

# 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**

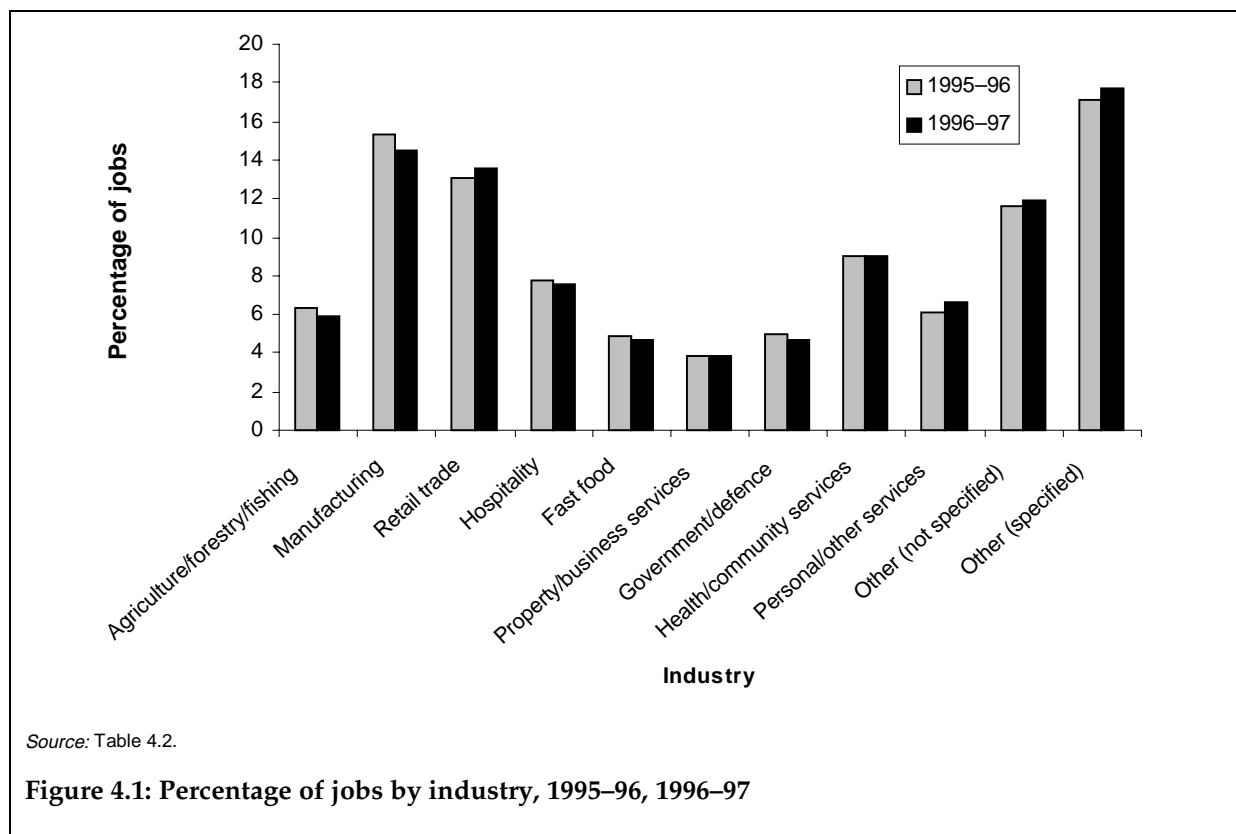
Number of jobs	1995–96			1996–97		
	Number of clients	% of clients	% of workers	Number of clients	% of clients	% of workers
None (non-workers)	10,278	49.8	—	12,159	49.4	—
One	8,051	39.0	77.8	9,797	39.8	78.8
Two	1,695	8.2	16.4	1,943	7.9	15.6
Three	420	2.0	4.1	470	1.9	3.8
Four	116	0.6	1.1	133	0.5	1.1
Five	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 <sup>(a)</sup>	5	0.0	0.0	8	0.0	0.1
<b>Total with jobs (workers)</b>	<b>10,346</b>	<b>50.2</b>	<b>100.0</b>	<b>12,431</b>	<b>50.6</b>	<b>100.0</b>
<b>Total number of jobs</b>	<b>13,549</b>			<b>16,191</b>		
<b>Total clients</b>	<b>20,624</b>			<b>24,590</b>		

(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
<b>Total</b>	<b>13,549</b>	<b>100.0</b>	<b>16,191</b>	<b>100.0</b>



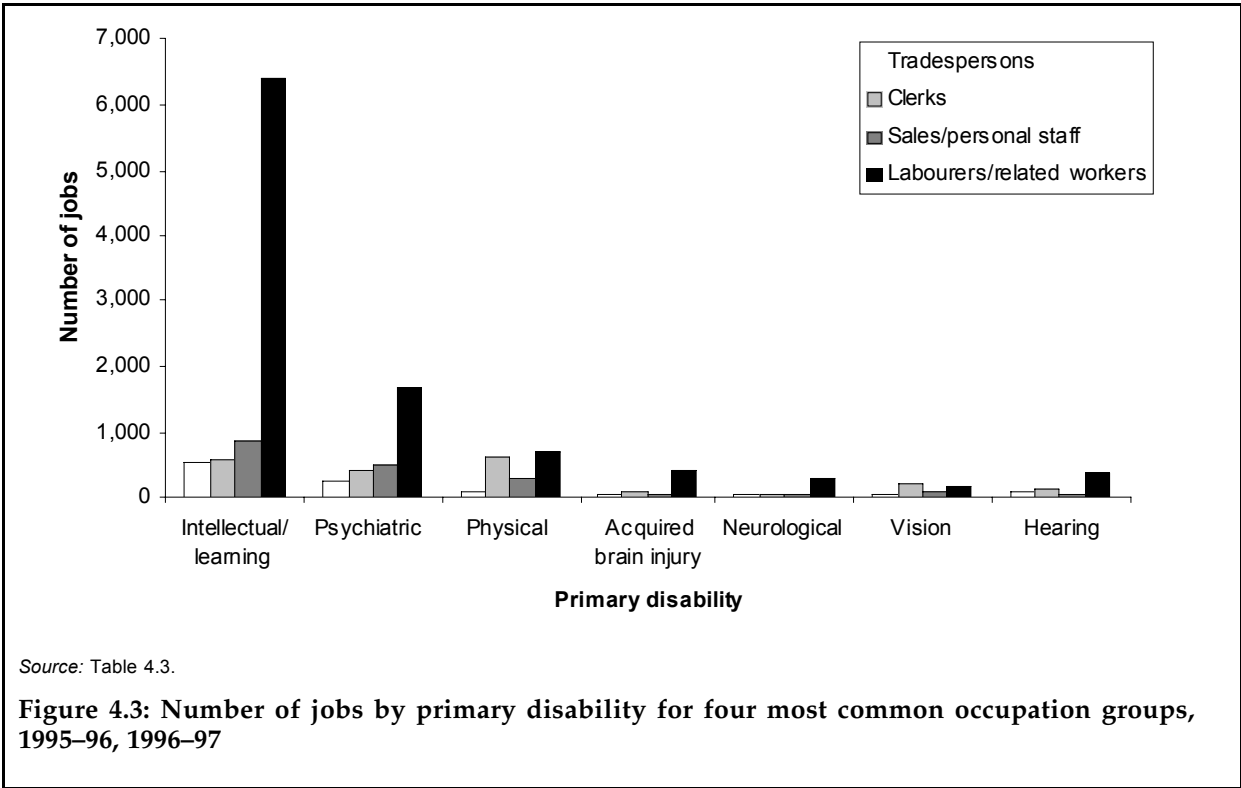
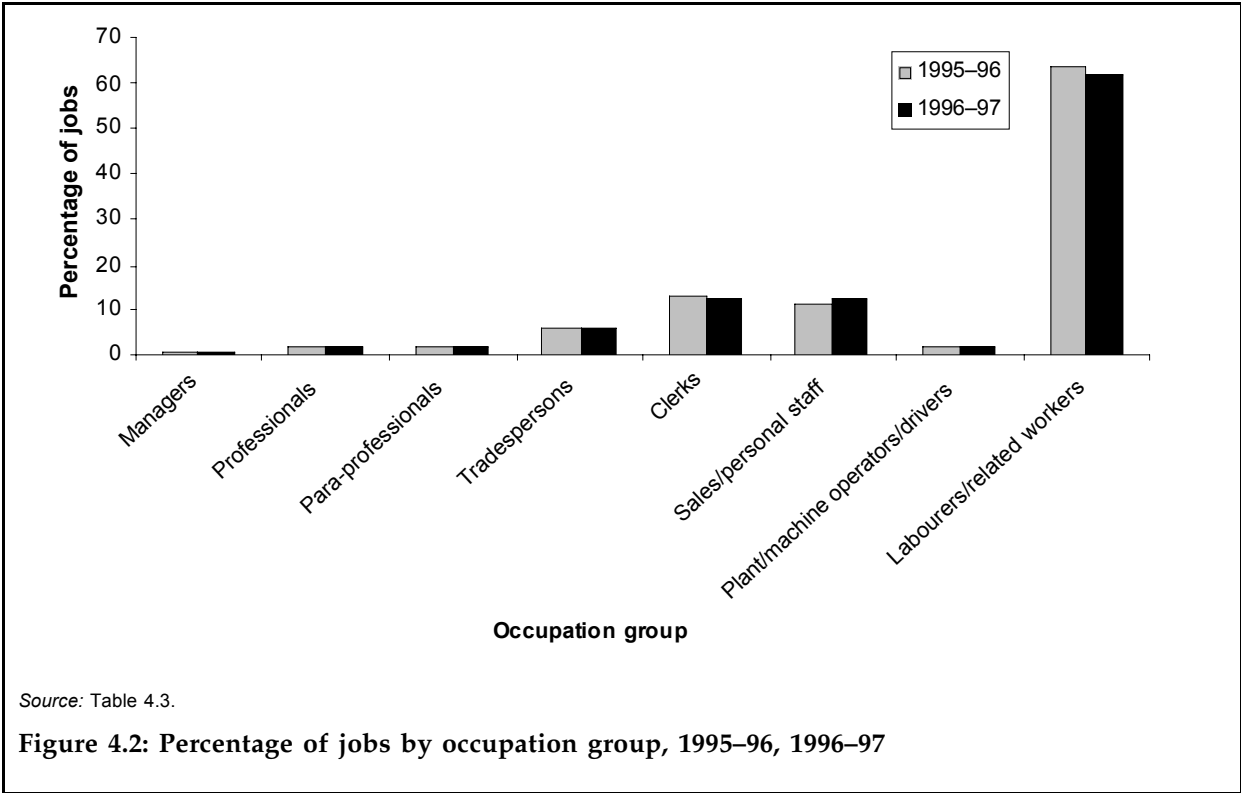
In 1996-97, over three-fifths (62%) of all jobs were as labourers/related workers (Table 4.3, Figure 4.2). Clerks (13%) and sales/personal staff (12%) were the other main occupational categories. The distribution of job occupation was similar in 1995-96 although a slightly higher percentage of jobs were 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 <sup>(a)</sup>	Total %
<b>1995–96</b>										
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
<b>Total</b>	<b>38</b>	<b>238</b>	<b>231</b>	<b>854</b>	<b>1,760</b>	<b>1,558</b>	<b>233</b>	<b>8,636</b>	<b>13,549</b>	<b>100.0</b>
<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>	
<b>1996–97</b>										
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
<b>Total</b>	<b>55</b>	<b>315</b>	<b>345</b>	<b>1,022</b>	<b>2,096</b>	<b>2,001</b>	<b>303</b>	<b>10,049</b>	<b>16,191</b>	<b>100.0</b>
<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>	

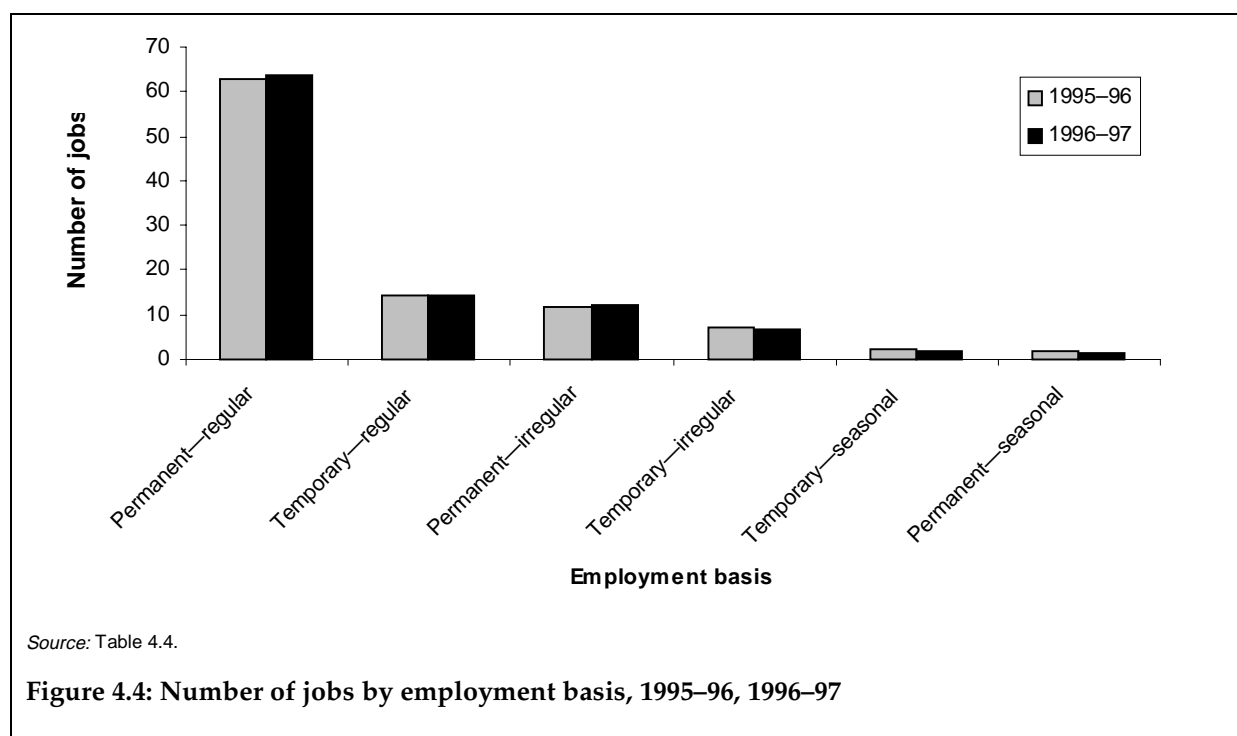
(a) Total for 1995–96 includes 1 job for a client with an intellectual/learning disability whose occupation was unknown. Total for 1996–97 includes 5 jobs where occupation of client was unknown (3 jobs for clients with an intellectual/learning disability, 1 job for a client with a physical disability 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
<b>Total</b>	<b>13,549</b>	<b>100.0</b>	<b>16,191</b>	<b>100.0</b>



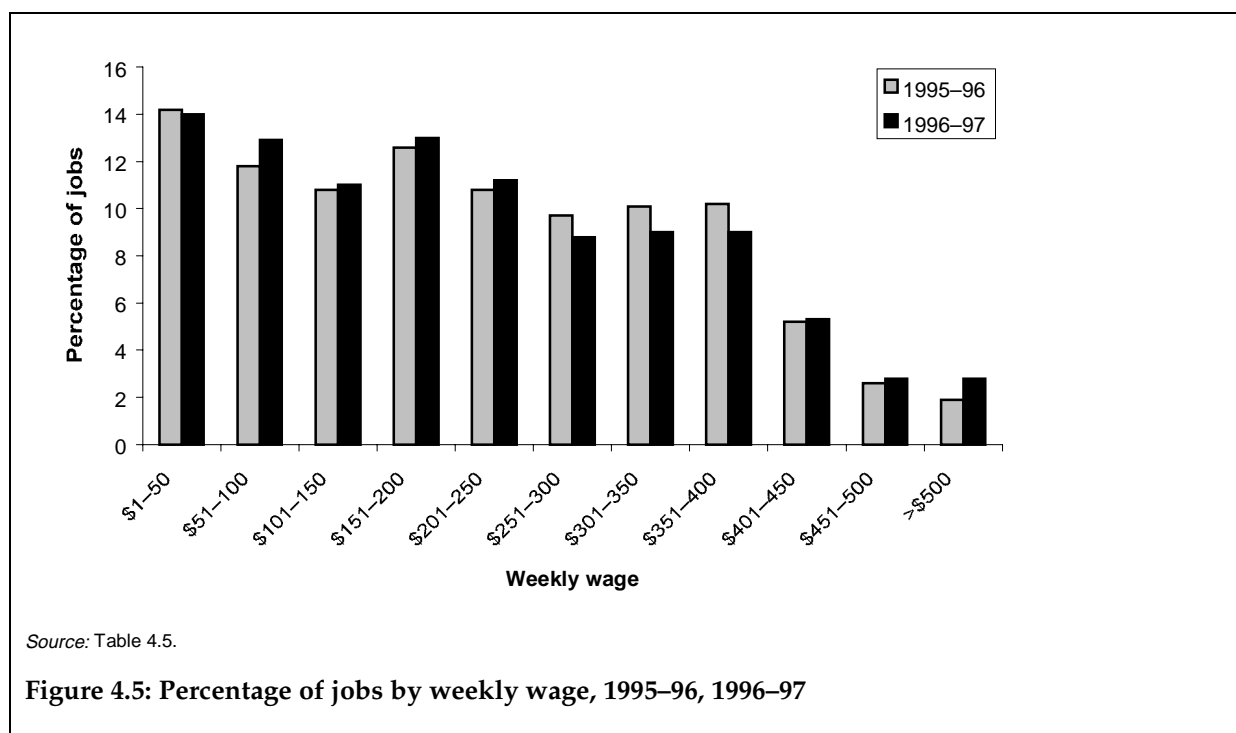
## 4.2 Wages of jobs

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
<b>Total(a)</b>	<b>13,549</b>	<b>100.0</b>	<b>16,191</b>	<b>100.0</b>

(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
<b>1995–96</b>							
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
<b>Total<sup>(a)</sup></b>	<b>430</b>	<b>606</b>	<b>181</b>	<b>10,464</b>	<b>275</b>	<b>1,593</b>	<b>13,549</b>
<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>
<b>1996–97</b>							
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
<b>Total<sup>(b)</sup></b>	<b>533</b>	<b>718</b>	<b>250</b>	<b>12,297</b>	<b>324</b>	<b>2,069</b>	<b>16,191</b>
<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

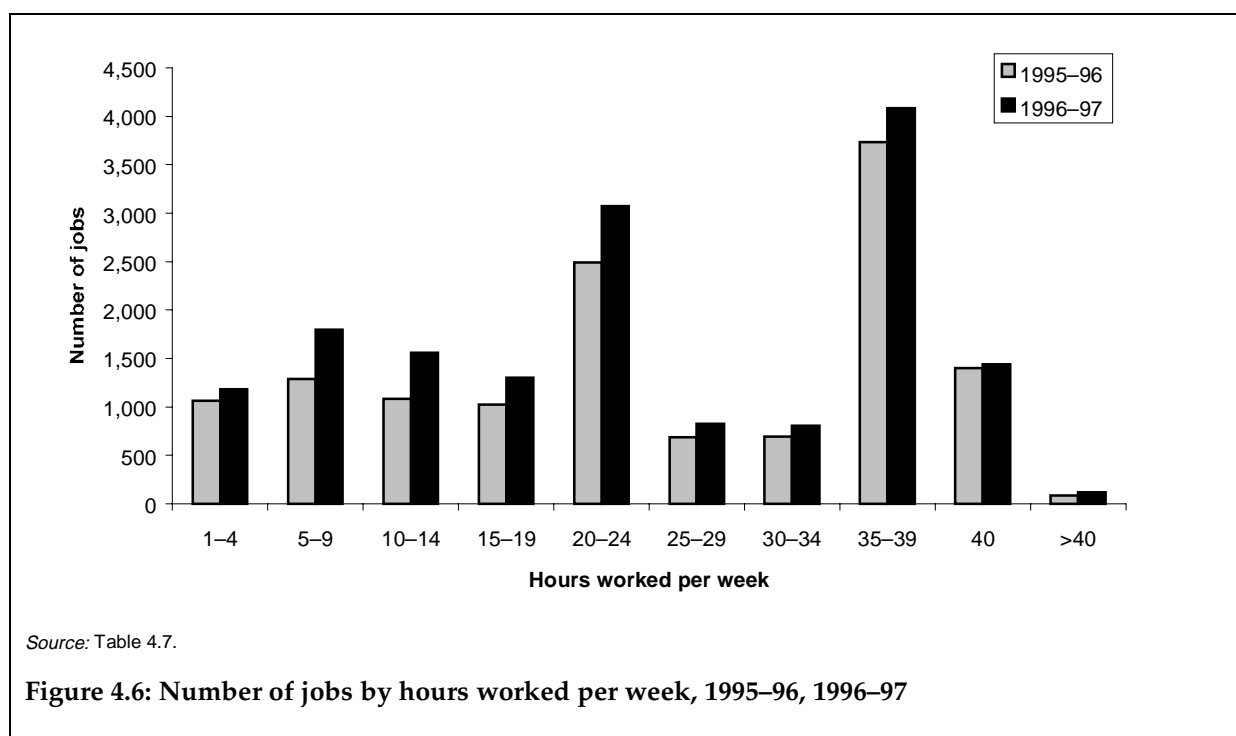
Over a third (35%) of all jobs in the 12 months to 30 June 1997 were for 35 hours or more per week, while 36% were for less than 20 hours per week (Table 4.7, Figure 4.6). The distribution of hours was different in the 12 months to 30 June 1996, when there were a higher proportion of jobs of 35 hours 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
<b>Total</b>	<b>13,549</b>	<b>100</b>	<b>16,191</b>	<b>100.0</b>



**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	
<b>1995–96</b>											
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
<b>Total</b>	<b>1,061</b>	<b>1,289</b>	<b>1,082</b>	<b>1,024</b>	<b>2,492</b>	<b>684</b>	<b>693</b>	<b>3,735</b>	<b>1,402</b>	<b>87</b>	<b>13,549</b>
<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>
<b>1996–97</b>											
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
<b>Total</b>	<b>1,183</b>	<b>1,795</b>	<b>1,556</b>	<b>1,299</b>	<b>3,074</b>	<b>827</b>	<b>806</b>	<b>4,088</b>	<b>1,443</b>	<b>120</b>	<b>16,191</b>
<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 <sup>(a)</sup>
	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40	>40	
<b>1995–96</b>											
<\$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
<b>Total</b>	<b>1,058</b>	<b>1,287</b>	<b>1,076</b>	<b>1,018</b>	<b>2,468</b>	<b>682</b>	<b>692</b>	<b>3,615</b>	<b>1,399</b>	<b>83</b>	<b>13,378</b>
<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>
<b>1996–97</b>											
<\$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
<b>Total</b>	<b>1,179</b>	<b>1,779</b>	<b>1,544</b>	<b>1,292</b>	<b>3,052</b>	<b>825</b>	<b>802</b>	<b>3,985</b>	<b>1,437</b>	<b>115</b>	<b>16,009</b>
<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.

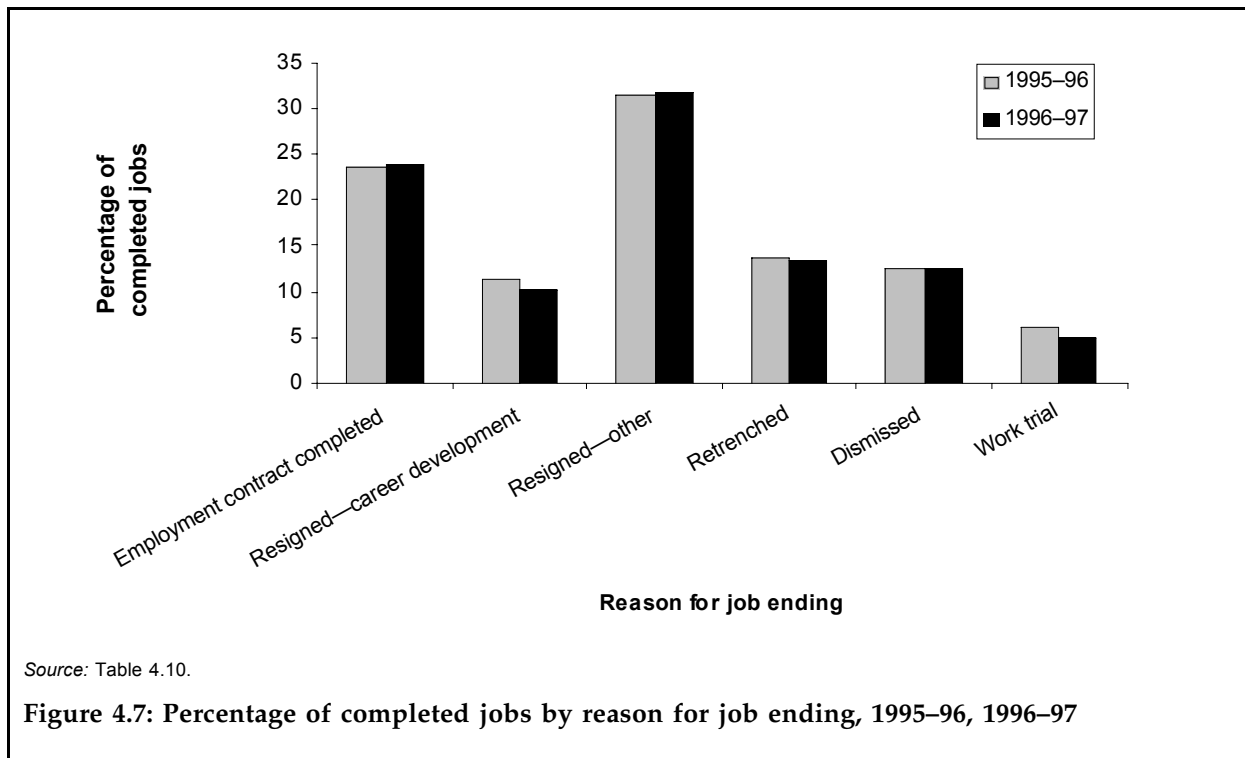
## 4.4 Reasons for jobs ending

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
<b>Total<sup>(a)</sup></b>	<b>5,576</b>	<b>100.0</b>	<b>5,958</b>	<b>100.0</b>

(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) <sup>(a)</sup>								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
<b>Total</b>	<b>1,503</b>	<b>1,262</b>	<b>781</b>	<b>793</b>	<b>1,091</b>	<b>583</b>	<b>743</b>	<b>982</b>	<b>7,738</b>
<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.

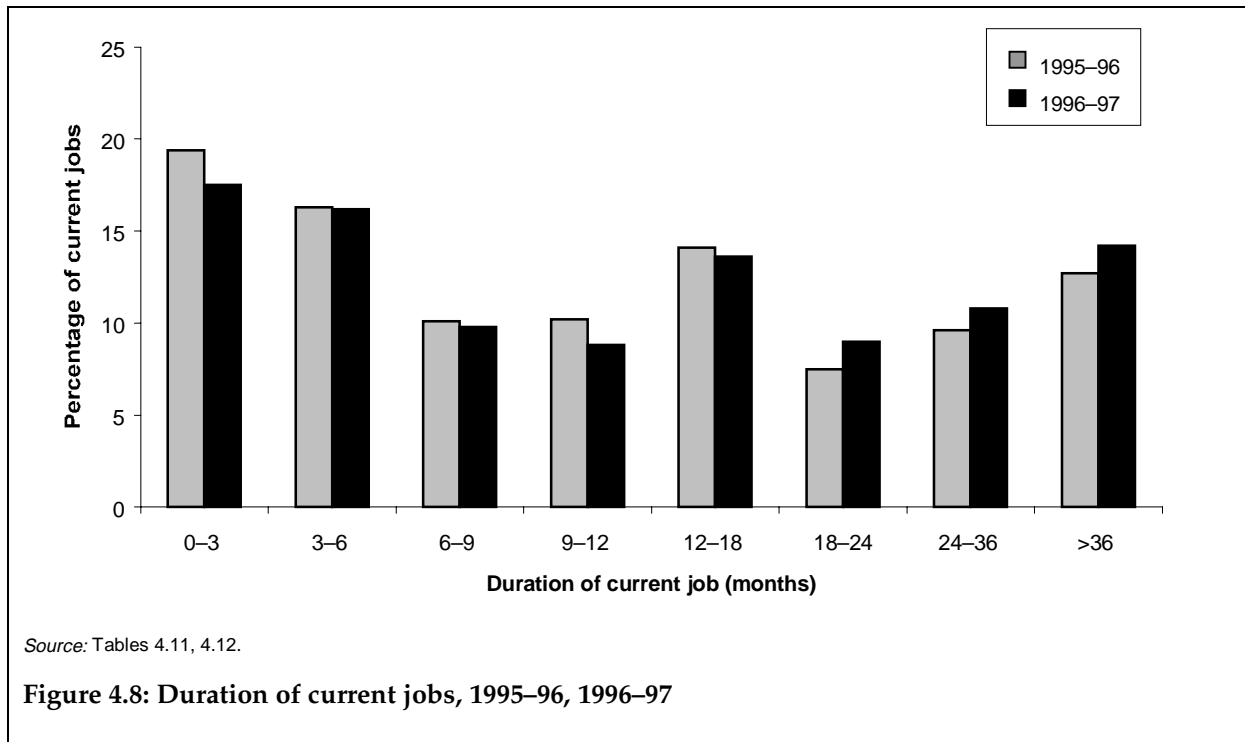
Of the jobs current at 30 June 1997, just over half (52%) had commenced in the previous 12 months (Table 4.12). Nearly 14% were of 12 to 18 months duration and 9% of 18 to 24 months duration. A quarter (25%) of jobs had been under way for over 24 months, many of these having commenced prior to the introduction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

**Table 4.12: Number of jobs current at 30 June 1997 by employer's industry type and duration of job**

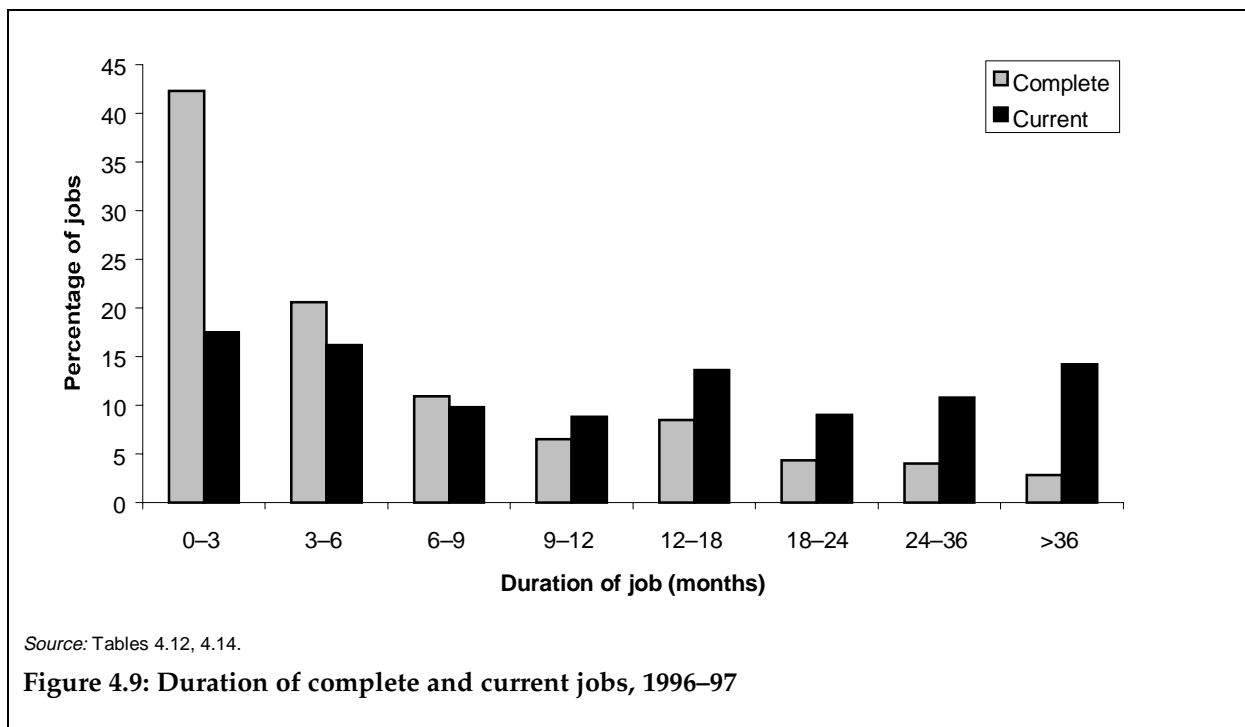
Industry type	Duration (months) <sup>(a)</sup>								Total
	0-3	3-6	6-9	9-12	12-18	18-24	24-36	>36	
Agriculture/forestry/fishing	95	95	45	39	67	45	44	47	477
Mining	3	3	1	2	0	2	4	2	17
Manufacturing	231	213	125	125	175	134	180	288	1,471
Electricity/gas/water supply	8	4	6	3	2	5	6	3	37
Construction	45	30	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
<b>Total</b>	<b>1,740</b>	<b>1,614</b>	<b>972</b>	<b>880</b>	<b>1,356</b>	<b>896</b>	<b>1,074</b>	<b>1,412</b>	<b>9,944</b>
<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) <sup>(a)</sup>								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
<b>Total</b>	<b>2,649</b>	<b>1,232</b>	<b>613</b>	<b>342</b>	<b>433</b>	<b>215</b>	<b>169</b>	<b>158</b>	<b>5,811</b>
<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) <sup>(a)</sup>								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
<b>Total</b>	<b>2,645</b>	<b>1,289</b>	<b>681</b>	<b>409</b>	<b>533</b>	<b>266</b>	<b>249</b>	<b>175</b>	<b>6,247</b>
<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) <sup>(a)</sup>								Total <sup>(b)</sup>
	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
<b>Total</b>	<b>1,503</b>	<b>1,262</b>	<b>781</b>	<b>793</b>	<b>1,091</b>	<b>583</b>	<b>743</b>	<b>982</b>	<b>7,738</b>
<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) <sup>(a)</sup>								Total <sup>(b)</sup>
	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
<b>Total</b>	<b>1,740</b>	<b>1,614</b>	<b>972</b>	<b>880</b>	<b>1,356</b>	<b>896</b>	<b>1,074</b>	<b>1,412</b>	<b>9,944</b>
<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) <sup>(a)</sup>								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
<b>Total</b>	<b>2,649</b>	<b>1,232</b>	<b>613</b>	<b>342</b>	<b>433</b>	<b>215</b>	<b>169</b>	<b>158</b>	<b>5,811</b>
<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) <sup>(a)</sup>								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
<b>Total</b>	<b>2,645</b>	<b>1,289</b>	<b>681</b>	<b>409</b>	<b>533</b>	<b>266</b>	<b>249</b>	<b>175</b>	<b>6,247</b>
<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.

