



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

Trends in Federal Enterprise Bargaining

December Quarter 2004

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

	September Quarter 2004 %	December Quarter 2004 %	Change in AAWI Points
<i>Wage agreements in the quarter</i>			
All sectors	4.1	4.0	-0.1
Private sector	4.0	3.7	-0.3
Public sector	4.2	4.6	0.4
<i>All Current Wage Agreements</i>			
All sectors	3.9	4.0	0.1
Private sector	3.7	3.8	0.1
Public sector	4.3	4.3	0.0

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

TABLE 2: FEDERAL WAGE AGREEMENTS - CERTIFIED IN THE QUARTER, DECEMBER QUARTER 2001 - DECEMBER QUARTER 2004 - Page 1 of 1

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
PUBLIC SECTOR	115	108	88	117	204	104	109	118	95	91	79	145	88
AAWI(%)	3.7	3.9	4.2	4.2	4.2	4.0	4.6	4.1	3.9	4.8	4.6	4.2	4.6
Employees ('000)	81.9	51.3	71.4	56.2	109.8	17.2	99.3	36.9	51.9	24.8	69.8	133.3	81.8
PRIVATE SECTOR	1518	1678	1204	1314	1161	1487	2114	2463	2276	1657	1649	1528	919
AAWI(%)	3.9	3.5	3.2	3.9	3.8	3.4	4.0	4.2	4.1	3.9	3.7	4.0	3.7
Employees ('000)	109.7	157.8	137.6	121.1	109.5	101.1	79.7	103.5	134.6	90.3	108.4	113.2	165.5
ALL INDUSTRIES	1633	1786	1292	1431	1365	1591	2223	2581	2371	1748	1728	1673	1007
AAWI(%)	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0
Employees ('000)	191.6	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.6	115.1	178.3	246.4	247.3
SECTION 170LK	312	218	208	314	270	226	279	334	314	277	244	349	371
AAWI(%)	3.9	3.4	3.5	3.6	3.2	3.3	3.4	3.9	3.7	3.5	3.3	3.6	3.7
Employees ('000)	26.4	13.8	15.6	18.4	21.6	9.1	16.4	16.5	20.8	16.4	10.1	17.9	21.8
SECTION 170LJ	985	1242	815	844	809	1175	1773	1968	1778	1272	1265	1090	535
AAWI(%)	3.7	3.6	3.4	4.0	4.1	3.5	4.4	4.1	4.0	4.1	4.0	4.2	4.1
Employees ('000)	136.1	182.1	157.4	122.3	140.0	101.4	150.8	105.7	155.2	88.9	138.4	199.7	201.0
SECTION 170LL	125	99	125	99	124	93	66	73	76	66	87	66	56
AAWI(%)	3.6	3.8	4.1	4.1	4.0	4.3	3.7	4.3	4.2	4.0	3.8	4.4	3.3
Employees ('000)	2.4	2.6	1.7	1.4	2.6	1.6	1.4	1.2	1.8	2.0	1.4	1.4	1.4
SECTION 170LN	211	227	144	174	162	97	105	206	203	133	132	168	43
AAWI(%)	4.2	4.2	4.3	4.3	4.0	4.4	4.3	4.3	4.3	4.0	4.4	4.0	5.0
Employees ('000)	26.7	10.6	34.3	35.2	55.0	6.2	10.3	17.1	8.8	7.8	28.3	27.4	4.1

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.

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, DECEMBER QUARTER 2001 - DECEMBER QUARTER 2004 - Page 1 of 1

FOR ALL CURRENT AGREEMENTS	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
PUBLIC SECTOR	1135	1111	1058	912	1030	983	1006	911	936	927	836	833	844
AAWI(%)	3.7	3.7	3.9	4.0	4.0	4.0	4.1	4.1	4.1	4.2	4.3	4.3	4.3
Employees ('000)	594.8	599.6	594.2	569.5	624.6	589.2	652.7	549.1	567.1	469.4	445.1	508.8	553.5
PRIVATE SECTOR	11652	12592	13299	13618	9382	8797	9322	10519	12137	13041	14043	14465	14640
AAWI(%)	3.8	3.8	3.7	3.7	3.7	3.6	3.6	3.7	3.7	3.7	3.7	3.7	3.8
Employees ('000)	855.7	894.7	953.9	970.0	968.9	984.3	987.5	950.7	1021.8	1043.4	1039.0	973.4	1027.8
ALL INDUSTRIES	12787	13703	14357	14530	10412	9780	10328	11430	13073	13968	14879	15298	15484
AAWI(%)	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0
Employees ('000)	1450.5	1494.3	1548.1	1539.5	1593.5	1573.5	1640.2	1499.8	1588.9	1512.7	1484.1	1482.2	1581.3
SECTION 170LK	1963	1982	2046	2121	2217	2272	2396	2482	2604	2682	2662	2723	2841
AAWI(%)	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.6	3.6	3.5	3.5
Employees ('000)	144.2	148.2	155.2	152.3	158.7	159.9	161.8	160.1	163.1	169.2	167.3	164.0	162.4
SECTION 170LJ	8440	9238	9726	9817	5977	5267	6245	7227	8643	9436	10298	10644	10816
AAWI(%)	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	4.0
Employees ('000)	1031.8	1127.7	1177.5	1167.8	1170.0	1164.5	1239.8	1111.1	1195.8	1138.0	1118.5	1126.5	1217.5
SECTION 170LL	618	599	649	631	721	759	772	803	789	782	826	832	754
AAWI(%)	3.1	3.2	3.5	3.7	3.7	3.9	3.8	3.9	3.9	3.9	3.9	4.0	3.9
Employees ('000)	18.9	18.4	16.9	13.2	14.8	14.2	14.0	14.0	14.1	14.4	15.1	14.1	13.6
SECTION 170LN	1762	1882	1934	1960	1497	1482	915	918	1037	1068	1093	1099	1071
AAWI(%)	3.8	3.9	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.3	4.3
Employees ('000)	205.9	200.0	198.4	206.2	250.1	234.9	224.7	214.6	215.9	191.1	183.2	177.5	168.8

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: WAGE AGREEMENTS, BY ANZSIC DIVISION, CERTIFIED IN THE QUARTER: DECEMBER QUARTER 2001 - DECEMBER QUARTER 2004 - Page 1 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	22	13	7	11	18	11	13	10	11	17	11	8	14
AAWI(%)	3.3	2.4	3.4	2.8	3.5	5.9	3.4	2.6	3.7	3.3	3.5	1.6	3.0
Employees ('000)	2.3	0.8	0.1	0.2	2.1	0.2	0.3	1.0	0.5	1.6	0.3	0.6	0.8
Mining	36	16	36	30	29	33	32	26	25	21	38	32	43
AAWI(%)	3.2	4.8	2.1	3.6	3.0	2.0	4.5	2.3	2.9	2.9	4.2	4.0	3.6
Employees ('000)	2.9	0.8	2.4	2.5	2.1	1.3	1.4	1.3	2.7	1.2	1.8	4.2	2.9
Manufacturing	454	350	294	346	324	208	308	522	588	305	348	327	264
AAWI(%)	4.2	4.2	4.0	3.8	3.8	3.9	3.9	4.2	4.1	4.0	4.0	4.2	4.0
Employees ('000)	43.4	25.1	17.0	21.2	19.7	12.2	13.3	41.2	39.2	13.7	18.0	24.3	17.8
Non-metals Manuf	259	177	179	186	198	107	207	264	283	168	207	206	149
AAWI(%)	3.8	3.9	4.1	3.7	3.7	3.9	3.8	3.8	3.8	3.8	3.9	4.2	4.0
Employees ('000)	22.7	13.7	9.7	12.2	14.0	6.8	9.9	17.7	19.4	8.2	11.1	14.9	10.7
Metals Manuf	195	173	115	160	126	101	101	258	305	137	141	121	115
AAWI(%)	4.7	4.5	3.9	3.9	4.0	3.8	4.2	4.5	4.4	4.3	4.2	4.2	3.9
Employees ('000)	20.8	11.4	7.3	9.0	5.7	5.4	3.4	23.5	19.9	5.4	6.9	9.4	7.0
Electricity, Gas and Water Supply	14	11	11	12	18	7	5	11	14	12	7	18	15
AAWI(%)	4.6	3.5	3.9	4.8	4.1	3.5	4.0	4.2	4.1	2.9	3.7	3.9	4.4
Employees ('000)	2.2	1.1	2.3	4.0	4.8	2.2	0.3	1.5	1.1	0.7	0.5	4.3	2.5
Construction	603	1002	578	579	433	879	1431	1376	1213	884	939	742	193
AAWI(%)	4.2	4.6	4.5	4.6	4.6	4.0	4.1	4.4	4.5	4.8	4.4	4.5	4.5
Employees ('000)	5.7	8.7	5.2	5.0	6.1	12.1	15.5	15.0	14.8	13.7	11.6	9.3	2.9
Wholesale Trade	9	4	9	11	8	5	6	3	9	12	24	7	14
AAWI(%)	3.2	4.3	3.3	3.8	4.4	3.8	3.5	4.0	3.3	4.2	3.9	2.8	5.1
Employees ('000)	0.5	0.7	0.3	0.7	0.5	0.5	0.5	0.2	1.0	0.5	1.3	0.3	0.7
Retail Trade	65	28	38	47	40	38	33	31	46	50	34	115	71
AAWI(%)	3.4	3.2	2.9	3.2	3.3	3.0	4.5	3.2	3.5	3.3	3.3	3.8	3.6
Employees ('000)	22.4	77.8	77.4	20.3	10.9	44.5	11.3	5.6	12.8	28.5	53.2	55.8	78.1
Accommodation, Cafes and Restaurants	12	16	4	21	18	18	22	21	21	15	15	21	26
AAWI(%)	2.3	2.6	2.4	3.0	3.1	3.2	3.3	3.3	2.8	2.8	2.4	3.0	5.7
Employees ('000)	0.7	1.4	0.1	2.0	1.3	2.9	2.5	2.4	1.7	0.6	1.0	1.3	1.1
ALL INDUSTRIES	1633	1786	1292	1431	1365	1591	2223	2581	2371	1748	1728	1673	1007
AAWI(%)	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0
Employees ('000)	191.6	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.6	115.1	178.3	246.4	247.3

- 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 in 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: WAGE AGREEMENTS, BY ANZSIC DIVISION, CERTIFIED IN THE QUARTER: DECEMBER QUARTER 2001 - DECEMBER QUARTER 2004 - Page 2 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
ANZSIC DIVISION													
Transport and Storage	123	90	78	102	126	130	96	140	130	122	90	107	90
AAWI(%)	3.8	3.5	3.4	4.0	3.4	3.7	3.5	4.3	3.9	4.9	4.5	3.8	3.5
Employees ('000)	10.0	14.9	16.3	17.7	25.9	8.6	14.6	9.5	12.3	8.5	5.8	8.3	12.8
Communication Services	5	3	3	5	9	3	5	4	4	2	3	6	5
AAWI(%)	4.0	3.7	2.3	4.1	4.0	2.7	4.8	4.1	2.1	3.3	3.5	5.1	4.2
Employees ('000)	0.4	35.1	0.1	0.3	22.3	0.2	15.1	0.7	9.2	0.2	0.2	0.9	34.2
Finance and Insurance	9	7	13	24	18	5	7	15	12	10	10	7	9
AAWI(%)	3.7	4.0	3.1	4.3	4.2	4.0	4.4	3.6	4.3	3.4	3.9	3.9	3.5
Employees ('000)	5.2	7.4	3.5	43.7	32.4	6.5	2.0	4.6	18.4	7.6	3.8	1.7	4.7
Property and Business Services	47	32	31	23	35	34	25	32	57	46	24	43	40
AAWI(%)	4.0	3.6	5.1	3.4	4.3	2.9	3.3	3.1	4.6	3.8	3.7	3.5	3.6
Employees ('000)	6.0	2.4	7.6	1.7	10.1	2.8	1.8	2.4	12.2	2.0	2.6	2.2	4.2
Government Administration and Defence	69	53	60	94	103	51	72	78	63	63	38	85	57
AAWI(%)	3.7	4.4	4.2	4.0	4.4	3.9	5.2	4.2	4.0	4.3	4.2	4.3	4.3
Employees ('000)	38.4	8.6	59.4	13.4	57.4	5.9	49.2	19.7	35.4	10.0	32.5	46.2	20.7
Education	29	28	19	25	24	18	16	26	12	16	13	29	43
AAWI(%)	3.3	3.9	5.1	4.4	3.7	4.1	4.6	4.3	3.9	6.0	6.0	4.3	4.4
Employees ('000)	17.9	3.9	1.5	27.0	3.0	1.3	4.0	6.8	1.5	6.7	33.8	67.2	38.3
Health and Community Services	88	97	77	46	123	99	102	234	133	123	82	80	90
AAWI(%)	3.7	4.8	4.0	4.1	3.6	4.3	3.7	4.2	3.9	4.2	4.5	4.2	4.6
Employees ('000)	18.3	13.4	11.0	9.6	11.2	7.5	40.6	25.1	20.3	14.9	5.0	15.3	21.2
Cultural and Recreational Services	21	21	15	17	14	25	16	15	11	20	17	28	13
AAWI(%)	2.6	3.1	4.6	4.1	4.1	4.0	3.9	3.6	4.1	3.5	3.5	3.0	4.9
Employees ('000)	3.5	5.9	2.7	3.4	6.2	8.9	4.8	1.2	1.4	2.9	4.0	2.4	3.4
Personal and Other Services	27	15	19	38	25	27	34	37	22	29	35	18	20
AAWI(%)	4.7	4.0	3.6	4.3	5.0	3.5	4.3	4.5	3.8	2.7	4.7	3.5	4.0
Employees ('000)	11.8	1.1	1.9	4.5	3.2	0.8	1.8	2.2	2.1	1.8	3.1	2.1	1.0
ALL INDUSTRIES	1633	1786	1292	1431	1365	1591	2223	2581	2371	1748	1728	1673	1007
AAWI(%)	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0
Employees ('000)	191.6	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.6	115.1	178.3	246.4	247.3

- 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 in 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: 31 DECEMBER 2001 - 31 DECEMBER 2004 - Page 1 of 2

FOR ALL CURRENT AGREEMENTS	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	75	74	78	78	89	94	105	105	105	114	119	115	112
AAWI(%)	3.4	3.3	3.3	3.3	3.4	3.4	3.4	3.3	3.1	3.3	3.3	3.1	3.1
Employees ('000)	7.0	7.2	7.1	6.8	8.7	8.7	6.8	7.3	5.9	6.9	7.0	6.6	6.9
Mining	237	230	252	241	240	237	251	250	254	249	264	266	286
AAWI(%)	3.5	3.5	3.4	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.3	3.4	3.5
Employees ('000)	17.0	16.7	17.6	18.1	18.6	17.6	17.6	17.5	19.2	19.1	19.6	18.9	20.4
Manufacturing	2633	2737	2820	2813	2935	2826	2434	2399	2754	2824	2976	2879	2921
AAWI(%)	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	197.2	200.6	206.6	203.3	209.0	208.2	186.0	179.0	201.6	200.4	199.9	190.1	187.6
Non-metals Manuf	1475	1500	1560	1521	1598	1474	1502	1446	1593	1615	1687	1651	1645
AAWI(%)	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.8	3.9	3.9	3.8	3.9	3.9
Employees ('000)	111.7	113.7	117.3	111.7	116.7	113.7	112.1	102.2	109.9	108.3	110.0	103.6	103.8
Metals Manuf	1158	1237	1260	1292	1337	1352	932	953	1161	1209	1289	1228	1276
AAWI(%)	4.4	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.4	4.4	4.4	4.4	4.3
Employees ('000)	85.5	87.0	89.3	91.6	92.3	94.6	74.0	76.8	91.7	92.1	89.9	86.5	83.8
Electricity, Gas and Water Supply	119	109	112	109	112	107	103	95	99	96	98	84	91
AAWI(%)	4.0	3.9	3.9	4.3	4.2	4.2	4.2	4.2	4.2	4.2	4.3	4.1	4.0
Employees ('000)	18.6	14.0	16.0	14.8	19.1	21.0	20.6	17.4	17.3	15.4	13.8	13.7	14.9
Construction	5954	6783	7279	7684	3171	2680	3634	4770	5811	6523	7346	7924	7915
AAWI(%)	4.7	4.7	4.7	4.7	4.5	4.2	4.1	4.1	4.2	4.3	4.3	4.3	4.3
Employees ('000)	74.2	79.8	82.6	84.3	44.1	42.6	50.0	59.7	71.8	82.8	92.6	97.3	97.6
Wholesale Trade	71	71	73	69	70	64	58	48	51	58	81	77	82
AAWI(%)	3.7	3.8	3.7	3.8	3.9	3.9	3.8	3.9	3.7	3.9	3.9	3.7	4.1
Employees ('000)	6.1	6.7	6.7	6.1	5.9	6.0	5.7	5.1	4.3	4.4	5.3	5.0	5.0
Retail Trade	346	348	369	392	413	424	438	415	434	463	375	434	455
AAWI(%)	3.3	3.2	3.2	3.1	3.2	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.3
Employees ('000)	236.2	256.1	326.9	321.3	308.9	333.3	336.8	298.1	302.8	326.9	332.1	336.2	365.3
Accommodation, Cafes and Restaurants	133	137	134	133	137	140	141	147	157	162	173	184	197
AAWI(%)	2.9	2.8	2.8	2.7	2.7	2.7	2.8	2.8	2.8	2.8	2.8	3.0	3.2
Employees ('000)	20.9	19.9	19.7	20.4	21.0	22.9	23.0	24.7	25.3	24.9	25.7	16.7	16.2
ALL INDUSTRIES	12787	13703	14357	14530	10412	9780	10328	11430	13073	13968	14879	15298	15484
AAWI(%)	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0
Employees ('000)	1450.5	1494.3	1548.1	1539.5	1593.5	1573.5	1640.2	1499.8	1588.9	1512.7	1484.1	1482.2	1581.3

- 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 in 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: 31 DECEMBER 2001 - 31 DECEMBER 2004 - Page 2 of 2

FOR ALL CURRENT AGREEMENTS	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04
ANZSIC DIVISION													
Transport and Storage	988	995	981	921	962	956	893	842	903	936	963	906	912
AAWI(%)	3.3	3.5	3.6	3.6	3.5	3.6	3.6	3.6	3.7	3.8	3.7	3.9	3.8
Employees ('000)	88.9	82.4	83.1	81.7	98.7	93.9	97.3	92.3	101.6	103.8	88.5	75.8	79.2
Communication Services	39	39	39	39	43	41	41	40	42	38	39	36	37
AAWI(%)	3.8	3.8	3.8	3.8	3.8	3.8	4.0	4.0	4.0	4.2	4.2	4.2	4.2
Employees ('000)	48.4	83.4	77.4	76.6	67.7	67.8	81.1	81.0	83.5	45.3	45.3	45.4	79.0
Finance and Insurance	93	91	93	102	110	102	105	105	104	104	106	80	78
AAWI(%)	4.2	4.2	4.1	4.2	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1
Employees ('000)	72.9	78.3	52.8	89.2	111.9	109.4	109.7	105.5	114.7	119.3	100.4	79.2	73.1
Property and Business Services	260	260	270	259	270	263	254	245	281	303	305	305	314
AAWI(%)	3.6	3.6	3.6	3.6	3.8	3.8	3.8	3.8	4.1	4.0	4.1	4.1	4.1
Employees ('000)	41.2	39.4	35.1	33.8	41.0	40.1	39.6	32.4	42.9	41.3	42.4	39.7	41.8
Government Administration and Defence	550	520	535	498	552	549	598	551	575	579	555	534	543
AAWI(%)	3.7	3.7	3.9	4.1	4.2	4.3	4.5	4.4	4.5	4.5	4.3	4.3	4.3
Employees ('000)	181.9	159.7	191.1	152.5	196.7	195.4	237.5	223.9	229.5	207.6	224.7	220.8	228.8
Education	291	267	276	282	293	223	218	182	166	142	146	157	187
AAWI(%)	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7	3.6	4.2	4.5	4.4	4.5
Employees ('000)	246.5	246.9	247.5	265.6	267.8	225.6	209.3	121.0	118.7	61.5	94.4	159.5	185.8
Health and Community Services	663	706	703	611	706	749	702	876	970	997	930	920	960
AAWI(%)	3.6	3.7	4.0	4.0	4.0	4.0	3.9	3.9	3.9	3.9	4.0	4.1	4.2
Employees ('000)	125.8	132.5	112.8	103.4	112.7	116.3	150.0	165.5	180.3	182.7	122.5	113.5	125.6
Cultural and Recreational Services	190	186	184	139	137	145	151	142	141	142	144	148	145
AAWI(%)	3.3	3.3	3.3	3.3	3.5	3.7	3.7	3.8	3.8	3.6	3.5	3.5	3.8
Employees ('000)	43.5	47.3	41.6	35.9	36.5	39.8	43.2	42.7	41.0	40.9	38.9	32.6	33.6
Personal and Other Services	145	150	159	160	172	180	202	218	226	237	258	248	248
AAWI(%)	4.0	4.1	4.2	4.3	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.3	4.1
Employees ('000)	24.2	23.4	23.4	25.8	25.4	25.1	26.2	26.8	28.4	29.5	30.8	31.2	20.7
ALL INDUSTRIES	12787	13703	14357	14530	10412	9780	10328	11430	13073	13968	14879	15298	15484
AAWI(%)	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0
Employees ('000)	1450.5	1494.3	1548.1	1539.5	1593.5	1573.5	1640.2	1499.8	1588.9	1512.7	1484.1	1482.2	1581.3

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