



Australian Government

Department of Education, Employment and Workplace Relations

Trends in Federal Enterprise Bargaining

June Quarter 2008

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

	March Quarter 2008 %	June Quarter 2008 %	Change in AAWI (Points)
<i>Wage agreements in the quarter</i>			
All sectors	3.7	4.0	0.3
Private sector	3.7	3.9	0.2
Public sector	3.9	4.1	0.2
<i>All Current Wage Agreements</i>			
All sectors	4.0	3.9	-0.1
Private sector	3.8	3.7	-0.1
Public sector	4.3	4.2	-0.1

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

- The data in this report reflects a change in methodology from previous reports. Agreements assessed under the new No Disadvantage Test are included in this report if they were lodged with the Workplace Authority within the June quarter 2008. Previous reports included data based on approved agreements. The Department will monitor the assessment of all agreements in the June quarter report and make adjustments to the data for future editions of Trends if necessary.

TABLE 2: FEDERAL WAGE AGREEMENTS - PROCESSED IN THE QUARTER, JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 1 of 1

FOR AGREEMENTS PROCESSED IN THE NOMINATED QUARTER	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
PUBLIC SECTOR	92	116	146	132	56	71	61	56	64	70	54	43	34
AAWI(%)	4.4	3.8	4.7	3.7	4.6	4.4	4.4	4.3	4.9	4.2	4.2	3.9	4.1
Employees ('000)	69.4	65.5	143.5	97.7	79.1	69.6	15.9	18.7	20.2	20.5	32.0	21.4	10.4
PRIVATE SECTOR	1221	1766	2534	2025	2060	1331	1937	1569	2032	1976	2179	1996	1589
AAWI(%)	3.8	4.3	4.2	4.0	4.1	3.2	3.8	3.5	4.1	3.8	3.8	3.7	3.9
Employees ('000)	150.8	102.2	117.5	152.6	91.9	133.1	208.7	81.2	97.3	111.8	188.2	178.4	89.0
ALL INDUSTRIES	1314	1882	2680	2157	2116	1402	1998	1625	2096	2046	2233	2035	1623
AAWI(%)	4.0	4.0	4.5	3.8	4.4	3.7	3.8	3.7	4.3	3.9	3.8	3.7	4.0
Employees ('000)	220.2	167.7	261.0	250.3	171.0	202.8	224.6	99.9	117.5	132.3	220.2	198.9	99.4
Employee Collective	357	353	339	369	434	645	952	739	988	1004	1290	1265	776
AAWI(%)	3.8	3.3	3.7	3.8	3.6	3.6	3.7	3.8	3.8	3.4	3.5	3.9	3.6
Employees ('000)	16.3	19.8	18.1	23.1	18.1	30.1	46.1	24.4	33.8	43.6	43.3	40.0	26.8
Union Collective	778	1314	2119	1570	1521	595	838	717	904	855	747	610	693
AAWI(%)	4.0	4.1	4.5	3.8	4.4	3.7	3.8	3.7	4.4	4.1	3.8	3.7	4.0
Employees ('000)	194.8	128.6	179.5	217.0	146.4	166.2	170.5	70.3	77.7	83.5	171.1	155.6	68.3
Employer Greenfields	0	0	0	2	73	105	126	128	125	94	126	97	94
AAWI(%)	*	*	*	5.0	3.4	3.5	4.4	3.7	3.7	3.4	3.7	4.2	3.6
Employees ('000)	0.0	0.0	0.0	0.1	3.7	5.0	6.1	4.2	3.8	2.8	3.7	2.6	2.6
Union Greenfields	97	122	147	137	75	57	82	41	79	93	70	67	60
AAWI(%)	4.3	4.1	4.7	4.4	3.9	3.8	4.0	4.0	3.3	3.5	3.9	4.2	4.0
Employees ('000)	2.3	3.1	3.2	3.1	2.1	1.4	1.9	1.0	2.2	2.4	2.1	1.6	1.7
Section 170LN	82	93	75	79	13	0	0	0	0	0	0	0	0
AAWI(%)	4.1	4.3	4.6	3.9	4.0	*	*	*	*	*	*	*	*
Employees ('000)	6.8	16.2	60.2	7.1	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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, DEEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series

TABLE 3: FEDERAL WAGE AGREEMENTS - CURRENT AGREEMENTS, JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 1 of 1

FOR ALL CURRENT AGREEMENTS	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
PUBLIC SECTOR	998	954	1020	1031	1039	922	942	919	919	849	777	752	731
AAWI(%)	4.4	4.3	4.4	4.3	4.3	4.2	4.2	4.2	4.2	4.3	4.3	4.3	4.2
Employees ('000)	631.0	634.8	717.5	697.6	746.8	670.7	677.4	639.0	626.3	548.1	538.1	546.7	456.1
PRIVATE SECTOR	15558	16231	14988	12829	13373	13298	14534	15437	16779	17623	18199	19128	17388
AAWI(%)	3.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.7
Employees ('000)	1113.4	1110.5	1063.9	1105.2	1091.0	1056.1	1195.0	1232.6	1266.8	1246.0	1316.4	1347.1	1339.7
ALL INDUSTRIES	16556	17185	16008	13860	14412	14220	15476	16356	17698	18472	18976	19880	18119
AAWI(%)	4.0	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9
Employees ('000)	1744.4	1745.3	1781.4	1802.8	1837.8	1726.8	1872.4	1871.6	1893.1	1794.1	1854.5	1893.8	1795.8
Employee Collective	3159	3217	3277	3388	3591	3853	4530	5005	5753	6332	7282	8101	8558
AAWI(%)	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
Employees ('000)	175.4	176.9	176.7	182.0	191.0	199.2	227.2	237.0	259.5	282.3	312.6	330.7	344.2
Union Collective	11537	12164	10941	8605	9369	8981	9460	9808	10348	10596	10228	10324	8120
AAWI(%)	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9
Employees ('000)	1392.0	1388.4	1403.3	1462.3	1496.0	1393.1	1508.4	1498.7	1498.2	1410.2	1453.8	1480.3	1400.3
Employer Greenfields	0	0	0	2	75	178	302	419	480	492	523	540	543
AAWI(%)	0.0	0.0	0.0	5.0	3.5	3.5	3.9	3.8	3.8	3.7	3.7	3.7	3.6
Employees ('000)	0.0	0.0	0.0	0.1	3.7	8.7	14.7	18.4	18.9	17.6	16.5	16.6	16.5
Union Greenfields	732	713	745	807	792	765	806	802	825	837	755	762	780
AAWI(%)	3.9	3.9	4.0	4.1	4.0	4.0	4.0	4.1	3.9	3.9	3.7	3.8	3.8
Employees ('000)	15.1	16.4	17.8	19.1	19.4	18.8	19.9	19.5	20.3	20.8	20.0	19.1	19.6
Section 170LN	1128	1091	1045	1058	585	443	378	322	292	215	188	153	118
AAWI(%)	4.3	4.3	4.4	4.4	4.4	4.5	4.5	4.5	4.5	4.6	4.7	4.7	3.9
Employees ('000)	161.9	163.6	183.6	139.3	127.7	107.0	102.2	98.1	96.2	63.1	51.5	47.2	15.1

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, DEEWR. All estimates are rounded and are subject to revision. Revisions have been made to historical series

TABLE 4: ALL - WAGE AGREEMENTS, BY ANZSIC DIVISION, PROCESSED IN THE QUARTER: JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 1 of 1

FOR AGREEMENTS PROCESSED IN THE NOMINATED QUARTER	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	19	21	15	5	12	12	35	37	38	26	48	20	19
AAWI(%)	3.4	3.8	3.7	3.5	2.6	2.0	3.3	2.8	2.9	3.8	3.6	*	4.6
Employees ('000)	0.4	1.9	0.8	0.9	0.7	2.5	0.9	0.9	1.1	0.9	2.8	0.3	0.5
Mining	38	24	41	59	34	25	35	47	22	41	39	28	59
AAWI(%)	3.5	3.5	3.9	4.6	3.7	3.8	3.7	4.6	4.8	4.1	3.9	4.2	3.9
Employees ('000)	2.0	1.4	2.1	3.4	2.1	3.0	2.1	3.1	1.1	3.5	2.3	1.5	3.0
Manufacturing	276	331	364	388	291	316	404	313	346	386	371	258	247
AAWI(%)	4.0	4.2	4.1	4.1	4.0	3.7	4.0	3.9	4.4	3.8	4.1	4.2	4.0
Employees ('000)	15.7	29.0	26.9	26.8	20.5	20.6	30.3	15.8	22.7	22.9	20.8	13.2	14.1
Non-metals Manuf	185	213	218	238	142	183	254	210	209	239	227	153	168
AAWI(%)	4.0	4.0	4.1	4.2	3.8	3.6	3.9	3.8	4.5	3.7	4.0	4.0	4.0
Employees ('000)	11.4	16.8	18.2	17.3	11.1	9.6	17.5	11.0	14.0	15.1	14.9	8.8	9.5
Metals Manuf	91	118	146	150	149	133	150	103	137	147	144	105	79
AAWI(%)	4.0	4.4	4.0	4.0	4.2	3.8	4.0	4.2	4.3	3.9	4.4	4.5	4.0
Employees ('000)	4.3	12.2	8.7	9.5	9.5	11.0	12.8	4.7	8.8	7.8	5.9	4.4	4.6
Electricity, Gas and Water Supply	14	8	12	20	13	12	19	10	16	19	25	13	13
AAWI(%)	4.8	4.5	4.3	4.6	5.5	3.6	4.3	2.5	4.8	5.0	4.0	5.0	4.4
Employees ('000)	1.6	0.5	3.7	6.1	0.6	0.9	2.0	0.3	1.1	2.8	3.8	3.3	0.3
Construction	464	870	1578	872	1196	430	522	454	653	567	581	537	502
AAWI(%)	4.9	4.8	5.0	4.9	5.2	4.7	4.5	4.6	4.3	4.5	4.7	4.5	4.8
Employees ('000)	8.9	14.6	19.7	16.8	21.6	11.3	12.0	9.1	13.4	11.7	15.4	8.9	10.4
Wholesale Trade	11	12	9	13	18	27	36	18	32	20	27	29	18
AAWI(%)	3.7	3.5	4.1	3.7	3.3	3.3	4.0	3.0	3.7	3.6	4.4	4.2	4.1
Employees ('000)	0.4	0.9	0.6	1.7	0.9	1.4	1.1	1.1	1.4	1.2	1.1	1.6	0.7
Retail Trade	87	93	94	116	85	107	185	133	175	227	294	402	154
AAWI(%)	3.5	4.7	4.5	3.6	3.0	2.7	3.5	3.3	3.5	3.2	3.5	3.4	3.7
Employees ('000)	90.4	14.5	22.3	14.0	13.1	56.4	94.2	6.2	9.6	17.8	79.2	92.3	11.9
Accommodation, Cafes and Restaurants	21	24	22	24	92	81	112	88	134	167	205	188	94
AAWI(%)	2.8	3.0	3.6	4.1	3.0	3.5	2.7	2.2	3.1	3.3	2.8	3.0	3.6
Employees ('000)	0.9	1.6	1.8	3.4	5.5	6.0	5.0	2.8	5.1	5.8	6.2	5.0	2.7
ALL INDUSTRIES	1314	1882	2680	2157	2116	1402	1998	1625	2096	2046	2233	2035	1623
AAWI(%)	4.0	4.0	4.5	3.8	4.4	3.7	3.8	3.7	4.3	3.9	3.8	3.7	4.0
Employees ('000)	220.2	167.7	261.0	250.3	171.0	202.8	224.6	99.9	117.5	132.3	220.2	198.9	99.4

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.

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

TABLE 4: ALL - WAGE AGREEMENTS, BY ANZSIC DIVISION, PROCESSED IN THE QUARTER: JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 2 of 1

FOR AGREEMENTS PROCESSED IN THE NOMINATED QUARTER	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ANZSIC DIVISION													
Transport and Storage	106	154	158	184	103	91	105	100	104	118	127	110	122
AAWI(%)	4.2	3.9	3.7	3.8	3.4	3.9	3.8	4.5	4.1	4.3	3.9	3.5	4.1
Employees ('000)	8.5	24.8	18.7	15.3	6.6	4.0	11.0	5.4	4.8	6.9	6.4	19.0	7.4
Communication Services	2	7	3	3	2	5	10	5	4	0	10	7	3
AAWI(%)	*	2.5	3.7	2.6	3.2	2.9	3.6	4.0	3.6	*	4.0	4.5	*
Employees ('000)	0.1	19.7	0.4	0.4	0.0	0.4	7.4	0.1	0.2	0.0	1.5	0.4	0.1
Finance and Insurance	10	12	11	21	16	21	21	24	20	23	24	6	6
AAWI(%)	4.3	4.4	5.2	3.7	3.6	3.5	3.7	4.0	5.3	3.1	4.0	5.2	4.1
Employees ('000)	3.6	5.0	4.1	36.4	0.9	3.2	4.1	1.5	1.8	13.3	13.0	0.3	0.8
Property and Business Services	53	48	50	42	49	78	85	77	89	68	81	149	139
AAWI(%)	3.9	3.2	4.4	3.9	3.7	3.4	3.6	3.7	3.8	3.4	4.1	4.1	3.6
Employees ('000)	2.6	4.8	9.5	4.3	4.3	8.3	4.7	4.3	9.9	2.2	5.3	12.9	7.6
Government Administration and Defence	57	80	83	90	32	28	31	28	35	55	34	27	26
AAWI(%)	4.0	4.3	4.0	3.6	4.2	4.0	4.4	4.3	4.3	4.2	4.1	3.9	4.2
Employees ('000)	5.8	15.4	24.4	79.3	49.1	12.7	6.9	16.4	6.6	18.6	14.1	15.0	8.5
Education	32	41	49	46	23	52	130	50	153	53	61	35	40
AAWI(%)	4.7	5.5	5.1	3.7	5.3	4.5	4.3	4.0	4.2	3.8	3.6	4.1	3.7
Employees ('000)	40.8	10.4	82.8	4.2	27.0	56.2	9.2	2.7	6.2	1.8	4.2	1.6	2.6
Health and Community Services	77	97	144	227	93	70	188	179	178	163	195	144	123
AAWI(%)	4.2	3.9	3.9	3.7	4.5	3.4	4.1	2.8	4.4	4.1	4.1	4.1	3.6
Employees ('000)	32.9	15.1	37.1	29.1	8.5	7.3	20.1	26.3	16.7	12.8	27.4	18.3	24.9
Cultural and Recreational Services	12	24	21	21	9	24	38	14	22	33	33	29	17
AAWI(%)	3.5	3.7	3.6	3.2	2.7	3.7	4.3	3.0	4.3	3.7	4.0	3.7	4.2
Employees ('000)	3.4	6.5	3.1	7.0	1.1	7.7	11.6	1.9	6.3	6.8	2.4	3.2	2.4
Personal and Other Services	34	36	26	26	48	23	42	48	75	80	78	53	41
AAWI(%)	3.6	3.7	4.3	3.8	4.2	3.6	3.7	3.1	4.4	4.6	4.1	3.4	4.2
Employees ('000)	2.3	1.7	3.1	1.4	8.4	0.8	2.1	2.2	9.6	3.1	14.4	1.9	1.5
ALL INDUSTRIES	1314	1882	2680	2157	2116	1402	1998	1625	2096	2046	2233	2035	1623
AAWI(%)	4.0	4.0	4.5	3.8	4.4	3.7	3.8	3.7	4.3	3.9	3.8	3.7	4.0
Employees ('000)	220.2	167.7	261.0	250.3	171.0	202.8	224.6	99.9	117.5	132.3	220.2	198.9	99.4

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.

Source: Workplace Agreements Database, DEEWR. 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 JUNE 2005 - 30 JUNE 2008 - Page 1 of 2

FOR ALL CURRENT AGREEMENTS	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	115	126	120	119	126	120	143	172	198	215	247	257	260
AAWI(%)	3.1	3.2	3.3	3.4	3.3	3.5	3.5	3.5	3.5	3.5	3.5	3.4	3.4
Employees ('000)	5.7	7.1	6.1	6.6	7.3	6.9	7.1	7.7	8.6	8.7	10.0	9.7	9.7
Mining	315	288	306	332	346	332	354	381	370	380	387	372	398
AAWI(%)	3.6	3.6	3.6	3.7	3.8	3.9	3.9	4.0	4.0	4.0	4.1	4.1	4.1
Employees ('000)	22.3	20.6	21.3	22.9	24.1	24.9	25.4	27.7	27.1	25.9	26.1	25.3	26.4
Manufacturing	2900	2879	2944	3119	2801	2646	2786	2908	3062	3111	3227	3256	3290
AAWI(%)	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0
Employees ('000)	197.8	202.9	217.4	231.1	220.1	199.1	212.3	218.0	230.2	226.5	219.3	217.4	218.2
Non-metals Manuf	1628	1612	1621	1731	1714	1648	1723	1822	1899	1927	1995	1979	2022
AAWI(%)	4.0	4.0	3.9	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Employees ('000)	109.7	110.3	120.3	128.9	129.6	116.2	121.6	126.7	135.1	133.0	137.0	134.6	136.5
Metals Manuf	1272	1267	1323	1388	1087	998	1063	1086	1163	1184	1232	1277	1268
AAWI(%)	4.4	4.4	4.4	4.4	4.3	4.2	4.2	4.2	4.1	4.1	4.1	4.1	4.1
Employees ('000)	88.0	92.6	97.1	102.1	90.5	82.9	90.7	91.4	95.1	93.6	82.4	82.8	81.8
Electricity, Gas and Water Supply	106	103	104	115	115	109	125	127	128	122	139	141	149
AAWI(%)	4.2	4.2	4.2	4.3	4.3	4.3	4.3	4.3	4.5	4.5	4.4	4.5	4.6
Employees ('000)	16.6	15.1	15.9	21.0	21.2	20.0	21.9	21.9	18.8	16.6	19.3	22.0	20.2
Construction	8453	9090	7852	5162	5770	5890	6260	6558	7031	7355	7035	7385	5218
AAWI(%)	4.4	4.5	4.6	4.9	4.9	4.9	4.9	4.8	4.8	4.8	4.7	4.7	4.4
Employees ('000)	108.2	119.3	101.1	84.4	95.8	98.9	108.2	114.9	124.4	131.8	135.2	140.8	115.1
Wholesale Trade	100	103	105	111	106	119	145	156	179	187	199	223	232
AAWI(%)	4.0	3.9	4.0	3.9	3.9	3.6	3.7	3.6	3.6	3.6	3.7	3.8	3.8
Employees ('000)	5.4	5.7	5.6	7.2	6.6	6.5	7.5	8.5	9.5	10.1	10.6	11.7	12.2
Retail Trade	611	645	705	784	831	889	1023	1115	1220	1338	1542	1830	1896
AAWI(%)	3.4	3.5	3.5	3.6	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4
Employees ('000)	400.3	386.6	384.6	374.4	348.3	324.8	395.2	394.0	380.0	350.8	408.8	409.4	404.2
Accommodation, Cafes and Restaurants	218	218	217	219	281	338	439	511	598	719	885	1046	1108
AAWI(%)	3.2	3.2	3.1	3.4	3.3	3.4	3.4	3.4	3.4	3.4	3.3	3.4	3.3
Employees ('000)	15.5	14.0	14.4	15.2	16.9	21.5	25.8	27.5	30.0	33.9	38.3	42.0	42.2
ALL INDUSTRIES	16558	17187	16011	13864	14416	14223	15478	16358	17638	18393	18887	19880	18119
AAWI(%)	4.1	4.2	4.2	4.1	4.1	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9
Employees ('000)	1744.5	1745.4	1781.7	1802.9	1837.8	1731.4	1878.2	1877.7	1897.1	1797.9	1857.6	1893.8	1795.8

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.

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.

Source: Workplace Agreements Database, DEEWR. 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 JUNE 2005 - 30 JUNE 2008 - Page 2 of 2

FOR ALL CURRENT AGREEMENTS	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ANZSIC DIVISION													
Transport and Storage	946	940	3.7	91.8	1106	1037	1059	1082	1118	1107	1162	1164	1181
AAWI(%)	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.9	3.9	3.8	3.8
Employees ('000)	89.7	91.8	105.4	110.0	110.3	106.2	114.4	112.9	110.5	100.4	98.7	109.6	95.8
Communication Services	38	37	38	37	36	36	43	44	45	36	42	47	45
AAWI(%)	4.1	3.6	3.6	3.6	3.6	3.5	3.6	2.6	2.6	2.6	2.6	2.6	2.6
Employees ('000)	67.2	65.0	65.2	65.3	65.2	64.7	63.1	29.6	29.5	28.7	29.4	29.6	29.4
Finance and Insurance	87	89	88	101	112	113	127	140	147	150	162	153	146
AAWI(%)	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	3.9	3.7	3.7	3.7	3.6
Employees ('000)	80.3	83.3	44.7	71.8	71.1	71.3	72.9	70.0	66.8	73.9	79.1	75.5	73.4
Property and Business Services	382	403	400	399	412	440	509	564	624	636	680	775	853
AAWI(%)	4.1	4.1	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.7
Employees ('000)	41.8	45.0	36.1	35.8	38.5	43.6	47.3	49.3	56.9	56.0	59.4	68.0	64.9
Government Administration and Defence	597	567	609	646	650	558	561	534	521	479	481	463	456
AAWI(%)	4.5	4.6	4.4	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Employees ('000)	243.1	234.7	224.9	262.3	306.6	251.6	253.2	256.8	251.8	241.5	245.4	254.6	260.5
Education	204	229	262	280	292	302	419	431	579	613	658	627	648
AAWI(%)	5.0	5.0	5.0	5.0	4.9	4.6	4.5	4.5	4.5	4.7	4.8	4.8	4.7
Employees ('000)	216.5	224.8	299.0	274.5	282.4	274.7	280.2	278.6	284.0	240.0	223.4	214.6	143.8
Health and Community Services	1091	1087	831	935	1003	876	1028	1156	1277	1339	1363	1418	1495
AAWI(%)	4.1	4.1	4.0	4.0	4.0	4.1	4.1	3.9	3.8	3.8	3.9	3.9	3.8
Employees ('000)	179.6	177.9	184.6	164.5	167.6	157.8	176.7	191.3	189.1	168.0	156.5	136.3	181.8
Cultural and Recreational Services	151	151	164	170	166	165	187	185	195	204	221	238	241
AAWI(%)	3.8	3.8	3.7	3.6	3.5	3.5	3.7	3.7	3.8	3.8	3.8	3.8	3.8
Employees ('000)	33.1	35.3	37.3	39.2	33.4	37.6	45.8	46.7	49.2	53.2	53.9	55.9	53.3
Personal and Other Services	244	232	239	237	263	253	270	294	346	402	457	485	503
AAWI(%)	4.1	3.8	3.9	3.8	4.0	4.0	4.0	4.0	4.1	4.1	4.1	4.0	4.1
Employees ('000)	21.6	16.4	18.1	16.9	22.4	21.4	21.2	22.3	30.8	31.7	44.3	44.4	44.6
ALL INDUSTRIES	16558	17187	16011	13864	14416	14223	15478	16358	17638	18393	18887	19880	18119
AAWI(%)	4.1	4.2	4.2	4.1	4.1	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9
Employees ('000)	1744.5	1745.4	1781.7	1802.9	1837.8	1731.4	1878.2	1877.7	1897.1	1797.9	1857.6	1893.8	1795.8

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.

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.

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

TABLE 6: WAGE AGREEMENTS (19,980), BY ANZSIC DIVISION, CURRENT AS AT 31 MARCH 2008 - EXPIRING BY QUARTER - JUNE QUARTER 2008 - JUNE QUARTER 2011 - Page 1 of 2

AGREEMENTS EXPIRING IN THE NOMINATED QUARTER	Jun-08	Sep-08	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Mar-10	Jun-10	Sep-10	Dec-10	Mar-11	Jun-11
ANZSIC Division													
Agriculture, Forestry and Fishing	22	16	17	5	8	9	20	13	11	9	18	1	5
AAWI (%)	4.1	3.9	3.7	4.6	2.8	3.6	3.4	3.7	2.0	3.7	3.8	*	3.0
Employees	520	1357	539	130	933	457	511	541	104	390	435	5	109
Mining	34	27	56	49	27	19	31	17	16	19	24	12	0
AAWI (%)	3.6	4.1	4.3	3.8	4.1	3.2	3.6	5.0	4.8	4.8	2.7	4.1	*
Employees	1953	1605	2978	2449	1505	1671	1947	1787	1173	1912	2716	1281	0
Manufacturing	370	260	221	382	423	241	260	146	236	153	149	51	18
AAWI (%)	4.1	3.9	4.2	4.3	4.1	3.9	4.0	4.1	3.8	3.8	3.9	4.0	3.6
Employees	26100	22787	14941	28844	26353	23373	13510	11021	15362	12700	7865	2272	716
Non-metals Manuf	240	156	144	182	202	146	162	88	166	107	95	34	15
AAWI (%)	4.0	3.7	4.2	4.4	3.9	3.9	3.8	4.0	3.8	3.7	3.9	4.0	3.5
Employees	17753	12649	10485	13849	16544	10624	9023	7044	11108	9350	4968	1453	679
Metals Manuf	130	104	77	200	221	95	98	58	70	46	54	17	3
AAWI (%)	4.2	4.1	4.3	4.2	4.3	4.0	4.2	4.2	3.9	4.1	4.0	4.2	4.6
Employees	8347	10138	4456	14995	9809	12749	4487	3977	4254	3350	2897	819	37
Electricity, Gas and Water Supply	10	15	10	12	18	10	12	5	6	15	17	2	1
AAWI (%)	4.0	4.0	4.4	5.3	4.4	3.5	4.2	5.2	4.7	3.9	4.8	4.0	4.0
Employees	2449	1938	1295	3488	1918	756	1130	420	1270	1944	4582	46	8
Construction	301	296	1196	643	329	181	267	136	195	190	351	122	48
AAWI (%)	4.5	4.5	4.6	4.5	4.2	4.5	3.9	3.8	3.8	4.3	4.7	4.0	3.8
Employees	5116	6495	27195	14412	9046	5323	6141	2900	5269	4389	7599	2740	914
Wholesale Trade	15	10	10	16	17	26	17	10	15	17	11	5	3
AAWI (%)	3.7	4.0	3.5	3.6	3.6	3.6	3.7	3.6	3.9	4.0	4.4	3.6	4.2
Employees	880	239	678	1909	1133	1060	675	702	898	1194	296	114	388
Retail Trade	91	100	94	110	80	25	25	30	62	46	42	29	21
AAWI (%)	5.2	3.3	3.3	2.9	3.1	3.0	4.5	2.9	3.5	3.5	3.5	3.4	2.8
Employees	14258	57576	3247	6785	62776	38433	23345	1101	38162	50145	1265	86037	1717
Accommodation, Cafes and Restaurants	34	39	29	20	38	14	13	16	12	11	11	22	71
AAWI (%)	3.6	4.0	3.1	4.0	2.8	3.3	2.8	2.5	3.4	4.2	3.0	3.8	3.6
Employees	3613	2557	2361	2296	2757	1223	666	931	669	443	728	1224	2575
Transport and Storage	145	104	140	107	107	58	60	47	60	46	45	33	6
AAWI (%)	3.9	3.5	3.8	3.3	4.6	3.8	4.2	4.2	3.1	4.0	4.2	4.2	4.7
Employees	12921	9284	12850	5177	11812	2530	2947	2990	11607	2848	4508	898	282
ALL INDUSTRIES	1434	1190	2294	1602	1416	754	965	583	849	667	992	571	216
AAWI (%)	4.4	3.9	4.2	3.8	3.9	3.6	4.2	4.1	3.6	3.7	4.1	3.5	4.1
Employees	191065	186695	164358	217550	225248	108420	89204	51163	114211	110058	76616	112064	27153

TABLE 6: WAGE AGREEMENTS (19,980), BY ANZSIC DIVISION, CURRENT AS AT 31 MARCH 2008 - EXPIRING BY QUARTER - JUNE QUARTER 2008 - JUNE QUARTER 2011 - Page 2 of 2

AGREEMENTS EXPIRING IN THE NOMINATED QUARTER	Jun-08	Sep-08	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Mar-10	Jun-10	Sep-10	Dec-10	Mar-11	Jun-11
ANZSICDivisionName													
Communication Services	4	6	3	1	3	1	5	2	1	0	7	4	0
AAWI (%)	2.5	2.5	2.6	2.7	3.9	*	3.6	4.0	*	*	4.0	4.5	*
Employees	179	19508	77	154	112	120	7226	179	100	0	234	343	0
Finance and Insurance	20	19	17	16	10	8	7	4	7	6	8	3	3
AAWI (%)	4.2	4.2	3.9	2.8	4.6	3.0	4.1	3.0	3.1	3.8	4.0	5.2	3.3
Employees	4457	5622	2684	29868	879	1846	3834	491	9908	3258	10715	100	91
Property and Business Services	70	51	38	50	37	30	48	43	40	27	27	38	14
AAWI (%)	4.2	3.8	3.7	4.4	3.8	3.0	3.7	4.0	3.6	3.2	4.2	3.8	4.0
Employees	13509	2109	2679	4831	4288	4199	3275	2570	4303	1542	2638	1650	1012
Government Administration and Defence	100	44	51	35	42	21	24	31	37	20	20	12	3
AAWI (%)	4.2	4.1	3.9	3.6	4.3	4.0	4.4	4.1	4.0	3.9	4.1	4.9	4.0
Employees	23648	7591	22954	63651	58213	13092	6719	16609	9147	14390	10369	781	847
Education	36	46	44	22	56	8	20	4	9	3	171	180	2
AAWI (%)	4.9	5.0	4.7	5.1	4.3	4.3	4.1	4.0	3.7	*	3.8	4.0	3.9
Employees	55637	33379	35190	17668	17454	450	1279	992	728	214	6446	7288	106
Health and Community Services	109	125	307	90	178	74	98	49	88	74	58	42	9
AAWI (%)	4.0	5.2	4.0	2.9	4.5	3.8	3.8	4.0	4.0	4.3	3.7	3.9	3.3
Employees	10710	13131	28040	24721	19730	11274	7585	6440	9591	6914	12434	6339	695
Cultural and Recreational Services	27	17	27	17	16	10	25	7	12	16	15	3	2
AAWI (%)	3.8	3.3	3.7	3.7	4.2	3.3	4.6	3.2	3.7	3.6	3.5	*	*
Employees	8318	3565	4724	9945	3349	2112	6127	952	3811	6884	2117	765	80
Personal and Other Services	46	15	34	27	27	19	33	23	42	15	18	12	10
AAWI (%)	4.0	4.2	3.8	4.1	3.8	4.0	4.1	3.7	4.3	4.5	3.3	3.7	4.4
Employees	6797	952	1926	1222	2990	501	2287	537	2109	891	1669	181	17613
ALL INDUSTRIES	1434	1190	2294	1602	1416	754	965	583	849	667	992	571	216
AAWI (%)	4.4	3.9	4.2	3.8	3.9	3.6	4.2	4.1	3.6	3.7	4.1	3.5	4.1
Employees	191065	186695	164358	217550	225248	108420	89204	51163	114211	110058	76616	112064	27153

TABLE 7: FEDERAL WAGE AGREEMENTS - PROCESSED IN THE QUARTER, BY STATE, JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 1 of 1

AGREEMENTS PROCESSED IN THE NOMINATED QUARTER	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ACT	18	32	19	27	19	41	55	33	28	49	41	40	25
AAWI(%)	6.8	4.1	4.3	3.7	4.1	4.1	4.5	4.4	4.1	4.2	4.3	4.1	3.8
Employees ('000)	2.6	3.5	2.0	1.3	0.8	4.7	5.5	4.4	1.2	7.2	7.8	4.9	1.5
NSW	302	380	377	368	283	320	476	376	532	425	467	389	290
AAWI(%)	4.8	4.0	4.5	4.1	4.7	4.2	3.9	4.1	4.0	3.9	4.0	4.1	3.8
Employees ('000)	13.4	42.0	22.0	16.2	21.7	37.1	24.6	17.4	17.3	17.0	22.4	13.3	20.4
NT	28	23	19	25	25	20	12	19	17	18	26.0	27	21
AAWI(%)	3.9	5.2	4.1	4.3	4.3	3.2	4.3	6.1	8.7	3.2	4.0	3.7	3.2
Employees ('000)	1.7	4.6	0.4	1.7	1.0	2.0	0.6	0.4	2.2	0.8	1.7	10.7	0.8
QLD	195	207	250	264	281	319	434	349	388	411	425	383	250
AAWI(%)	4.6	4.6	4.4	4.5	4.4	3.7	4.2	4.2	4.8	3.9	3.8	4.0	4.5
Employees ('000)	18.7	12.6	45.5	18.9	14.6	36.5	23.3	13.0	18.9	18.2	44.4	13.3	10.4
SA	67	94	109	87	75	118	171	94	131	189	196	160	120
AAWI(%)	4.9	4.8	4.9	4.0	4.0	4.3	3.4	4.5	3.6	3.6	3.6	4.4	4.5
Employees ('000)	3.7	9.8	37.7	6.5	4.2	15.9	12.0	2.5	8.6	8.7	7.9	6.7	5.1
TAS	25	18	26	32	21	54	54	34	48	42	86	79	60
AAWI(%)	5.9	3.4	4.8	4.2	4.0	4.4	3.4	4.3	4.5	4.0	3.7	3.9	3.9
Employees ('000)	5.9	1.7	3.2	3.0	1.2	4.2	4.5	1.1	1.4	2.5	4.2	2.0	2.1
VIC	516	945	1683	1079	1209	272	502	461	584	522	558	583	488
AAWI(%)	3.7	4.6	4.8	3.6	4.7	3.9	3.8	4.1	4.1	4.3	4.2	4.2	3.7
Employees ('000)	52.7	49.9	81.6	92.1	53.3	16.9	61.0	22.9	31.0	25.5	35.2	22.0	26.4
WA	92	96	126	150	112	132	138	124	141	198	222	229	248
AAWI(%)	5.7	4.2	4.1	3.9	5.0	4.0	4.0	4.0	4.3	4.7	4.4	5.0	4.7
Employees ('000)	21.6	6.2	14.0	23.4	9.8	10.2	7.4	5.5	10.4	8.7	8.4	7.5	12.6

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. Figures are based on intra-state agreements only. Australia-wide and multiple States agreements do not allow for a State breakdown.

4. Data for External Territories agreements has not been included as it is based on a very small number of agreements.

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

TABLE 8: FEDERAL WAGE AGREEMENTS - CURRENT IN THE QUARTER, BY STATE, JUNE QUARTER 2005 - JUNE QUARTER 2008 - Page 1 of 1

AGREEMENTS FORMALISED IN THE NOMINATED QUARTER	Jun-05	Sep-05	Dec-05	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08
ACT	248	260	220	230	239	250	275	283	271	296	322	341	350
AAWI (%)	5.1	5.1	5.1	4.9	4.9	4.2	4.3	4.3	4.2	4.2	4.2	4.2	4.2
Employees ('000)	42.3	42.8	43.0	38.4	38.4	32.7	35.3	35.8	23.3	28.6	35.3	39.3	42.0
NSW	2732	2921	2309	2490	2558	2644	2948	3173	3576	3763	4039	4250	3842
AAWI (%)	4.3	4.2	4.3	4.4	4.3	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.0
Employees ('000)	141.2	173.5	171.3	175.8	168.5	173.2	186.6	194.6	202.0	206.4	219.2	225.2	217.4
NT	174	172	174	178	166	168	163	171	186	185	171	185	195
AAWI (%)	3.9	4.2	4.2	4.2	4.2	4.1	4.1	4.1	4.5	5.1	4.9	4.4	4.3
Employees ('000)	20.1	22.6	22.5	22.8	23.3	21.4	21.4	21.4	23.5	11.0	11.3	20.1	20.6
QLD	1607	1606	1570	1701	1863	1952	2268	2491	2766	2986	3162	3357	3427
AAWI (%)	3.8	3.9	4.1	4.2	4.3	4.0	4.1	4.1	4.2	4.2	4.1	4.1	4.1
Employees ('000)	105.8	102.3	139.4	126.9	136.7	148.3	164.4	172.9	171.9	179.7	215.7	220.5	215.5
SA	873	860	872	840	820	760	871	884	966	1028	1150	1245	1321
AAWI (%)	4.7	4.8	4.9	4.8	4.8	4.6	4.5	4.5	4.5	4.4	4.4	4.3	4.0
Employees ('000)	61.5	64.3	98.6	99.6	101.2	98.1	107.0	107.1	113.4	99.8	104.5	105.8	77.5
TAS	208	199	181	193	203	233	275	292	325	319	385	445	490
AAWI (%)	4.9	4.9	4.8	4.8	4.8	4.9	4.7	4.6	4.5	4.1	4.1	4.0	4.0
Employees ('000)	31.7	31.5	26.0	27.2	28.1	24.6	28.4	28.3	28.4	23.2	25.7	26.0	27.3
VIC	8957	9508	9009	6459	6754	6383	6660	6938	7314	7491	7116	7300	5387
AAWI (%)	4.3	4.3	4.3	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.2	4.2	4.0
Employees ('000)	499.5	506.1	523.2	520.1	533.0	486.4	529.5	530.6	545.6	497.0	459.9	457.9	398.1
WA	937	872	900	962	971	989	1069	1112	1196	1270	1374	1496	1653
AAWI (%)	4.6	4.7	4.4	4.3	4.2	4.0	4.0	4.1	4.0	4.2	4.2	4.3	4.3
Employees ('000)	114.4	109.9	107.0	104.4	103.9	103.4	108.6	107.3	102.5	99.5	99.9	101.1	104.3

- 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. Figures are based on intra-state agreements only. Australia-wide and multiple States and agreements do not allow for a State breakdown.
 4. Data for External Territories agreements has not been included as it is based on a very small number of agreements.

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