

25 February 2020

Samantha Farmakis-Gamboni  
Director  
Modern Awards, Economics and Research Section  
Fair Work Commission  
Via email: [Samantha.FARMAKIS-GAMBONI@fwc.gov.au](mailto:Samantha.FARMAKIS-GAMBONI@fwc.gov.au)

Dear Ms Farmakis-Gamboni,

**Request for Data – Survey of Employee Earnings and Hours**

Regarding your request relating to a [Review of certain C14 rates in modern awards](#) that is being heard before the President of the Commission, the Australian Bureau of Statistics (ABS) provides the following responses to the questions raised.

a) Whether the treatment of casual loading is appropriate.

The treatment for casual loading appears to be consistent with the approach used by many users of Employee Earning and Hours data to estimate the number of employees that are employed on a casual basis. Although there are unavoidable limitations with the treatment, given it relies on some assumptions, the ABS considers it a reasonable approach in identifying and adjusting for employees that receive casual loading.

b) Whether the data can be made available at a finer level of detail, such as the ANZSIC 4-digit level.

The Survey of Employee Earnings and Hours is not designed to produce high quality estimates at the ANZSIC 4-digit level. In addition to major caveats around the quality of estimates at this level, significant suppression of data would also be required to meet ABS confidentiality and disclosure obligations. As a result, the ABS would not consider these data suitable for release.

The ABS will also provide further background information on suitability of the approach used in identifying the jobs in scope for the various awards via ANZSIC and ANZSCO categories for the Fair Work Commission to consider.

Kind regards

David Taylor  
Director  
Employer Statistics Section  
Australian Bureau of Statistics