**Codebook for the Union Bank of Australia Micro-Data Set**

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**Introduction:** This micro-data is drawn from employment records of Union Bank of Australia Staff, housed at the ANZ Group Archive in Melbourne. The records contain background information on all “officers of the bank” (date of birth, date of entry to the bank, details of prior experience); continuous information about their employment (branch of employment, position, and salary); and details of exit (date and reason). For all but a few employees in the sample, these records cover their entire career. Employment information has been recorded annual in the data (see appendix 1). Any queries about the data should be addressed to Andrew Seltzer at [a.seltzer@rhul.ac.uk](mailto:a.seltzer@rhul.ac.uk)

**Note for genealogists**: Note for genealogists: There exists a version of this data set containing names of staff. Please contact grouparchive@anz.com for further information on staff records.

**References**: Please cite the original sources and the data codebook. You can cite the articles listed below at your discretion.

*1) Original Sources*

Information about UBA staff:

ANZ Group Archive, The Union Bank of Australia Limited, Register of Officers, U/271/1 (all staff present in 1887), U/271/2 (1888-1894 entrants), U271/3 (1894-1900 entrants).

Information about UBA branches:

ANZ Group Archive (1930), The Union Bank of Australia Limited, Annual Report, U/218 (Victoria and Tasmania), U/219 (New South Wales), U/220 (Queensland), U/221 (South Australia), U/222 (Western Australia), U/223 (New Zealand).

Information about position at the Bank of Australia in 1891

ANZ Group Archive. The Bank of South Australia, SA/20/1 Record of Colonial Staff

various years.

*2) Citation for the Codebook*

Andrew Seltzer, Codebook for the Union Bank of Australia Micro-Data Set, memo.

*3) Articles and chapters using this data set:*

Jesper Bagger and Andrew Seltzer, “Data Survey: Administrative and Survey Data in Personnel Economics”, *Australian Economic Review*, 47, 1 (2014), pp. 137-46.

Andrew Seltzer, “Did Firms Cut Nominal Wages in a Deflationary Environment?: Micro-Level Evidence from the Late 19th and early 20th Century Banking Industry”, *Explorations in Economic History*, 47, 1 (2010), pp. 112-125.

Andrew Seltzer and André Sammartino, “A New Look at Australian Labour Contracts: Evidence from Inside Large Firms”, *Australian Economic History Review,* 4, 2 (2009), pp. 107-137.

Andrew Seltzer, “The Effects of Mid-Career Military Enlistment on Civilian Career Prospects: Evidence from the Australian Banking Industry During World War II”, *Cliometrica*, 1, 3, (2007), pp. 239-261.

Andrew Seltzer, “Internal Labour Markets in the Australian Banking Industry: Their Nature Prior to the Second World War and Their Recent Decline”, *Accounting, Business & Financial History*, 14, 3 (2004), pp. 237-256.

Andrew Seltzer, “Can Incomes Policies Reduce Real Wages?: Micro-Evidence from the 1931 Australian Award Wage Cut”, *Research in Economic History*, 21 (2003), pp. 105-133.

Andrew Seltzer and Kenneth Simons, “Salaries and Career Opportunities in the Banking Industry: Evidence from the Personnel Records of the Union Bank of Australia”, *Explorations in Economic History*, 38, 2 (2001), pp. 195-224.

Andrew Seltzer, “Controlling and Motivating the Workforce: Evidence from the Banking Industry in the Late 19th and Early 20th Centuries”, *Australian Economic History Review*, 40, 3 (2000), pp. 219-238.

Andrew Seltzer and David Merrett, “Personnel Practices at the Union Bank of Australia: Panel Evidence from the 1887-1900 Entry Cohorts”, *Journal of Labor Economics*, 18, 4 (2000), pp. 573-613.

David Merrett and Andrew Seltzer, “The Nature of Bank Work and Worker Monitoring: A Study of the Union Bank of Australia in the 1920s”, *Business History*, 42, 3 (2000), pp. 133-152, also published in David Merrett, editor, *Business Institutions and Behaviour in Australia*, Frank Cass, London & Portland, OR., 2000, pp. 133-152.

Andrew Seltzer, “Labour, Skills, and Migration”, in Simon Ville and Glenn Withers, eds. *The Cambridge Economic History of Australia*, Cambridge University Press, pp. 178-201, 2014.

Andrew Seltzer, “Wages and Incentives in the Late 19th and Early 20th Century Australia Banking Industry”, *International Journal of Development and Conflict*, 1, 1 (2011), pp. 11-26.

**Information Contained in the Records**

|  |  |
| --- | --- |
| Variable | Description |
| NO | Observation number (from U/271) |
| NAME | NAME |
| YOB | Year of Birth |
| MOB | Month of birth |
| DOB | Day of birth (1 – 31) |
| YOEN | Year of Entry to the UBA |
| MOEN | Month of Entry into the UBA |
| DOEN | Day of entry to the UBA (1 – 31) |
| ENT\_AGE | Age at the time of entry (in years) |
| EXP | Dummy, 1 if having work experience at the time of entry to UBA |
| YRSEXP | Years of experience prior to entry. Actual experience if given either in U/271 or SA/60. AGE – 16 if EXP=1 and actual years of experience is not given. |
| Bankexp | Dummy, 1 if having previous banking experience |
| Ebank1 | Dummy, 1 if prior European banking experience |
| BSA | Dummy, 1 if employed at the Bank of South Australia prior to joining the UBA |
| tenbsa | Total time served at the BSA prior to joining the UBA |
| p1891bsa | Position in 1891 at the BSA – see Appendix 1 and Appendix 3 |
| l1891bsa | Branch location at the BSA in 1891 – See Appendix 2 |
| YOEX | Year of exit from the UBA |
| MOEX | Month of Exit |
| DOEX | Day of exit |
| REA | Reason for exit – see Appendix 4 |
| RESIGNS | Career at UBA ends with voluntary resignation |
| DEATH | Career at UBA ends with death |
| FORCED | Career at UBA ends with forced resignation |
| SACKED | Career at UBA ends with dismissal |
| RETIRED | Career at UBA ends with retirement |
| CENSURED | Record censured before end of UBA career |
| YEAR | Year of Observation |
| AGE | Age (in years) at the time of entry to the UBA |
| AGESQ | Age Squared (in years) at the time of entry to the UBA |
| TENURE | Tenure (in years) in the current observation |
| TENURE2 | Tenure square |
| TENURE3 | Tenure cubed |
| TENURE4 | Tenure to the fourth power |
| TENSTAR | Current observation is the Nth calendar year of tenure at the UBA (integer value) |
| WAGE | Nominal wage in the year of observation, see Appendix 1 |
| RWAGE | Real wage, deflated using PC31 – see Appendix 1 |
| LNRW | Natural long of the real wage. |
| POSITION | Position in the year of observation – see Appendix 1 and Appendix 3 |
| CLERK | Dummy, 1 if POS=1 See Appendix 3 |
| TELLER | Dummy, 1 if POS=2 See Appendix 3 |
| ACCOUNT | Dummy, 1 if POS=3 See Appendix 3 |
| ACCTEL | Dummy, 1 if POS=4 See Appendix 3 |
| MANAGER | Dummy, 1 if POS=5 See Appendix 3 |
| INSPECT | Dummy, 1 if POS=6 See Appendix 3 |
| GENMAN | Dummy, 1 if POS=7 See Appendix 3 |
| PROMOTED | Dummy, 1 if promoted in current year |
| PROMOTED1 | Dummy, 1 if promoted in previous year |
| DEMOTED | Dummy, 1 if demoted in current year |
| DEMOTED1 | Dummy, 1 if demoted in previous year |
| LOC | Location code – see Appendix 1 and Appendix 2 |
| VIC | Dummy, 1 if LOC is in Victoria |
| NSW | Dummy, 1 if LOC is in New South Wales |
| QLD | Dummy, 1 if LOC is in Queensland |
| SA | Dummy, 1 if LOC is in South Australia |
| WA | Dummy, 1 if LOC is in Western Australia |
| TAS | Dummy, 1 if LOC is in Tasmania |
| NZ | Dummy, 1 if LOC is in New Zealand |
| LONDON | Dummy, 1 if LOC is in London |
| BRSIZE | Employment at the branch in 1930 (continuous) |
| Brman | Interaction, BRSIZE \* MANAGER |
| CAPITAL | Dummy, 1 if branch is located in a capital city (Sydney, Melbourne, Brisbane, Perth, Aukland, Adelaide, London, Hobart) |
| POP1930 | Population (in 1930) of location |
| MOVED | Dummy, 1 if moved branches in the current year |
| MOVED1 | Dummy, 1 if moved branches in the previous year |

**Appendix 1**

I. Notes on the Recording of Annual Information

In order to keep the number of cells manageable, information on wages, position, and location has been recorded only once per year, as of October 1 each calendar year. October 1 was used in preference to December 31 because fewer members of staff were on annual leave or on short-term appointments relieving another member of staff on annual leave. There are two exceptions to this rule. The information is recorded as of December 31 in the calendar year in which they were appointed if a member of staff was appointed after October 1. The information is recorded as of the date of exit if the member of staff left before October 1. TENURE (in years) is calculated as of the date of the observation. TENSTAR is a count of the number of calendar years for which the employee has been present (i.e. for an employee beginning December 31, 1888 and leaving Jan 1, 1889 TENSTAR takes a value of 1 for the 1888 observation and 2 for the 1889 observation).

II. Notes on Economy-Wide Statistics

All economy-wide statistics are from Vamplew, ed. Australians: Historical Statistics. There are gaps in the inflation over the entire period 1850 – 1970. The coverage is as follows:

PC31 – Retail price index. Covers 1861-1970

PC79 – GDP price deflator index. Covers 1851 - 1970

The correlation between PC31 and PC79 from 1861-1970 is .997To obtain real wages, nominal wages were deflated using PC31 and PC79 spliced to PC31 at the 1861 values for the 145 observations between 1851 and 1860.

III. Notes on Branch Employment

In each observation the branch employment (BREMP30) is the 1930 value. If the branch was not open in 1930, this value is given as zero. While this leads to some inaccuracies, these are generally very small, as the correlation between branch size in different years is generally very high. The 1930 value of branch employment was used because it is the latest year for which every Annual Report of the branches is available at the ANZ Group Archive. Recording values of zero is likely to introduce little measurement error, as both newly open branches and branches being shut down were invariably very small.

IV. Notes on Position Codes

In order to do any analysis of relationships involving hierarchical rank, it is necessary to convert job titles into positions. It is *a priore* not clear how to do this. At one extreme every job could be viewed as unique; i.e. 2nd teller at Melbourne, teller at Wagga Wagga, and 2nd at Sydney are all distinct classifications. At the other extreme all employees could be classified as bankers. Neither is satisfactory for purposes of analysis. I have also rejected the approach of classifying positions based solely on tasks, as this would likely create too many clerical codes to draw meaningful conclusions from any analysis and would create problems if the records were not consistent in their classification. A number of contemporary banking magazines suggest that clerks were all hierarchically similar, even if they were performing very different tasks. Following the magazines I have created the following classifications: clerk, teller, accountant/teller, accountant, manager, inspector, head office staff, and agent. In many cases the job title suggests two different classifications, for example “manager and inspector” or “accountant and manager”. In these cases they have been classified as the higher hierarchical level, with the exception of accountant/teller which has a separate classification.

The tasks performed by Accountant/tellers differed little from those performed by tellers and accountants, and this was probably not viewed by the bank as a distinct hierarchical level. However, the job of accountant/teller was distinct in that it was universally associated with smaller branches. Because of this distinction and because there are a large number of observations, I have classified it as a separate level. In some cases the job title was simply given as the department of employment, for example “general manager’s office” or “Standing Committee”. Depending on the age and previous and subsequent positions of the specific employee they were assigned a level, normally that of clerk.

**Appendix 2**

**Location Codes**

|  |  |  |
| --- | --- | --- |
| Branch | State | Code |
| Melbourne | VIC | 1 |
| Alexandra | VIC | 2 |
| Bairnsdale | VIC | 3 |
| Ballarat | VIC | 4 |
| Bendigo | VIC | 5 |
| Bentleigh | VIC | 6 |
| Berrigan | NSW | 7 |
| Brunswick | VIC | 8 |
| Bruthen | VIC | 9 |
| Camperdown | VIC | 10 |
| Casterton | VIC | 11 |
| Clunes | VIC | 12 |
| Cohuna | VIC | 13 |
| Colac | VIC | 14 |
| Collingwood | VIC | 15 |
| Daylesford | VIC | 16 |
| Deniliquin | NSW | 17 |
| Dimboola | VIC | 18 |
| Donald | VIC | 19 |
| Echuca | VIC | 20 |
| Elizabeth Street | VIC | 21 |
| Fitzroy | VIC | 22 |
| Footscary | VIC | 23 |
| Geelong | VIC | 24 |
| Hamilton | VIC | 25 |
| Horsham | VIC | 26 |
| Jeparit | VIC | 27 |
| Kerang | VIC | 28 |
| Kyabram | VIC | 29 |
| Loch | VIC | 30 |
| Marnoo | VIC | 31 |
| Maryborough | VIC | 32 |
| Miniyip | VIC | 33 |
| Moonee Ponds | VIC | 34 |
| Murtoa | VIC | 35 |
| Newmarket | VIC | 36 |
| Orbost | VIC | 37 |
| Portland | VIC | 38 |
| Prahran | VIC | 39 |
| Rochester | VIC | 40 |
| Rupanyap | VIC | 41 |
| Russell Street | VIC | 42 |
| Shepparton | VIC | 43 |
| South Melbourne | VIC | 44 |
| Stawell | VIC | 45 |
| Swan hill | VIC | 46 |
| Tarnagulla | VIC | 47 |
| Toora | VIC | 48 |
| Traralgon | VIC | 49 |
| Walla Walla | NSW | 50 |
| Wangaratta | VIC | 51 |
| Warnambool | VIC | 52 |
| Warracknabeal | VIC | 53 |
| Yarram Yarram | VIC | 54 |
| Yerong Creek | NSW | 55 |
| Castlemaine | VIC | 56 |
| Allendale | VIC | 57 |
| Casterton | VIC | 58 |
| Gippsland | VIC | 59 |
| Jamison | VIC | 60 |
| Pigoreet | VIC | 61 |
| Smythesdale | VIC | 62 |
| Wood's Point | VIC | 63 |
| Matlock | VIC | 64 |
| Benalla | VIC | 65 |
| Bright | VIC | 66 |
| Burnley | VIC | 67 |
| Cobram | VIC | 68 |
| Euroa | VIC | 69 |
| Foster | VIC | 70 |
| Katamatite | VIC | 71 |
| Keroit | VIC | 72 |
| Leongatha | VIC | 73 |
| Mirboo North | VIC | 74 |
| Mooroopna | VIC | 75 |
| Morwell | VIC | 76 |
| Nathalia | VIC | 77 |
| Numurkah | VIC | 78 |
| Port Fairy | VIC | 79 |
| Rutherglen | VIC | 80 |
| Sale | VIC | 81 |
| St Kilda | VIC | 82 |
| Strathmerton | VIC | 83 |
| Tallangatta | VIC | 84 |
| Williamstown | VIC | 85 |
| Yackandandah | VIC | 86 |
| Kerong Vale | VIC | 87 |
| Wunghnu | VIC | 88 |
| Walhall | VIC | 89 |
| Telford | VIC | 90 |
| Creswick | VIC | 91 |
| Corryong | VIC | 92 |
| Chiltern | VIC | 93 |
| Beechworth | VIC | 94 |
| Llancelby | VIC | 95 |
| 306 Little Collins St | VIC | 2030 |
| 75 Collins St East Melbourne | VIC | 2088 |
| Balwyn | VIC | 2062 |
| Box Hill | VIC | 2041 |
| Camberwell | VIC | 2028 |
| Corner Bourke and King Sts | VIC | 2031 |
| Eastern | VIC | 2032 |
| Elsternwick | VIC | 2029 |
| Flinders Lane | VIC | 2087 |
| Hampton | VIC | 2051 |
| Hartwell | VIC | 2064 |
| Korumburra | VIC | 2033 |
| Malvern | VIC | 2063 |
| Oakleigh | VIC | 2042 |
| Richmond | VIC | 2086 |
| Ripponlea | VIC | 2043 |
| Sandhurst (Later Bendigo) | VIC | 2005 |
| South Camberwell | VIC | 2093 |
| Stock Exchange | VIC | 2046 |
| Swanston St | VIC | 2035 |
| Toorak | VIC | 2047 |
| Victoria Markets | VIC | 2068 |
| Warragul | VIC | 2096 |
| Wedderburn | VIC | 2081 |
| Wodonga | VIC | 2034 |
| Yarrawonga | VIC | 2075 |
| Gardenvale | VIC | 2118 |
| Mordialloc | VIC | 2119 |
| Benalla | VIC | 2135 |
| Frankston | VIC | 2136 |
| Elizabeth St North (Melbourne) | VIC | 2138 |
| Sunshine | VIC | 2143 |
| Korong Vale | VIC | 2147 |
| Rutherglen | VIC | 2148 |
| Drouin | VIC | 2154 |
| Ormond | VIC | 2163 |
| Abbotsford | VIC | 2170 |
| Nathalia | VIC | 2182 |
| Castlemaine | VIC | 2183 |
| Packenham East | VIC | 2193 |
| Walwa | VIC | 2194 |
| Glenferrie | VIC | 2201 |
| Kew | VIC | 2202 |
| Morwell | VIC | 2212 |
| Maffra | VIC | 2213 |
| Charlton | VIC | 2220 |
| Sydney | NSW | 101 |
| Albury | NSW | 102 |
| Ballina | NSW | 103 |
| Balmain | NSW | 104 |
| Barellan | NSW | 105 |
| Bondi Beach | NSW | 106 |
| Burrowa | NSW | 107 |
| Burswood | NSW | 108 |
| Canowindra | NSW | 109 |
| Castlereagh Street | NSW | 110 |
| Cessnock | NSW | 111 |
| Coolamon | NSW | 112 |
| Coonabarabran | NSW | 113 |
| Cootabmundra | NSW | 114 |
| Coraki | NSW | 115 |
| Crows Nest | NSW | 116 |
| Cumnock | NSW | 117 |
| Dubbo | NSW | 118 |
| Forbes | NSW | 119 |
| George Street | NSW | 120 |
| Gilgandra | NSW | 121 |
| Grenfell | NSW | 122 |
| Gundagai | NSW | 123 |
| Gunnedah | NSW | 124 |
| Harden | NSW | 125 |
| Haymarket | NSW | 126 |
| Henty | NSW | 127 |
| Inverell | NSW | 128 |
| Junee | NSW | 129 |
| Murwillumbah | NSW | 130 |
| Narandera | NSW | 131 |
| Newcastle | NSW | 132 |
| Newtown | NSW | 133 |
| Orange | NSW | 134 |
| Oxford Street | NSW | 135 |
| Parkes | NSW | 136 |
| Parramatta | NSW | 137 |
| South Grafton | NSW | 138 |
| Southern | NSW | 139 |
| Tamworth | NSW | 140 |
| Trundle | NSW | 141 |
| Wagga Wagga | NSW | 142 |
| Wellingotn | NSW | 143 |
| West Maitland | NSW | 144 |
| West Wyalong | NSW | 145 |
| Yass | NSW | 146 |
| Yeoval | NSW | 147 |
| Young | NSW | 148 |
| Peak Hill | NSW | 149 |
| Greta | NSW | 150 |
| Bathurst | NSW | 151 |
| Godfrey's Creek | NSW | 152 |
| Goulburn | NSW | 153 |
| Grahamstown | NSW | 154 |
| Hay | NSW | 155 |
| Mount Pleasant | SA | 156 |
| Maryborough | NSW | 157 |
| Bega | NSW | 158 |
| Blyney | NSW | 159 |
| Corowa | NSW | 160 |
| Crookwell | NSW | 161 |
| Dorrigo | NSW | 162 |
| Howlong | NSW | 163 |
| Hurstville | NSW | 164 |
| Jerildene | NSW | 165 |
| Kogarah | NSW | 166 |
| Kyogle | NSW | 167 |
| Leichardt | NSW | 168 |
| Narrabri | NSW | 169 |
| Nowra | NSW | 170 |
| Petersham | NSW | 171 |
| Pitt St | NSW | 172 |
| Tullamone | NSW | 173 |
| Wentworth Avenue | NSW | 174 |
| Teridgerie | NSW | 175 |
| Berry | NSW | 176 |
| Hurstville | NSW | 177 |
| Narromine | NSW | 178 |
| Northern | NSW | 179 |
| Ashfield | NSW | 2059 |
| Auburn | NSW | 2099 |
| Broadway | NSW | 2037 |
| Campsie | NSW | 2084 |
| Casino | NSW | 2021 |
| Cowra | NSW | 2002 |
| Elizabeth St South | NSW | 2061 |
| Epping | NSW | 2040 |
| Finley | NSW | 2004 |
| Grafton | NSW | 2085 |
| Kings Cross | NSW | 2058 |
| Lismore | NSW | 2070 |
| Manly | NSW | 2057 |
| Market St (Sydney) | NSW | 2098 |
| Mosman | NSW | 2054 |
| Muswellbrook | NSW | 2039 |
| Newcastle West | NSW | 2083 |
| North Auburn | NSW | 2100 |
| Port Kembla | NSW | 2074 |
| Rand | NSW | 2036 |
| Stroud | NSW | 2038 |
| Temora | NSW | 2003 |
| Waterloo and Alexandria | NSW | 2060 |
| Woolongong | NSW | 2097 |
| Corowa | NSW | 2114 |
| St Leonards | NSW | 2115 |
| Brookvale | NSW | 2117 |
| Caringbah | NSW | 2120 |
| Rockdale | NSW | 2121 |
| Nowra | NSW | 2139 |
| Bathurst | NSW | 2140 |
| Jerilderie | NSW | 2141 |
| Gladesville | NSW | 2144 |
| Macquarie St (Sydney) | NSW | 2145 |
| Mayfield | NSW | 2150 |
| Mascot | NSW | 2151 |
| South Grafton | NSW | 2152 |
| Ramsgate | NSW | 2153 |
| Captain's Flat | NSW | 2168 |
| Hay | NSW | 2173 |
| Panania | NSW | 2174 |
| Randwick | NSW | 2185 |
| Petersham | NSW | 2187 |
| Kingston | VIC | 2188 |
| Moree | NSW | 2189 |
| Gordon | NSW | 2191 |
| Leichhardt | NSW | 2196 |
| Camperdown | NSW | 2197 |
| Hurstville | NSW | 2205 |
| Liverpool St (Sydney) | NSW | 2206 |
| Mobile Bank Savings Bank - NSW | NSW | 2214 |
| Annandale | NSW | 2215 |
| Brisbane | QLD | 201 |
| Ayr | QLD | 202 |
| Bundaberg | QLD | 203 |
| Cambooya | QLD | 204 |
| Charters Towers | QLD | 205 |
| Clifton | QLD | 206 |
| Dalby | QLD | 207 |
| Gayndah | QLD | 208 |
| Gympie | QLD | 209 |
| Jandowae | QLD | 210 |
| Kilcoy | QLD | 211 |
| Kingaroy | QLD | 212 |
| Mackay | QLD | 213 |
| Maryborough | QLD | 214 |
| Pittsworth | QLD | 215 |
| Rockhampton | QLD | 216 |
| Tingoora | QLD | 217 |
| Toowoomba | QLD | 218 |
| Townsville | QLD | 219 |
| Warwick | QLD | 220 |
| Blentleigh | QLD | 221 |
| Albion | QLD | 222 |
| Aramac | QLD | 223 |
| Bascaldine | QLD | 224 |
| Beaudesert | QLD | 225 |
| Beenleigh | QLD | 226 |
| Blackall | QLD | 227 |
| Burketown | QLD | 228 |
| Cairns | QLD | 229 |
| Charleville | QLD | 230 |
| Cloncurry | QLD | 232 |
| Cooktown | QLD | 233 |
| Croydon | QLD | 234 |
| Cunamulla | QLD | 235 |
| Dugandon | QLD | 236 |
| Eidswold | QLD | 237 |
| Esk | QLD | 238 |
| Gatton | QLD | 239 |
| Georgetown | QLD | 240 |
| Geraldton | QLD | 241 |
| Herberton | QLD | 242 |
| Hughenden | QLD | 243 |
| Ingham | QLD | 244 |
| Ipswich | QLD | 245 |
| Isisford | QLD | 246 |
| Killarney | QLD | 247 |
| Laidley | QLD | 248 |
| Longreach | QLD | 249 |
| Mayton | QLD | 250 |
| Mitchell | QLD | 251 |
| Montalbion | QLD | 252 |
| Mount Morgan | QLD | 253 |
| Muttaburra | QLD | 254 |
| Normanton | QLD | 255 |
| North Pine | QLD | 256 |
| Pittsworth | QLD | 257 |
| Port Douglas | QLD | 258 |
| Ravenswood | QLD | 259 |
| resie Terrace | QLD | 260 |
| Rona | QLD | 261 |
| Sandgate | QLD | 262 |
| South Brisbane | QLD | 263 |
| St George | QLD | 264 |
| Tambo | QLD | 265 |
| Thargomindah | QLD | 266 |
| Thursday Island | QLD | 267 |
| winton | QLD | 268 |
| Wollongarra | QLD | 269 |
| Allora | QLD | 270 |
| Oakey | QLD | 271 |
| Beaudesert | QLD | 272 |
| Childers | QLD | 2045 |
| Chinchilla | QLD | 2048 |
| Fortitude Valley | QLD | 2055 |
| Kilkivian | QLD | 2050 |
| Maleny | QLD | 2044 |
| Maroochydore | QLD | 2113 |
| Miles | QLD | 2049 |
| Morningside | QLD | 2095 |
| Southport | QLD | 2094 |
| Woodford | QLD | 2079 |
| Wooloongabba | QLD | 2056 |
| George St (Bribane) | QLD | 2128 |
| Elizabeth St (Brisbane) | QLD | 2129 |
| Adelaide St (Brisbane) | QLD | 2130 |
| Southern (Brisbane) | QLD | 2131 |
| Toogoolawah | QLD | 2149 |
| Baralabah | QLD | 2159 |
| Nambour | QLD | 2175 |
| Home Hill | QLD | 2176 |
| Cairns | QLD | 2177 |
| Nundah | QLD | 2184 |
| Staff Training Centre - Qld | QLD | 2216 |
| Adelaide | SA | 301 |
| Broken Hill | SA | 302 |
| Gawler | SA | 303 |
| Jamestown | SA | 304 |
| Kadina | SA | 305 |
| Kingscote | SA | 306 |
| Kingston | SA | 307 |
| Laura | SA | 308 |
| Maitland | SA | 309 |
| Melrose | SA | 310 |
| Millicent | SA | 311 |
| Moonta | SA | 312 |
| Mount Gambier | SA | 313 |
| Naracoorte | SA | 314 |
| Orroroo | SA | 315 |
| Port Adelaide | SA | 316 |
| Port Pirie | SA | 317 |
| Port Victor | SA | 318 |
| Robe | SA | 319 |
| Charlestown | SA | 320 |
| Port Augusta | SA | 322 |
| Snowtown | SA | 323 |
| Victor Harbour | SA | 324 |
| Port germain | SA | 325 |
| Gumeracha | SA | 326 |
| Silverton | SA | 327 |
| Georgetown | SA | 328 |
| Two Wells | SA | 329 |
| Manoora | SA | 330 |
| Border Town | SA | 331 |
| Yorktown | SA | 332 |
| Goolwa | SA | 333 |
| Wallaroo | SA | 334 |
| Strahallyn | SA | 335 |
| Aduna | SA | 336 |
| Angaston | SA | 337 |
| Balaklava | SA | 338 |
| Blyth | SA | 339 |
| Brinkworth | SA | 340 |
| Broughton | SA | 341 |
| Caltowis | SA | 342 |
| Ceduna | SA | 343 |
| Clive | SA | 344 |
| Clune | SA | 345 |
| Cowell | SA | 346 |
| Crystal bay | SA | 347 |
| Cummens | SA | 348 |
| Curramulka | SA | 349 |
| Edinburgh | SA | 350 |
| Freeling | SA | 351 |
| Georgetown | SA | 328 |
| Gumeracha | SA | 326 |
| Hammond | SA | 352 |
| Hawker | SA | 353 |
| Hindmarsh | SA | 354 |
| Hoodside | SA | 355 |
| Jailem bend | SA | 356 |
| jumby bay | SA | 357 |
| juno | SA | 358 |
| kapunda | SA | 359 |
| karoonda | SA | 360 |
| keith | SA | 361 |
| lameroo | SA | 362 |
| loxton | SA | 363 |
| mannum | SA | 364 |
| mcclaren vale | SA | 365 |
| minlaton | SA | 366 |
| moorook | SA | 367 |
| morgan | SA | 368 |
| mt pleasant | SA | 320 |
| murray b | SA | 369 |
| owen | SA | 370 |
| parilla | SA | 371 |
| pinnaroo | SA | 372 |
| port victoria | SA | 373 |
| pt augusta | SA | 374 |
| pt brgtn | SA | 375 |
| pt lincoln | SA | 2106 |
| sedan | SA | 376 |
| snow reach | SA | 377 |
| snowtown | SA | 323 |
| spalding | SA | 378 |
| ssty bay | SA | 379 |
| streaky bay | SA | 380 |
| swan reach | SA | 381 |
| truro | SA | 382 |
| tumby bay | SA | 383 |
| unley | SA | 384 |
| waikerie | SA | 385 |
| wooside | SA | 386 |
| yankalilla | SA | 387 |
| yorketown | SA | 332 |
| Paruna | SA | 388 |
| Rundle St | SA | 389 |
| Tailem bend | SA | 390 |
| Trevio | SA | 391 |
| Barmera | SA | 392 |
| Booborowie | SA | 393 |
| Crystal Brook | SA | 394 |
| Hindley St | SA | 2162 |
| Kimba | SA | 395 |
| Wudinna | SA | 396 |
| Tanunda | SA | 397 |
| Saddleworth | SA | 398 |
| Powell | SA | 399 |
| Nudinna | SA | 2222 |
| Longer st | SA | 2223 |
| Gouger st | SA | 2224 |
| Edwardstown | SA | 2225 |
| East Maitland | SA | 2226 |
| Kooringa | SA | 2227 |
| Wirribarra | SA | 2228 |
| Charleston | SA | 2229 |
| Burra | SA | 2111 |
| Grenfell St - Adelaide | SA | 2091 |
| Market Branch | SA | 2110 |
| North Adelaide | SA | 2109 |
| Penola | SA | 2080 |
| Port Lincoln | SA | 2106 |
| Norwood | SA | 2200 |
| Grote St - Adelaide | SA | 2217 |
| Hobart | TAS | 401 |
| Burnie | TAS | 402 |
| Launceston | TAS | 403 |
| Latrobe | TAS | 404 |
| Oatlands | TAS | 405 |
| Scottsdale | TAS | 406 |
| LaTrobe | TAS | 407 |
| Stanley | TAS | 408 |
| Wynyard | TAS | 409 |
| Zeehan | TAS | 410 |
| Waratah | TAS | 411 |
| Devonport | TAS | 412 |
| Deloraine | TAS | 2155 |
| Perth | WA | 501 |
| Albany | WA | 502 |
| Beverley | WA | 503 |
| Broome | WA | 504 |
| Broomehill | WA | 505 |
| Bunbury | WA | 506 |
| Burtville | WA | 507 |
| Capel | WA | 508 |
| Carnavon | WA | 509 |
| Coolgardie | WA | 510 |
| Corrigin | WA | 511 |
| Cue | WA | 512 |
| Dumbleyung | WA | 513 |
| Fremantle | WA | 514 |
| Geraldton | WA | 515 |
| Goomaling | WA | 516 |
| Jasper Hill | WA | 517 |
| Kalgoorlie | WA | 518 |
| Kanowna | WA | 519 |
| Katanning | WA | 520 |
| Kookynie | WA | 521 |
| Lawlers | WA | 522 |
| Marble Bar | WA | 523 |
| Meckering | WA | 524 |
| Menzies | WA | 525 |
| Mulline | WA | 526 |
| Narrogin | WA | 527 |
| Norseman | WA | 528 |
| Northam | WA | 529 |
| Pingelly | WA | 530 |
| Port Hedland | WA | 531 |
| Ravensthorpe | WA | 532 |
| Sandstone (formerly called Black Range) | WA | 533 |
| Sir Smuel | WA | 534 |
| Southern Cross | WA | 535 |
| Wagin | WA | 536 |
| Wickepin | WA | 537 |
| Wiluna | WA | 538 |
| Wongan Hills | WA | 539 |
| Wyaltkatchem | WA | 540 |
| York | WA | 541 |
| Day Dawn | WA | 542 |
| Peron | WA | 543 |
| Egerton | WA | 544 |
| Gnowangernpri | WA | 545 |
| Moora | WA | 546 |
| Lennonville | WA | 547 |
| Laverton | WA | 548 |
| Davyhurst | WA | 549 |
| Broad Arrow | WA | 550 |
| Duketon | WA | 551 |
| Barrack St Perth | WA | 2067 |
| Cossack | WA | 2001 |
| Japerstiel = Jasper Hill | WA | 2019 |
| Roebourne | WA | 2016 |
| St Georges Terrace | WA | 2107 |
| Town Hall (Perth) | WA | 2073 |
| Western Perth | WA | 2066 |
| Murray St (Perth) | WA | 2167 |
| Mount Lawley | WA | 2171 |
| East Victoria Park | WA | 2172 |
| Nedlands | WA | 2178 |
| Applecross | WA | 2181 |
| Mount Hawthorn | WA | 2207 |
| Christchurch | NZ | 601 |
| Ashburton | NZ | 602 |
| Auckland | NZ | 603 |
| Dunedin | NZ | 604 |
| Greymouth | NZ | 605 |
| Grisbourne | NZ | 606 |
| Hastings | NZ | 607 |
| Invercargill | NZ | 608 |
| Lyttelton | NZ | 609 |
| Napier | NZ | 610 |
| Nelson | NZ | 611 |
| Oamaru | NZ | 612 |
| Palmerston North | NZ | 613 |
| Rangiora | NZ | 614 |
| Timaru | NZ | 615 |
| Waimate | NZ | 616 |
| Wellington | NZ | 617 |
| Hokitika | NZ | 618 |
| Ross | NZ | 619 |
| Blenheim | NZ | 620 |
| Geraldine | NZ | 621 |
| Hawera | NZ | 622 |
| Kumara | NZ | 623 |
| Ohura | NZ | 624 |
| Opotiki | NZ | 625 |
| Opunake | NZ | 626 |
| Queenstown | NZ | 627 |
| Sefton | NZ | 628 |
| Southbridge | NZ | 629 |
| Teawamutu | NZ | 630 |
| Thames | NZ | 631 |
| Wairarapu | NZ | 632 |
| Port Alwriri | NZ | 633 |
| Tanorora | NZ | 634 |
| Featherston | NZ | 635 |
| Levin | NZ | 636 |
| Mangonui | NZ | 637 |
| Morrisville | NZ | 638 |
| Napier | NZ | 639 |
| Rotura | NZ | 640 |
| Taihape | NZ | 641 |
| Tauraga | NZ | 642 |
| Waverley | NZ | 643 |
| Whangarei | NZ | 644 |
| Mobu | NZ | 645 |
| River Cargill | NZ | 646 |
| Blenheim | NZ | 2092 |
| Buckley | NZ | 2009 |
| Customs St (Auckland) | NZ | 2104 |
| Dannevirke | NZ | 2011 |
| Dargaville | NZ | 2024 |
| Feilding | NZ | 2012 |
| Geraldine | NZ | 2105 |
| Gore | NZ | 2013 |
| Hamilton | NZ | 2020 |
| Hawera | NZ | 2102 |
| Helensville | NZ | 2065 |
| Hunterville | NZ | 2053 |
| Kaeo | NZ | 2072 |
| Martinborough | NZ | 2008 |
| Marton | NZ | 2069 |
| Masterton | NZ | 2006 |
| Matata | NZ | 2025 |
| Mount Roskill | NZ | 2103 |
| New Plymouth | NZ | 2014 |
| Newton | NZ | 2018 |
| Otaki | NZ | 2052 |
| Otorohanga | NZ | 2082 |
| Pahiatua | NZ | 2023 |
| Petone | NZ | 2101 |
| Stratford | NZ | 2071 |
| Te Aivamutu | NZ | 2026 |
| Te Araroa | NZ | 2007 |
| Te Puke | NZ | 2076 |
| Tekuiti | NZ | 2027 |
| Temuka | NZ | 2112 |
| Tolaga Bay | NZ | 2077 |
| Wairoa | NZ | 2015 |
| Wanganui | NZ | 2010 |
| Whakatane | NZ | 2078 |
| Taneatua | NZ | 2116 |
| Greytown | NZ | 2122 |
| Waipukarau | NZ | 2123 |
| Ngatea | NZ | 2124 |
| Courtenay Place (Wellington) | NZ | 2125 |
| Hamilton North | NZ | 2126 |
| High Street (Auckland) | NZ | 2127 |
| Hereford St (Christchurch) | NZ | 2132 |
| Cuba St (Wellington) | NZ | 2133 |
| Lower Hutt | NZ | 2134 |
| Pukekohe | NZ | 2137 |
| Mount Maunganui | NZ | 2142 |
| Levin | NZ | 2146 |
| Windsor House (Auckland) | NZ | 2156 |
| High St (Christchurch) | NZ | 2158 |
| Huntly | NZ | 2160 |
| Town Hall (Auckland) | NZ | 2164 |
| Patea | NZ | 2165 |
| Newmarket | NZ | 2166 |
| Tampo | NZ | 2169 |
| Opotiki | NZ | 2179 |
| Taumarunui | NZ | 2180 |
| Nominee and Registrar Dept - NZ | NZ | 2190 |
| Balclutha | NZ | 2192 |
| Kaikohe | NZ | 2195 |
| Featherstone | NZ | 2198 |
| Otahuhu | NZ | 2199 |
| Matamata | NZ | 2203 |
| Thames | NZ | 2204 |
| Morrinsville | NZ | 2208 |
| Panmure | NZ | 2209 |
| Eltham | NZ | 2210 |
| Waipawa | NZ | 2211 |
| Octagon | NZ | 2218 |
| Upper Symonds St - Auckland | NZ | 2219 |
| London | UK | 701 |
| Levuka Fiji | Fiji | 702 |
| Suva | Fiji | 703 |
| Shortland | Solomon Islands | 704 |
| Port Moseby | PNG | 801 |
| Darwin | NT | 901 |
| Canberra | ACT | 902 |
| General Manager's Department |  | 1000 |
| Inspector's and Divisional Offices (Vic & Tas) |  | 1001 |
| Inspector's and Divisional Offices (Vic & Tas & SA) |  | 1002 |
| Inspector's and Divisional Offices (SA) |  | 1003 |
| Inspector's and Divisional Offices (NSW) |  | 1004 |
| Inspector's and Divisional Offices (QLD) |  | 1005 |
| Inspector's and Divisional Offices (WA) |  | 1006 |
| Inspector's and Divisional Offices (NZ) |  | 1007 |
| Inspector's and Divisional Offices (NSW & QLD) |  | 1008 |
| Inspector's and Divisional Offices (NT) |  | 1009 |
| Inspector's and Divisional Offices (TAS) |  | 1010 |

Note: Some branches will have no observations in the UBA data set because either 1) they were opened later and no employees from this period were ever assigned to these branches or 2) they are branches of other Australian banks (Bank of South Australia, Queensland National Bank, Bank of Adelaide, Bank of Australasia)

**Appendix 3**

|  |  |  |
| --- | --- | --- |
| Position | Code | Rank |
| Clerk | 1 | 1 |
| Teller | 2 | 2 |
| Accountant | 3 | 3 |
| Accountant/Teller | 4 | 4 |
| Manager | 5 | 5 |
| Assistant sub-inspector | 6 | 6 |
| Sub-inspector | 7 | 6 |
| Assistant general manager | 8 | 7 |
| General Manager | 9 | 7 |
| Ledger keeper | 10 | 1 |
| Securities Clerk | 11 | 1 |
| Inspector | 15 | 6 |
| Sub-Manager | 16 | 5 |
| Acting Manager | 17 | 5 |
| Acting General manager | 18 | 7 |
| Correspondent Clerk | 19 | 1 |
| Acting Sub Inspector | 20 | 6 |
| Registrar | 21 | 1 |
| Draft Clerk | 22 | 1 |
| Sub Accountant | 23 | 3 |
| Confidential Clerk | 24 | 1 |
| Share Clerk | 25 | 1 |
| Bill Clerk | 26 | 1 |
| Acting Accountant | 27 | 3 |
| Pro Manager | 28 | 5 |
| Stationary Clerk | 29 | 1 |
| Agent | 30 | 8 |
| Acting Agent | 31 | 8 |
| Pro Agent | 32 | 8 |
| Chief Officer | 33 | 1 |
| Pro Accountant | 34 | 3 |
| Assistant | 35 | 1 |
| Secretary | 36 | 7 |
| Supernumary | 37 | 1 |
| Sub Agent | 38 | 8 |
| Assistant Accountant | 39 | 3 |
| Assistant Manager | 40 | 5 |
| Bullion Clerk | 41 | 1 |
| Apprentice | 42 | 1 |
| Junior | 43 | 1 |
| Senior Clerk | 44 | 1 |
| Assistant Inspector | 45 | 6 |
| Auditor | 46 | 1 |
| Chief Assistant | 47 | 7 |
| Supervisor | 48 | 1 |
| Ledger Clerk | 49 | 1 |
| Chief Inspector | 50 | 6 |
| Acting Accountant and Teller | 51 | 4 |
| Resident Inspector’s Department | 52 | 1 |
| Advance Clerk | 53 | 1 |
| Relieving Officer | 54 | 1 |
| Branch Clerk | 55 | 1 |
| Teller and Pro Accountant | 56 | 3 |
| Probationer | 57 | 1 |
| Relieving Officer | 58 | 1 |
| GM Department | 59 | 1 |
| Resident Inspector | 60 | 6 |
| Chief Correspondent | 61 | 1 |
| Sub Manager and Accountant | 62 | 5 |
| Relieving Manager | 63 | 5 |
| Head Ledger Keeper | 64 | 1 |
| Acting Sub Accountant | 65 | 3 |
| Acting Sub Manager | 66 | 5 |
| Property Officer | 68 | 1 |
| Acting Inspector | 69 | 6 |
| Audit Clerk | 70 | 1 |
| Acting Assistant Accountant | 39 | 3 |
| Chief Ledger Keeper | 71 | 1 |
| In Charge | 72 | 5 |
| Accountant Manager | 73 | 5 |
| 2nd Teller | 74 | 2 |
| Acting Accountant Manager | 75 | 5 |
| Acting Accountant/Clerk | 76 | 3 |
| Code Clerk | 77 | 1 |
| 5th Teller | 78 | 2 |
| Senior Relieving Officer | 79 | 5 |
| 4th Teller | 80 | 2 |
| 3rd Teller | 81 | 2 |
| Senior Sub-Inspector | 82 | 6 |
| Manager Clerk | 83 | 1 |
| Assistant Chief Inspector | 84 | 6 |
| Securities Clerks Dept | 85 | 1 |
| General Manager's Confidential Clerk | 86 | 1 |
| Acting Chief Inspector | 87 | 6 |
| Clerk & General Manager's Dept | 88 | 1 |
| 1st Teller | 89 | 2 |
| Relieving Clerk | 90 | 1 |
| 7th Teller | 91 | 2 |
| 8th Teller | 92 | 2 |
| Manager & Pro Accountant | 94 | 5 |
| Relieving Teller | 95 | 2 |
| Relieving Assistant to Accountant | 96 | 3 |
| Relieving Accountant | 97 | 3 |
| Acting Teller | 98 | 2 |
| Resident Inspector's Dept Clerk | 99 | 1 |
| Relieving Accountant & Teller | 100 | 4 |
| Typist | 101 | 1 |
| Stationary Dept | 102 | 1 |
| Standing Committee | 103 | 1 |
| Receiving Teller | 104 | 2 |
| General Books Clerk | 105 | 1 |
| Assistant to Banks Property Agent | 106 | 1 |
| Sub Inspector Accountant | 107 | 6 |
| Resident Inspector's Dept Vic + Tas | 108 | 1 |
| Debenture Clerk | 109 | 1 |
| Decimal Clerk | 110 | 1 |
| Admin Officer | 111 | 1 |
| Assistant General Manager | 112 | 7 |
| Senior Deputy General Manager | 113 | 7 |
| Exchange Manager | 114 | 5 |
| Chief Manager | 115 | 7 |
| Deputy Chief Manager | 116 | 7 |
| General Books | 117 | 1 |
| Special Duties | 118 | 1 |
| District Manager | 119 | 7 |
| Agency Clerk/Officer | 120 | 1 |
| Admin Officer | 121 | 1 |
| Minute Clerk | 122 | 1 |
| Note Clerk | 123 | 1 |
| Staff Clerk | 124 | 1 |
| Senior Minute Clerk | 125 | 1 |
| Accountant's Clerk | 126 | 1 |
| Inspector's Accountant | 127 | 3 |
| Inspection Officer | 128 | 6 |
| Travel Officer | 129 | 1 |
| Premises Officer | 130 | 1 |
| Senior Inspection Officer | 131 | 6 |
| Assistant District Manager | 132 | 5 |
| Cable Clerk | 133 | 1 |
| Exchange Clerk | 134 | 1 |
| Valuation Officer | 135 | 1 |
| Assistant Staff Inspector | 136 | 6 |
| Temporarily Attached | 137 | 1 |
| Investment Clerk | 138 | 1 |
| Nominee and Registrar Clerk | 139 | 1 |
| Chief Clearing Officer | 140 | 1 |
| Ledgerkeeper and Agency Officer | 141 | 1 |
| Decimal and Reference Clerk | 142 | 1 |
| Accountant Teller and Agency Officer | 143 | 4 |
| Deposits Officer | 144 | 1 |
| Standing Committe Clerk | 145 | 1 |
| Relieving manager and Audit officer | 146 | 5 |
| Principal | 147 | 1 |
| Standing Committee Department | 148 | 1 |
| Manager and Inspector | 149 | 6 |

II. Rank Codes

1 Clerk

2 Teller

3 Accountant

4 Accountant/teller

5 Manager

6 Inspector

7 General manager/Head office

8 Agent

**Appendix 4**

Reason for Exit Codes

1 resigned/left

2 died

3 forced resignation

4 dismissed/absconded/suspended

5 retired on a pension

1. forced to retire on a pension

31 Record censured in 1921, 1926, or 1931