

# GUIDE TO THE OCCUPATION MATRIX

## How do I use the Matrix?

Employment and training decisions should be made after consideration of all relevant issues, including aptitude, interests, expectations about pay and working conditions, training requirements and goals.

The Occupation Matrix includes summary statistical information for around 350 occupations, which can provide useful background, but it needs to be read in conjunction with other occupational resources.

Titles in the Occupation Matrix have been grouped into broad categories based on field of work to assist users to better explore the labour market. There are 21 groupings.

- Accounting, Banking and Financial Services
- Administration and Human Resources
- Advertising, Public Relations, Media and Arts
- Agriculture, Animal and Horticulture
- Automotive, Transport and Logistics
- Construction, Architecture and Design
- Education and Training
- Electrical and Electronics
- Engineers and Engineering Trades
- Executive and General Management
- Government, Defence and Protective Services
- Health and Community Services
- Hospitality, Food Services and Tourism
- Information and Communication Technology (ICT)
- Legal and Insurance
- Manufacturing
- Mining and Energy
- Personal Services
- Sales, Retail, Wholesale and Real Estate
- Science
- Sport and Recreation

Some titles appear in more than one category.

The relevant occupation major group is listed in brackets after each occupation title. These refer to the groups on pages 23 to 28 of the Australian Jobs publication.

Key	Occupation
M	Managers
P	Professionals
TT	Technicians and Trades Workers
CP	Community and Personal Service Workers
CA	Clerical and Administrative Workers
SW	Sales Workers
MO	Machinery Operators and Drivers
L	Labourers

## Employment and Employment Change

The employment information gives the total number of people employed in the occupation at November 2017. It includes both full-time and part-time workers.

Employment change refers to the increase or decrease in employment, as well as the percentage change, over the five years to November 2017.

Data Source: ABS, Labour Force, Department of Employment trend

## Working Part-time

This column shows the proportion of workers in the occupation who work part-time.

The information uses the ABS definition of part-time, which is working less than 35 hours per week.

Data Source: ABS, Labour Force, annual averages of original data

## Female

This shows the proportion of those employed in the occupation who are female.

Data Source: ABS, Labour Force, annual averages of original data

## Median Age

The median age is expressed in years for all workers (part-time and full-time).

Half the workers are younger than this age and half are older.

Data Source: ABS, Census of Population and Housing

## Unemployment Rate

The unemployment rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed).

The unemployment rate is presented in three categories: below average, average and above average. These categories are based on the occupation's average unemployment rate over 2017 relative to the average across all occupations. Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupational unemployment rate may be lower than the published national unemployment rate as it does not include job seekers who have never worked and those who have not worked full-time or part-time in the past two years.

An occupation may have a high unemployment rate but also be experiencing shortages for particular skills.

Data Source: ABS, Labour Force, annual averages of original data

## Median Earnings

Median weekly earnings are before tax and are for full-time workers. The median earnings ranges are for all ages and levels of experience. They are indicative only and should not be used to determine what a worker will actually earn.

Data are not available for all occupations.

Key	Median Weekly Earnings
\$	≤ \$950
\$\$	\$951 to \$1,100
\$\$\$	\$1,101 to \$1,350
\$\$\$\$	\$1,351 to \$1,650
\$\$\$\$\$	> \$1,650

Data Source: ABS, Characteristics of Employment, 2015

## No Post-school Qualification

The figures are a percentage of those employed in the occupation who have not completed education other than pre-primary, primary or secondary education.

Data Source: ABS, Census of Population and Housing

## Projected Employment Change

This presents the percentage change in employment expected over the five years to May 2022.

A large percentage growth in a small occupation will yield fewer new jobs than low growth in large occupations.

- For example, 20% growth in an occupation that employs 300 people will create 60 new jobs. However, 5% growth in an occupation that employs 10,000 people will provide 500 new jobs.

These estimates do not provide any guidance about the number of job seekers in each occupation. Although there may be a large number of new jobs, there may be strong applicant competition for available positions.

Data Source: Department of Employment, Occupation Employment Projections

ANZSCO Major group	ANZSCO Code (4-digit)	Occupation	Employ't Nov 2017	5 year change to Nov 2017		Working Part-time	Female	Median Age	Unemploy't Rate 2017	Median Earnings	No Post-school Qual	Projected Employ't Change
			'000	'000	%	%	%	years			%	%
<b>Accounting, Banking and Financial Services</b>												
2	2211	Accountants (P)	184.8	20.8	12.7	19	48	38	Average	\$\$\$\$	-	6.9
5	5511	Accounting Clerks (CA)	130.6	-21.9	-14.3	39	81	44	Average	\$\$	38	-6.6
2	2212	Auditors and Company Secretaries (P)	19.9	3.0	17.9	9	42	38	Average	\$\$\$\$\$	11	23.6
5	5521	Bank Workers (CA)	53.2	-3.6	-6.4	31	66	38	Below Average	\$\$\$	41	2.0
5	5512	Bookkeepers (CA)	109.6	-1.2	-1.1	67	90	48	Below Average	\$\$	36	-3.2
5	5522	Credit and Loans Officers (CA)	27.5	0.5	2.0	14	49	38	Below Average	\$\$\$	34	-0.4
5	5993	Debt Collectors (CA)	9.8	0.8	8.8	44	73	38	Average	\$\$	43	-15.9
2	2243	Economists (P)	4.3	1.7	66.4	6	21	37	Below Average	\$\$\$\$\$	-	15.4
1	1322	Finance Managers (M)	57.8	10.8	23.1	11	44	45	Below Average	\$\$\$\$\$	12	6.4
2	2221	Financial Brokers (P)	34.4	9.9	40.6	17	37	43	Below Average	\$\$\$\$	18	16.3
2	2222	Financial Dealers (P)	16.8	-0.8	-4.7	13	27	38	Below Average	\$\$\$\$	17	-0.4
2	2223	Financial Investment Advisers and Managers (P)	50.3	4.3	9.4	15	30	42	Below Average	\$\$\$\$\$	9	2.9
5	5523	Insurance, Money Market and Statistical Clerks (CA)	29.4	-4.4	-12.9	18	68	37	Below Average	\$\$	36	-3.7
5	5513	Payroll Clerks (CA)	43.4	3.4	8.6	30	85	44	Below Average	\$\$	44	-0.4
<b>Administration and Human Resources</b>												
2	2242	Archivists, Curators and Records Managers (P)	7.2	0.7	10.4	29	69	46	Below Average	\$\$\$\$	14	18.3
1	1492	Call or Contact Centre and Customer Service Managers (M)	40.1	7.3	22.4	8	36	41	Below Average	\$\$\$	26	17.3
5	5411	Call or Contact Centre Workers (CA)	32.0	2.0	6.6	37	67	34	Above Average	\$\$	46	4.9
5	5111	Contract, Program and Project Administrators (CA)	121.1	11.5	10.5	21	58	42	Below Average	\$\$\$\$	18	7.4
1	1321	Corporate Services Managers (M)	16.9	-	-	19	62	48	Average	\$\$\$\$	23	6.4
5	5613	Filing and Registry Clerks (CA)	16.7	-3.8	-18.3	44	74	42	Above Average	\$\$	42	4.7
5	5311	General Clerks (CA)	235.6	25.4	12.1	42	85	44	Average	\$\$	43	8.8
1	1323	Human Resource Managers (M)	51.7	3.3	6.7	13	58	44	Average	\$\$\$\$\$	14	12.9
2	2231	Human Resource Professionals (P)	65.1	7.7	13.4	20	66	37	Average	\$\$\$	20	5.1
5	5412	Information Officers (CA)	65.6	-1.7	-2.5	32	67	39	Average	\$\$	38	10.0
5	5321	Keyboard Operators (CA)	65.1	8.9	15.8	42	85	42	Above Average	\$\$	47	-4.6
5	5614	Mail Sorters (CA)	7.9	-3.8	-32.7	38	57	50	Above Average	\$\$	58	-13.5
2	2247	Management and Organisation Analysts (P)	63.7	6.9	12.2	18	43	42	Average	\$\$\$\$	12	15.4
5	5121	Office Managers (CA)	117.6	-6.8	-5.4	34	83	46	Below Average	\$\$\$	39	4.0
5	5211	Personal Assistants (CA)	49.9	-4.9	-8.9	25	99	42	Average	\$\$\$	36	-4.7
5	5421	Receptionists (CA)	180.7	-1.9	-1.0	54	94	41	Above Average	\$	48	-0.5
5	5212	Secretaries (CA)	49.6	-21.1	-29.9	49	95	50	Average	\$\$	48	-24.9
5	5615	Survey Interviewers (CA)	3.3	-2.3	-41.1	84	63	43	Above Average	-	33	-7.4
5	5616	Switchboard Operators (CA)	4.0	-0.6	-13.5	48	81	45	Above Average	-	58	-26.4
<b>Advertising, Public Relations, Media and Arts</b>												
2	2111	Actors, Dancers and Other Entertainers (P)	8.7	3.8	77.0	74	51	33	Above Average	\$\$\$\$\$	37	4.5
2	2251	Advertising and Marketing Professionals (P)	87.4	32.1	58.1	21	60	34	Below Average	\$\$\$	15	10.5
1	1311	Advertising, Public Relations and Sales Managers (M)	128.5	7.5	6.2	11	39	41	Below Average	\$\$\$\$\$	23	10.4
2	2121	Artistic Directors, Media Producers & Presenters (P)	12.9	-1.2	-8.7	27	45	39	Average	\$\$\$\$	27	6.5
2	2122	Authors, and Book and Script Editors (P)	8.9	1.2	15.7	59	70	46	Below Average	-	11	5.4
2	2323	Fashion, Industrial and Jewellery Designers (P)	9.7	-0.6	-5.9	38	63	36	Below Average	\$\$\$\$	15	20.1
2	2123	Film, Television, Radio and Stage Directors (P)	13.3	5.0	60.6	21	32	37	Average	\$\$\$\$	23	-6.1
3	3993	Gallery, Library and Museum Technicians (TT)	7.1	1.9	36.8	45	83	51	Below Average	\$\$\$	19	-0.8
2	2324	Graphic and Web Designers, and Illustrators (P)	61.1	7.7	14.5	25	49	35	Average	\$\$\$	12	16.1
3	3994	Jewellers (TT)	6.1	2.2	57.4	28	47	46	Average	\$\$	27	0.0

ANZSCO Major group	ANZSCO Code (4-digit)	Occupation	Employ't Nov 2017	5 year change to Nov 2017	Working Part-time	Female	Median Age	Unemploy't Rate 2017	Median Earnings	No Post-school Qual	Projected Employ't Change	
2	2124	Journalists and Other Writers (P)	27.1	-2.4	-8.2	31	61	39	Average	\$\$\$\$	16	-3.4
6	6391	Models and Sales Demonstrators (SW)	9.4	-2.9	-23.8	72	78	45	Above Average	\$	56	0.0
2	2112	Music Professionals (P)	7.1	-2.7	-27.7	55	38	40	Above Average	-	32	-7.0
3	3995	Performing Arts Technicians (TT)	13.8	-1.0	-6.9	35	38	34	Above Average	\$\$\$	29	9.5
2	2113	Photographers (P)	15.9	8.0	99.6	42	59	38	Average	-	27	4.5
2	2253	Public Relations Professionals (P)	22.2	3.1	16.3	23	69	34	Average	\$\$\$	13	9.8
3	3996	Signwriters (TT)	5.7	-0.2	-2.8	8	7	41	Below Average	\$\$	33	0.0
2	2114	Visual Arts and Crafts Professionals (P)	6.8	-2.0	-23.0	53	54	50	Average	-	27	-5.8
<b>Agriculture, Animal and Horticulture</b>												
2	2341	Agricultural and Forestry Scientists (P)	11.1	4.6	70.0	10	23	44	Below Average	\$\$\$\$	11	0.6
3	3111	Agricultural Technicians (TT)	2.0	-0.9	-30.8	19	51	41	Below Average	-	24	3.9
7	7211	Agricultural, Forestry and Horticultural Plant Operators (MO)	13.1	-1.9	-12.9	14	8	43	Above Average	\$\$	58	0.3
3	3611	Animal Attendants and Trainers (TT)	18.8	3.5	22.8	49	71	38	Average	\$\$	45	11.5
1	1211	Aquaculture Farmers (M)	4.0	-	-	9	12	45	Above Average	\$\$	42	-3.2
8	8411	Aquaculture Workers (L)	1.0	0.2	20.0	40	14	36	Above Average	\$	54	6.3
8	8412	Crop Farm Workers (L)	26.5	5.3	25.3	36	32	37	Above Average	\$	63	10.5
1	1212	Crop Farmers (M)	41.7	-1.3	-3.0	16	17	52	Below Average	\$\$\$	56	1.4
8	8992	Deck and Fishing Hands (L)	8.3	0.6	8.1	29	7	42	Above Average	\$\$\$\$\$	41	8.4
8	8413	Forestry and Logging Workers (L)	2.9	0.6	23.4	32	3	38	Above Average	\$\$	55	0.5
3	3622	Gardeners (TT)	74.6	5.2	7.5	28	9	41	Above Average	\$\$	38	11.3
8	8414	Garden and Nursery Labourers (L)	35.8	4.9	16.0	37	16	43	Above Average	\$	55	0.5
8	8415	Livestock Farm Workers (L)	27.7	-1.0	-3.4	37	39	33	Above Average	\$	59	2.4
1	1213	Livestock Farmers (M)	77.5	4.3	5.9	28	31	57	Below Average	\$\$	53	-16.4
8	8416	Mixed Crop and Livestock Farm Workers (L)	4.4	0.8	21.9	34	21	38	Above Average	-	57	3.9
1	1214	Mixed Crop and Livestock Farmers (M)	23.5	-3.9	-14.3	10	23	55	Below Average	\$	54	-17.8
3	3624	Nurserypersons (TT)	5.2	0.9	19.8	24	23	47	Above Average	\$	32	0.3
3	3113	Primary Products Inspectors (TT)	4.2	-0.8	-16.5	27	41	45	Below Average	\$\$\$\$	19	-0.6
3	3612	Shearers (TT)	3.9	0.8	25.0	7	3	38	Above Average	\$\$	60	-6.3
2	2347	Veterinarians (P)	11.6	2.2	23.3	18	53	39	Average	\$\$\$	-	9.9
3	3613	Veterinary Nurses (TT)	13.2	0.5	4.3	38	95	29	Above Average	\$\$	21	6.4
<b>Automotive, Transport and Logistics</b>												
2	2311	Air Transport Professionals (P)	18.3	3.4	22.8	15	15	42	Average	\$\$\$\$\$	15	2.0
7	7311	Automobile Drivers (MO)	57.0	19.8	53.2	34	5	46	Below Average	-	40	16.1
3	3211	Automotive Electricians (TT)	6.2	-3.0	-32.5	3	4	37	Above Average	\$\$	11	-0.3
7	7312	Bus and Coach Drivers (MO)	42.9	4.6	12.1	33	14	55	Below Average	\$\$\$	46	0.6
8	8111	Car Detailers (L)	14.8	-2.6	-15.1	34	10	36	Above Average	\$	64	-0.6
5	5612	Couriers and Postal Deliverers (CA)	43.6	2.7	6.5	23	13	49	Average	\$\$	57	6.3
7	7321	Delivery Drivers (MO)	48.0	6.5	15.6	45	10	39	Above Average	\$	60	5.4
7	7213	Forklift Drivers (MO)	52.9	-11.2	-17.5	8	3	42	Above Average	\$\$	66	1.1
8	8911	Freight and Furniture Handlers (L)	15.7	2.3	17.4	25	5	38	Above Average	\$\$\$	59	3.9
2	2312	Marine Transport Professionals (P)	8.6	-0.5	-5.3	7	4	46	Average	\$\$\$\$\$	10	-4.5
3	3212	Motor Mechanics (TT)	109.9	25.9	30.9	8	1	36	Below Average	\$\$	17	1.4
8	8994	Motor Vehicle Parts and Accessories Fitters (L)	11.9	-3.7	-23.6	12	1	34	Average	\$	54	-10.5

ANZSCO Major group	ANZSCO Code (4-digit)	Occupation	Employ't Nov 2017	5 year change to Nov 2017	Working Part-time	Female	Median Age	Unemploy't Rate 2017	Median Earnings	No Post-school Qual	Projected Employ't Change	
3	3241	Panelbeaters (TT)	15.9	2.9	22.7	7	0	41	Below Average	\$	18	0.0
5	5911	Purchasing and Supply Logistics Clerks (CA)	92.5	7.3	8.6	18	42	41	Average	\$\$\$	44	2.9
8	8216	Railway Track Workers (L)	5.5	2.3	69.3	8	4	44	Average	\$\$\$	52	6.4
8	8996	Recycling and Rubbish Collectors (L)	2.1	-0.2	-10.1	9	10	46	Above Average	-	60	1.0
1	1336	Supply, Distribution and Procurement Managers (M)	45.5	4.3	10.5	4	22	45	Below Average	\$\$\$\$	32	20.9
7	7313	Train and Tram Drivers (MO)	11.7	-0.1	-1.2	3	15	49	Below Average	\$\$\$\$\$	40	5.4
5	5912	Transport and Despatch Clerks (CA)	40.8	6.7	19.8	10	30	42	Average	\$\$	46	8.2
1	1494	Transport Services Managers (M)	23.1	7.4	47.0	11	18	48	Below Average	\$\$\$\$	46	13.7
7	7331	Truck Drivers (MO)	208.3	33.8	19.4	9	4	47	Average	\$\$\$	62	8.8
3	3242	Vehicle Body Builders and Trimmers (TT)	4.6	-0.8	-15.5	14	2	42	Below Average	\$\$	31	-14.7
3	3243	Vehicle Painters (TT)	12.3	2.9	30.9	4	3	36	Above Average	\$\$\$	24	6.0
<b>Construction, Architecture and Design</b>												
2	2321	Architects and Landscape Architects (P)	20.6	-2.8	-12.1	15	27	39	Average	\$\$\$	-	9.2
3	3121	Architectural, Building & Surveying Technicians (TT)	69.6	12.9	22.8	7	10	42	Below Average	\$\$\$\$	16	10.0
3	3311	Bricklayers and Stonemasons (TT)	27.4	2.1	8.4	14	0	38	Above Average	\$\$\$	32	2.6
8	8211	Building and Plumbing Labourers (L)	71.2	25.1	54.5	19	2	34	Above Average	\$\$	56	-1.1
3	3941	Cabinetmakers (TT)	24.5	-0.6	-2.6	6	2	36	Below Average	\$\$	26	-2.1
3	3312	Carpenters and Joiners (TT)	131.9	11.9	9.9	8	0	32	Below Average	\$\$	21	0.2
3	3122	Civil Engineering Draftspersons and Technicians (TT)	11.5	-2.3	-16.9	7	18	39	Below Average	\$\$\$\$	18	2.6
2	2332	Civil Engineering Professionals (P)	51.6	11.9	29.9	7	13	36	Average	\$\$\$\$\$	-	20.6
8	8212	Concreters (L)	41.7	2.0	5.0	10	2	36	Above Average	\$\$\$	54	14.3
1	1331	Construction Managers (M)	102.3	33.5	48.6	9	7	44	Below Average	\$\$\$\$\$	15	12.6
7	7121	Crane, Hoist and Lift Operators (MO)	13.7	1.3	10.6	2	1	44	Average	\$\$\$\$	47	-4.9
7	7212	Earthmoving Plant Operators (MO)	48.0	-3.1	-6.1	8	3	45	Average	\$\$\$\$	58	-0.2
8	8213	Fencers (L)	10.5	0.5	4.8	23	3	42	Average	\$	57	5.5
3	3321	Floor Finishers (TT)	14.1	1.8	15.1	10	1	40	Average	\$	47	3.9
3	3331	Glaziers (TT)	13.2	5.4	69.3	5	2	37	Below Average	\$\$\$	35	10.4
8	8214	Insulation and Home Improvement Installers (L)	24.8	11.7	89.1	18	5	40	Average	\$\$\$\$	48	30.1
2	2325	Interior Designers (P)	14.7	4.2	40.7	27	71	38	Below Average	\$\$	11	16.3
2	2245	Land Economists and Valuers (P)	10.0	-2.1	-17.7	13	21	42	Below Average	\$\$\$\$\$	13	15.4
3	3129	Other Building and Engineering Technicians (TT)	20.4	-4.4	-17.7	6	10	44	Average	\$\$\$\$\$	17	6.4
3	3322	Painting Trades Workers (TT)	53.4	2.6	5.2	13	1	42	Above Average	\$\$	33	1.7
8	8215	Paving and Surfacing Labourers (L)	7.8	-3.6	-31.8	3	3	42	Average	\$\$\$	59	3.4
3	3332	Plasterers (TT)	36.8	11.6	46.1	13	1	37	Average	\$\$	42	13.0
3	3341	Plumbers (TT)	87.5	9.4	12.0	7	1	33	Below Average	\$\$\$	19	11.2
3	3333	Roof Tilers (TT)	9.8	1.4	16.2	8	3	32	Average	\$	37	2.5
3	3126	Safety Inspectors (TT)	4.7	0.3	6.3	21	26	48	Below Average	\$\$\$\$\$	12	2.5
8	8217	Structural Steel Construction Workers (L)	23.7	-3.7	-13.5	10	1	35	Above Average	\$\$\$\$	48	19.3
2	2326	Urban and Regional Planners (P)	14.0	0.8	6.0	19	49	38	Below Average	\$\$\$\$	-	11.1
3	3334	Wall and Floor Tilers (TT)	26.6	10.4	64.5	18	3	37	Average	\$\$	37	14.2
<b>Education and Training</b>												
4	4512	Driving Instructors (CP)	8.0	0.7	9.4	38	14	52	Below Average	-	20	26.7
2	2411	Early Childhood (Pre-primary School) Teachers (P)	44.5	20.0	81.9	39	96	40	Below Average	\$\$	-	26.4
2	2491	Education Advisers and Reviewers (P)	29.4	-	-	35	64	46	Average	\$\$\$\$	-	17.4
4	4221	Education Aides (CP)	97.0	10.1	11.6	74	88	46	Average	\$	27	23.6
2	2246	Librarians (P)	13.8	-1.1	-7.1	38	89	51	Average	\$\$\$\$	-	15.6
5	5997	Library Assistants (CA)	7.2	1.2	19.6	63	88	49	Below Average	\$\$\$\$	35	-13.0

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2	2412	Primary School Teachers (P)	158.9	8.2	5.5	30	86	41	Below Average	\$\$\$	-	7.0
2	2492	Private Tutors and Teachers (P)	45.8	19.5	74.1	80	68	36	Average	\$\$\$	30	12.8
1	1343	School Principals (M)	22.9	2.3	11.2	3	62	50	Below Average	\$\$\$\$\$	-	10.5
2	2414	Secondary School Teachers (P)	131.6	-11.5	-8.0	22	63	43	Below Average	\$\$\$\$\$	-	4.3
2	2415	Special Education Teachers (P)	19.9	-0.8	-3.8	40	86	46	Below Average	\$\$\$\$\$	-	5.9
2	2493	Teachers of English to Speakers of Other Languages (P)	6.0	-1.2	-16.9	53	69	49	Above Average	-	-	4.5
2	2233	Training and Development Professionals (P)	19.7	-7.4	-27.4	25	60	43	Below Average	\$\$\$\$\$	15	-0.1
2	2421	University Lecturers and Tutors (P)	50.1	1.3	2.6	34	44	45	Average	\$\$\$\$\$	-	7.0
2	2422	Vocational Education Teachers (P)	33.3	-2.2	-6.1	37	48	50	Average	\$\$\$\$\$	-	6.3
<b>Electrical and Electronics</b>												
3	3421	Airconditioning and Refrigeration Mechanics (TT)	26.4	0.0	-0.1	10	1	33	Below Average	\$\$\$\$\$	20	7.2
3	3422	Electrical Distribution Trades Workers (TT)	9.8	-2.6	-21.0	0	0	38	Below Average	\$\$\$\$\$	11	-5.0
3	3123	Electrical Engineering Draftspersons and Technicians (TT)	5.1	-1.3	-19.7	13	12	42	Above Average	\$\$\$\$\$	10	-0.4
2	2333	Electrical Engineers (P)	17.9	-6.3	-25.9	8	5	39	Average	\$\$\$\$\$	-	1.5
3	3411	Electricians (TT)	158.7	24.9	18.6	9	2	34	Below Average	\$\$\$\$\$	14	6.9
3	3124	Electronic Engineering Draftspersons and Technicians (TT)	7.2	0.9	14.8	17	11	44	Below Average	\$\$	13	-1.0
2	2334	Electronics Engineers (P)	5.0	-2.0	-29.2	16	1	43	Average	-	-	1.5
3	3423	Electronics Trades Workers (TT)	26.0	-6.6	-20.1	16	6	39	Average	\$\$\$	26	4.5
<b>Engineers and Engineering Trades</b>												
3	3231	Aircraft Maintenance Engineers (TT)	9.9	-1.9	-16.0	2	2	40	Below Average	\$\$\$\$\$	-	2.7
2	2331	Chemical and Materials Engineers (P)	6.1	0.6	11.8	9	24	38	Average	\$\$\$\$\$	-	1.5
2	2332	Civil Engineering Professionals (P)	51.6	11.9	29.9	7	13	36	Average	\$\$\$\$\$	-	20.6
2	2333	Electrical Engineers (P)	17.9	-6.3	-25.9	8	5	39	Average	\$\$\$\$\$	-	1.5
2	2334	Electronics Engineers (P)	5.0	-2.0	-29.2	16	1	43	Average	-	-	1.5
1	1332	Engineering Managers (M)	19.6	-0.8	-3.9	4	17	45	Average	\$\$\$\$\$	-	11.5
2	2335	Industrial, Mechanical and Production Engineers (P)	23.4	-8.8	-27.3	4	5	38	Below Average	\$\$\$\$\$	-	-5.3
3	3125	Mechanical Engineering Draftspersons and Technicians (TT)	6.0	-2.2	-27.1	5	2	42	Below Average	\$\$\$\$\$	11	7.2
3	3221	Metal Casting, Forging and Finishing Trades Workers (TT)	2.9	0.9	43.1	20	10	44	Below Average	-	40	-8.3
3	3232	Metal Fitters and Machinists (TT)	108.6	-7.9	-6.8	3	1	40	Below Average	\$\$\$\$\$	12	-5.7
2	2336	Mining Engineers (P)	9.0	-3.3	-26.7	9	11	36	Average	\$\$\$\$\$	-	8.8
3	3233	Precision Metal Trades Workers (TT)	5.3	-0.3	-4.9	12	14	43	Average	\$\$	23	3.1
3	3222	Sheetmetal Trades Workers (TT)	5.5	-2.2	-28.4	8	0	40	Average	\$\$\$	25	1.0
3	3223	Structural Steel and Welding Trades Workers (TT)	79.9	-0.5	-0.6	6	1	38	Above Average	\$\$\$	21	-4.5
2	2633	Telecommunications Engineering Professionals (P)	10.7	0.5	5.0	5	19	39	Average	\$\$\$\$\$	8	19.9
3	3234	Toolmakers and Engineering Patternmakers (TT)	5.9	-1.5	-20.5	17	0	50	Below Average	\$\$\$	13	-17.8
<b>Executive and General Management</b>												
1	1111	Chief Executives and Managing Directors (M)	43.5	-27.4	-38.6	10	26	50	Below Average	\$\$\$\$\$	19	1.8
1	1112	General Managers (M)	39.9	-10.2	-20.4	11	33	46	Below Average	\$\$\$\$\$	20	-0.3
1	1324	Policy and Planning Managers (M)	19.8	-1.2	-5.7	12	53	44	Average	\$\$\$\$\$	-	7.7
1	1325	Research and Development Managers (M)	12.2	0.3	2.9	21	49	44	Below Average	\$\$\$\$\$	-	17.8
<b>Government, Defence and Protective Services</b>												
1	1391	Commissioned Officers (Management) (M)	1.5	-0.6	-28.4	0	11	39	Average	\$\$\$\$\$	20	9.1
4	4412	Fire and Emergency Workers (CP)	16.0	-1.2	-7.0	5	7	44	Below Average	\$\$\$\$\$	16	3.4
5	5995	Inspectors and Regulatory Officers (CA)	30.8	-0.8	-2.4	19	52	44	Below Average	\$\$\$\$\$	27	2.4
2	2244	Intelligence and Policy Analysts (P)	31.3	6.1	24.2	19	60	38	Below Average	\$\$\$\$\$	-	15.4
4	4413	Police (CP)	60.4	-1.5	-2.4	7	27	40	Below Average	\$\$\$\$\$	18	9.6
4	4421	Prison Officers (CP)	21.2	8.2	62.8	4	34	46	Below Average	\$\$\$\$\$	27	10.6
4	4422	Security Officers and Guards (CP)	60.1	8.7	16.9	29	17	41	Above Average	\$\$\$	36	7.5

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<b>Health and Community Services</b>												
4	4231	Aged and Disabled Carers (CP)	171.0	49.8	41.1	64	77	47	Average	\$	22	47.3
4	4111	Ambulance Officers and Paramedics (CP)	19.1	2.2	13.0	13	44	40	Below Average	\$\$\$\$\$	-	24.5
2	2532	Anaesthetists (P)	4.2	0.4	10.5	9	14	44	Below Average	\$\$\$\$\$	-	22.5
1	1341	Child Care Centre Managers (M)	15.6	4.6	42.0	33	92	40	Below Average	\$\$\$	-	21.3
4	4211	Child Carers (CP)	162.4	46.7	40.4	51	95	33	Average	\$	20	18.1
2	2521	Chiropractors and Osteopaths (P)	6.2	1.8	42.6	49	39	38	Below Average	-	-	20.9
2	2721	Counsellors (P)	26.1	7.9	43.6	46	77	45	Below Average	\$\$\$	-	24.8
4	4232	Dental Assistants (CP)	26.2	4.3	19.8	45	98	31	Average	\$	25	0.0
4	4112	Dental Hygienists, Technicians and Therapists (CP)	7.0	2.2	46.4	34	75	40	Below Average	-	-	4.4
2	2523	Dental Practitioners (P)	16.3	2.5	18.1	35	49	41	Below Average	\$\$\$\$\$	-	20.9
4	4114	Enrolled and Mothercraft Nurses (CP)	21.2	-2.8	-11.8	52	90	46	Below Average	\$\$\$	-	2.5
2	2531	Generalist Medical Practitioners (P)	65.1	15.7	31.8	20	49	42	Below Average	\$\$\$\$\$	-	21.6
1	1342	Health and Welfare Services Managers (M)	21.4	1.9	9.8	15	70	48	Below Average	\$\$\$\$\$	8	28.2
4	4116	Massage Therapists (CP)	21.9	7.4	50.9	70	78	41	Below Average	\$\$\$	11	13.8
2	2512	Medical Imaging Professionals (P)	18.3	5.5	43.2	28	59	37	Below Average	\$\$\$\$\$	-	11.3
3	3112	Medical Technicians (TT)	28.2	3.7	15.1	48	74	42	Average	\$	20	19.8
2	2541	Midwives (P)	15.5	-1.4	-8.2	55	99	45	Below Average	\$\$\$\$\$	-	10.2
2	2722	Ministers of Religion (P)	19.3	3.4	21.6	25	25	49	Below Average	\$	-	4.1
2	2542	Nurse Educators and Researchers (P)	6.1	1.4	31.2	40	91	46	Below Average	\$\$\$\$\$	-	29.0
2	2543	Nurse Managers (P)	15.8	2.0	14.2	22	90	48	Below Average	\$\$\$\$\$	-	24.9
4	4233	Nursing Support and Personal Care Workers (CP)	92.6	3.5	3.9	60	76	43	Average	\$	24	14.3
2	2511	Nutrition Professionals (P)	9.7	4.6	91.7	48	97	34	Below Average	\$\$\$	-	18.8
2	2513	Occupational & Environmental Health Professionals (P)	24.2	-2.4	-9.0	18	34	44	Below Average	\$\$\$\$\$	11	15.7
2	2524	Occupational Therapists (P)	17.8	5.4	43.3	38	91	34	Below Average	\$\$\$	-	26.8
2	2514	Optometrists and Orthoptists (P)	5.7	1.2	26.4	29	66	40	Average	\$\$\$\$\$	-	11.3
4	4515	Personal Care Consultants (CP)	5.7	0.8	15.5	54	84	43	Average	-	30	28.6
2	2515	Pharmacists (P)	27.7	5.3	23.8	29	61	34	Below Average	\$\$\$	-	11.3
2	2525	Physiotherapists (P)	29.4	13.9	89.0	29	65	35	Below Average	\$\$\$	-	29.4
2	2526	Podiatrists (P)	5.0	1.5	45.2	41	58	36	Below Average	-	-	12.8
5	5122	Practice Managers (CA)	25.4	9.5	59.8	33	89	47	Below Average	\$\$\$	25	15.2
2	2534	Psychiatrists (P)	4.2	1.1	35.7	19	39	47	Below Average	\$\$\$\$\$	-	20.4
2	2723	Psychologists (P)	30.5	10.6	53.6	41	83	44	Below Average	\$\$\$\$\$	-	16.9
2	2544	Registered Nurses (P)	279.3	47.3	20.4	46	88	43	Below Average	\$\$\$\$\$	-	23.0
2	2724	Social Professionals (P)	12.3	2.9	31.0	59	56	46	Above Average	\$\$\$	12	12.9
2	2725	Social Workers (P)	31.6	7.0	28.4	36	84	42	Average	\$\$\$\$\$	-	22.5
2	2533	Specialist Physicians (P)	9.4	1.9	25.7	25	41	43	Below Average	\$\$\$\$\$	-	24.1
2	2527	Speech Pathologists and Audiologists (P)	9.5	2.9	44.7	43	91	35	Below Average	\$\$\$\$\$	-	32.6
2	2535	Surgeons (P)	7.3	0.8	12.2	5	17	44	Below Average	\$\$\$\$\$	-	19.5
4	4117	Welfare Support Workers (CP)	44.7	-4.7	-9.6	32	67	43	Average	\$\$	14	22.1
2	2726	Welfare, Recreation and Community Arts Workers (P)	34.5	13.2	62.5	33	78	42	Average	\$\$\$	10	18.7

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<b>Hospitality, Food Services and Tourism</b>												
3	3511	Bakers and Pastrycooks (TT)	33.3	6.9	26.2	23	31	35	Above Average	\$	35	7.5
4	4311	Bar Attendants and Baristas (CP)	111.5	24.8	28.6	64	59	24	Above Average	\$	59	11.8
3	3512	Butchers and Smallgoods Makers (TT)	15.0	-6.9	-31.5	19	8	39	Average	\$\$	28	5.0
1	1411	Cafe and Restaurant Managers (M)	74.6	17.0	29.6	19	51	40	Average	\$	38	18.5
4	4312	Cafe Workers (CP)	22.0	-2.0	-8.5	78	80	24	Above Average	\$	66	24.4
1	1412	Caravan Park and Camping Ground Managers (M)	4.3	-1.8	-29.3	10	43	54	Above Average	-	44	4.7
3	3513	Chefs (TT)	94.6	19.0	25.2	20	24	35	Average	\$\$	22	12.1
1	1493	Conference and Event Organisers (M)	35.2	10.1	40.1	30	73	34	Average	\$\$\$	24	21.0
3	3514	Cooks (TT)	43.2	3.5	8.9	47	54	35	Average	\$	49	10.7
8	8511	Fast Food Cooks (L)	47.1	6.4	15.6	85	34	18	Above Average	\$	78	9.9
8	8512	Food Trades Assistants (L)	5.2	0.1	1.0	72	56	31	Above Average	\$	67	0.0
4	4514	Gallery, Museum and Tour Guides (CP)	8.1	1.5	22.8	60	48	42	Above Average	\$	28	6.2
4	4313	Gaming Workers (CP)	6.5	-2.6	-28.3	35	35	33	Average	\$\$\$	46	0.0
1	1413	Hotel and Motel Managers (M)	20.0	-0.9	-4.4	11	42	45	Below Average	\$\$	42	3.0
4	4314	Hotel Service Managers (CP)	9.9	3.8	61.7	33	71	34	Average	\$\$	37	8.9
8	8513	Kitchenhands (L)	135.9	15.0	12.5	79	54	26	Above Average	\$	68	9.9
1	1414	Licensed Club Managers (M)	9.6	1.2	14.4	20	38	43	Above Average	\$\$\$\$	41	-1.6
4	4516	Tourism and Travel Advisers (CP)	26.2	6.1	30.2	22	79	37	Above Average	\$\$	26	7.2
4	4517	Travel Attendants (CP)	10.1	0.2	1.5	46	68	38	Below Average	\$\$\$	42	8.7
4	4315	Waiters (CP)	134.9	18.4	15.8	83	76	22	Above Average	\$	62	9.7
<b>Information and Communication Technology (ICT)</b>												
2	2631	Computer Network Professionals (P)	31.8	3.0	10.3	6	10	38	Average	\$\$\$\$\$	15	2.6
2	2621	Database and Systems Administrators, and ICT Security Specialists (P)	35.6	2.9	8.8	9	20	40	Average	\$\$\$\$\$	16	11.8
2	2324	Graphic and Web Designers, and Illustrators (P)	61.1	7.7	14.5	25	49	35	Average	\$\$\$	12	16.1
2	2611	ICT Business and Systems Analysts (P)	29.6	-1.8	-5.7	7	28	41	Average	\$\$\$\$\$	12	3.5
1	1351	ICT Managers (M)	64.4	13.9	27.4	2	20	42	Below Average	\$\$\$\$\$	13	21.6
2	2252	ICT Sales Professionals (P)	16.3	2.4	17.3	8	32	39	Average	\$\$\$\$\$	26	-11.2
2	2632	ICT Support and Test Engineers (P)	7.5	1.6	26.1	11	24	36	Below Average	\$\$\$\$\$	12	27.8
3	3131	ICT Support Technicians (TT)	61.1	6.1	11.1	12	17	36	Below Average	\$\$\$	22	11.0
2	2232	ICT Trainers (P)	3.1	-0.6	-17.0	4	51	44	Above Average	-	13	7.1
2	2612	Multimedia Specialists and Web Developers (P)	10.9	-0.1	-0.8	17	28	33	Above Average	-	14	1.7
2	2613	Software and Applications Programmers (P)	109.1	25.1	29.9	7	15	37	Average	\$\$\$\$\$	9	14.5
3	3424	Telecommunications Trades Workers (TT)	17.7	-4.2	-19.0	16	4	40	Average	\$\$\$\$	25	-3.1
<b>Legal and Insurance</b>												
2	2241	Actuaries, Mathematicians and Statisticians (P)	7.9	0.9	12.8	17	43	37	Below Average	\$\$\$	-	17.9
2	2711	Barristers (P)	9.3	2.2	31.7	16	41	46	Below Average	\$\$\$	-	10.8
5	5991	Conveyancers and Legal Executives (CA)	11.7	-1.3	-9.9	43	73	35	Average	\$\$\$	35	1.2
5	5992	Court and Legal Clerks (CA)	18.6	4.7	34.1	38	71	35	Below Average	\$	39	2.0
6	6112	Insurance Agents (SW)	11.2	-1.2	-10.0	21	52	37	Average	-	32	-0.2
5	5996	Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	6.4	0.2	2.7	6	39	44	Below Average	\$\$	17	0.0
2	2713	Solicitors (P)	73.1	9.7	15.2	15	50	39	Below Average	\$\$\$\$\$	-	5.5



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<b>Manufacturing</b>												
3	3991	Boat Builders and Shipwrights (TT)	4.6	0.6	15.0	6	4	41	Below Average	\$	27	3.9
3	3931	Canvas and Leather Goods Makers (TT)	2.4	0.0	-1.0	29	12	49	Below Average	\$	49	0.0
7	7111	Clay, Concrete, Glass & Stone Processing Machine Operators (MO)	6.0	2.0	49.1	12	3	41	Average	\$	57	-5.8
3	3932	Clothing Trades Workers (TT)	9.2	1.8	23.9	57	83	50	Average	\$\$\$	48	-13.6
7	7123	Engineering Production Workers (MO)	14.8	-7.7	-34.1	4	4	44	Average	\$\$\$	48	-8.3
8	8311	Food and Drink Factory Workers (L)	28.7	0.2	0.9	13	22	41	Above Average	\$\$	57	16.9
7	7112	Industrial Spraypainters (MO)	5.6	-0.4	-6.8	8	4	40	Above Average	\$\$	50	-17.7
1	1334	Manufacturers (M)	29.2	8.5	41.0	20	22	48	Below Average	\$\$	41	-3.1
8	8312	Meat Boners and Slicers, and Slaughterers (L)	9.7	0.1	1.3	9	12	34	Above Average	\$\$\$	61	12.2
8	8313	Meat, Poultry and Seafood Process Workers (L)	22.1	2.8	14.3	24	34	37	Above Average	\$	66	2.4
8	8391	Metal Engineering Process Workers (L)	12.0	-1.8	-12.7	12	1	41	Above Average	\$	60	-9.6
8	8321	Packers (L)	62.5	-1.9	-2.9	34	57	38	Above Average	\$	68	3.8
7	7113	Paper and Wood Processing Machine Operators (MO)	9.3	1.7	22.4	10	3	43	Below Average	\$\$	63	0.0
8	8392	Plastics and Rubber Factory Workers (L)	1.6	-3.5	-68.4	13	10	45	Above Average	\$	69	-18.8
7	7115	Plastics and Rubber Production Machine Operators (MO)	7.0	-3.5	-33.0	3	8	43	Average	\$\$	54	-3.2
3	3921	Print Finishers and Screen Printers (TT)	5.8	2.5	73.1	24	31	47	Average	-	41	-6.0
3	3923	Printers (TT)	11.2	-2.9	-20.7	8	13	46	Average	\$	28	-16.7
8	8995	Printing Assistants and Table Workers (L)	3.0	-2.6	-46.3	27	24	46	Above Average	-	61	1.0
8	8322	Product Assemblers (L)	30.0	-4.0	-11.8	13	23	44	Above Average	\$\$	60	-20.9
8	8393	Product Quality Controllers (L)	14.9	-0.4	-2.3	15	49	43	Above Average	\$\$\$	40	-9.6
1	1335	Production Managers (M)	52.4	-5.3	-9.1	4	17	45	Below Average	\$\$\$\$	29	0.0
7	7116	Sewing Machinists (MO)	7.2	-2.8	-28.2	46	80	52	Below Average	\$	69	-30.2
7	7117	Textile & Footwear Production Machine Operators (MO)	1.8	-2.0	-53.2	1	40	48	Below Average	\$\$\$	63	-17.2
8	8394	Timber and Wood Process Workers (L)	4.9	-1.3	-21.4	11	8	38	Above Average	\$	71	-23.7
3	3933	Upholsterers (TT)	3.3	-0.7	-17.5	19	15	49	Above Average	\$	34	0.0
3	3942	Wood Machinists and Other Wood Trades Workers (TT)	6.3	1.5	31.2	13	22	47	Average	\$	37	-2.3
<b>Mining and Energy</b>												
3	3992	Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	13.5	4.1	43.0	3	1	45	Below Average	\$\$\$\$\$	22	0.3
7	7122	Drillers, Miners and Shot Firers (MO)	54.6	2.0	3.9	2	5	41	Below Average	\$\$\$\$\$	50	5.9
2	2344	Geologists and Geophysicists (P)	14.5	3.5	32.2	13	27	40	Below Average	\$\$\$\$\$	-	0.6
2	2336	Mining Engineers (P)	9.0	-3.3	-26.7	9	11	36	Average	\$\$\$\$\$	-	8.8
<b>Personal Services</b>												
4	4511	Beauty Therapists (CP)	41.7	20.6	97.9	55	95	32	Average	\$	22	28.6
8	8111	Car Detailers (L)	14.8	-2.6	-15.1	34	10	36	Above Average	\$	64	-0.6
8	8991	Caretakers (L)	5.5	-0.2	-4.3	38	10	56	Below Average	\$\$	43	2.6
8	8112	Commercial Cleaners (L)	147.4	-15.6	-9.6	68	59	47	Above Average	\$	61	2.5
8	8113	Domestic Cleaners (L)	33.4	0.0	0.1	84	81	47	Above Average	-	58	3.8
4	4513	Funeral Workers (CP)	4.0	1.7	74.6	24	27	52	Above Average	-	46	7.8
3	3622	Gardeners (TT)	74.6	5.2	7.5	28	9	41	Above Average	\$\$	38	11.3
3	3911	Hairdressers (TT)	60.6	-1.5	-2.4	43	84	34	Average	\$	13	7.0
8	8993	Handypersons (L)	42.1	-1.4	-3.3	38	4	52	Below Average	\$	40	18.2
8	8114	Housekeepers (L)	32.1	7.5	30.4	79	87	41	Above Average	\$	55	23.2
8	8115	Laundry Workers (L)	16.3	1.8	12.8	48	73	49	Below Average	\$	65	2.6

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<b>Sales, Retail, Wholesale and Real Estate</b>												
1	1311	Advertising, Public Relations and Sales Managers (M)	128.5	7.5	6.2	11	39	41	Below Average	\$\$\$\$	23	10.4
6	6111	Auctioneers, and Stock and Station Agents (SW)	2.9	-0.7	-19.2	6	7	46	Below Average	-	46	-6.8
6	6311	Checkout Operators and Office Cashiers (SW)	141.6	2.4	1.7	81	71	21	Above Average	\$	72	-2.1
3	3621	Florists (TT)	4.8	-1.7	-26.1	35	78	40	Below Average	\$	31	0.3
6	6212	ICT Sales Assistants (SW)	14.1	-1.7	-10.5	18	34	30	Above Average	\$\$	43	5.7
1	1333	Importers, Exporters and Wholesalers (M)	23.1	3.3	16.7	18	27	48	Below Average	\$\$\$	42	4.9
6	6391	Models and Sales Demonstrators (SW)	9.4	-2.9	-23.8	72	78	45	Above Average	\$	56	0.0
6	6213	Motor Vehicle and Vehicle Parts Salespersons (SW)	36.5	0.0	0.0	9	18	40	Average	\$\$	51	10.8
6	6214	Pharmacy Sales Assistants (SW)	33.7	1.5	4.5	71	90	26	Average	\$	60	3.7
6	6121	Real Estate Sales Agents (SW)	102.4	25.2	32.7	20	51	44	Below Average	\$\$\$	26	8.7
6	6392	Retail and Wool Buyers (SW)	6.0	1.2	25.3	7	47	37	Above Average	\$\$\$\$	30	7.9
1	1421	Retail Managers (M)	237.7	16.8	7.6	17	47	41	Average	\$\$	44	3.2
6	6215	Retail Supervisors (SW)	42.3	5.8	16.0	34	56	33	Below Average	\$	53	0.0
6	6211	Sales Assistants (General) (SW)	553.2	51.7	10.3	71	67	26	Above Average	\$	65	4.7
6	6113	Sales Representatives (SW)	84.8	-12.1	-12.5	14	36	42	Average	\$\$\$	41	-2.5
6	6216	Service Station Attendants (SW)	11.1	0.3	2.3	62	55	32	Above Average	-	54	2.2
8	8912	Shelf Fillers (L)	67.1	0.8	1.2	79	38	25	Above Average	\$	68	3.7
7	7411	Storepersons (MO)	123.3	4.0	3.3	23	20	38	Above Average	\$	60	1.6
6	6217	Street Vendors and Related Salespersons (SW)	11.5	-1.0	-8.3	44	53	41	Above Average	-	45	-10.8
2	2254	Technical Sales Representatives (P)	28.0	-6.4	-18.7	8	27	44	Below Average	\$\$\$\$	29	-10.9
6	6393	Telemarketers (SW)	9.8	-0.2	-2.3	44	57	35	Above Average	\$\$\$	51	-6.6
6	6394	Ticket Salespersons (SW)	18.6	-2.5	-12.0	53	64	34	Below Average	\$\$\$	50	3.3
8	8997	Vending Machine Attendants (L)	9.1	2.5	38.8	58	69	37	Below Average	\$	56	0.0
<b>Science</b>												
2	2341	Agricultural and Forestry Scientists (P)	11.1	4.6	70.0	10	23	44	Below Average	\$\$\$\$	11	0.6
2	2342	Chemists, and Food and Wine Scientists (P)	8.3	-3.9	-32.2	10	30	41	Below Average	\$\$\$\$	9	12.4
2	2343	Environmental Scientists (P)	18.5	-1.0	-5.2	18	37	39	Average	\$\$\$\$	8	22.1
2	2344	Geologists and Geophysicists (P)	14.5	3.5	32.2	13	27	40	Below Average	\$\$\$\$	-	0.6
2	2345	Life Scientists (P)	8.2	1.7	25.9	17	49	39	Average	\$\$\$\$	-	5.2
2	2346	Medical Laboratory Scientists (P)	25.3	2.3	9.8	27	69	39	Average	\$\$\$\$	-	4.8
3	3114	Science Technicians (TT)	16.5	-2.1	-11.1	23	39	42	Average	\$\$	19	3.4
2	2322	Surveyors and Spatial Scientists (P)	12.3	-3.1	-20.3	7	14	40	Average	\$\$\$\$	12	-8.4
<b>Sports and Recreation</b>												
1	1491	Amusement, Fitness and Sports Centre Managers (M)	19.5	-	-	28	50	36	Below Average	\$\$	29	15.6
4	4521	Fitness Instructors (CP)	36.2	11.2	44.7	64	61	35	Below Average	\$\$	13	23.5
3	3623	Greenkeepers (TT)	16.1	1.8	12.5	20	2	45	Above Average	\$	38	10.1
4	4522	Outdoor Adventure Guides (CP)	3.0	0.6	27.3	60	36	30	Below Average	\$	24	28.4
4	4523	Sports Coaches, Instructors and Officials (CP)	44.5	5.7	14.6	80	51	22	Above Average	\$	57	25.7
4	4524	Sportspersons (CP)	11.1	-0.5	-4.7	55	25	23	Above Average	\$\$\$\$	55	11.8