

SEEK EI, July 2008

Commentary

The easing in labour market conditions apparent in recent months was further evident in July 2008. In July the SEEK Employment Index - the ratio of new job ads placed with SEEK during the month to the number of applications within the SEEK system for those jobs – fell by 4.4% in seasonally adjusted terms, to be 27.0% lower than a year earlier. Most of this fall has taken place in the past five months, with the Index down by 21.5% over that time.

The fall in the SEEK Index has reflected trends in both of its components – new job ads and applications for those jobs. New job ads listed with SEEK have fallen only moderately, by 0.5% in July 2008. On annual basis, these new job ads are 4.0% higher compared to the same month last year. Nevertheless, there has been a sharp change from the hectic growth of recent years; during 2007, for example, new job ads placed with SEEK rose by 34.4%. But as new job ad growth has slowed more applications have been submitted for those jobs, with the number of applications for jobs listed on SEEK (seasonally adjusted) rising by 20.7% in the past five months. Thus the sharp fall in the SEEK Index has been driven by a rapidly rising number of job applications in response to moderate falls in new jobs advertised.

The fall in the SEEK Employment Index in the year to July 2008, and in recent months, has been widely spread across all states and territories, although the biggest falls have been in New South Wales. But the dynamics have been different in different states. In some states, new ads have fallen (e.g. by 10.9% in the five months to July 2008 in New South Wales) while the growth in applications has been modest. In others, notably Western Australia, new ads have continued to increase (by 7.8% over the five month period) while applications have surged (by 29.7% in this period), as applicants have been drawn to the growing level of job opportunities. In this way the effects of the slowing labour market have been felt across the country, in spite of continuing differences in underlying economic conditions between states.

Global economic conditions have deteriorated in recent months, especially in the US. There are some signs that this may be leading to more moderate growth in China, and it has led to a welcome fall in the price of oil. As evidence accumulates that the Australian economy is slowing, and as global factors generating inflation recede, it is likely that the Reserve Bank will move to reduce interest rates to stimulate growth before the end of 2008.

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THE SEEK EMPLOYMENT INDEX

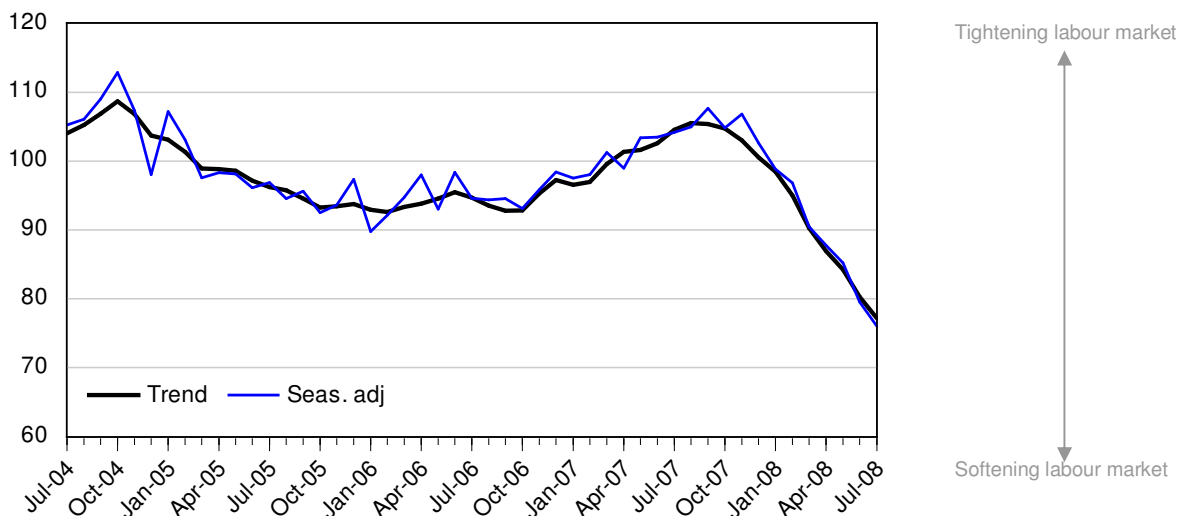
The SEEK Employment Index is the first Australian indicator to measure labour market supply and compare this against labour market demand.

Each monthly release includes two key indicators:

1. The SEEK Employment Index (SEEK EI), a dynamic snapshot of matching between the supply of jobseekers and demand for workers (i.e., the ratio of new job advertisements posted on the SEEK website to job applications submitted to the SEEK website); and
2. Candidate Demand, as measured by new job advertisements posted on the SEEK website;

These indicators provide useful insights into the dynamics of the Australian labour market. For further explanation on the applications of use please refer to the SEEK Employment Index launch document available at www.seek.com.au/intelligence

Figure 1. SEEK Employment Index (Average 2002-04 = 100), seasonally adjusted

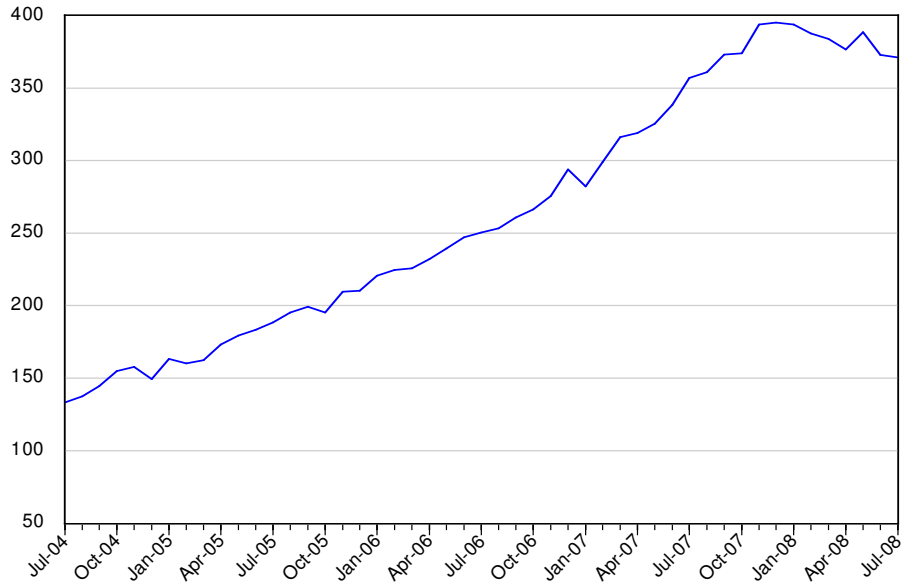


The SEEK Employment index (EI) summarises the balance between supply and demand in the Australian labour market. In July, the index (seasonally adjusted) fell 4.4% to reinforce the decline observed throughout 2008. Similarly, on annual basis this represents a 27.0% decrease compared to the same period last year, the highest fall recorded since the beginning of 2005.

While there are month-to-month fluctuations, the persistent downward pattern in the SEEK EI suggests further softening of the labour market. This solid trend, particularly marked over the last eight months, is driven by continued growth in applications and increasingly weaker new job ads. Based on this evidence, Australian jobseekers may have witnessed increased competition for the few available openings while businesses may be finding it easier and less costly to appoint appropriate staff.

At the regional level, the softening of the labour market has been more uniform across the big States. The SEEK EI index fell by 9.8% in South Australia and 6% in Western Australia. The index has also dropped in NSW (-5.4%), Queensland (-4.4%), Victoria (-4.2%) and in all other small states following the national trend over the month.

Figure 2. SEEK New Job Ads Index (Average 2002-04 = 100), seasonally adjusted



The seasonally adjusted series of new job ads posted on the SEEK has decreased by 0.5% in July 2008 following a fall of 4.0% in June. On annual basis, these new job ads are 4.0% higher compared to the same month last year. Yet again, the index has declined by 6% since December 2008.

At the regional State level, labour demand remains strongest in Western Australia and Northern Territory where advertisements rose by 1.5% and 1.1% respectively in July. New job ads fell by 3.6% in South Australia, 3.1% in Victoria and 3.0% in NSW, providing clear decisive evidence of slowing demand for labour. A similar pattern is also observed in Queensland (-1.6%) despite a marginal improvement in demand for labour last month (0.7%).

JOB SEEKER ODD SPOT

Top 5 most competitive occupations:

Industry	Occupation
Accounting	Accounts Payable
Transport & Logistics	Importing & Exporting Personnel
Construction	Project Managers
Banking & Financial Services	Retail Branch Staff
Manufacturing/Operations	Process Workers

Hundreds of applicants are received for each of these positions advertised, making these SEEK's Top 5 most competitive occupations.

Top 5 occupations in most demand:

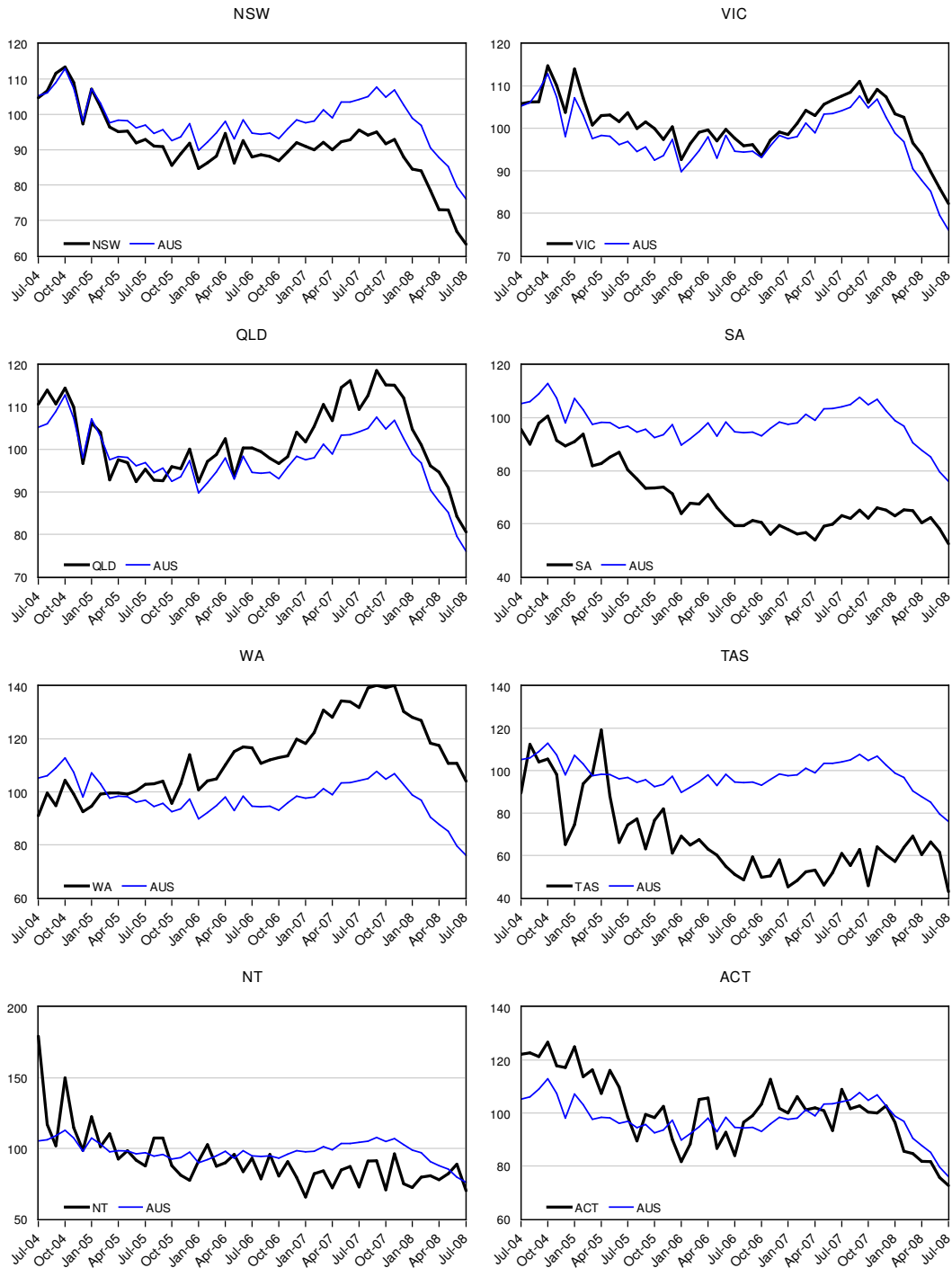
Industry	Occupation
Legal	Senior Associate Solicitors
Construction	Landscape Architects
Govt/Defence	Police/Prison Workers
Healthcare & Medical	Radiologists & Sonographers
Insurance & Superannuation	Workers Compensation Personnel

Be it due to increasing demand or a critical shortage of specialised skills, these positions are the hardest to fill.

STATE DATA

The following charts illustrate the SEEK Employment Index by State and Territory. State and Territory is determined by the classification of the job advertisement, not necessarily by the locality of the position.

Figure 3. SEEK Employment index by Region (Average 2002-04 = 100), seasonally adjusted



Note: The ABS concurrent approach to seasonal adjustment was adopted in July 2006. This involves the use of the complete series in adjusting for seasonal factors such as Easter, working day and holiday effects. Thus, some of the historical estimates may be different to those reported in earlier releases. Annual change is the percentage change from the same month in the previous year. Monthly change is the change from the previous month.

THE SEEK EMPLOYMENT INDICATOR TABLES

Table 1. SEEK Employment Index (SEEK EI) (see Figure 1)

Month	Seasonally Adjusted	Annual % change	Monthly % change
Jul-2004	105.3	17.2	1.8
Aug-2004	106.1	22.9	0.8
Sep-2004	109.0	19.1	2.7
Oct-2004	112.9	16.2	3.6
Nov-2004	107.3	46.7	-4.9
Dec-2004	98.0	19.5	-8.7
Jan-2005	107.2	26.1	9.4
Feb-2005	103.1	15.4	-3.9
Mar-2005	97.6	-2.1	-5.3
Apr-2005	98.3	-3.1	0.8
May-2005	98.1	-2.2	-0.2
Jun-2005	96.1	-7.0	-2.1
Jul-2005	96.9	-8.0	0.8
Aug-2005	94.5	-10.9	-2.4
Sep-2005	95.6	-12.3	1.2
Oct-2005	92.5	-18.1	-3.3
Nov-2005	93.6	-12.8	1.2
Dec-2005	97.3	-0.7	4.0
Jan-2006	89.8	-16.3	-7.8
Feb-2006	92.1	-10.6	2.6
Mar-2006	94.7	-2.9	2.8
Apr-2006	98.0	-0.3	3.5
May-2006	93.0	-5.2	-5.1
Jun-2006	98.4	2.3	5.8
Jul-2006	94.6	-2.3	-3.8
Aug-2006	94.4	-0.2	-0.3
Sep-2006	94.6	-1.1	0.2
Oct-2006	93.1	0.7	-1.6
Nov-2006	95.9	2.4	3.0
Dec-2006	98.4	1.1	2.6
Jan-2007	97.6	8.7	-0.9
Feb-2007	98.0	6.4	0.5
Mar-2007	101.3	6.9	3.3
Apr-2007	99.0	1.0	-2.2
May-2007	103.4	11.2	4.4
Jun-2007	103.4	5.2	0.1
Jul-2007	104.2	10.1	0.7
Aug-2007	105.0	11.2	0.8
Sep-2007	107.7	13.8	2.6
Oct-2007	104.8	12.6	-2.6
Nov-2007	106.8	11.4	1.9
Dec-2007	102.6	4.3	-3.9
Jan-2008	98.9	1.3	-3.7
Feb-2008	96.8	-1.2	-2.1
Mar-2008	90.4	-10.7	-6.6
Apr-2008	87.7	-11.3	-3.0
May-2008	85.2	-17.6	-2.9
Jun-2008	79.5	-23.1	-6.6
Jul-2008	76.0	-27.0	-4.4

Note: The ABS concurrent approach to seasonal adjustment was adopted in July 2006. This involves the use of the complete series in adjusting for seasonal factors such as Easter, working day and holiday effects. Thus, some of the historical estimates may be different to those reported in earlier releases. Annual change is the percentage change from the same month in the previous year. Monthly change is the change from the previous month.

Table 2. SEEK New Job Ads Posted During Month Index (see Figure 2)

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Month	Original	Seasonally Adjusted	Annual % change	Monthly % change
Jul-2004	144.6	133.2	47.8	1.3
Aug-2004	149.6	137.3	54.1	3.1
Sep-2004	156.2	144.4	49.6	5.2
Oct-2004	161.0	154.7	56.0	7.2
Nov-2004	152.8	157.7	65.1	1.9
Dec-2004	105.3	149.2	41.9	-5.4
Jan-2005	148.7	163.2	49.9	9.4
Feb-2005	159.2	160.1	39.7	-1.9
Mar-2005	163.6	162.4	35.9	1.4
Apr-2005	176.8	173.3	32.9	6.7
May-2005	195.6	179.3	40.9	3.5
Jun-2005	188.9	183.2	39.4	2.2
Jul-2005	197.9	188.4	41.5	2.8
Aug-2005	218.8	195.2	42.2	3.6
Sep-2005	215.9	199.2	38.0	2.1
Oct-2005	202.2	195.3	26.2	-1.9
Nov-2005	205.1	209.7	32.9	7.3
Dec-2005	145.3	210.3	41.0	0.3
Jan-2006	207.7	220.7	35.2	4.9
Feb-2006	223.5	224.6	40.3	1.8
Mar-2006	252.4	225.7	38.9	0.5
Apr-2006	205.6	232.1	33.9	2.8
May-2006	269.3	239.5	33.6	3.2
Jun-2006	253.3	247.0	34.8	3.1
Jul-2006	262.5	250.6	33.0	1.4
Aug-2006	283.0	253.3	29.8	1.1
Sep-2006	274.3	260.9	31.0	3.0
Oct-2006	283.4	266.4	36.4	2.1
Nov-2006	271.5	275.6	31.4	3.5
Dec-2006	193.0	294.1	39.8	6.7
Jan-2007	265.7	282.2	27.9	-4.0
Feb-2007	297.6	299.0	33.1	6.0
Mar-2007	343.3	316.2	40.1	5.7
Apr-2007	290.0	319.1	37.5	0.9
May-2007	365.6	325.5	35.9	2.0
Jun-2007	334.6	338.6	37.1	4.0
Jul-2007	384.5	357.1	42.5	5.5
Aug-2007	402.5	361.2	42.6	1.1
Sep-2007	380.8	373.2	43.0	3.3
Oct-2007	410.5	374.0	40.4	0.2
Nov-2007	390.6	393.9	42.9	5.3
Dec-2007	261.5	395.3	34.4	0.4
Jan-2008	372.3	393.9	39.6	-0.3
Feb-2008	389.5	387.9	29.7	-1.5
Mar-2008	364.6	384.1	21.5	-1.0
Apr-2008	390.9	376.6	18.0	-2.0
May-2008	423.6	388.6	19.4	3.2
Jun-2008	378.2	372.9	10.2	-4.0
Jul-2008	410.1	371.3	4.0	-0.5

Note: The ABS concurrent approach to seasonal adjustment was adopted in July 2006. This involves the use of the complete series in adjusting for seasonal factors such as Easter, working day and holiday effects. Thus, some of the historical estimates may be different to those reported in earlier releases. Annual change is the percentage change from the same month in the previous year. Monthly change is the change from the previous month.

Table 3. SEEK New Jobs Ads Posted, by State, Seasonally Adjusted Data Index

Month	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUS
Jul-2004	128.2	134.9	142.7	118.6	140.3	142.6	172.9	138.2	133.2
Aug-2004	133.3	134.6	148.0	119.5	149.4	164.9	141.2	136.6	137.3
Sep-2004	140.7	140.7	155.2	139.8	154.8	174.2	175.8	138.9	144.4
Oct-2004	150.7	157.4	168.4	152.9	163.6	168.2	140.7	155.0	154.7
Nov-2004	149.6	155.8	167.0	143.6	167.7	153.1	176.9	156.4	157.7
Dec-2004	145.4	149.7	165.5	131.4	172.6	136.4	135.2	143.1	149.2
Jan-2005	157.9	163.9	181.0	144.6	180.1	171.0	152.4	162.6	163.2
Feb-2005	150.7	161.6	181.1	157.4	186.0	179.7	156.5	164.9	160.1
Mar-2005	152.1	158.2	184.6	155.7	198.7	194.1	163.7	175.0	162.4
Apr-2005	158.8	173.7	209.8	164.5	208.3	198.9	162.7	163.4	173.3
May-2005	161.7	179.6	218.5	171.5	215.5	182.8	175.8	184.6	179.3
Jun-2005	165.3	185.7	218.9	176.7	224.5	158.3	190.3	174.4	183.2
Jul-2005	168.7	186.8	234.8	178.7	233.0	190.8	190.5	175.5	188.4
Aug-2005	175.2	193.2	243.5	179.6	244.6	175.3	207.3	169.6	195.2
Sep-2005	179.2	195.9	247.0	188.8	253.7	182.4	209.0	186.5	199.2
Oct-2005	170.8	193.2	259.7	182.9	260.1	224.1	232.3	186.5	195.3
Nov-2005	183.7	206.1	261.5	199.0	271.0	223.1	224.5	206.6	209.7
Dec-2005	187.7	204.8	276.5	203.9	285.5	176.8	221.1	192.4	210.3
Jan-2006	195.3	213.3	295.6	209.8	300.2	204.2	259.1	195.9	220.7
Feb-2006	192.3	216.2	304.4	224.4	313.8	248.5	259.1	219.5	224.6
Mar-2006	193.0	216.4	306.6	224.8	320.7	236.3	241.4	221.3	225.7
Apr-2006	198.1	218.3	311.4	231.0	332.3	291.4	258.2	231.0	232.1
May-2006	202.8	231.7	324.7	233.0	347.3	240.6	299.2	227.2	239.5
Jun-2006	209.9	230.2	336.5	232.0	363.8	306.0	281.7	228.6	247.0
Jul-2006	211.2	237.7	339.5	244.6	372.6	280.7	260.2	240.5	250.6
Aug-2006	214.2	235.2	347.6	236.3	386.7	255.5	275.9	245.4	253.3
Sep-2006	219.1	240.7	364.6	244.9	401.3	269.1	304.6	258.3	260.9
Oct-2006	222.2	248.8	382.7	254.8	414.7	288.4	274.8	274.2	266.4
Nov-2006	226.5	255.2	391.4	249.9	430.3	295.0	306.4	271.7	275.6
Dec-2006	243.2	277.6	432.1	276.8	451.7	269.4	298.1	279.0	294.1
Jan-2007	234.6	264.4	410.4	264.5	453.4	285.3	291.7	271.3	282.2
Feb-2007	243.1	281.2	440.5	276.5	485.5	307.0	321.5	280.8	299.0
Mar-2007	254.1	297.8	475.3	287.8	503.8	397.2	361.6	289.8	316.2
Apr-2007	253.5	300.9	475.4	294.9	517.6	349.2	347.3	293.7	319.1
May-2007	258.5	305.7	494.3	314.5	536.0	335.7	349.5	290.9	325.5
Jun-2007	263.1	313.9	509.3	340.1	553.2	335.5	352.4	319.1	338.6
Jul-2007	282.8	330.9	538.0	360.3	577.1	424.3	380.0	323.4	357.1
Aug-2007	284.4	333.5	544.0	365.1	588.8	382.5	392.2	327.8	361.2
Sep-2007	293.0	347.5	560.6	383.2	605.0	468.6	369.0	319.6	373.2
Oct-2007	297.2	347.1	569.1	385.8	621.9	386.5	429.2	310.5	374.0
Nov-2007	308.0	364.7	593.1	401.3	638.3	430.0	426.9	321.6	393.9
Dec-2007	313.1	371.4	607.2	395.4	644.7	365.1	384.0	329.2	395.3
Jan-2008	306.2	370.9	603.2	419.2	666.5	469.7	452.3	336.7	393.9
Feb-2008	302.1	359.7	593.0	420.8	662.8	462.3	458.4	312.2	387.9
Mar-2008	295.3	351.3	588.5	423.5	674.3	568.3	468.0	315.5	384.1
Apr-2008	282.4	351.5	590.6	422.7	688.4	512.4	473.7	302.8	376.6
May-2008	295.4	356.3	599.3	465.6	698.6	512.1	524.6	319.9	388.6
Jun-2008	280.0	349.7	603.5	437.1	704.1	507.4	519.2	306.4	372.9
Jul-2008	271.6	338.8	593.9	421.2	714.7	398.9	524.8	297.9	371.3

Note: The ABS concurrent approach to seasonal adjustment was adopted in July 2006. This involves the use of the complete series in adjusting for seasonal factors such as Easter, working day and holiday effects. Thus, some of the historical estimates may be different to those reported in earlier releases. TAS and NT sample sizes are limited and as such should be interpreted with caution.

Table 4. SEEK EI, by State (see State charts)

Month	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUS
Jul-2004	104.7	105.8	110.7	95.7	91.1	89.5	179.4	122.1	62.6
Aug-2004	106.6	106.2	114.0	90.0	99.6	112.3	117.0	122.6	63.1
Sep-2004	111.6	106.3	110.8	98.0	94.8	104.1	101.8	121.3	64.8
Oct-2004	113.4	114.7	114.5	100.7	104.4	105.5	150.0	126.7	67.1
Nov-2004	109.0	110.1	110.0	91.4	99.2	98.1	114.6	117.8	63.8
Dec-2004	97.2	103.8	96.7	89.3	92.5	65.3	98.5	117.2	58.3
Jan-2005	107.1	114.0	106.3	91.0	94.6	74.5	122.4	125.0	63.8
Feb-2005	102.1	107.2	104.1	93.8	99.2	93.8	101.1	113.6	61.3
Mar-2005	96.4	100.8	92.9	81.8	99.6	98.5	110.3	116.3	58.0
Apr-2005	95.1	103.0	97.6	82.8	99.5	119.1	92.4	107.4	58.5
May-2005	95.2	103.2	97.0	85.1	99.2	88.0	98.3	116.1	58.4
Jun-2005	91.9	101.6	92.4	86.9	100.3	66.2	91.7	109.7	57.2
Jul-2005	92.9	103.7	95.4	80.4	102.8	74.5	87.4	98.5	57.6
Aug-2005	91.0	100.0	92.8	76.9	103.0	77.2	107.5	89.5	56.2
Sep-2005	90.8	101.5	92.7	73.4	104.0	63.1	107.2	99.4	56.9
Oct-2005	85.6	100.0	96.0	73.5	95.6	76.6	87.9	98.3	55.0
Nov-2005	88.8	97.4	95.4	73.9	103.1	82.0	81.0	102.5	55.7
Dec-2005	91.8	100.4	100.0	71.3	114.0	61.1	77.3	90.1	57.9
Jan-2006	84.6	92.7	92.4	63.8	100.8	69.1	91.0	81.6	53.4
Feb-2006	86.3	96.4	97.2	67.7	104.1	64.9	102.6	88.3	54.8
Mar-2006	88.2	99.1	98.8	67.4	104.9	67.5	87.3	105.0	56.3
Apr-2006	94.6	99.7	102.6	71.1	110.1	63.0	89.7	105.6	58.3
May-2006	86.2	97.1	93.5	66.1	115.2	60.2	95.8	86.6	55.3
Jun-2006	92.6	99.8	100.4	62.3	116.9	54.9	83.5	92.7	58.5
Jul-2006	87.9	97.7	100.4	59.3	116.6	51.1	93.0	84.0	56.3
Aug-2006	88.5	95.9	99.5	59.3	110.8	48.5	78.3	96.6	56.1
Sep-2006	88.0	96.2	97.9	61.3	112.0	59.3	95.8	99.0	56.2
Oct-2006	86.9	93.5	96.7	60.5	113.0	49.7	80.4	103.3	55.4
Nov-2006	89.4	97.2	98.3	56.0	113.6	50.4	90.5	112.7	57.0
Dec-2006	92.0	99.2	104.1	59.4	119.8	58.0	79.4	101.8	58.5
Jan-2007	90.9	98.5	101.8	57.9	118.2	45.2	65.6	100.0	58.0
Feb-2007	90.0	101.2	105.5	56.1	122.4	48.3	82.0	106.2	58.3
Mar-2007	92.1	104.2	110.6	56.7	130.9	52.3	84.1	101.2	60.2
Apr-2007	89.9	103.0	106.8	53.9	128.1	53.1	72.1	101.9	58.9
May-2007	92.2	105.7	114.6	59.1	134.2	46.0	84.6	100.9	61.5
Jun-2007	92.8	106.7	116.3	59.9	134.0	51.9	87.2	93.3	61.5
Jul-2007	95.6	107.6	109.5	63.0	131.8	60.9	72.7	108.9	61.9
Aug-2007	94.1	108.5	112.7	62.1	139.2	55.2	91.1	101.7	62.4
Sep-2007	95.0	111.1	118.7	65.2	140.1	62.8	91.4	102.6	64.0
Oct-2007	91.6	106.1	115.3	62.2	139.3	45.8	70.7	100.4	62.3
Nov-2007	92.9	109.2	115.2	66.0	140.2	64.1	96.1	100.1	63.5
Dec-2007	87.9	107.5	112.1	65.2	130.3	60.3	74.9	102.7	61.0
Jan-2008	84.5	103.4	104.8	63.0	128.1	57.3	72.4	96.5	58.8
Feb-2008	84.0	102.6	101.1	65.2	126.9	63.8	79.5	85.5	57.6
Mar-2008	78.4	96.6	96.2	65.0	118.3	69.2	80.6	84.8	53.8
Apr-2008	73.0	93.9	94.7	60.4	117.4	60.5	77.8	81.8	52.2
May-2008	72.9	89.8	91.0	62.3	110.7	66.4	82.2	81.7	50.7
Jun-2008	66.8	85.9	84.3	58.1	110.7	61.5	88.7	75.6	47.3
Jul-2008	63.2	82.3	80.5	52.4	104.1	42.9	70.1	72.7	45.2

Note: The ABS concurrent approach to seasonal adjustment was adopted in July 2006. This involves the use of the complete series in adjusting for seasonal factors such as Easter, working day and holiday effects. Thus, some of the historical estimates may be different to those reported in earlier releases. Annual change is the percentage change from the same month in the previous year. Monthly change is the change from the previous month.

TECHNICAL NOTES ON DATA SERIES

An explanation of the SEEK indicators are as follows:

Advertiser – an individual or organisation who has placed an advertisement on the SEEK website. SEEK charges advertisers to post an advertisement to the website.

Application – a response made to a job advertisement via the SEEK website through the 'Apply Now' function, which sends responses directly to the advertiser.

Duplicate Job Advertisement – a job advertisement consisting of the same title and content as another advertisement posted to the SEEK website in the same month. This includes advertisements posted to different classifications (industry, occupation and location).

Index – a numerical scale used to compare variables with one another or with some reference number ('indexation point'). It illustrates relative changes in data over time.

Industry – defined as the SEEK industry classification in which the job advertisement was first placed, eg. Accounting. SEEK industry classifications have been mapped to the ANZSIC industry codes.

Job Advertisement – a posting made to the SEEK website advertising a specific position of employment that is available to be filled.

Jobseeker – an individual who visits the SEEK website with the view to searching for a job opportunity. SEEK does not charge jobseekers to apply for jobs.

Labour market demand – a measure of the level and composition of employment that employers wish to engage at a given point in time; given current wage rates, output levels and other relevant factors.

Labour market supply – a measure of the number of people seeking new employment – including those working or available for work. It reflects the availability and willingness of actual and potential employees to supply labour of a particular structure and composition, given wage rates and other working conditions.

Linked-Out Job Advertisement – a job advertisement that requires applications to be lodged via a third-party website. The SEEK database does not record application volumes for linked-out advertisements.

Location – defined as the SEEK location classification in which the job advertisement was first placed, eg. Brisbane. Locations are broken down into Metro and Non-Metro.

New Job Ads – this is the number of new job ads posted on seek.com.au in that month. The series is adjusted to ensure that multiple postings count as only one ad. Multiple postings occur when an ad is posted several times across several classifications or when a client cancels and re-posts the same ad within the same month. Due to data availability, the New Job Ads series at the State level has not been adjusted for postings in multiple states.

Occupation – defined as the SEEK occupation classification in which the job advertisement was first placed, eg. Payroll. There are over 300 SEEK occupational categories.

Seasonal Adjustment – Seasonal adjustment was carried out by the SEATS/TRAMO model developed by the Bank of Spain. The model employs signal extraction techniques to pre-adjust the series for outlier and calendar effects. The adjustment accounts for Easter, working day and holiday effects. Also, the ABS concurrent approach to seasonal adjustment was adopted in May 2006. This means that each month the above model is re-estimated using the full data set available to that month. Thus, historical seasonally adjusted data may vary slightly from month to month, as revised seasonal factors are applied to the fixed original data.

SEEK Employment Index (EI) – this is the number of new job ads posted on SEEK per applications received. Here, the New Job series is net of "Linked Out" job advertisements: ads channelled outside the SEEK website and for which applications are lodged directly with a third party. New job ad series are for full-month while application series are defines as number of applications made on SEEK last month and 7 days into the next month for new jobs posted.

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