



**Australian Government**  
**Department of Employment and  
Workplace Relations**

## TRENDS IN FEDERAL ENTERPRISE BARGAINING

### SEPTEMBER QUARTER 2003

**TABLE 1: AVERAGE ANNUALISED WAGE INCREASES (AAWIs) PER EMPLOYEE**

	<b>June quarter 2003 %</b>	<b>September quarter 2003 %</b>	<b>Change in AAWI Points</b>
<b>Wage agreements in the quarter</b>			
All sectors	4.3	4.1	-0.2
Private sector	4.0	4.2	0.2
Public sector	4.6	4.1	-0.5
<b>All current wage agreements</b>			
All sectors	3.8	3.8	0.0
Private sector	3.6	3.6	0.0
Public sector	4.1	4.1	0.0

(r) = revised to include agreements received after the quarterly cut-off date.

**TABLE 2: FEDERAL WAGE AGREEMENTS - CERTIFIED IN THE QUARTER, SEPTEMBER QUARTER 2000 - SEPTEMBER QUARTER 2003**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03
<b>PUBLIC SECTOR</b>	213	194	147	95	98	115	108	87	117	204	102	107	115
AAWI (%)	4.5	3.8	3.8	4.1	4.0	3.7	3.9	4.2	4.2	4.2	3.9	4.6	4.1
Employees ('000)	81.5	137.6	108.5	63.8	45.7	81.9	51.3	71.4	56.2	109.8	17.2	98.7	35.9
<b>PRIVATE SECTOR</b>	1777	2156	1564	1318	1701	1518	1679	1199	1313	1159	1483	2105	2427
AAWI (%)	3.9	4.2	3.6	3.9	3.7	3.9	3.5	3.2	3.9	3.8	3.4	4.0	4.2
Employees ('000)	95.1	143.5	92.4	130.5	119.8	109.9	158.0	137.5	121.0	109.1	101.1	80.4	103.2
<b>ALL INDUSTRIES</b>	1990	2350	1711	1413	1799	1633	1787	1286	1430	1363	1585	2212	2542
AAWI (%)	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.3	4.1
Employees ('000)	176.5	281.2	200.9	194.3	165.5	191.8	209.3	208.9	177.2	218.9	118.3	179.0	139.2
<b>SECTION 170LK</b>	258	224	185	214	307	312	218	209	313	270	226	277	327
AAWI (%)	3.7	3.5	3.2	4.0	3.1	3.9	3.3	3.5	3.6	3.2	3.3	3.3	3.9
Employees ('000)	20.0	21.3	8.9	18.7	14.2	26.5	13.9	15.6	18.3	21.6	9.2	16.4	16.2
<b>SECTION 170LJ</b>	1377	1669	1257	934	1087	984	1242	814	843	808	1172	1764	1941
AAWI (%)	4.3	4.1	3.7	3.9	3.9	3.7	3.6	3.4	4.0	4.1	3.5	4.4	4.1
Employees ('000)	133.3	199.2	174.2	155.9	114.8	136.1	182.1	157.4	122.3	139.8	101.2	151.0	104.5
<b>SECTION 170LL</b>	134	50	37	65	87	126	99	126	102	123	91	66	71
AAWI (%)	3.0	3.5	3.1	3.8	3.1	3.6	3.8	4.2	4.1	4.0	4.2	3.7	4.1
Employees ('000)	4.4	1.2	1.2	2.2	3.3	2.4	2.6	1.7	1.5	2.5	1.6	1.5	1.4
<b>SECTION 170LN</b>	221	407	232	200	318	211	228	137	172	162	96	105	203
AAWI (%)	4.1	3.6	3.9	4.0	4.1	4.2	4.2	4.3	4.3	4.0	4.4	4.3	4.3
Employees ('000)	18.8	59.4	16.6	17.5	33.2	26.7	10.6	34.1	35.2	55.0	6.3	10.2	17.0
<b>ALL UNION (170LJ, 170LL, 170LN)</b>	1732	2126	1526	1199	1492	1321	1569	1077	1117	1093	1359	1935	2215
AAWI (%)	4.3	4.0	3.7	3.9	3.9	3.8	3.6	3.6	4.1	4.1	3.5	4.4	4.2
Employees ('000)	156.5	259.9	192.0	175.6	151.2	165.2	195.4	193.3	159.0	197.3	109.1	162.7	122.9

Notes: 1. AAWI = Average Annualised Wage Increase per employee

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

Source: Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**TABLE 3: FEDERAL WAGE AGREEMENTS - CURRENT AGREEMENTS, SEPTEMBER QUARTER 2000 - SEPTEMBER QUARTER 2003**

<b>FOR ALL CURRENT AGREEMENT</b>	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03
<b>PUBLIC SECTOR</b>	1290	1235	1261	1217	1145	1130	1108	1055	908	1026	978	999	902
AAWI (%)	3.6	3.6	3.7	3.7	3.7	3.7	3.7	3.9	4.0	4.0	4.0	4.1	4.1
Employees ('000)	477.4	498.3	569.8	599.8	537.8	594.5	599.4	594.1	568.7	623.8	588.5	651.3	546.8
<b>PRIVATE SECTOR</b>	7141	8617	9530	10236	10699	11642	12581	13278	13598	9378	8784	9316	10465
AAWI (%)	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.7	3.7	3.7	3.6	3.6	3.6
Employees ('000)	812.4	855.1	831.2	880.0	823.1	855.9	895.1	954.0	970.1	969.0	984.3	988.4	951.3
<b>ALL INDUSTRIES</b>	8431	9852	10791	11453	11844	12772	13689	14333	14506	10404	9762	10315	11367
AAWI (%)	3.6	3.6	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8
Employees ('000)	1289.7	1353.4	1401.0	1479.8	1360.8	1450.4	1494.5	1548.1	1538.8	1592.7	1572.8	1639.7	1498.1
<b>SECTION 170LK</b>	1527	1639	1697	1712	1827	1964	1982	2047	2121	2217	2272	2394	2472
AAWI (%)	3.2	3.3	3.3	3.5	3.4	3.5	3.5	3.6	3.6	3.5	3.5	3.4	3.5
Employees ('000)	117.3	125.0	123.0	121.5	124.6	144.3	148.4	155.5	152.4	158.8	160.2	161.9	160.1
<b>SECTION 170LJ</b>	5015	6172	6973	7557	7866	8438	9235	9721	9811	5970	5259	6237	7188
AAWI (%)	3.6	3.7	3.7	3.7	3.7	3.8	3.7	3.7	3.8	3.8	3.7	3.8	3.8
Employees ('000)	863.3	929.6	1013.6	1099.1	982.0	1031.8	1127.7	1177.5	1167.3	1169.2	1163.7	1239.0	1109.2
<b>SECTION 170LL</b>	648	608	610	626	528	622	606	654	640	726	757	769	792
AAWI (%)	3.3	3.3	3.2	3.4	3.0	3.1	3.2	3.5	3.7	3.7	3.9	3.8	3.9
Employees ('000)	24.3	21.3	21.0	18.4	17.2	19.0	18.5	17.0	13.3	14.8	14.1	14.1	14.2
<b>SECTION 170LN</b>	1226	1422	1500	1547	1614	1744	1864	1909	1933	1491	1474	915	915
AAWI (%)	3.7	3.6	3.6	3.7	3.7	3.8	3.8	4.1	4.2	4.1	4.1	4.1	4.1
Employees ('000)	234.3	227.4	193.3	190.8	187.1	205.6	199.8	198.0	205.7	249.8	234.8	224.7	214.7
<b>ALL UNION (170LJ, 170LL, 170LN)</b>	6889	8202	9083	9730	10008	10804	11705	12284	12384	8187	7490	7921	8895
AAWI (%)	3.6	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.9	3.8
Employees ('000)	1121.8	1178.4	1227.9	1308.3	1186.3	1256.4	1346.0	1392.5	1386.3	1433.9	1412.6	1477.8	1338.0

**Notes:** 1. AAWI = Average Annualised Wage Increase per employee

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

**Source:** Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**TABLE 4: FEDERAL WAGE AGREEMENTS - CERTIFIED, BY ANZSIC DIVISION, SEPTEMBER QUARTER 2000 - SEPTEMBER QUARTER 2003 - (Part One)**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03
<b>ANZSIC DIVISION</b>													
<b>Agriculture, forestry and fishing</b>	11	16	7	6	8	22	13	7	11	19	11	14	9
AAWI (%)	3.4	4.1	3.3	2.0	4.4	3.3	2.4	3.4	2.8	3.4	5.1	2.7	2.6
Employees ('000)	2.6	0.7	0.4	0.1	0.6	2.3	0.8	0.1	0.2	2.2	0.3	0.4	1.0
<b>Mining</b>	22	42	21	26	34	36	16	36	30	29	33	32	25
AAWI (%)	4.3	3.4	2.4	4.3	3.5	3.2	4.8	2.1	3.6	3.0	2.0	4.5	2.3
Employees ('000)	1.5	2.0	1.1	2.3	4.4	2.9	0.8	2.4	2.5	2.1	1.3	1.4	1.3
<b>Manufacturing</b>	396	503	409	310	391	453	351	293	346	324	208	305	509
AAWI (%)	3.9	4.4	4.1	3.9	4.2	4.2	4.2	4.0	3.8	3.8	3.9	3.9	4.2
Employees ('000)	25.5	44.5	28.3	18.5	28.8	43.4	25.1	16.7	21.2	20.1	12.2	13.2	40.3
<i>Non-metals manufacturing</i>	214	260	205	175	236	258	177	178	187	201	108	205	259
AAWI (%)	3.7	3.8	3.9	3.8	4.1	3.8	3.9	4.1	3.7	3.7	3.9	3.7	3.8
Employees ('000)	13.3	20.0	18.2	12.9	18.8	22.6	13.7	9.6	12.3	14.5	6.9	9.8	17.8
<i>Metals manufacturing</i>	182	243	204	135	155	195	174	115	159	123	100	100	250
AAWI (%)	4.1	4.8	4.4	4.1	4.3	4.7	4.5	3.9	3.9	4.0	3.8	4.2	4.5
Employees ('000)	12.2	24.5	10.1	5.6	10.0	20.8	11.4	7.1	9.0	5.7	5.3	3.4	22.5
<b>Electricity, gas and water supply</b>	14	21	11	17	13	14	11	11	11	18	7	5	12
AAWI (%)	4.2	3.8	3.9	4.2	4.7	4.6	3.5	3.9	4.8	4.1	3.5	4.0	4.2
Employees ('000)	2.1	1.2	2.5	1.4	1.3	2.2	1.1	2.3	3.9	4.8	2.2	0.3	1.5
<b>Construction</b>	983	1256	847	608	761	604	1002	571	580	435	875	1423	1357
AAWI (%)	4.8	4.9	4.8	4.8	4.8	4.2	4.6	4.5	4.6	4.6	4.0	4.1	4.4
Employees ('000)	13.5	16.5	10.0	5.9	7.2	5.7	8.7	5.2	5.1	6.2	11.9	15.7	15.3
<b>Wholesale trade</b>	12	13	8	5	12	9	4	9	11	7	5	6	3
AAWI (%)	4.6	3.9	4.1	4.3	3.8	3.2	4.3	3.3	3.8	4.3	3.8	3.5	5.2
Employees ('000)	0.6	2.4	0.3	0.1	1.3	0.5	0.7	0.3	0.7	0.3	0.5	0.5	0.2
<b>Retail trade</b>	36	30	32	32	104	65	28	38	47	38	37	33	30
AAWI (%)	3.2	3.6	2.4	3.2	3.4	3.4	3.2	2.9	3.2	3.3	3.0	4.5	3.2
Employees ('000)	11.8	34.8	28.9	31.9	28.1	22.4	77.8	77.4	20.3	10.7	44.4	11.4	5.6
<b>ALL INDUSTRIES</b>	1990	2350	1711	1413	1799	1633	1787	1286	1430	1363	1585	2212	2542
AAWI (%)	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.3	4.1
Employees ('000)	176.5	281.2	200.9	194.3	165.5	191.8	209.3	208.9	177.2	218.9	118.3	179.0	139.2

Notes: 1. AAWI = Average Annualised Wage Increase per employee

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

3. \* No quantifiable agreements were certified this quarter so that no AAWI is calculable.

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**TABLE 4: FEDERAL WAGE AGREEMENTS - CERTIFIED, BY ANZSIC DIVISION, SEPTEMBER QUARTER 2000 - SEPTEMBER QUARTER 2003 - (Final Part)**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03
<b>ANZSIC DIVISION</b>													
<b>Accommodation, cafes and restaurants</b>	15	13	12	15	27	12	16	4	21	17	18	22	21
AAWI (%)	3.8	2.7	4.1	1.1	2.7	2.3	2.6	2.4	3.0	2.5	3.2	3.3	3.3
Employees ('000)	1.6	1.3	1.1	1.3	12.3	0.7	1.4	0.1	2.0	1.1	2.9	2.5	2.4
<b>Transport and storage</b>	180	160	134	102	133	123	90	78	102	126	130	96	139
AAWI (%)	3.8	3.3	3.5	3.3	3.8	3.8	3.5	3.2	4.0	3.4	3.8	3.5	4.3
Employees ('000)	12.4	24.2	6.6	7.0	10.2	10.0	14.9	12.8	17.7	25.7	8.5	14.6	9.4
<b>Communication services</b>	5	9	3	4	6	4	3	3	5	9	3	5	4
AAWI (%)	3.5	3.8	*	4.1	3.7	4.0	3.7	2.3	4.0	4.0	2.7	4.8	4.1
Employees ('000)	1.5	43.7	0.2	1.8	1.0	0.4	35.1	0.1	0.3	22.3	0.2	15.1	0.7
<b>Finance and insurance</b>	12	12	11	14	13	9	7	13	24	18	5	7	14
AAWI (%)	4.8	5.1	4.1	4.5	3.6	3.7	3.5	3.1	4.3	4.2	4.0	4.4	3.6
Employees ('000)	12.5	9.3	4.1	26.9	6.1	5.2	7.4	3.5	43.7	32.4	6.5	2.0	4.2
<b>Property and business services</b>	33	38	23	35	28	48	32	30	23	35	33	24	33
AAWI (%)	3.2	3.3	3.2	3.8	3.3	4.0	3.6	5.1	3.4	4.3	2.8	3.3	3.1
Employees ('000)	2.4	3.8	3.0	13.7	3.7	6.1	2.4	7.6	1.7	10.1	2.9	1.8	2.5
<b>Government administration and defence</b>													
AAWI (%)	5.0	3.8	3.9	4.5	4.2	3.7	4.4	4.2	4.0	4.4	3.9	5.2	4.2
Employees ('000)	50.5	35.9	9.9	17.6	9.6	38.4	8.6	62.9	13.4	57.3	6.0	48.9	19.5
<b>Education</b>	33	56	51	34	27	29	28	19	25	24	19	16	26
AAWI (%)	3.6	4.7	3.9	3.9	4.0	3.3	3.8	5.1	4.4	3.7	4.1	4.6	4.3
Employees ('000)	18.3	29.1	91.5	43.1	13.9	17.9	4.0	1.5	27.0	3.0	1.3	4.0	6.8
<b>Health and community services</b>	106	53	53	108	127	88	96	77	46	123	99	103	235
AAWI (%)	3.3	3.0	3.6	4.4	4.2	3.7	4.7	4.0	4.1	3.6	4.3	3.7	4.2
Employees ('000)	10.4	27.6	8.2	14.7	30.6	18.3	13.4	11.0	9.6	11.2	7.5	40.6	25.1
<b>Cultural and recreational services</b>	21	28	18	28	33	21	21	16	17	14	25	16	15
AAWI (%)	3.7	3.8	4.8	3.6	3.7	2.6	3.1	4.6	4.1	4.1	3.9	3.9	3.6
Employees ('000)	7.2	3.2	3.9	7.6	5.5	3.5	5.9	2.9	3.4	6.2	8.9	4.8	1.2
<b>Personal and other services</b>	20	16	14	11	16	27	15	20	37	25	26	34	35
AAWI (%)	3.6	2.8	3.4	2.6	4.0	4.7	4.0	3.6	4.3	5.0	3.5	4.3	4.5
Employees ('000)	2.0	0.8	1.0	0.4	1.0	11.8	1.1	1.9	4.4	3.2	0.8	1.8	2.2
<b>ALL INDUSTRIES</b>	1990	2350	1711	1413	1799	1633	1787	1286	1430	1363	1585	2212	2542
AAWI (%)	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.3	4.1
Employees ('000)	176.5	281.2	200.9	194.3	165.5	191.8	209.3	208.9	177.2	218.9	118.3	179.0	139.2

Notes: 1. AAWI = Average Annualised Wage Increase per employee

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

3. \* No quantifiable agreements were certified this quarter so that no AAWI is calculable.

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 30 September 2000 - 30 September 2003 (Pt One)**

FOR ALL CURRENT AGREEMENTS														
	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	
<b>ANZSIC DIVISION</b>														
<b>Agriculture, forestry &amp; fishing</b>	37	48	54	60	60	75	74	78	78	90	95	107	106	
AAWI (%)	3.2	3.2	3.2	3.2	3.3	3.4	3.3	3.3	3.3	3.3	3.4	3.4	3.3	
Employees ('000)	5.4	5.9	6.2	6.3	6.5	7.0	7.2	7.1	6.8	8.9	8.9	7.1	7.7	
<b>Mining</b>	210	218	213	215	213	238	231	253	242	241	238	251	248	
AAWI (%)	2.6	2.7	2.7	3.4	3.5	3.5	3.5	3.4	3.5	3.4	3.2	3.2	3.2	
Employees ('000)	17.0	16.7	16.2	12.8	15.0	17.1	16.7	17.7	18.2	18.7	17.6	17.6	17.4	
<b>Manufacturing</b>	2135	2390	2564	2638	2430	2618	2725	2807	2800	2922	2815	2433	2385	
AAWI (%)	3.8	3.9	3.9	3.9	4.0	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	
Employees ('000)	185.7	207.6	215.7	215.8	172.6	196.6	200.1	205.9	202.5	208.6	207.9	186.2	178.2	
<i>Non-metals manufacturing</i>	1218	1354	1434	1474	1380	1473	1499	1558	1521	1601	1481	1507	1447	
AAWI (%)	3.5	3.6	3.6	3.6	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.8	
Employees ('000)	99.4	108.5	115.0	116.4	101.2	111.6	113.8	117.3	111.8	117.1	114.2	112.6	102.8	
<i>Metals manufacturing</i>	917	1036	1130	1164	1050	1145	1226	1249	1279	1321	1334	926	938	
AAWI (%)	4.0	4.2	4.3	4.3	4.3	4.4	4.5	4.5	4.5	4.5	4.5	4.3	4.4	
Employees ('000)	86.4	99.0	100.7	99.4	71.4	85.0	86.4	88.5	90.8	91.4	93.5	73.4	75.3	
<b>Electricity, gas &amp; water supply</b>	104	104	109	117	113	117	107	110	106	109	105	101	94	
AAWI (%)	3.2	3.6	3.8	3.8	3.9	4.0	3.9	3.9	4.3	4.2	4.2	4.2	4.2	
Employees ('000)	18.2	16.5	16.6	17.5	18.0	18.5	13.9	15.9	14.6	18.9	20.8	20.5	17.3	
<b>Construction</b>	2557	3652	4396	4903	5422	5957	6784	7269	7675	3182	2680	3631	4737	
AAWI (%)	4.6	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.5	4.2	4.1	4.1	
Employees ('000)	43.7	56.6	64.8	68.6	70.3	74.6	80.1	82.8	84.6	44.7	42.8	50.5	60.3	
<b>Wholesale trade</b>	92	98	100	91	75	72	72	73	69	69	63	57	47	
AAWI (%)	3.3	3.5	3.5	3.6	3.7	3.7	3.8	3.7	3.8	3.9	3.8	3.8	3.9	
Employees ('000)	5.4	7.4	7.4	6.2	6.3	6.2	6.8	6.7	6.1	5.7	5.8	5.4	5.0	
<b>Retail trade</b>	232	246	263	224	299	343	345	366	390	409	419	433	409	
AAWI (%)	3.3	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.1	3.2	3.1	3.2	3.1	
Employees ('000)	227.2	247.4	269.5	272.9	248.3	236.1	256.0	326.8	321.3	308.6	333.0	336.5	297.8	
<b>ALL INDUSTRIES</b>	8431	9852	10791	11453	11844	12772	13689	14333	14506	10404	9762	10315	11367	
AAWI (%)	3.6	3.6	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	
Employees ('000's)	1289.7	1353.4	1401.0	1479.8	1360.8	1450.4	1494.5	1548.1	1538.8	1592.7	1572.8	1639.7	1498.1	

Notes: 1. AAWI = Average Annualised Wage Increase per employe

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

3. \* No quantifiable agreements were certified this quarter so that no AAWI is calculable.

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business; services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 30 September 2000 - 30 September 2003 (Final Part)**

FOR ALL CURRENT AGREEMENTS													
ANZSIC DIVISION	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03
<b>Accom, cafes &amp; restaurants</b>	128	131	131	125	135	134	138	135	134	137	140	141	147
AAWI (%)	2.7	2.7	3.1	3.5	2.9	2.9	2.8	2.8	2.7	2.7	2.7	2.8	2.8
Employees (000's)	16.2	15.7	12.3	10.0	21.2	20.9	19.9	19.7	20.4	20.8	22.7	22.8	24.5
<b>Transport &amp; storage</b>	771	852	903	944	933	988	995	981	921	962	956	894	842
AAWI (%)	3.1	3.2	3.2	3.1	3.2	3.3	3.5	3.5	3.6	3.5	3.6	3.6	3.6
Employees (000's)	94.9	115.5	118.4	116.4	97.7	88.9	82.4	79.6	78.2	95.0	90.3	93.7	88.9
<b>Communication services</b>	26	30	30	33	36	38	38	38	38	42	40	40	39
AAWI (%)	4.0	3.9	3.9	3.9	3.8	3.8	3.8	3.8	3.8	3.8	3.8	4.0	4.0
Employees (000's)	117.8	82.9	81.5	82.9	48.1	48.4	83.4	77.4	76.6	67.7	67.8	81.1	81.0
<b>Finance &amp; insurance</b>	91	89	78	87	91	93	91	93	102	110	102	105	104
AAWI (%)	4.0	4.1	4.1	4.2	4.2	4.2	4.1	4.0	4.2	4.1	4.1	4.1	4.1
Employees (000's)	119.2	95.7	48.8	66.7	68.1	72.9	78.3	52.8	89.2	111.9	109.4	109.7	105.1
<b>Property &amp; business services</b>	219	238	237	254	239	263	263	272	260	271	263	251	244
AAWI (%)	3.4	3.5	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.8	3.8	3.8	3.8
Employees (000's)	19.3	21.4	23.3	35.5	37.1	42.0	40.2	35.7	34.0	41.2	40.3	39.7	32.6
<b>Government admin &amp; defence</b>	569	588	571	581	530	548	519	536	500	553	549	597	547
AAWI (%)	3.7	3.7	3.8	3.9	3.6	3.7	3.7	3.9	4.1	4.2	4.2	4.4	4.4
Employees (000's)	167.1	188.8	185.0	197.6	150.6	181.4	159.2	194.4	156.0	200.1	198.9	240.8	226.9
<b>Education</b>	177	217	242	269	276	291	267	276	282	293	224	219	183
AAWI (%)	3.6	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7
Employees (000's)	74.7	102.1	177.4	220.0	229.2	246.5	247.0	247.6	265.7	267.9	225.7	209.4	121.1
<b>Health and community services</b>	853	695	633	622	685	662	705	702	610	705	749	704	879
AAWI (%)	3.3	3.2	3.1	3.3	3.6	3.6	3.7	4.0	4.0	4.0	4.0	3.9	3.9
Employees (000's)	118.5	110.7	97.3	96.1	116.0	125.7	132.5	112.8	103.4	112.7	116.4	150.2	165.7
<b>Cultural &amp; recreational</b>	129	142	148	165	180	190	185	184	139	137	145	150	141
AAWI (%)	3.1	3.1	3.3	3.5	3.5	3.3	3.3	3.3	3.2	3.5	3.7	3.7	3.7
Employees (000's)	30.7	33.1	35.8	39.6	42.6	43.5	47.3	41.8	35.5	36.1	39.4	42.6	42.1
<b>Personal and other services</b>	101	114	119	125	127	145	150	160	160	172	179	201	215
AAWI (%)	3.3	3.3	3.2	3.3	3.3	4.0	4.1	4.2	4.3	4.5	4.5	4.5	4.5
Employees (000's)	28.8	29.6	25.0	14.8	13.1	24.2	23.4	23.4	25.8	25.3	25.1	26.1	26.8
<b>ALL INDUSTRIES</b>	8431	9852	10791	11453	11844	12772	13689	14333	14506	10404	9762	10315	11367
AAWI (%)	3.6	3.6	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8
Employees (000's)	1289.7	1353.4	1401.0	1479.8	1360.8	1450.4	1494.5	1548.1	1538.8	1592.7	1572.8	1639.7	1498.1

Notes: 1. AAWI = Average Annualised Wage Increase per employee

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

3. \* No quantifiable agreements were certified this quarter so that no AAWI is calculable.

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

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'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series.