



# TRENDS IN FEDERAL ENTERPRISE BARGAINING

## MARCH QUARTER 2003

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

	<b>Dec quarter 2002</b> %	<b>Mar quarter 2003</b> %	<b>Change</b> <b>Points</b>
<b>Wage agreements in the quarter</b>			
All sectors	4.1	3.5	-0.6
Private sector	3.8(r)	3.4	-0.4
Public sector	4.3	3.9	-0.4
<b>All current wage agreements</b>			
All sectors	3.8	3.8	0.0
Private sector	3.7	3.6	-0.1
Public sector	4.0	4.0	0.0

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

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

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03
<b>PUBLIC SECTOR</b>	176	131	214	194	147	95	97	115	108	87	118	205	103
AAWI (%)	3.2	3.3	4.5	3.8	3.8	4.1	4.0	3.7	3.9	4.2	4.3	4.3	3.9
Employees ('000)	43.8	42.8	81.6	137.6	108.5	63.8	40.2	81.9	51.3	71.4	56.2	109.8	17.6
<b>PRIVATE SECTOR</b>	1097	1003	1776	2155	1563	1318	1701	1517	1679	1199	1311	1130	1446
AAWI (%)	3.6	3.8	3.9	4.2	3.6	3.9	3.7	3.9	3.5	3.2	4.0	3.8	3.4
Employees ('000)	59.1	62.6	95.0	143.5	92.3	130.5	119.8	109.8	158.0	137.5	121.0	108.5	101.5
<b>ALL INDUSTRIES</b>	1273	1134	1990	2349	1710	1413	1798	1632	1787	1286	1429	1335	1549
AAWI (%)	3.4	3.6	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.1	4.1	3.5
Employees ('000)	102.9	105.3	176.5	281.1	200.9	194.3	159.9	191.7	209.3	208.9	177.2	218.4	119.1
<b>SECTION 170LK</b>	149	186	258	223	185	214	307	312	218	209	313	270	225
AAWI (%)	3.0	3.4	3.7	3.5	3.2	4.0	3.1	3.9	3.3	3.5	3.6	3.3	3.2
Employees ('000)	6.7	15.2	20.0	21.3	8.9	18.7	14.2	26.5	13.9	15.6	18.3	21.6	9.5
<b>SECTION 170LJ</b>	859	733	1377	1669	1256	934	1087	983	1242	814	842	789	1143
AAWI (%)	3.5	3.6	4.3	4.1	3.7	3.9	3.9	3.7	3.6	3.4	4.0	4.2	3.4
Employees ('000)	64.3	71.6	133.3	199.2	174.2	155.9	114.8	136.1	182.1	157.4	122.3	139.3	101.4
<b>SECTION 170LL</b>	80	71	134	50	37	65	87	126	99	126	102	116	88
AAWI (%)	4.2	3.9	3.0	3.5	3.1	3.8	3.1	3.6	3.8	4.2	4.1	4.0	4.0
Employees ('000)	2.7	2.0	4.4	1.2	1.2	2.2	3.3	2.4	2.6	1.7	1.5	2.4	1.6
<b>SECTION 170LN</b>	185	144	221	407	232	200	317	211	228	137	172	160	93
AAWI (%)	3.3	3.9	4.1	3.6	3.9	4.0	4.0	4.2	4.2	4.3	4.3	4.1	4.4
Employees ('000)	29.2	16.5	18.8	59.4	16.6	17.5	27.7	26.7	10.6	34.1	35.2	55.0	6.6

**Notes:** 1. AAWI = Average Annual 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, 19 May 2003. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

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

<b>FOR ALL CURRENT AGREEMENT</b>	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03
<b>PUBLIC SECTOR</b>	1314	1358	1291	1236	1261	1217	1144	1129	1107	1054	908	1027	980
AAWI (%)	3.4	3.4	3.6	3.6	3.7	3.7	3.7	3.7	3.7	3.9	4.0	4.0	4.0
Employees ('000)	469.4	456.2	477.5	498.4	569.8	599.8	532.2	588.9	593.8	588.5	563.2	618.3	583.4
<b>PRIVATE SECTOR</b>	7030	7367	7136	8611	9524	10230	10691	11633	12572	13270	13588	9340	8713
AAWI (%)	3.7	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.7	3.7	3.7	3.6
Employees ('000)	926.9	890.7	812.2	854.9	831.0	879.8	822.4	855.2	894.4	953.3	969.4	967.7	983.4
<b>ALL INDUSTRIES</b>	8344	8725	8427	9847	10785	11447	11835	12762	13679	14324	14496	10367	9693
AAWI (%)	3.6	3.5	3.6	3.6	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8
Employees ('000)	1396.3	1346.8	1289.6	1353.2	1400.8	1479.7	1354.6	1444.1	1488.3	1541.8	1532.5	1586.0	1566.8
<b>SECTION 170LK</b>	1359	1459	1527	1638	1696	1711	1825	1962	1980	2045	2119	2215	2270
AAWI (%)	3.1	3.2	3.2	3.3	3.3	3.5	3.4	3.5	3.5	3.6	3.6	3.6	3.5
Employees ('000)	114.8	124.6	117.3	125.0	123.0	121.5	124.3	144.0	148.1	155.2	152.1	158.5	160.2
<b>SECTION 170LJ</b>	4229	4515	5012	6169	6969	7553	7862	8433	9230	9717	9806	5947	5210
AAWI (%)	3.5	3.5	3.6	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.8
Employees ('000)	862.4	864.7	863.1	929.5	1013.4	1099.0	981.9	1031.6	1127.5	1177.4	1167.1	1168.6	1163.2
<b>SECTION 170LL</b>	871	919	648	608	610	626	528	622	606	654	640	719	747
AAWI (%)	4.2	4.2	3.3	3.3	3.2	3.4	3.0	3.1	3.2	3.5	3.7	3.7	3.8
Employees ('000)	33.9	34.5	24.3	21.3	21.0	18.4	17.2	19.0	18.5	17.0	13.3	14.7	14.1
<b>SECTION 170LN</b>	1859	1813	1225	1421	1499	1546	1611	1741	1861	1906	1930	1486	1466
AAWI (%)	3.7	3.8	3.7	3.6	3.6	3.7	3.7	3.8	3.8	4.1	4.2	4.1	4.2
Employees ('000)	332.9	272.2	234.3	227.4	193.3	190.8	181.3	199.8	194.0	192.2	199.9	244.0	229.3

**Notes:** 1. AAWI = Average Annual 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, 19 May 2003. 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, MARCH QUARTER 2000 - MARCH QUARTER 2003 - (Part One)**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03
<b>ANZSIC DIVISION</b>													
<b>Agriculture, forestry and fishing</b>	5	3	11	16	7	6	8	22	13	7	11	17	11
AAWI (%)	3.6	3.5	3.4	4.1	3.3	2.0	4.4	3.3	2.4	3.4	2.8	3.4	5.1
Employees	200	200	2600	700	400	100	600	2300	800	100	200	2100	300
<b>Mining</b>	36	26	22	42	21	26	34	35	16	36	30	29	32
AAWI (%)	2.8	2.8	4.3	3.4	2.4	4.3	3.4	2.7	4.8	2.1	3.6	3.5	2.0
Employees	1800	1000	1500	2000	1100	2300	4400	2900	800	2400	2500	2100	1300
<b>Manufacturing</b>	314	280	396	503	409	310	390	453	351	293	346	323	206
AAWI (%)	3.6	3.5	3.9	4.4	4.1	3.9	4.2	4.2	4.2	4.0	4.0	4.1	3.9
Employees	22300	19800	25500	44500	28300	18500	28800	43400	25100	16700	21200	20000	12100
<i>Non-metals manufacturing</i>	173	151	214	260	205	175	235	258	177	178	187	200	108
AAWI (%)	3.5	3.4	3.7	3.8	3.9	3.8	4.1	3.7	3.9	4.1	3.9	4.0	3.9
Employees	14400	11700	13300	20000	18200	12900	18700	22600	13700	9600	12300	14400	6800
<i>Metals manufacturing</i>	141	129	182	243	204	135	155	195	174	115	159	123	98
AAWI (%)	3.9	3.7	4.1	4.8	4.4	4.1	4.3	4.7	4.5	3.9	4.0	4.2	3.8
Employees	7800	8100	12200	24500	10100	5600	10000	20800	11400	7100	8900	5700	5300
<b>Electricity, gas and water supply</b>	14	9	14	21	11	17	13	14	11	11	11	18	7
AAWI (%)	3.6	4.2	4.2	3.8	3.9	4.2	4.7	4.6	3.5	3.9	4.8	4.2	3.5
Employees	4800	500	2100	1200	2500	1400	1300	2200	1100	2300	3900	4800	2200
<b>Construction</b>	498	444	983	1256	846	608	761	604	1002	571	579	411	844
AAWI (%)	4.8	4.4	4.8	4.9	4.8	4.8	4.8	4.2	4.6	4.5	4.5	4.6	4.0
Employees	8800	8300	13500	16500	10000	5900	7200	5700	8700	5200	5100	5900	11800
<b>Wholesale trade</b>	10	10	12	13	8	5	12	9	4	9	11	6	5
AAWI (%)	2.5	4.1	4.6	3.9	4.1	4.3	3.8	3.2	4.3	3.3	3.8	4.5	3.8
Employees	600	600	600	2,400	300	100	1300	500	700	300	700	200	500
<b>Retail trade</b>	15	35	36	30	32	32	104	65	28	38	47	38	36
AAWI (%)	2.3	3.6	3.2	3.6	2.4	3.2	3.4	3.4	3.2	2.9	3.2	3.3	2.9
Employees	2200	16600	11800	34800	28900	31900	28100	22400	77800	77400	20300	10700	44500
<b>ALL INDUSTRIES</b>	1273	1134	1990	2349	1710	1413	1798	1632	1787	1286	1429	1335	1549
AAWI (%)	3.4	3.6	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.1	4.1	3.5
Employees ('000)	102.9	105.3	176.5	281.1	200.9	194.3	159.9	191.7	209.3	208.9	177.2	218.4	119.1

Notes: 1. AAWI = Average Annual 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, 19 May 2003. 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, MARCH QUARTER 2000 - MARCH QUARTER 2003 - (Final Part)**

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03
<b>ANZSIC DIVISION</b>													
<b>Accommodation, cafes and restaurants</b>	15	15	15	13	12	15	27	12	16	4	21	17	18
AAWI (%)	4.7	3.7	3.8	2.7	4.1	1.1	2.7	2.3	2.6	2.4	3.0	2.7	3.1
Employees	600	2200	1600	1300	1100	1300	12300	700	1400	100	2000	1100	2900
<b>Transport and storage</b>	93	82	180	160	134	102	134	123	90	78	102	126	130
AAWI (%)	3.2	4.1	3.8	3.3	3.4	3.3	3.8	3.8	3.5	3.2	4.0	3.4	3.7
Employees	11500	4100	12400	24200	6600	7000	10200	10000	14900	12800	17700	25700	8600
<b>Communication services</b>	0	4	5	9	3	4	6	4	3	3	5	9	3
AAWI (%)		4.1	3.5	3.8		4.1	3.7	4.0	3.7	2.3	4.0	4.0	2.7
Employees		200	1500	43700	200	1800	1000	400	35100	100	300	22300	200
<b>Finance and insurance</b>	8	11	12	12	11	14	13	9	7	13	24	18	5
AAWI (%)	3.2	4.4	4.8	5.1	4.1	4.5	3.6	3.7	3.5	3.1	4.3	4.2	4.0
Employees	3700	3300	12500	9300	4100	26900	6100	5200	7400	3500	43700	32400	6500
<b>Property and business services</b>	27	35	33	38	23	35	28	48	32	30	23	35	33
AAWI (%)	4.1	3.8	3.2	3.3	3.2	3.8	3.3	4.0	3.6	5.1	3.4	4.3	2.8
Employees	2200	4100	2400	3800	3000	13700	3700	6100	2400	7600	1700	10100	3100
<b>Government administration and defence</b>	65	50	91	84	57	58	66	69	54	61	94	102	51
AAWI (%)	3.2	3.6	5.0	3.8	3.9	4.5	4.1	3.7	4.4	4.2	4.2	4.5	3.9
Employees	19800	11700	50500	35900	9900	17600	9600	38400	8600	62900	13400	57300	6300
<b>Education</b>	18	23	33	56	51	34	26	29	28	19	25	24	19
AAWI (%)	3.3	3.8	3.6	4.7	3.9	3.9	4.0	3.3	3.8	5.1	4.4	3.7	4.1
Employees	9300	13400	18300	29100	91500	43100	8300	17900	4000	1500	27000	3000	1300
<b>Health and community services</b>	123	82	106	53	53	108	127	88	96	77	46	123	99
AAWI (%)	2.9	2.9	3.3	3.0	3.6	4.4	4.2	3.7	4.7	4.0	4.1	3.7	4.3
Employees	6800	12900	10400	27600	8200	14700	30600	18300	13400	11000	9600	11200	7800
<b>Cultural and recreational services</b>	21	11	21	27	18	28	33	21	21	16	17	14	25
AAWI (%)	3.2	2.7	3.7	3.8	4.8	3.6	3.7	2.6	3.0	4.0	4.3	4.1	3.9
Employees	7200	5300	7200	3200	3900	7600	5500	3500	5900	2900	3400	6200	8900
<b>Personal and other services</b>	11	14	20	16	14	11	16	27	15	20	37	25	25
AAWI (%)	2.8	3.1	3.6	3.0	3.4	2.6	4.0	4.7	4.0	3.6	4.3	5.1	3.3
Employees	1100	1200	2000	800	1000	400	1000	11800	1100	1900	4400	3200	900
<b>ALL INDUSTRIES</b>	1273	1134	1990	2349	1710	1413	1798	1632	1787	1286	1429	1335	1549
AAWI (%)	3.4	3.6	4.2	4.0	3.7	3.9	3.8	3.8	3.6	3.6	4.1	4.1	3.5
Employees ('000)	102.9	105.3	176.5	281.1	200.9	194.3	159.9	191.7	209.3	208.9	177.2	218.4	119.1

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

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'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).

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