Authority
	26	Australian Government Other (incl. Gov't Owned Companies)
STATE GOVERNMENT	31	State Government Department
	32	State Government Legislature, Courts, Etc.
	33	State Government Marketing Boards
LOCAL GOVERNMENT	34	Local Government Authority
	35	Other Local Government
STATE GOVERNMENT OWNED CORPORATION	36	State Government Other (incl. Gov't Owned Companies)
OTHER	41	Diplomatic or Trade Missions
	42	Other Foreign Government

Notes:

1. Codes in the type of legal organisation variable are not sequential.
2. Entities described by TOLO 5 Other Registered Organisations are registered under other laws but not under corporations law and are therefore not incorporated organisations.

4.2 Estimating the coverage of the state jurisdictions

In estimating coverage of a new industrial relations system we have assumed that the Commonwealth Government would exercise its powers to bring incorporated businesses into the regulation of new federal legislation, and that industrial relations in the territories and Victoria would continue to be regulated by federal legislation.

We have assumed that the remaining states of Queensland, New South Wales, Western Australia, South Australia and Tasmania would not refer their industrial relations powers to the Commonwealth. In these States, incorporated businesses and Australian government businesses would be captured by new federal legislation. We have assumed that State owned corporations would also be roped in by the use of the corporations power, even though a small proportion of these corporations may not be “foreign, financial or trading” corporations. We have assumed that all local governments would also be subject the federal jurisdiction. Businesses in the unincorporated sector and employees of the State Government would remain outside the reach of federal legislation.

Table 4 applies these assumptions to show the coverage of the unincorporated sector and number of employees remaining in the State jurisdiction (see also Table 11 in the

Supplementary tables). Table 4 also provides a range within which the true estimate is likely to fall, when errors in the data are accounted for.

Table 4: Estimated coverage of the unincorporated sector

	Incorporated sector + Australian government + State owned corporations + Local government =potential federal sector		Unincorporated sector +State government =potential state sector		Range of unincorporated sector	
	%	No. non-farm emps 000s	%	No. non-farm emps 000s	Low %	High %
NSW	75.2	2078.7	24.8	685.5	21.8	27.8
VIC	100.0	2156.1	0.0	0.0	0.0	0.0
QLD	59.9	989.8	40.1	662.6	36.9	43.3
SA	59.2	364.4	40.8	251.1	35.0	46.6
WA	59.9	513.7	40.1	343.9	33.3	46.9
TAS	62.3	112.7	37.7	68.2	29.3	46.1
NT	100.0	85.0	0.0	0.0	0.0	0.0
ACT	100.0	164.9	0.0	0.0	0.0	0.0
AUST	76.3	6465.3	23.6	2011.4	21.7	25.7

Source: Unpublished data, ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004, ABS Labour Force Survey (Cat. no. 6202.0)

The data in Table 4 indicate that the unincorporated sector accounts for around 40% of employees in Queensland, with the remaining employees covered by a new federal system based on the corporations power. For Australia as a whole, federal coverage would account for a little over 76% of non-farm employees, or around 6.5 million employees.

However, our estimate of around 40% of employees (around 662 000 employees) does not correspond exactly to the size of the State jurisdiction in Queensland, since some employees in unincorporated businesses in Queensland may already be covered by federal awards or by federally registered collective or individual agreements and would therefore be covered by the federal jurisdiction.

The EEH survey provides data on pay setting methods by type of legal organisation and these estimates may be used to assess the extent of the State jurisdiction by identifying where employees in unincorporated businesses already have their pay set by a federal collective agreement or a federally registered individual agreement (Australian Workplace Agreement) (see Table 5).

Table 5: Pay setting methods by type of legal organisation

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
Award	57.6	41.2	0.1	* 0.8	* 0.1	* 0.1	100.0
Federal registered CA	65.8	* 5.9	12.4	n.a.	8.8	7.1	100.0
Federal registered IA	* 43.5	** 40.8	* 14.8	n.a.	n.a.	n.p.	100.0
Other	64.1	34.7	* 0.1	* 0.1	0.7	* 0.4	100.0
State registered CA	17.3	15.8	n.p.	55.5	7.1	4.3	100.0
State registered IA	** 17.0	n.a.	n.a.	n.a.	n.p.	n.a.	100.0
Total	52.0	27.3	2.3	12.8	3.3	2.3	100.0

Source: Unpublished data, ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004

Notes:

np not published

Na not available

* Estimate has a relative standard error of between 25% and 50% and should be used with caution.

** Estimate has a relative standard error greater than 50% and is considered too unreliable for general use.

The data in Table 5 also identify the proportion of employees in Queensland paid at the award rate only, but the data do not provide further information on whether the award is a federal award or a State award. Employees paid by federal awards would also be covered by the federal system and, in order to estimate the extent of the State jurisdiction, we need to make assumptions about the distribution of award only employees between federal awards and State awards.

If we assume that employees paid at the award rate only in Queensland are evenly distributed between the State and the federal jurisdiction, then the State jurisdiction would cover approximately 35% of employees in Queensland (580,000). If we assume that around 80% of employees in unincorporated businesses are covered by state awards, the estimate of the size State jurisdiction increases to cover around 38% of Queensland employees (around 628,000 employees).

In Queensland, the coverage of the federal jurisdiction based on the corporations powers under the Work Choices amendment to the Workplace Relations Act would increase significantly and this would represent a significant incursion on the extent of the State jurisdiction. The number of employees who would rely on the industrial relations framework of State jurisdiction to determine their wages and conditions of employment would fall, from around 1.19 million employees, to fewer than 628,000 employees.

5. Characteristics of employees in unincorporated enterprises

The preceding sections have examined the extent of the State jurisdiction in Queensland and how it is likely to change with the implementation of Work Choices. In this section, data from the EEH Survey and QWIRS are used to identify the characteristics of employees who are likely to remain in the State jurisdiction.

5.1 Data from the ABS Survey of Employee Earnings and Hours

The ABS EEH Survey provides some limited variables by which to describe the characteristics of employees in unincorporated businesses in Queensland.

Table 6 shows the strong association between workplace size and the likelihood that businesses will be unincorporated. Approximately half of workplaces in Queensland with fewer than 20 employees are unincorporated.

Table 6: Workplace size and type of legal organisation.

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
1 to 19 employees	49.5	49.9	0.0	0.4	* 0.1	** 0.1	100.0
20 to 99 employees	63.3	33.0	0.3	** 0.1	** 0.3	* 3.0	100.0
100 to 499 employees	71.8	19.2	** 2.2	** 3.2	** 0.7	** 3.0	100.0
500 + employees	38.4	8.1	5.4	35.3	9.2	3.6	100.0
Total	52.0	27.3	2.3	12.8	3.3	2.3	100.0

Source: Unpublished data, ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004

Notes:

np not published

Na not available

* Estimate has a relative standard error of between 25% and 50% and should be used with caution.

** Estimate has a relative standard error greater than 50% and is considered too unreliable for general use.

Additional data from the EEH Survey on the characteristics of unincorporated business and the employees that work in them are shown in Tables 12 to 20 in the supplementary tables.

Table 13 describes the industries in which employees of unincorporated business are likely to be working. They are: property and business services (43.5%); health and community services (35.6%), personal and other services (35.6%) and retail trade (34.5%). Of these industries, retail trade, health and community services and personal and other services all have higher than average proportions of award-reliant employees (see Table 14).

Table 15 shows that employees in unincorporated business are tradespersons and related workers (35.7%) and all levels of clerical and sales workers (advanced 30.5%; intermediate 29.5% and elementary 29.7%). Relatively low-skilled employees such as elementary clerical and sales and service workers and labourers and related workers were also more likely to rely on awards (see Table 16). Employees in unincorporated businesses in Queensland were also more likely to be employed on a casual basis (36.3%) or a permanent part-time basis (29.8%) than on a full-time basis (22.4%) (see Table 17).

Table 18a and 18b show the distribution of average weekly ordinary time earnings for full-time non-managerial employees in Queensland and Australia by the type of legal organisation of their employing business. The median earnings of employees in unincorporated businesses in Queensland at May 2004 (the time of the survey) was \$667.00 per week, compared to \$700 for employees in incorporated business. Over 80% of employees in unincorporated businesses earned less than \$900 per week. The

average weekly earnings for all full-time non-managerial employees at May 2004 was \$893.40 per week.

Table 19 shows the pay setting methods used in unincorporated businesses in Queensland and Australia. In Queensland, 41.2% of employees paid by awards only are in unincorporated businesses

5.2 Data from the Queensland Workplace Industrial Relations Survey

Additional information about the characteristics of unincorporated businesses in Queensland may be derived from the Queensland Workplace Industrial Relations Survey (QWIRS), which was conducted in late 2005.

QWIRS was developed by the Queensland Department of Industrial Relations in conjunction with the Sydney University-based Australian Centre for Industrial Relations Research and Teaching (ACIRRT). Fieldworks market research was contracted to conduct the survey. The survey was conducted as a phone interview with managers of 661 Queensland workplaces with 5 or more employees, representing all industries except agriculture, forestry and fishing and government administration.

The principal object of the survey was to map the working arrangements of Queensland employees. The survey asked about:

- The number of employees at the workplace and their characteristics;
- How pay is set for employees at the workplace;
- Whether there are any unions at the workplace and if there has been any industrial action;
- Pay and other entitlements for employees;
- Whether there have been any redundancies, dismissals or new employees at the workplace;
- Manager's attitudes to industrial relations issues at the workplace.

QWIRS collected important information about incorporated and unincorporated businesses in Queensland and the survey data add to the profile of unincorporated businesses developed by the ABS data.

QWIRS data indicate that unincorporated businesses are more likely to be in non-metropolitan areas of Queensland: 33.7% of unincorporated businesses are in non-metropolitan areas compared to 24.9% of incorporated businesses.

Table 7: Location and type of legal organisation.

		Type of legal organisation		Total	
		Incorporated	Unincorporated		
Location	Metropolitan	Count	11679	2893	14572
		Row %	80.1%	19.9%	100.0%
		Column %	75.1%	66.3%	73.2%
	Non-metro	Count	3865	1472	5337
		Row %	72.4%	27.6%	100.0%
		Column %	24.9%	33.7%	26.8%
Total	Count	15544	4365	19909	
	Row %	78.1%	21.9%	100.0%	
	Column %	100.0%	100.0%	100.0%	

Source: Queensland Workplace Industrial Relations Survey 2005.

Table 8 shows that most unincorporated businesses are single workplace organisations, and this is consistent with the strong association between unincorporated businesses and small businesses.

Table 8: Type of organisation and type of legal organisation

		Type of legal organisation		Total
		Incorporated	Unincorporated	
Single wp organisation	Count	10605	3760	14365
	Row %	73.8%	26.2%	100.0%
	Column %	68.2%	86.1%	72.2%
Part of larger organisation	Count	1679	387	2066
	Row %	81.3%	18.7%	100.0%
	Column %	10.8%	8.9%	10.4%
Head office of organisation	Count	3259	218	3477
	Row %	93.7%	6.3%	100.0%
	Column %	21.0%	5.0%	17.5%
Total	Count	15543	4365	19908
	Row %	78.1%	21.9%	100.0%
	Column %	100.0%	100.0%	100.0%

Source: Queensland Workplace Industrial Relations Survey 2005.

QWIRS data also show that unincorporated businesses have high proportions of female employees, and associated with this is their tendency to have relatively high proportions of part-time and casual employees.

Table 9 shows the proportion of females in the workforce for incorporated and unincorporated businesses. In 27.9% of unincorporated businesses, female employees accounted for 75% or more of the workforce, compared with 14.5% of incorporated businesses. Part-time employees accounted for 75% or more of the workforce in 6.3% of unincorporated businesses compared to 2.1% of unincorporated businesses (see Table 20). In 26.4% of unincorporated businesses, casuals made up more than half of the workforce, compared with 12.7% in incorporated businesses (see Table 21).

Table 9: Proportion of workforce who are female by type of legal organisation

		Type of legal organisation		
		Incorporated	Unincorporated	Total
None	Count	1158	115	1273
	Row %	91.00%	9.00%	100.00%
	Column %	7.50%	2.60%	6.40%
Less than 20%	Count	5097	1047	6144
	Row %	83.00%	17.00%	100.00%
	Column %	32.80%	24.00%	30.90%
More than 20, but less than 50%	Count	4392	1131	5523
	Row %	79.50%	20.50%	100.00%
	Column %	28.30%	25.90%	27.70%
More than 50, but less than 75%	Count	2645	857	3502
	Row %	75.50%	24.50%	100.00%
	Column %	17.00%	19.60%	17.60%
75% or more	Count	2251	1216	3467
	Row %	64.90%	35.10%	100.00%
	Column %	14.50%	27.90%	17.40%
TOTAL	Count	15543	4366	19909
	Row %	78.10%	21.90%	100.00%
	Column %	100.00%	100.00%	100.00%

Source: Queensland Workplace Industrial Relations Survey 2005.

The EEH Survey information on average weekly earnings for employees in incorporated and in unincorporated firms was noted above and shown in Tables 18a and 18b. QWIRS also asked managers about the average weekly earnings for full-time employees and the results are shown in Table 22. In unincorporated firms the average weekly wage was \$710, compared to \$865 in incorporated firms. In more than 70% of unincorporated firms the average weekly wage was less than \$699 per week.

QWIRS also asked managers about the lowest hourly rate of ordinary time pay for adult employees at the workplace (excluding apprentices or trainees). There were considerable differences between unincorporated and incorporated businesses. In 10.4% of unincorporated businesses the lowest hourly rate of pay was under \$12 (compared to 6.5% of incorporated businesses where the lowest hourly rate was less than \$12) (see Table 10). In Queensland, the current hourly minimum rate of pay (C14 of the State Engineering Award) equates to \$12.75. The current tradesperson rate in the State Engineering award equates to \$15.22 per hour and 35% of unincorporated businesses reported that the lowest hourly rate of pay was below \$15 per hour.

QWIRS also asked workplace managers about their preference for how pay is set at the workplace (see Table 11). More than one-quarter of managers in unincorporated businesses reported they prefer to use awards to set the exact rate of pay (compared to just 9.5% of managers in incorporated businesses) and a further 29.7% of managers reported that they wanted to use over-awards (compared to 25.0% of managers in incorporated businesses).

Table 10: Lowest hourly rate of pay by type of legal organisation

		Type of legal organisation		Total	
		Incorporated	Unincorporated		
Lowest hourly rate of pay	Under \$12	Count	1014	455	1469
		Row %	69.0%	31.0%	100.0%
		Column %	6.5%	10.4%	7.4%
	\$12 to \$14.99	Count	3924	1107	5031
		Row %	78.0%	22.0%	100.0%
		Column %	25.3%	25.4%	25.3%
	\$15 to \$16.99	Count	4698	1330	6028
		Row %	77.9%	22.1%	100.0%
		Column %	30.3%	30.5%	30.3%
	\$17 to \$19.99	Count	3994	954	4948
		Row %	80.7%	19.3%	100.0%
		Column %	25.8%	21.9%	24.9%
	\$20 plus	Count	1880	516	2396
		Row %	78.5%	21.5%	100.0%
		Column %	12.1%	11.8%	12.1%
Total	Count	15510	4362	19872	
	Row %	78.0%	22.0%	100.0%	
	Column %	100.0%	100.0%	100.0%	

Source: Queensland Workplace Industrial Relations Survey 2005.

Table 11: Preferred method of pay setting by type of legal organisation

		Type of legal organisation		Total	
		Incorporated	Unincorporated		
Preferred method of setting wages and conditions	Union collective agreements	Count	935	263	1198
		Row %	78.0%	22.0%	100.0%
		Column %	6.1%	6.0%	6.1%
	Non-union collective agreements	Count	1094	270	1364
		Row %	80.2%	19.8%	100.0%
		Column %	7.1%	6.2%	6.9%
	Award rates of pay	Count	1455	1130	2585
		Row %	56.3%	43.7%	100.0%
		Column %	9.5%	25.9%	13.1%
	Over-awards	Count	3822	1297	5119
		Row %	74.7%	25.3%	100.0%
		Column %	25.0%	29.7%	26.0%
	Informal individual agreements	Count	6877	1045	7922
		Row %	86.8%	13.2%	100.0%
		Column %	44.9%	23.9%	40.3%
	AWAs	Count	1123	360	1483
		Row %	75.7%	24.3%	100.0%
		Column %	7.3%	8.2%	7.5%
Total	Count	15306	4365	19671	
	Row %	77.8%	22.2%	100.0%	
	Column %	100.0%	100.0%	100.0%	

Source: Queensland Workplace Industrial Relations Survey 2005.

6. Summary

We estimate that up to 38% of Queensland employees (around 628,000 persons) will remain within the State jurisdiction following the implementation of Work Choices. This will reduce the coverage of the State jurisdiction from around 72% of employees (around 1.19 million wage and salary earners).

Queensland employees that are likely to remain in the State jurisdiction following the introduction of Work Choices are tradespersons or clerical and sales workers. They are employed in service industries such as property and business services, health and community services, personal and other services and in retail trade. They are much more likely to work in a small business, with fewer than 20 employees. Unincorporated businesses were also more likely to be single workplace organisations, found in non-metropolitan areas of Queensland.

A relatively high proportion of the employees that will remain in the State jurisdiction are working on a part-time permanent basis or as casuals, and they are relatively more likely to be female rather than male.

The median earnings of employees in unincorporated businesses are relatively lower, at \$667.00 per week, than other for full-time employees in incorporated businesses (whose median earnings are \$700.00 per week). More than 10% of unincorporated businesses recorded their lowest hourly rate of pay as under \$12, compared to 6.5% of incorporated businesses.

Unincorporated businesses are more likely than incorporated businesses to rely on the award to set the wages and conditions, and managers at unincorporated workplaces expressed the preference to use awards or overawards to set pay for their employees.

Supplementary Tables

Table 12: Employment by type of legal organisation, State and Australia

	Incorporated	Unincorporated	Australian Govt	State Govt	State Govt Corps	Local Govt	Total
Proportion (%)							
NSW	61.7	18.1	2.6	6.7	* 8.3	2.7	100.0
VIC	55.7	26.0	2.9	* 6.3	7.4	* 1.8	100.0
QLD	52.0	27.3	2.3	12.8	3.3	2.3	100.0
SA	51.7	27.7	2.7	* 13.1	* 2.8	* 1.9	100.0
WA	46.6	31.5	2.0	** 8.6	8.5	* 2.9	100.0
TAS	54.1	22.8	2.4	14.9	2.9	* 3.0	100.0
NT	35.8	27.9	4.0	26.9	n.p.	* 3.7	100.0
ACT	36.8	17.5	35.2	5.4	5.1	n.a.	100.0
AUST	55.2	24.0	3.2	8.8	6.5	2.3	100.0
Numbers of non-farm employees							
NSW	1705.5	500.3	71.9	185.2	*229.4	74.6	2764.2
VIC	1200.9	560.6	62.5	*135.8	159.6	*38.8	2156.1
QLD	859.3	451.1	38.0	211.5	54.5	38.0	1652.5
SA	318.2	170.5	16.6	*80.6	*17.2	*11.7	615.6
WA	399.7	270.2	17.2	**73.8	72.9	*24.9	857.6
TAS	97.8	41.2	4.3	26.9	5.2	*5.4	180.9
NT	30.4	23.7	3.4	22.9	n.p.	*3.1	85.0
ACT	60.7	28.9	58.0	8.9	8.4	na	164.9
AUST	4679.1	2034.4	271.3	745.9	551.0	195.0	8476.7

Source: Unpublished data, ABS Survey of Employee Earnings and Hours (Cat. no. 6306.0) May 2004
ABS Labour Force Survey (Cat. no. 6202.0)

Notes:

np not published

Na not available

* Estimate has a relative standard error of between 25% and 50% and should be used with caution.

** Estimate has a relative standard error greater than 50% and is considered too unreliable for general use.

Table 13: Industry and type of legal organisation, Queensland and Australia

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
QUEENSLAND							
Mining	** 92.1	* 7.9	n.a.	n.a.	n.a.	n.a.	100.0
Manufacturing	** 83.2	16.7	0.1	n.a.	n.a.	n.a.	100.0
Electricity, gas and water supply	6.8	** 4.0	n.a.	** 0.2	72.3	** 16.7	100.0
Construction	64.3	* 30.0	n.a.	5.6	n.a.	n.a.	100.0
Wholesale trade	77.8	* 22.2	n.a.	n.a.	** 0.1	n.a.	100.0
Retail trade	65.4	34.5	0.0	n.a.	n.a.	n.a.	100.0
Accommodation, cafes and restaurants	73.2	* 26.8	n.a.	n.a.	n.a.	n.a.	100.0
Transport and storage	54.0	* 20.7	n.p.	n.a.	21.2	n.p.	100.0
Communication services	13.0	* 12.5	n.p.	n.a.	n.a.	n.a.	100.0
Finance and insurance	** 87.7	* 9.5	* 0.4	n.a.	* 2.5	n.a.	100.0
Property and business services	53.0	43.5	* 0.7	2.5	** 0.2	0.0	100.0
Government administration and defence	n.a.	n.a.	* 22.6	36.0	n.a.	41.4	100.0
Education	* 11.7	23.1	0.1	49.8	15.4	n.a.	100.0
Health and community services	30.6	35.6	0.4	31.8	1.5	0.0	100.0
Cultural and recreational services	58.6	* 36.6	1.6	0.0	** 2.8	** 0.4	100.0
Personal and other services	30.6	35.6	0.8	33.1	0.0	n.a.	100.0
All industries	52.0	27.3	2.3	12.8	3.3	2.3	100.0
AUSTRALIA							
Mining	** 95.4	* 4.6	n.a.	n.a.	n.a.	n.a.	100.0
Manufacturing	85.6	14.0	0.3	n.a.	n.p.	n.a.	100.0
Electricity, gas and water supply	24.7	11.1	n.p.	7.5	53.2	** 3.5	100.0
Construction	73.5	23.2	n.a.	1.0	1.9	n.p.	100.0
Wholesale trade	83.5	16.3	n.a.	n.a.	** 0.2	n.a.	100.0
Retail trade	69.8	30.1	0.0	0.0	n.p.	n.a.	100.0
Accommodation, cafes and restaurants	62.3	37.7	0.0	n.p.	n.p.	n.a.	100.0
Transport and storage	75.5	13.7	n.p.	n.p.	9.4	n.p.	100.0
Communication services	29.4	* 4.7	n.p.	n.a.	n.a.	n.a.	100.0
Finance and insurance	85.7	10.4	** 2.0	** 0.1	1.9	n.a.	100.0
Property and business services	68.5	29.6	0.6	1.0	0.3	0.0	100.0
Government administration and defence	n.a.	n.a.	30.8	27.2	3.6	38.5	100.0
Education	7.3	24.4	0.7	32.6	34.9	n.p.	100.0
Health and community services	26.0	35.8	* 0.5	24.8	12.8	** 0.1	100.0
Cultural and recreational services	60.1	* 24.3	3.5	** 5.4	** 6.3	** 0.4	100.0
Personal and other services	22.2	42.4	2.0	22.3	** 11.0	** 0.1	100.0
All industries	55.2	24.0	3.2	8.8	6.5	2.3	100.0

See source and notes for Table 1

Table 14: Award-reliance by industry, Queensland

	%	No. non-farm employees 000s
Mining	1.6	0.4
Manufacturing	21.6	37.2
Electricity, Gas and Water Supply	1.5	0.2
Construction	18.2	15.5
Wholesale Trade	22.7	18.0
Retail Trade	33.9	89.6
Accommodation, Cafes and Restaurants	56.1	47.3
Transport and Storage	19.3	14.1
Communication Services	7.9	1.5
Finance and Insurance	4.6	3.7
Property and Business Services	22.0	44.2
Government Administration and Defence	0.8	0.7
Education	7.3	12.3
Health and Community Services	29.7	59.7
Cultural and Recreational Services	37.5	15.5
Personal and Other Services	29.0	20.0
Total	23.0	380.0

See source and notes for Table 1

Table 15: Occupation by type of legal organisation, Queensland and Australia

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
QUEENSLAND							
Managers and administrators	62.1	21.8	* 2.9	* 8.0	* 3.5	* 1.7	100.0
Professionals	29.3	24.0	1.4	37.0	6.8	1.6	100.0
Associate professionals	45.1	26.7	2.4	17.8	4.9	3.0	100.0
Tradespersons and related workers	52.2	35.7	1.6	* 4.5	3.0	* 3.0	100.0
Advanced clerical and service workers	59.7	30.5	** 0.2	** 1.6	* 6.5	* 1.6	100.0
Intermediate clerical, sales and service workers	51.6	29.5	* 4.2	10.9	1.8	2.0	100.0
Intermediate production and transport workers	72.5	18.1	** 0.2	** 0.1	3.5	* 5.5	100.0
Elementary clerical, sales and service workers	61.2	29.7	4.1	* 4.1	** 0.6	* 0.3	100.0
Labourers and related workers	62.1	27.0	0.0	* 5.8	* 2.1	3.0	100.0
All occupations	52.0	27.3	2.3	12.8	3.3	2.3	100.0
AUSTRALIA							
Managers and administrators	61.3	15.7	7.3	9.2	5.4	1.0	100.0
Professionals	35.0	22.8	2.7	20.3	17.3	1.9	100.0
Associate professionals	49.8	20.6	5.0	13.3	8.5	2.9	100.0
Tradespersons and related workers	63.6	27.7	1.4	* 2.3	2.9	2.1	100.0
Advanced clerical and service workers	55.9	29.1	* 1.9	** 6.0	4.6	* 2.5	100.0
Intermediate clerical, sales and service workers	52.0	26.5	4.6	9.2	4.8	3.0	100.0
Intermediate production and transport workers	77.9	15.2	* 0.5	* 0.5	2.3	3.6	100.0
Elementary clerical, sales and service workers	64.2	28.2	3.8	1.8	1.3	* 0.7	100.0
Labourers and related workers	64.0	27.4	* 0.2	3.3	2.3	2.8	100.0
All occupations	55.2	24.0	3.2	8.8	6.5	2.3	100.0

See source and notes for Table 1

Table 16: Award-reliance by occupation, Queensland

	%	No. non-farm employees 000s
Managers and Administrators	1.0	0.8
Professionals	4.0	11.3
Associate Professionals	11.2	20.7
Tradespersons and Related Workers	20.1	32.9
Advanced Clerical and Service Workers	9.0	3.7
Intermediate Clerical, Sales and Service Workers	31.3	115.0
Intermediate Production and Transport Workers	21.8	31.4
Elementary Clerical, Sales and Service Workers	44.7	93.1
Labourers and Related Workers	39.0	71.1
Total	23.0	380.0

See source and notes for Table 1

Table 17: Employee status and type of legal organisation, Queensland and Australia

QUEENSLAND	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt		Total
					Co	Local Govt	
Permanent full-time	51.4	22.4	3.4	15.0	4.5	3.2	100.0
Permanent part-time	38.4	29.8	2.0	25.7	2.6	* 1.5	100.0
Casual	56.6	36.3	* 0.2	4.3	1.6	* 1.0	100.0
All non-managerial employees	51.1	27.1	2.4	13.6	3.5	2.4	100.0
AUSTRALIA							
Permanent full-time	55.9	18.9	4.4	10.4	7.3	3.0	100.0
Permanent part-time	42.5	31.3	2.1	13.3	8.4	2.4	100.0
Casual	56.6	34.0	0.4	3.1	4.7	1.3	100.0
All non-managerial employees	53.7	24.5	3.1	9.2	6.9	2.5	100.0

See source and notes for Table 1

Table 18a: Weekly ordinary time earnings by type of legal organisation, Queensland

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
PROPORTIONS							
Under 200	* 0.3	n.a.	** 0.5	n.a.	n.a.	** 1.3	* 0.2
200 and under 300	* 0.8	* 1.4	n.a.	n.a.	n.a.	n.a.	* 0.7
300 and under 400	* 1.1	* 1.6	n.a.	** 1.1	0.0	** 2.3	1.2
400 and under 500	6.3	* 5.4	** 0.3	** 2.6	** 1.1	** 1.1	5.0
500 and under 600	20.3	20.9	** 1.5	* 1.0	** 2.2	* 4.4	15.7
600 and under 700	21.0	26.4	* 5.2	* 10.1	10.0	26.7	19.8
700 and under 800	14.3	16.1	17.0	13.4	14.5	28.8	15.1
800 and under 900	11.3	9.8	20.0	18.1	20.1	17.6	12.8
900 and under 1 000	5.5	5.1	26.8	13.8	14.4	7.1	7.8
1 000 and under 1 100	5.7	4.2	9.5	14.4	9.4	* 5.3	6.9
1 100 and under 1 200	2.9	* 4.4	9.1	* 11.2	* 5.1	* 3.4	4.8
1 200 and under 1 300	* 3.1	* 2.1	* 3.5	* 6.0	* 6.9	** 0.7	3.4
1 300 and under 1 400	1.4	** 0.7	* 2.4	** 3.3	* 5.9	** 0.5	1.7
1 400 and under 1 500	1.3	** 0.9	** 0.2	** 1.7	* 3.5	** 0.2	1.3
1 500 and under 1 600	0.9	** 0.2	** 0.4	* 0.9	** 1.9	n.a.	0.7
1 600 and under 1 700	0.7	** 0.2	** 1.3	n.a.	** 0.7	n.a.	0.5
1 700 and under 1 800	* 0.8	** 0.5	** 1.0	** 1.1	** 0.4	n.a.	* 0.8
1 800 and under 1 900	* 0.8	0.0	** 0.2	n.a.	** 1.1	n.a.	* 0.5
1 900 and under 2 000	* 0.8	n.a.	n.a.	** 0.1	** 0.3	n.a.	* 0.4
2 000 and over	0.9	** 0.1	* 1.2	** 1.1	* 2.5	** 0.5	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
DECILES							
10th percentile	508.00	507.00	714.00	652.00	674.00	604.00	520.00
20th percentile	564.00	565.00	780.00	733.00	744.00	631.00	583.00
30th percentile	600.00	600.00	823.00	814.00	814.00	675.00	634.00
40th percentile	650.00	641.00	890.00	859.00	863.00	711.00	680.00
50th percentile (median)	700.00	667.00	917.00	927.00	918.00	726.00	744.00
60th percentile	771.00	720.00	967.00	1,000.00	993.00	780.00	813.00
70th percentile	850.00	778.00	999.00	1,074.00	1,086.00	821.00	895.00
80th percentile	978.00	880.00	1,086.00	1,141.00	1,269.00	880.00	1,021.00
90th percentile	1,214.00	1,077.00	1,208.00	1,283.00	1,415.00	1,015.00	1,200.00

See source and notes for Table 1

Table 18b: Weekly ordinary time earnings by type of legal organisation, Australia

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
PROPORTIONS							
Under 200	* 0.3	* 0.2	** 0.2	* 0.2	** 0.1	** 0.3	* 0.2
200 and under 300	0.5	0.9	n.a.	** 0.1	** 0.1	** 0.2	0.5
300 and under 400	0.9	1.7	* 0.2	** 0.6	* 0.3	** 0.6	1
400 and under 500	4.2	6.5	* 0.5	2.6	* 1.2	* 0.4	3.9
500 and under 600	16.4	19.3	2	3.7	3	5.1	13.7
600 and under 700	19.1	20.6	5.9	8.9	6.9	27.3	17.1
700 and under 800	15.5	16	14.3	13.6	12.4	26.6	15.5
800 and under 900	11.3	11.5	22.2	15.4	14.8	14.5	12.6
900 and under 1 000	7.9	6.9	18.9	13.4	14.1	9.8	9.3
1 000 and under 1 100	6.2	5.1	10.8	12.8	10	8.8	7.2
1 100 and under 1 200	4.2	4.3	10.1	12.5	13	3.1	5.9
1 200 and under 1 300	3.5	2.4	3.6	6.7	8.4	* 2.2	3.9
1 300 and under 1 400	2	1	4.1	3.5	* 7.1	** 0.3	2.4
1 400 and under 1 500	1.6	1.2	* 2.1	* 2.6	2.4	** 0.8	1.7
1 500 and under 1 600	1.4	0.4	* 1.1	* 1.3	* 2.1	n.a.	1.2
1 600 and under 1 700	1.1	* 0.7	* 1.8	* 0.4	* 1.0	n.a.	0.9
1 700 and under 1 800	0.8	* 0.6	* 0.8	** 0.6	* 0.8	n.a.	0.7
1 800 and under 1 900	0.6	** 0.1	* 0.2	* 0.2	* 0.4	n.a.	0.4
1 900 and under 2 000	0.7	* 0.1	** 0.1	0	* 0.5	n.a.	0.4
2 000 and over	1.9	* 0.6	* 1.3	* 0.8	* 1.4	** 0.1	1.4
Total	100	100	100	100	100	100	100
DECILES							
10th percentile	533.00	501.00	710.00	633.00	685.00	614.00	540.00
20th percentile	587.00	558.00	777.00	731.00	766.00	656.00	600.00
30th percentile	636.00	605.00	833.00	805.00	842.00	686.00	660.00
40th percentile	692.00	651.00	888.00	862.00	910.00	718.00	720.00
50th percentile (median)	755.00	701.00	922.00	931.00	979.00	753.00	785.00
60th percentile	821.00	760.00	983.00	1,010.00	1,073.00	798.00	863.00
70th percentile	921.00	840.00	1,053.00	1,094.00	1,188.00	868.00	960.00
80th percentile	1,058.00	942.00	1,143.00	1,150.00	1,252.00	937.00	1,087.00
90th percentile	1,300.00	1,131.00	1,335.00	1,290.00	1,345.00	1,059.00	1,279.00

See source and notes for Table 1

Table 19: Pay setting methods and type of legal organisation, Queensland and Australia

	Incorporated	Unincorporated	Aust Govt	State Govt	State Govt Co	Local Govt	Total
QUEENSLAND							
Award	57.6	41.2	0.1	* 0.8	* 0.1	* 0.1	100.0
Federal registered CA	65.8	* 5.9	12.4	n.a.	8.8	7.1	100.0
Federal registered IA	* 43.5	** 40.8	* 14.8	n.a.	n.a.	n.p.	100.0
Other	64.1	34.7	* 0.1	* 0.1	0.7	* 0.4	100.0
State registered CA	17.3	15.8	n.p.	55.5	7.1	4.3	100.0
State registered IA	** 17.0	n.a.	n.a.	n.a.	n.p.	n.a.	100.0
Total	52.0	27.3	2.3	12.8	3.3	2.3	100.0
AUSTRALIA							
Award	54.9	42.7	0.0	0.7	* 1.4	* 0.3	100.0
Federal registered CA	52.0	10.8	11.5	* 9.5	12.3	3.9	100.0
Federal registered IA	58.8	25.6	13.8	** 0.5	* 0.6	n.p.	100.0
Other	70.4	27.5	* 0.2	0.4	* 0.6	* 1.0	100.0
State registered CA	17.5	10.4	n.p.	44.3	21.3	6.6	100.0
State registered IA	87.7	n.p.	n.a.	n.p.	n.p.	n.a.	100.0
Total	55.2	24.0	3.2	8.8	6.5	2.3	100.0

See source and notes for Table 1

Table 20: Proportion of part-time employees by type of legal organisation

		Type of legal organisation		Total
		Incorporated	Unincorporated	
None	Count	7980	2659	10639
	Row %	75.0%	25.0%	100.0%
	Column %	51.3%	60.9%	53.4%
Less than 20%	Count	5864	660	6524
	Row %	89.9%	10.1%	100.0%
	Column %	37.7%	15.1%	32.8%
More than 20, but less than 50%	Count	1167	689	1856
	Row %	62.9%	37.1%	100.0%
	Column %	7.5%	15.8%	9.3%
More than 50, but less than 75%	Count	201	83	284
	Row %	70.8%	29.2%	100.0%
	Column %	1.3%	1.9%	1.4%
75% or more	Count	331	274	605
	Row %	54.7%	45.3%	100.0%
	Column %	2.1%	6.3%	3.0%
Total	Count	15543	4365	19908
	Row %	78.1%	21.9%	100.0%
	Column %	100.0%	100.0%	100.0%

Source: Queensland Workplace Industrial Relations Survey 2005.

Table 21: Proportion of workforce who are casual by type of legal organisation

		Type of legal organisation		Total
		Incorporated	Unincorporated	
None	Count	6921	1735	8656
	Row %	80.0%	20.0%	100.0%
	Column %	44.5%	39.7%	43.5%
Less than 20%	Count	4882	770	5652
	Row %	86.4%	13.6%	100.0%
	Column %	31.4%	17.6%	28.4%
More than 20, but less than 50%	Count	1759	706	2465
	Row %	71.4%	28.6%	100.0%
	Column %	11.3%	16.2%	12.4%
More than 50, but less than 75%	Count	855	560	1415
	Row %	60.4%	39.6%	100.0%
	Column %	5.5%	12.8%	7.1%
75% or more	Count	1126	595	1721
	Row %	65.4%	34.6%	100.0%
	Column %	7.2%	13.6%	8.6%
Total	Count	15543	15543	4366
	Row %	78.1%	78.1%	21.9%
	Column %	100.0%	100.0%	100.0%

Source: Queensland Workplace Industrial Relations Survey 2005.

Table 22: Average weekly wage by type of legal organisation.

		Type of legal entity		Total
		Incorporated	Unincorporated	
Under \$400	Count	1095	460	1555
	Row %	70.4%	29.6%	100.0%
	Column %	7.1%	10.5%	7.8%
\$400 to \$599	Count	2414	1269	3683
	Row %	65.5%	34.5%	100.0%
	Column %	15.6%	29.1%	18.5%
\$600 to \$699	Count	4418	1401	5819
	Row %	75.9%	24.1%	100.0%
	Column %	28.5%	32.1%	29.3%
\$800 to \$999	Count	3311	338	3649
	Row %	90.7%	9.3%	100.0%
	Column %	21.4%	7.7%	18.4%
\$1000 plus	Count	4259	895	5154
	Row %	82.6%	17.4%	100.0%
	Column %	27.5%	20.5%	26.0%
Total	Count	15497	4363	19860
	Row %	78.0%	22.0%	100.0%
	Column %	100.0%	100.0%	100.0%

Source: Queensland Workplace Industrial Relations Survey 2005.