



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

## TRENDS IN FEDERAL ENTERPRISE BARGAINING

### MARCH QUARTER 2004

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

	<b>December quarter 2003 %</b>	<b>March quarter 2004 %</b>	<b>Change in AAWI Points</b>
<b>Wage agreements in the quarter</b>			
All sectors	4.0	4.1	0.1
Private sector	4.1	3.9	-0.2
Public sector	3.9	4.8	0.9
<b>All current wage agreements</b>			
All sectors	3.9	3.9	0.0
Private sector	3.7	3.7	0.0
Public sector	4.1	4.2	0.1

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

**TABLE 2: FEDERAL WAGE AGREEMENTS - CERTIFIED IN THE QUARTER, MARCH QUARTER 2001 - MARCH QUARTER 2004**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>PUBLIC SECTOR</b>	147	95	98	115	108	87	117	204	103	109	117	94	90
AAWI (%)	3.8	4.1	4.0	3.7	3.9	4.2	4.2	4.2	4.0	4.6	4.1	3.9	4.8
Employees ('000)	108.5	63.8	45.7	81.9	51.3	71.4	56.2	109.8	17.1	99.2	36.0	51.9	24.9
<b>PRIVATE SECTOR</b>	1566	1319	1702	1518	1678	1199	1314	1162	1490	2113	2465	2267	1609
AAWI (%)	3.6	3.9	3.8	3.9	3.5	3.2	3.9	3.8	3.4	4.0	4.2	4.1	3.9
Employees ('000)	92.4	130.5	120.0	109.9	157.9	137.5	121.1	109.3	101.1	79.6	104.5	134.3	83.3
<b>ALL INDUSTRIES</b>	1713	1414	1800	1633	1786	1286	1431	1366	1593	2222	2582	2361	1699
AAWI (%)	3.7	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1
Employees ('000)	200.9	194.3	165.7	191.8	209.2	208.9	177.3	219.1	118.3	178.9	140.4	186.1	108.3
<b>SECTION 170LK</b>	185	214	308	312	218	209	314	270	226	278	335	312	268
AAWI (%)	3.2	4.0	3.3	3.9	3.3	3.5	3.6	3.2	3.3	3.3	3.9	3.7	3.4
Employees ('000)	8.9	18.7	14.3	26.5	13.9	15.6	18.4	21.6	9.2	16.4	16.5	20.8	16.2
<b>SECTION 170LJ</b>	1260	935	1088	985	1242	814	844	811	1177	1773	1970	1772	1244
AAWI (%)	3.7	3.9	3.9	3.7	3.6	3.4	4.0	4.1	3.5	4.4	4.1	4.0	4.1
Employees ('000)	174.3	155.9	114.8	136.1	182.1	157.4	122.3	139.8	101.4	150.8	105.7	154.8	82.3
<b>SECTION 170LL</b>	37	65	86	125	99	126	99	123	92	66	71	75	59
AAWI (%)	3.1	3.8	3.1	3.6	3.8	4.2	4.1	4.0	4.2	3.6	4.2	4.1	4.1
Employees ('000)	1.2	2.2	3.3	2.4	2.6	1.7	1.4	2.6	1.6	1.4	1.2	1.8	2.0
<b>SECTION 170LN</b>	231	200	318	211	227	137	174	162	98	105	206	202	128
AAWI (%)	3.9	4.0	4.1	4.2	4.2	4.3	4.3	4.0	4.4	4.3	4.3	4.3	4.0
Employees ('000)	16.6	17.5	33.4	26.7	10.6	34.1	35.2	55.0	6.2	10.3	17.1	8.7	7.8

**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 3: FEDERAL WAGE AGREEMENTS - CURRENT AGREEMENTS, MARCH QUARTER 2001 - MARCH QUARTER 2004**

<b>FOR ALL CURRENT AGREEMENTS</b>	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>PUBLIC SECTOR</b>	1263	1219	1146	1132	1109	1055	909	1027	980	1003	908	934	925
AAWI (%)	3.7	3.7	3.7	3.7	3.7	3.9	4.0	4.0	4.0	4.1	4.1	4.1	4.2
Employees ('000)	570.3	600.3	537.9	594.6	599.5	594.1	569.3	624.3	589.0	652.4	547.9	566.2	468.6
<b>PRIVATE SECTOR</b>	9535	10241	10712	11653	12593	13295	13614	9387	8805	9330	10527	12136	12991
AAWI (%)	3.6	3.7	3.7	3.8	3.8	3.7	3.7	3.7	3.6	3.6	3.7	3.7	3.7
Employees ('000)	830.2	878.9	823.3	856.1	895.3	954.3	970.4	969.3	984.7	987.9	952.2	1022.6	1037.3
<b>ALL INDUSTRIES</b>	10798	11460	11858	12785	13702	14350	14523	10414	9785	10333	11435	13070	13916
AAWI (%)	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9
Employees ('000)	1400.5	1479.3	1361.2	1450.8	1494.8	1548.4	1539.7	1593.6	1573.7	1640.3	1500.1	1588.8	1505.9
<b>SECTION 170LK</b>	1696	1711	1827	1963	1982	2047	2122	2218	2273	2396	2483	2605	2675
AAWI (%)	3.3	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.6
Employees ('000)	123.0	121.5	124.6	144.3	148.4	155.4	152.5	158.9	160.2	162.0	160.4	163.4	169.5
<b>SECTION 170LJ</b>	6972	7556	7866	8438	9237	9724	9815	5979	5272	6250	7234	8644	9408
AAWI (%)	3.7	3.7	3.7	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9
Employees ('000)	1013.8	1099.2	982.0	1031.8	1127.7	1177.6	1167.9	1169.9	1164.4	1239.6	1111.1	1195.5	1131.0
<b>SECTION 170LL</b>	607	623	524	618	599	650	632	721	758	771	799	784	770
AAWI (%)	3.2	3.3	3.0	3.1	3.2	3.5	3.7	3.7	3.9	3.8	3.9	3.9	3.9
Employees ('000)	20.2	17.6	17.1	18.9	18.4	16.9	13.2	14.8	14.2	14.0	14.0	14.1	14.4
<b>SECTION 170LN</b>	1512	1559	1632	1762	1882	1927	1953	1496	1482	916	919	1037	1063
AAWI (%)	3.6	3.7	3.7	3.8	3.9	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	193.6	191.0	187.5	206.1	200.2	198.5	206.2	250.1	234.9	224.7	214.6	215.9	191.0

**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, MARCH QUARTER 2001 - MARCH QUARTER 2004 - (Part One)**

<b>FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER</b>	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>ANZSIC DIVISION</b>													
<b>Agriculture, forestry and fishing</b>	7	6	8	22	13	7	11	19	11	14	10	11	17
AAWI (%)	3.3	2.0	4.4	3.3	2.4	3.4	2.8	3.4	5.9	2.8	2.6	3.7	3.3
Employees ('000)	0.4	0.1	0.6	2.3	0.8	0.1	0.2	2.2	0.2	0.4	1.0	0.5	1.7
<b>Mining</b>	21	26	34	36	16	36	30	29	33	32	26	24	21
AAWI (%)	2.4	4.3	3.5	3.2	4.8	2.1	3.6	3.0	2.0	4.5	2.3	2.9	2.9
Employees ('000)	1.1	2.3	4.4	2.9	0.8	2.4	2.5	2.1	1.3	1.4	1.3	2.7	1.1
<b>Manufacturing</b>	409	309	401	454	350	293	346	326	209	306	523	584	286
AAWI (%)	4.1	3.9	4.2	4.2	4.2	4.0	3.8	3.8	3.9	3.9	4.2	4.1	4.0
Employees ('000)	28.2	18.5	29.1	43.4	25.1	16.9	21.2	20.1	12.2	13.1	41.3	38.9	12.9
<i>Non-metals manufacturing</i>	206	174	235	259	177	178	187	200	107	206	264	283	156
AAWI (%)	3.9	3.8	4.1	3.8	3.9	4.1	3.7	3.7	3.9	3.8	3.8	3.8	3.8
Employees ('000)	18.1	12.9	18.8	22.7	13.7	9.6	12.3	14.4	6.8	9.7	17.8	19.4	7.7
<i>Metals manufacturing</i>	203	135	166	195	173	115	159	126	102	100	259	301	130
AAWI (%)	4.4	4.1	4.3	4.7	4.5	3.9	3.9	4.0	3.8	4.1	4.5	4.4	4.3
Employees ('000)	10.1	5.6	10.3	20.8	11.4	7.3	9.0	5.7	5.4	3.4	23.4	19.5	5.2
<b>Electricity, gas and water supply</b>	12	17	13	14	11	11	11	18	8	5	12	13	13
AAWI (%)	3.9	4.2	4.7	4.6	3.5	3.9	4.8	4.1	3.5	4.0	4.2	4.1	2.9
Employees ('000)	2.6	1.4	1.3	2.2	1.1	2.3	3.9	4.8	2.4	0.3	1.5	1.1	0.7
<b>Construction</b>	849	610	751	603	1002	572	580	434	879	1431	1375	1211	872
AAWI (%)	4.8	4.8	4.7	4.2	4.6	4.5	4.6	4.6	4.0	4.1	4.3	4.5	4.8
Employees ('000)	10.1	5.9	7.2	5.7	8.7	5.2	5.1	6.1	11.8	15.5	15.1	14.7	9.3
<b>Wholesale trade</b>	8	5	12	9	4	9	11	7	5	6	2	9	10
AAWI (%)	4.1	4.3	3.8	3.2	4.3	3.3	3.8	4.3	3.8	3.5	*	3.3	4.3
Employees ('000)	0.3	0.1	1.3	0.5	0.7	0.3	0.7	0.3	0.5	0.5	0.1	1.0	0.4
<b>Retail trade</b>	32	32	105	65	28	38	47	40	38	33	31	46	54
AAWI (%)	2.4	3.2	3.4	3.4	3.2	2.9	3.2	3.3	3.0	4.5	3.2	3.5	3.3
Employees ('000)	28.9	31.9	28.1	22.4	77.8	77.4	20.3	10.9	44.5	11.3	5.6	12.8	28.5
<b>ALL INDUSTRIES</b>	1713	1414	1800	1633	1786	1286	1431	1366	1593	2222	2582	2361	1699
AAWI (%)	3.7	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1
Employees ('000)	200.9	194.3	165.7	191.8	209.2	208.9	177.3	219.1	118.3	178.9	140.4	186.1	108.3

**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 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, MARCH QUARTER 2001 - MARCH QUARTER 2004 - (Final Part)**

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>ANZSIC DIVISION</b>													
<b>Accommodation, cafes and restaurants</b>	12	15	27	12	16	4	21	17	18	22	21	21	15
AAWI (%)	4.1	1.1	2.7	2.3	2.6	2.4	3.0	2.5	3.2	3.3	3.3	2.8	2.8
Employees ('000)	1.1	1.3	12.3	0.7	1.4	0.1	2.0	1.1	2.9	2.5	2.4	1.7	0.6
<b>Transport and storage</b>	134	102	133	123	90	78	102	126	130	96	140	129	118
AAWI (%)	3.5	3.3	3.8	3.8	3.5	3.2	4.0	3.4	3.7	3.5	4.3	3.9	4.8
Employees ('000)	6.6	7.0	10.2	10.0	14.9	12.8	17.7	25.7	8.6	14.6	9.5	12.3	8.3
<b>Communication services</b>	3	4	6	4	3	3	5	9	3	5	4	4	2
AAWI (%)	*	4.1	3.7	4.0	3.7	2.3	4.0	4.0	2.7	4.8	4.1	2.1	3.3
Employees ('000)	0.2	1.8	1.0	0.4	35.1	0.1	0.3	22.3	0.2	15.1	0.7	9.2	0.2
<b>Finance and insurance</b>	11	14	13	9	7	13	24	18	5	7	15	12	10
AAWI (%)	4.1	4.5	3.6	3.7	4.0	3.1	4.3	4.2	4.0	4.4	3.6	4.3	3.4
Employees ('000)	4.1	26.9	6.1	5.2	7.4	3.5	43.7	32.4	6.5	2.0	4.6	18.4	7.6
<b>Property and business services</b>	22	35	28	48	32	30	23	35	34	25	33	58	45
AAWI (%)	3.2	3.8	3.3	4.0	3.6	5.1	3.4	4.3	2.8	3.3	3.1	4.6	3.8
Employees ('000)	3.0	13.7	3.7	6.1	2.4	7.6	1.7	10.1	2.9	1.8	2.5	12.4	1.9
<b>Government administration and defence</b>	57	58	66	69	54	61	94	102	51	72	78	62	61
AAWI (%)	3.9	4.5	4.2	3.7	4.4	4.2	4.0	4.4	3.9	5.2	4.2	4.0	4.3
Employees ('000)	9.9	17.6	9.6	38.4	8.6	62.9	13.4	57.3	5.9	49.2	19.7	35.3	10.0
<b>Education</b>	51	34	27	29	28	19	25	24	19	16	26	11	16
AAWI (%)	3.9	3.9	4.0	3.3	3.8	5.1	4.4	3.7	4.1	4.6	4.3	3.9	6.0
Employees ('000)	91.5	43.1	13.9	17.9	4.0	1.5	27.0	3.0	1.3	4.0	6.8	1.4	6.8
<b>Health and community services</b>	53	108	127	88	96	77	46	123	99	102	235	133	119
AAWI (%)	3.6	4.4	4.2	3.7	4.8	4.0	4.1	3.6	4.3	3.7	4.2	3.9	4.2
Employees ('000)	8.2	14.7	30.6	18.3	13.4	11.0	9.6	11.2	7.5	40.6	25.1	20.3	13.7
<b>Cultural and recreational services</b>	18	28	33	21	21	15	17	14	25	16	15	11	19
AAWI (%)	4.8	3.9	3.7	2.6	3.1	4.6	4.1	4.1	4.0	3.9	3.6	4.1	3.5
Employees ('000)	3.9	7.6	5.5	3.5	5.9	2.7	3.4	6.2	8.9	4.8	1.2	1.4	2.8
<b>Personal and other services</b>	14	11	16	27	15	20	38	25	26	34	36	22	21
AAWI (%)	3.4	2.6	4.0	4.7	4.0	3.6	4.3	5.0	3.5	4.3	4.5	3.8	2.7
Employees ('000)	1.0	0.4	1.0	11.8	1.1	1.9	4.5	3.2	0.8	1.8	2.2	2.1	1.7
<b>ALL INDUSTRIES</b>	1713	1414	1800	1633	1786	1286	1431	1366	1593	2222	2582	2361	1699
AAWI (%)	3.7	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1
Employees ('000)	200.9	194.3	165.7	191.8	209.2	208.9	177.3	219.1	118.3	178.9	140.4	186.1	108.3

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 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 March 2001 - 31 March 2004 (Pt One)**

FOR ALL CURRENT AGREEMENTS	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>ANZSIC DIVISION</b>													
<b>Agriculture, forestry &amp; fishing</b>	54	60	60	75	74	78	78	90	95	107	107	107	115
AAWI (%)	3.2	3.2	3.3	3.4	3.3	3.3	3.3	3.3	3.4	3.4	3.2	3.1	3.3
Employees ('000)	6.2	6.3	6.5	7.0	7.2	7.1	6.8	8.9	8.8	7.0	7.6	6.2	7.0
<b>Mining</b>	212	214	212	237	230	252	241	240	237	251	250	253	249
AAWI (%)	2.7	3.4	3.5	3.5	3.5	3.4	3.5	3.4	3.2	3.2	3.2	3.2	3.2
Employees ('000)	16.2	12.8	15.0	17.0	16.7	17.6	18.1	18.6	17.6	17.6	17.5	19.2	19.2
<b>Manufacturing</b>	2548	2621	2441	2630	2736	2818	2811	2935	2827	2434	2400	2752	2805
AAWI (%)	3.9	3.9	4.0	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1	4.1
Employees ('000)	214.8	214.9	172.9	197.0	200.5	206.4	203.0	209.1	208.3	185.9	179.0	201.5	199.7
<i>Non-metals manufacturing</i>	1434	1473	1380	1474	1500	1559	1522	1601	1478	1506	1450	1596	1608
AAWI (%)	3.6	3.6	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.8	3.9	3.9
Employees ('000)	114.9	116.3	101.2	111.6	113.8	117.3	111.8	117.1	114.1	112.4	102.6	110.3	108.3
<i>Metals manufacturing</i>	1114	1148	1061	1156	1236	1259	1289	1334	1349	928	950	1156	1197
AAWI (%)	4.2	4.3	4.3	4.4	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.4	4.4
Employees ('000)	99.9	98.5	71.7	85.3	86.7	89.0	91.2	92.0	94.2	73.5	76.3	91.2	91.3
<b>Electricity, gas &amp; water supply</b>	109	117	114	118	108	111	107	110	107	103	96	99	98
AAWI (%)	3.8	3.8	3.9	4.0	3.9	3.9	4.3	4.2	4.1	4.1	4.2	4.2	4.2
Employees ('000)	16.7	17.6	18.0	18.6	14.0	16.0	14.7	19.0	21.1	20.8	17.5	17.4	15.6
<b>Construction</b>	4421	4929	5424	5957	6784	7274	7680	3176	2685	3639	4772	5810	6508
AAWI (%)	4.7	4.7	4.7	4.7	4.7	4.7	4.7	4.5	4.2	4.1	4.1	4.2	4.3
Employees ('000)	65.1	69.0	70.4	74.6	80.1	82.9	84.6	44.5	42.7	50.1	59.8	71.5	78.1
<b>Wholesale trade</b>	100	91	75	72	72	73	69	69	63	57	46	49	54
AAWI (%)	3.5	3.6	3.7	3.7	3.8	3.7	3.8	3.9	3.8	3.8	3.8	3.6	3.8
Employees ('000)	7.5	6.3	6.3	6.2	6.8	6.7	6.1	5.7	5.8	5.4	4.8	4.0	4.0
<b>Retail trade</b>	264	225	301	345	347	368	391	412	423	437	414	433	466
AAWI (%)	3.2	3.2	3.2	3.3	3.2	3.2	3.1	3.2	3.1	3.2	3.1	3.1	3.1
Employees ('000)	269.6	273.0	248.4	236.1	256.1	326.9	321.3	308.8	333.3	336.8	298.0	302.8	326.9
<b>ALL INDUSTRIES</b>	10798	11460	11858	12785	13702	14350	14523	10414	9785	10333	11435	13070	13916
AAWI (%)	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9
Employees ('000's)	1400.5	1479.3	1361.2	1450.8	1494.8	1548.4	1539.7	1593.6	1573.7	1640.3	1500.1	1588.8	1505.9

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.

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: 31 March 2001 - 31 March 2004 (Final Part)**

FOR ALL CURRENT AGREEMENTS													
ANZSIC DIVISION	Mar-01	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04
<b>Accom, cafes &amp; restaurants</b>	131	125	135	134	138	135	134	137	140	141	147	158	163
AAWI (%)	3.1	3.5	2.9	2.9	2.8	2.8	2.7	2.7	2.7	2.8	2.8	2.8	2.8
Employees (000's)	12.3	10.0	21.2	20.9	19.9	19.7	20.4	20.8	22.7	22.8	24.5	25.4	24.9
<b>Transport &amp; storage</b>	903	944	934	989	996	982	922	963	957	894	843	903	932
AAWI (%)	3.2	3.1	3.2	3.3	3.5	3.5	3.6	3.5	3.6	3.6	3.6	3.6	3.7
Employees (000's)	118.4	116.4	97.7	89.0	82.5	79.6	78.2	95.0	90.3	93.7	88.9	97.9	100.0
<b>Communication services</b>	30	33	36	38	38	38	38	42	40	40	39	41	37
AAWI (%)	3.9	3.9	3.8	3.8	3.8	3.8	3.8	3.8	3.8	4.0	4.0	4.0	4.2
Employees (000's)	81.5	82.9	48.1	48.4	83.4	77.4	76.6	67.7	67.8	81.1	81.0	83.5	45.2
<b>Finance &amp; insurance</b>	78	87	91	93	91	93	102	110	102	105	105	105	105
AAWI (%)	4.1	4.2	4.2	4.2	4.2	4.1	4.2	4.1	4.1	4.1	4.1	4.2	4.2
Employees (000's)	48.8	66.7	68.1	72.9	78.3	52.8	89.2	111.9	109.4	109.7	105.5	114.8	119.4
<b>Property &amp; business services</b>	235	252	237	261	261	270	258	269	262	253	246	283	304
AAWI (%)	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.8	3.8	3.8	3.8	4.1	4.0
Employees (000's)	23.2	35.4	37.0	41.9	40.1	35.5	33.9	41.1	40.2	39.7	32.6	43.3	41.4
<b>Government admin &amp; defence</b>	571	581	530	548	519	536	500	553	549	598	551	574	576
AAWI (%)	3.8	3.9	3.6	3.7	3.7	3.9	4.1	4.2	4.3	4.4	4.4	4.5	4.5
Employees (000's)	185.0	197.6	150.6	181.4	159.2	194.4	156.0	200.1	198.8	241.0	227.3	232.8	211.0
<b>Education</b>	242	269	276	291	267	276	282	293	224	219	183	166	142
AAWI (%)	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7	3.6	4.2
Employees (000's)	177.4	220.0	229.2	246.5	247.0	247.6	265.7	267.9	225.7	209.4	121.1	118.8	61.6
<b>Health and community services</b>	633	622	685	662	705	702	610	705	749	702	877	971	993
AAWI (%)	3.1	3.3	3.6	3.6	3.7	4.0	4.0	4.0	4.0	3.9	3.9	3.9	3.9
Employees (000's)	97.3	96.1	116.0	125.7	132.5	112.8	103.4	112.7	116.3	150.0	165.5	180.3	181.5
<b>Cultural &amp; recreational</b>	148	165	180	190	186	184	139	137	145	151	142	141	141
AAWI (%)	3.3	3.5	3.5	3.3	3.3	3.3	3.3	3.5	3.7	3.7	3.8	3.8	3.6
Employees (000's)	35.8	39.6	42.6	43.5	47.3	41.6	35.9	36.5	39.8	43.2	42.7	41.0	40.8
<b>Personal and other services</b>	119	125	127	145	150	160	161	173	180	202	217	225	228
AAWI (%)	3.2	3.3	3.3	4.0	4.1	4.2	4.3	4.5	4.5	4.5	4.5	4.5	4.3
Employees (000's)	25.0	14.8	13.1	24.2	23.4	23.4	25.8	25.4	25.1	26.2	26.8	28.4	29.5
<b>ALL INDUSTRIES</b>	10798	11460	11858	12785	13702	14350	14523	10414	9785	10333	11435	13070	13916
AAWI (%)	3.6	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9
Employees (000's)	1400.5	1479.3	1361.2	1450.8	1494.8	1548.4	1539.7	1593.6	1573.7	1640.3	1500.1	1588.8	1505.9

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.

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.