



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

|  | <b>March Quarter<br/>2007<br/>%</b> | <b>June Quarter<br/>2007<br/>%</b> | <b>Change in<br/>AAWI Points</b> |
|--|-------------------------------------|------------------------------------|----------------------------------|
| <b><i>Wage agreements in the quarter</i></b> |                                     |                                    |                                  |
| All sectors                                  | 3.7                                 | 4.3                                | 0.6                              |
| Private sector                               | 3.5                                 | 4.1                                | 0.6                              |
| Public sector                                | 4.3                                 | 4.9                                | 0.6                              |
| <b><i>All Current Wage Agreements</i></b>    |                                     |                                    |                                  |
| All sectors                                  | 4.0                                 | 4.0                                | 0.0                              |
| Private sector                               | 3.8                                 | 3.8                                | 0.0                              |
| Public sector                                | 4.2                                 | 4.2                                | 0.0                              |

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

TABLE 2: FEDERAL WAGE AGREEMENTS - FORMALISED IN THE QUARTER, JUNE QUARTER 2004 - JUNE QUARTER 2007 - Page 1 of 1

| FOR AGREEMENTS FORMALISED<br>IN THE NOMINATED QUARTER | Jun-04 | Sep-04 | Dec-04 | Mar-05 | Jun-05 | Sep-05 | Dec-05 | Mar-06 | Jun-06 | Sep-06 | Dec-06 | Mar-07 | Jun-07 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>PUBLIC SECTOR</b>                                  | 79     | 144    | 88     | 202    | 92     | 117    | 146    | 132    | 55     | 71     | 63     | 57     | 69     |
| AAWI(%)   | 4.8    | 4.2    | 4.5    | 4.7    | 4.4    | 3.8    | 4.7    | 3.7    | 4.6    | 4.4    | 4.4    | 4.3    | 4.9    |
| Employees ('000)                                      | 69.9   | 133.3  | 81.8   | 62.9   | 69.4   | 65.6   | 143.5  | 96.8   | 79.1   | 69.6   | 16.1   | 18.7   | 20.4   |
| <b>PRIVATE SECTOR</b>                                 | 1666   | 1531   | 929    | 952    | 1221   | 1765   | 2534   | 2025   | 2061   | 1331   | 1936   | 1570   | 2034   |
| AAWI(%)   | 3.6    | 4.0    | 3.7    | 4.0    | 3.8    | 4.3    | 4.2    | 4.0    | 4.1    | 3.2    | 3.8    | 3.5    | 4.1    |
| Employees ('000)                                      | 109.7  | 114.0  | 166.5  | 95.7   | 150.8  | 102.2  | 117.5  | 152.6  | 91.9   | 133.1  | 208.7  | 82.1   | 98.6   |
| <b>ALL INDUSTRIES</b>                                 | 1745   | 1675   | 1017   | 1154   | 1314   | 1882   | 2680   | 2157   | 2116   | 1402   | 1999   | 1627   | 2103   |
| AAWI(%)   | 4.0    | 4.1    | 4.0    | 4.3    | 4.0    | 4.0    | 4.5    | 3.8    | 4.4    | 3.7    | 3.8    | 3.7    | 4.3    |
| Employees ('000)                                      | 179.6  | 247.3  | 248.4  | 158.6  | 220.2  | 167.7  | 261.0  | 249.4  | 171.0  | 202.7  | 224.8  | 100.9  | 119.0  |
| <b>Employee Collective</b>                            | 250    | 349    | 374    | 332    | 357    | 353    | 339    | 369    | 434    | 645    | 952    | 741    | 992    |
| AAWI(%)   | 3.3    | 3.5    | 3.7    | 3.4    | 3.8    | 3.3    | 3.7    | 3.8    | 3.6    | 3.6    | 3.7    | 3.8    | 3.7    |
| Employees ('000)                                      | 10.5   | 18.2   | 22.2   | 15.4   | 16.3   | 19.8   | 18.1   | 23.1   | 18.1   | 30.1   | 46.1   | 24.5   | 33.9   |
| <b>Union Collective</b>                               | 1274   | 1092   | 541    | 662    | 778    | 1314   | 2119   | 1570   | 1521   | 595    | 839    | 717    | 907    |
| AAWI(%)   | 4.0    | 4.1    | 4.0    | 4.4    | 4.0    | 4.1    | 4.5    | 3.8    | 4.4    | 3.7    | 3.8    | 3.7    | 4.4    |
| Employees ('000)                                      | 139.2  | 200.2  | 220.6  | 117.9  | 194.8  | 128.6  | 179.5  | 216.0  | 146.4  | 166.2  | 170.6  | 70.4   | 77.8   |
| <b>Employer Greenfields</b>                           | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 2      | 73     | 105    | 126    | 128    | 125    |
| AAWI(%)   | *      | *      | *      | *      | *      | *      | *      | 5.0    | 3.4    | 3.5    | 4.4    | 3.7    | 3.6    |
| Employees ('000)                                      | 0.0    | 0.0    | 0.0    | 0.0    | 0.0    | 0.0    | 0.0    | 0.1    | 3.7    | 5.0    | 6.2    | 5.0    | 4.7    |
| <b>Union Greenfields</b>                              | 88     | 66     | 56     | 88     | 97     | 122    | 147    | 137    | 75     | 57     | 82     | 41     | 79     |
| AAWI(%)   | 4.1    | 4.4    | 3.4    | 4.0    | 4.3    | 4.1    | 4.7    | 4.4    | 3.9    | 3.8    | 4.0    | 4.0    | 3.3    |
| Employees ('000)                                      | 1.6    | 1.4    | 1.5    | 2.2    | 2.3    | 3.1    | 3.2    | 3.1    | 2.1    | 1.4    | 1.9    | 1.0    | 2.6    |
| <b>Section 170LN</b>                                  | 133    | 168    | 46     | 72     | 82     | 93     | 75     | 79     | 13     | 0      | 0      | 0      | 0.0    |
| AAWI(%)   | 4.4    | 4.0    | 5.1    | 4.2    | 4.1    | 4.3    | 4.6    | 3.9    | 4.0    | *      | *      | *      | *      |
| Employees ('000)                                      | 28.4   | 27.5   | 4.1    | 23.2   | 6.8    | 16.2   | 60.2   | 7.1    | 0.7    | 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, DEWR. 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 2004 - JUNE QUARTER 2007 - Page 1 of 1**

| <b>FOR ALL CURRENT AGREEMENTS</b> | <b>Jun-04</b> | <b>Sep-04</b> | <b>Dec-04</b> | <b>Mar-05</b> | <b>Jun-05</b> | <b>Sep-05</b> | <b>Dec-05</b> | <b>Mar-06</b> | <b>Jun-06</b> | <b>Sep-06</b> | <b>Dec-06</b> | <b>Mar-07</b> | <b>Jun-07</b> |
|-----------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>PUBLIC SECTOR</b>              | 840           | 837           | 846           | 957           | 1000          | 957           | 1023          | 1034          | 1041          | 923           | 945           | 923           | 928           |
| AAWI(%)                           | 4.3           | 4.3           | 4.3           | 4.4           | 4.4           | 4.3           | 4.4           | 4.3           | 4.3           | 4.2           | 4.2           | 4.2           | 4.2           |
| Employees ('000)                  | 445.3         | 509.1         | 553.7         | 603.3         | 630.1         | 633.9         | 716.6         | 695.8         | 745.0         | 668.9         | 675.7         | 637.3         | 624.9         |
| <b>PRIVATE SECTOR</b>             | 14081         | 14512         | 14699         | 14935         | 15555         | 16227         | 14984         | 12825         | 13370         | 13296         | 14531         | 15435         | 16778         |
| AAWI(%)                           | 3.7           | 3.7           | 3.8           | 3.8           | 3.8           | 3.9           | 3.9           | 3.9           | 3.9           | 3.8           | 3.8           | 3.8           | 3.8           |
| Employees ('000)                  | 1041.2        | 976.5         | 1032.1        | 1022.2        | 1113.1        | 1110.1        | 1063.5        | 1104.8        | 1090.6        | 1055.7        | 1194.6        | 1233.2        | 1268.7        |
| <b>ALL INDUSTRIES</b>             | 14921         | 15349         | 15545         | 15892         | 16555         | 17184         | 16007         | 13859         | 14411         | 14219         | 15476         | 16358         | 17706         |
| AAWI(%)                           | 3.9           | 3.9           | 4.0           | 4.0           | 4.0           | 4.1           | 4.1           | 4.1           | 4.1           | 4.0           | 4.0           | 4.0           | 4.0           |
| Employees ('000)                  | 1486.4        | 1485.6        | 1585.8        | 1625.5        | 1743.1        | 1744.0        | 1780.2        | 1800.6        | 1835.6        | 1724.6        | 1870.3        | 1870.5        | 1893.6        |
| <b>Employee Collective</b>        | 2669          | 2734          | 2854          | 2978          | 3159          | 3217          | 3277          | 3388          | 3591          | 3853          | 4530          | 5007          | 5759          |
| AAWI(%)                           | 3.6           | 3.5           | 3.5           | 3.5           | 3.5           | 3.5           | 3.6           | 3.6           | 3.6           | 3.6           | 3.6           | 3.6           | 3.6           |
| Employees ('000)                  | 167.9         | 164.9         | 163.7         | 168.9         | 175.4         | 176.9         | 176.7         | 182.0         | 191.0         | 199.2         | 227.2         | 237.1         | 259.6         |
| <b>Union Collective</b>           | 10303         | 10654         | 10833         | 11056         | 11536         | 12163         | 10940         | 8604          | 9368          | 8980          | 9460          | 9808          | 10350         |
| AAWI(%)                           | 3.9           | 3.9           | 4.0           | 4.1           | 4.1           | 4.1           | 4.1           | 4.1           | 4.1           | 4.0           | 4.0           | 4.0           | 4.0           |
| Employees ('000)                  | 1119.4        | 1128.0        | 1238.6        | 1259.4        | 1390.8        | 1387.2        | 1402.1        | 1460.1        | 1493.8        | 1390.9        | 1506.3        | 1496.6        | 1496.3        |
| <b>Employer Greenfields</b>       | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 2             | 75            | 178           | 302           | 419           | 480           |
| AAWI(%)                           | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 5.0           | 3.5           | 3.5           | 3.9           | 3.8           | 3.8           |
| Employees ('000)                  | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 0.0           | 0.1           | 3.7           | 8.6           | 14.7          | 19.2          | 20.6          |
| <b>Union Greenfields</b>          | 826           | 832           | 754           | 763           | 732           | 713           | 745           | 807           | 792           | 765           | 806           | 802           | 825           |
| AAWI(%)                           | 3.9           | 4.0           | 3.9           | 3.9           | 3.9           | 3.9           | 4.0           | 4.1           | 4.0           | 4.0           | 4.0           | 4.1           | 3.9           |
| Employees ('000)                  | 15.2          | 14.2          | 13.7          | 14.5          | 15.1          | 16.4          | 17.8          | 19.1          | 19.4          | 18.8          | 19.9          | 19.5          | 20.8          |
| <b>Section 170LN</b>              | 1123          | 1129          | 1104          | 1095          | 1128          | 1091          | 1045          | 1058          | 585           | 443           | 378           | 322           | 292           |
| AAWI(%)                           | 4.2           | 4.3           | 4.3           | 4.3           | 4.3           | 4.3           | 4.4           | 4.4           | 4.4           | 4.5           | 4.5           | 4.5           | 4.5           |
| Employees ('000)                  | 184.0         | 178.5         | 169.7         | 182.7         | 161.9         | 163.6         | 183.6         | 139.3         | 127.7         | 107.0         | 102.2         | 98.1          | 96.2          |

**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.

**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, FORMALISED IN THE QUARTER: JUNE QUARTER 2004 - JUNE QUARTER 2007 - Page 1 of 2

| FOR AGREEMENTS FORMALISED<br>IN THE NOMINATED QUARTER | Jun-04 | Sep-04 | Dec-04 | Mar-05 | Jun-05 | Sep-05 | Dec-05 | Mar-06 | Jun-06 | Sep-06 | Dec-06 | Mar-07 | Jun-07 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>ANZSIC DIVISION</b>                                |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Agriculture, Forestry and Fishing</b>              | 11     | 9      | 14     | 10     | 19     | 22     | 15     | 5      | 12     | 12     | 35     | 37     | 38     |
| AAWI(%)   | 3.5    | 1.6    | 3.0    | 3.8    | 3.4    | 3.8    | 3.7    | 3.5    | 2.6    | 2.0    | 3.3    | 2.8    | 2.9    |
| Employees ('000)                                      | 0.3    | 0.7    | 0.8    | 0.4    | 0.4    | 2.0    | 0.8    | 0.9    | 0.7    | 2.5    | 0.9    | 0.9    | 1.1    |
| <b>Mining</b>   | 39     | 32     | 43     | 33     | 38     | 24     | 41     | 59     | 34     | 25     | 35     | 47     | 23     |
| AAWI(%)   | 4.3    | 4.0    | 3.6    | 3.9    | 3.5    | 3.5    | 3.9    | 4.6    | 3.7    | 3.8    | 3.7    | 4.5    | 4.8    |
| Employees ('000)                                      | 1.8    | 4.2    | 2.9    | 2.2    | 2.0    | 1.4    | 2.1    | 3.4    | 2.1    | 3.0    | 2.1    | 3.1    | 1.2    |
| <b>Manufacturing</b>                                  | 345    | 315    | 265    | 233    | 276    | 331    | 364    | 388    | 289    | 316    | 402    | 314    | 346    |
| AAWI(%)   | 4.0    | 4.2    | 4.0    | 4.4    | 4.0    | 4.2    | 4.0    | 4.1    | 4.0    | 3.7    | 4.0    | 3.9    | 4.4    |
| Employees ('000)                                      | 18.0   | 24.2   | 17.8   | 27.2   | 15.7   | 29.0   | 26.9   | 26.8   | 20.1   | 20.6   | 30.3   | 15.8   | 22.8   |
| <b>Non-metals Manuf</b>                               | 204    | 196    | 148    | 162    | 185    | 213    | 218    | 238    | 141    | 183    | 254    | 211    | 209    |
| AAWI(%)   | 3.9    | 4.1    | 4.1    | 4.2    | 4.0    | 4.0    | 4.0    | 4.2    | 3.8    | 3.6    | 3.9    | 3.8    | 4.5    |
| Employees ('000)                                      | 11.2   | 14.8   | 10.8   | 13.0   | 11.4   | 16.8   | 18.2   | 17.3   | 11.0   | 9.6    | 17.5   | 11.1   | 14.0   |
| <b>Metals Manuf</b>                                   | 141    | 119    | 117    | 71     | 91     | 118    | 146    | 150    | 148    | 133    | 148    | 103    | 137    |
| AAWI(%)   | 4.2    | 4.2    | 3.9    | 4.5    | 4.0    | 4.4    | 4.0    | 4.0    | 4.2    | 3.8    | 4.0    | 4.2    | 4.3    |
| Employees ('000)                                      | 6.9    | 9.4    | 7.1    | 14.3   | 4.3    | 12.2   | 8.7    | 9.5    | 9.1    | 11.0   | 12.8   | 4.8    | 8.8    |
| <b>Electricity, Gas and Water Supply</b>              | 7      | 18     | 15     | 13     | 14     | 8      | 12     | 20     | 14     | 12     | 20     | 10     | 16     |
| AAWI(%)   | 3.7    | 3.9    | 4.4    | 4.3    | 4.8    | 4.5    | 4.3    | 4.6    | 5.5    | 3.6    | 4.3    | 2.5    | 4.8    |
| Employees ('000)                                      | 0.5    | 4.3    | 2.8    | 1.0    | 1.6    | 0.5    | 3.7    | 6.1    | 0.6    | 0.9    | 2.0    | 0.3    | 1.1    |
| <b>Construction</b>                                   | 948    | 757    | 197    | 244    | 464    | 869    | 1578   | 872    | 1193   | 429    | 521    | 454    | 654    |
| AAWI(%)   | 4.5    | 4.5    | 4.6    | 4.4    | 4.9    | 4.8    | 5.0    | 4.9    | 5.1    | 4.7    | 4.5    | 4.7    | 4.4    |
| Employees ('000)                                      | 11.8   | 9.5    | 2.9    | 4.6    | 8.9    | 14.6   | 19.7   | 16.8   | 21.5   | 11.3   | 12.1   | 9.2    | 13.1   |
| <b>Wholesale Trade</b>                                | 25     | 7      | 15     | 12     | 11     | 12     | 9      | 12     | 19     | 27     | 36     | 18     | 33     |
| AAWI(%)   | 3.9    | 2.8    | 5.0    | 3.3    | 3.7    | 3.5    | 4.1    | 3.7    | 3.1    | 3.3    | 4.1    | 3.0    | 3.7    |
| Employees ('000)                                      | 1.3    | 0.3    | 0.7    | 0.5    | 0.4    | 0.9    | 0.6    | 1.7    | 1.3    | 1.4    | 1.1    | 1.1    | 1.4    |
| <b>Retail Trade</b>                                   | 34     | 115    | 72     | 104    | 87     | 93     | 94     | 117    | 85     | 107    | 185    | 133    | 176    |
| AAWI(%)   | 3.3    | 3.8    | 3.6    | 4.1    | 3.5    | 4.7    | 4.5    | 3.6    | 3.0    | 2.7    | 3.5    | 3.3    | 3.5    |
| Employees ('000)                                      | 53.3   | 56.1   | 78.2   | 20.1   | 90.4   | 14.5   | 22.3   | 14.0   | 13.1   | 56.4   | 94.2   | 6.4    | 9.8    |
| <b>Accommodation, Cafes and Restaurants</b>           | 15     | 20     | 26     | 21     | 21     | 23     | 22     | 24     | 92     | 81     | 113    | 88     | 134    |
| AAWI(%)   | 2.4    | 3.0    | 5.7    | 3.3    | 2.8    | 3.0    | 3.6    | 4.1    | 3.0    | 3.5    | 2.7    | 2.1    | 3.1    |
| Employees ('000)                                      | 1.0    | 1.3    | 1.1    | 0.9    | 0.9    | 1.6    | 1.8    | 3.4    | 5.5    | 6.0    | 5.0    | 3.0    | 5.4    |
| <b>ALL INDUSTRIES</b>                                 | 1745   | 1675   | 1017   | 1154   | 1314   | 1882   | 2680   | 2157   | 2116   | 1402   | 1999   | 1627   | 2103   |
| AAWI(%)   | 4.0    | 4.1    | 4.0    | 4.3    | 4.0    | 4.0    | 4.5    | 3.8    | 4.4    | 3.7    | 3.8    | 3.7    | 4.3    |
| Employees ('000)                                      | 179.6  | 247.3  | 248.4  | 158.6  | 220.2  | 167.7  | 261.0  | 249.4  | 171.0  | 202.7  | 224.8  | 100.9  | 119.0  |

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 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).

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TABLE 4: WAGE AGREEMENTS, BY ANZSIC DIVISION, FORMALISED IN THE QUARTER: JUNE QUARTER 2004 - JUNE QUARTER 2007 - Page 2 of 2

| FOR AGREEMENTS FORMALISED<br>IN THE NOMINATED QUARTER | Jun-04 | Sep-04 | Dec-04 | Mar-05 | Jun-05 | Sep-05 | Dec-05 | Mar-06 | Jun-06 | Sep-06 | Dec-06 | Mar-07 | Jun-07 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>ANZSIC DIVISION</b>                                |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Transport and Storage</b>                          | 92     | 107    | 90     | 109    | 106    | 154    | 158    | 184    | 104    | 91     | 105    | 100    | 104    |
| AAWI(%)   | 3.4    | 3.8    | 3.5    | 3.4    | 4.2    | 3.9    | 3.7    | 3.8    | 3.4    | 3.9    | 3.8    | 4.5    | 4.1    |
| Employees ('000)                                      | 6.0    | 8.1    | 12.8   | 16.1   | 8.5    | 24.8   | 18.7   | 15.3   | 6.7    | 4.0    | 11.0   | 5.4    | 4.8    |
| <b>Communication Services</b>                         | 3      | 6      | 5      | 7      | 2      | 7      | 3      | 3      | 2      | 5      | 10     | 5      | 4      |
| AAWI(%)   | 3.5    | 5.0    | 4.2    | 3.6    | *      | 2.5    | 3.7    | 2.6    | 3.2    | 2.9    | 3.6    | 4.0    | 3.6    |
| Employees ('000)                                      | 0.2    | 0.9    | 34.2   | 0.4    | 0.1    | 19.7   | 0.4    | 0.4    | 0.0    | 0.4    | 7.4    | 0.1    | 0.2    |
| <b>Finance and Insurance</b>                          | 11     | 7      | 9      | 10     | 10     | 12     | 11     | 21     | 16     | 21     | 21     | 24     | 20     |
| AAWI(%)   | 3.9    | 4.0    | 3.5    | 4.0    | 4.3    | 4.4    | 5.2    | 3.7    | 3.6    | 3.5    | 3.7    | 4.0    | 5.3    |
| Employees ('000)                                      | 3.8    | 1.7    | 4.7    | 7.5    | 3.6    | 5.0    | 4.1    | 36.4   | 0.9    | 3.2    | 4.1    | 1.6    | 1.9    |
| <b>Property and Business Services</b>                 | 26     | 42     | 40     | 42     | 53     | 47     | 50     | 42     | 49     | 76     | 88     | 79     | 90     |
| AAWI(%)   | 4.0    | 3.4    | 3.6    | 3.4    | 3.9    | 3.2    | 4.4    | 3.9    | 3.6    | 3.4    | 3.6    | 3.8    | 3.8    |
| Employees ('000)                                      | 2.9    | 2.4    | 4.3    | 1.7    | 2.6    | 4.8    | 9.5    | 4.3    | 4.3    | 8.3    | 4.8    | 4.5    | 10.5   |
| <b>Government Administration and Defence</b>          | 38     | 85     | 57     | 84     | 57     | 81     | 83     | 90     | 34     | 29     | 31     | 28     | 36     |
| AAWI(%)   | 4.4    | 4.3    | 4.3    | 3.9    | 4.0    | 4.3    | 4.0    | 3.6    | 4.2    | 4.0    | 4.4    | 4.3    | 4.3    |
| Employees ('000)                                      | 32.6   | 46.3   | 20.7   | 20.0   | 5.8    | 15.4   | 24.4   | 78.3   | 49.2   | 12.7   | 6.9    | 16.4   | 6.6    |
| <b>Education</b>                                      | 13     | 30     | 44     | 39     | 32     | 41     | 49     | 46     | 23     | 52     | 131    | 50     | 153    |
| AAWI(%)   | 6.0    | 4.2    | 4.2    | 6.5    | 4.7    | 5.5    | 5.1    | 3.7    | 5.3    | 4.5    | 4.3    | 4.0    | 4.2    |
| Employees ('000)                                      | 33.8   | 67.2   | 38.5   | 21.3   | 40.8   | 10.4   | 82.8   | 4.2    | 27.0   | 56.2   | 9.3    | 2.7    | 6.2    |
| <b>Health and Community Services</b>                  | 84     | 80     | 92     | 154    | 77     | 98     | 144    | 227    | 93     | 70     | 187    | 179    | 179    |
| AAWI(%)   | 4.5    | 4.2    | 4.6    | 3.8    | 4.2    | 3.9    | 3.9    | 3.7    | 4.5    | 3.4    | 4.1    | 2.8    | 4.4    |
| Employees ('000)                                      | 5.3    | 15.5   | 21.3   | 30.2   | 32.9   | 15.1   | 37.1   | 29.1   | 8.5    | 7.3    | 20.0   | 26.5   | 17.1   |
| <b>Cultural and Recreational Services</b>             | 16     | 27     | 13     | 20     | 12     | 24     | 21     | 21     | 9      | 24     | 38     | 14     | 22     |
| AAWI(%)   | 3.5    | 3.0    | 5.0    | 3.5    | 3.5    | 3.7    | 3.6    | 3.2    | 2.7    | 3.7    | 4.3    | 3.0    | 4.3    |
| Employees ('000)                                      | 3.9    | 2.4    | 3.6    | 3.3    | 3.4    | 6.5    | 3.1    | 7.0    | 1.1    | 7.7    | 11.6   | 1.9    | 6.3    |
| <b>Personal and Other Services</b>                    | 38     | 18     | 20     | 19     | 34     | 36     | 26     | 26     | 48     | 23     | 41     | 47     | 75     |
| AAWI(%)   | 4.7    | 3.6    | 4.0    | 3.9    | 3.6    | 3.7    | 4.3    | 3.8    | 4.2    | 3.6    | 3.6    | 3.1    | 4.4    |
| Employees ('000)                                      | 3.3    | 2.3    | 1.1    | 1.2    | 2.3    | 1.7    | 3.1    | 1.4    | 8.4    | 0.8    | 1.9    | 2.2    | 9.6    |
| <b>ALL INDUSTRIES</b>                                 | 1745   | 1675   | 1017   | 1154   | 1314   | 1882   | 2680   | 2157   | 2116   | 1402   | 1999   | 1627   | 2103   |
| AAWI(%)   | 4.0    | 4.1    | 4.0    | 4.3    | 4.0    | 4.0    | 4.5    | 3.8    | 4.4    | 3.7    | 3.8    | 3.7    | 4.3    |
| Employees ('000)                                      | 179.6  | 247.3  | 248.4  | 158.6  | 220.2  | 167.7  | 261.0  | 249.4  | 171.0  | 202.7  | 224.8  | 100.9  | 119.0  |

- 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 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).  
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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

TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 30 JUNE 2004 - 30 JUNE 2007 - Page 1 of 2

| FOR ALL CURRENT AGREEMENTS                  | Jun-04 | Sep-04 | Dec-04 | Mar-05 | Jun-05 | Sep-05 | Dec-05 | Mar-06 | Jun-06 | Sep-06 | Dec-06 | Mar-07 | Jun-07 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>ANZSIC DIVISION</b>                      |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Agriculture, Forestry and Fishing</b>    | 118    | 116    | 112    | 109    | 116    | 128    | 122    | 121    | 127    | 122    | 145    | 174    | 201    |
| AAWI(%)                                     | 3.3    | 3.1    | 3.1    | 3.2    | 3.0    | 3.2    | 3.3    | 3.4    | 3.3    | 3.4    | 3.4    | 3.4    | 3.4    |
| Employees ('000)                            | 6.8    | 6.7    | 6.9    | 6.6    | 5.7    | 7.1    | 6.1    | 6.7    | 7.3    | 8.9    | 9.1    | 9.8    | 10.6   |
| <b>Mining</b>                               | 264    | 267    | 285    | 293    | 315    | 288    | 306    | 332    | 347    | 333    | 355    | 382    | 373    |
| AAWI(%)                                     | 3.3    | 3.5    | 3.5    | 3.6    | 3.6    | 3.6    | 3.6    | 3.8    | 3.8    | 3.9    | 3.9    | 4.0    | 4.0    |
| Employees ('000)                            | 19.0   | 18.8   | 20.3   | 21.3   | 22.2   | 20.5   | 21.2   | 22.8   | 24.0   | 24.8   | 25.3   | 27.6   | 27.2   |
| <b>Manufacturing</b>                        | 2892   | 2782   | 2828   | 2814   | 2897   | 2877   | 2942   | 3117   | 2795   | 2640   | 2777   | 2901   | 3059   |
| AAWI(%)                                     | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.0    | 4.0    | 4.0    | 4.1    |
| Employees ('000)                            | 199.6  | 189.0  | 186.7  | 194.7  | 197.5  | 202.7  | 217.1  | 230.8  | 219.6  | 198.4  | 211.5  | 217.2  | 229.6  |
| <b>Non-metals Manuf</b>                     | 1628   | 1579   | 1572   | 1560   | 1628   | 1613   | 1622   | 1732   | 1713   | 1649   | 1727   | 1827   | 1907   |
| AAWI(%)                                     | 3.8    | 3.8    | 3.9    | 3.9    | 3.9    | 3.9    | 3.9    | 4.0    | 4.0    | 4.0    | 4.0    | 4.0    | 4.0    |
| Employees ('000)                            | 109.9  | 103.0  | 103.3  | 104.3  | 109.7  | 110.3  | 120.2  | 128.9  | 129.7  | 116.3  | 121.8  | 126.8  | 135.3  |
| <b>Metals Manuf</b>                         | 1264   | 1203   | 1256   | 1254   | 1269   | 1264   | 1320   | 1385   | 1082   | 991    | 1050   | 1074   | 1152   |
| AAWI(%)                                     | 4.4    | 4.4    | 4.3    | 4.4    | 4.3    | 4.4    | 4.4    | 4.3    | 4.3    | 4.1    | 4.1    | 4.1    | 4.1    |
| Employees ('000)                            | 89.7   | 86.0   | 83.4   | 90.4   | 87.8   | 92.3   | 96.9   | 101.9  | 89.9   | 82.0   | 89.7   | 90.4   | 94.2   |
| <b>Electricity, Gas and Water Supply</b>    | 101    | 87     | 94     | 99     | 106    | 103    | 104    | 115    | 118    | 112    | 129    | 131    | 131    |
| AAWI(%)                                     | 4.3    | 4.0    | 4.1    | 4.1    | 4.2    | 4.2    | 4.2    | 4.3    | 4.3    | 4.3    | 4.3    | 4.3    | 4.5    |
| Employees ('000)                            | 13.9   | 13.8   | 15.2   | 16.0   | 16.6   | 15.1   | 15.9   | 21.0   | 21.3   | 20.1   | 22.0   | 22.0   | 18.9   |
| <b>Construction</b>                         | 7464   | 8057   | 8052   | 8165   | 8453   | 9089   | 7851   | 5161   | 5763   | 5879   | 6253   | 6549   | 7033   |
| AAWI(%)                                     | 4.3    | 4.3    | 4.4    | 4.4    | 4.4    | 4.5    | 4.5    | 4.8    | 4.9    | 4.9    | 4.9    | 4.9    | 4.8    |
| Employees ('000)                            | 94.0   | 98.9   | 99.2   | 101.4  | 108.2  | 119.3  | 101.1  | 84.4   | 95.6   | 98.6   | 108.1  | 114.8  | 124.5  |
| <b>Wholesale Trade</b>                      | 86     | 82     | 87     | 92     | 99     | 103    | 105    | 110    | 107    | 120    | 145    | 156    | 181    |
| AAWI(%)                                     | 3.9    | 3.7    | 4.1    | 4.1    | 4.0    | 3.9    | 4.0    | 3.9    | 3.8    | 3.5    | 3.6    | 3.6    | 3.6    |
| Employees ('000)                            | 5.5    | 5.1    | 5.2    | 5.2    | 5.4    | 5.7    | 5.6    | 7.1    | 6.9    | 6.8    | 7.8    | 8.7    | 9.8    |
| <b>Retail Trade</b>                         | 376    | 435    | 460    | 546    | 610    | 643    | 703    | 783    | 831    | 889    | 1022   | 1114   | 1236   |
| AAWI(%)                                     | 3.2    | 3.1    | 3.3    | 3.4    | 3.4    | 3.5    | 3.5    | 3.5    | 3.5    | 3.4    | 3.4    | 3.4    | 3.4    |
| Employees ('000)                            | 333.2  | 337.5  | 366.7  | 329.6  | 400.2  | 386.4  | 384.4  | 374.2  | 348.2  | 324.7  | 395.0  | 394.1  | 380.6  |
| <b>Accommodation, Cafes and Restaurants</b> | 173    | 183    | 196    | 208    | 218    | 217    | 216    | 218    | 281    | 339    | 441    | 513    | 614    |
| AAWI(%)                                     | 2.8    | 3.0    | 3.2    | 3.2    | 3.2    | 3.2    | 3.1    | 3.4    | 3.3    | 3.4    | 3.3    | 3.4    | 3.4    |
| Employees ('000)                            | 25.7   | 16.8   | 16.3   | 16.7   | 15.5   | 13.9   | 14.4   | 15.2   | 17.1   | 21.6   | 26.0   | 27.8   | 31.0   |
| <b>ALL INDUSTRIES</b>                       | 14921  | 15349  | 15545  | 15892  | 16555  | 17184  | 16007  | 13859  | 14411  | 14219  | 15476  | 16358  | 17706  |
| AAWI(%)                                     | 3.9    | 3.9    | 4.0    | 4.0    | 4.0    | 4.1    | 4.1    | 4.1    | 4.1    | 4.0    | 4.0    | 4.0    | 4.0    |
| Employees ('000)                            | 1486.4 | 1485.6 | 1585.8 | 1625.5 | 1743.1 | 1744.0 | 1780.2 | 1800.6 | 1835.6 | 1724.6 | 1870.3 | 1870.5 | 1893.6 |

Notes:

1. AAWI = Average Annualised Wage Increase per employee

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

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'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).

TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 30 JUNE 2004 - 30 JUNE 2007 - Page 2 of 2

| FOR ALL CURRENT AGREEMENTS                   | Jun-04 | Sep-04 | Dec-04 | Mar-05 | Jun-05 | Sep-05 | Dec-05 | Mar-06 | Jun-06 | Sep-06 | Dec-06 | Mar-07 | Jun-07 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>ANZSIC DIVISION</b>                       |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Transport and Storage</b>                 | 953    | 900    | 905    | 901    | 947    | 940    | 1027   | 1098   | 1107   | 1037   | 1060   | 1083   | 1120   |
| AAWI(%)                                      | 3.6    | 3.8    | 3.8    | 3.7    | 3.7    | 3.8    | 3.7    | 3.7    | 3.7    | 3.7    | 3.7    | 3.8    | 3.8    |
| Employees ('000)                             | 87.2   | 74.6   | 78.0   | 83.9   | 89.8   | 91.9   | 105.5  | 110.1  | 110.5  | 104.4  | 112.7  | 111.2  | 108.9  |
| <b>Communication Services</b>                | 39     | 37     | 38     | 42     | 38     | 37     | 38     | 37     | 37     | 37     | 44     | 45     | 47     |
| AAWI(%)                                      | 4.2    | 4.2    | 4.2    | 4.2    | 4.1    | 3.6    | 3.6    | 3.6    | 3.6    | 3.5    | 3.6    | 2.6    | 2.6    |
| Employees ('000)                             | 45.3   | 45.4   | 79.0   | 79.3   | 67.2   | 65.0   | 65.2   | 65.3   | 65.2   | 64.7   | 63.0   | 29.5   | 29.5   |
| <b>Finance and Insurance</b>                 | 107    | 81     | 79     | 81     | 87     | 89     | 88     | 101    | 112    | 114    | 128    | 141    | 148    |
| AAWI(%)                                      | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.0    | 4.0    | 3.9    |
| Employees ('000)                             | 100.7  | 79.5   | 73.3   | 79.7   | 80.3   | 83.3   | 44.7   | 71.8   | 71.1   | 71.3   | 72.9   | 70.2   | 67.1   |
| <b>Property and Business Services</b>        | 309    | 311    | 320    | 346    | 383    | 403    | 400    | 399    | 410    | 439    | 505    | 562    | 623    |
| AAWI(%)                                      | 4.1    | 4.1    | 4.1    | 4.1    | 4.1    | 4.0    | 3.8    | 3.8    | 3.8    | 3.8    | 3.8    | 3.8    | 3.8    |
| Employees ('000)                             | 43.4   | 40.9   | 43.0   | 44.0   | 41.9   | 45.1   | 36.3   | 35.9   | 38.5   | 44.0   | 47.3   | 49.5   | 57.7   |
| <b>Government Administration and Defence</b> | 557    | 536    | 545    | 579    | 597    | 568    | 610    | 647    | 653    | 562    | 565    | 538    | 526    |
| AAWI(%)                                      | 4.4    | 4.3    | 4.3    | 4.3    | 4.3    | 4.3    | 4.2    | 4.0    | 4.0    | 4.0    | 4.0    | 4.0    | 4.0    |
| Employees ('000)                             | 224.9  | 220.9  | 229.0  | 241.6  | 241.9  | 233.5  | 223.7  | 260.1  | 304.5  | 249.5  | 249.5  | 253.1  | 248.1  |
| <b>Education</b>                             | 144    | 156    | 188    | 180    | 204    | 229    | 262    | 280    | 292    | 301    | 420    | 432    | 580    |
| AAWI(%)                                      | 4.5    | 4.4    | 4.4    | 4.7    | 4.7    | 4.8    | 4.9    | 4.9    | 4.9    | 4.5    | 4.5    | 4.5    | 4.5    |
| Employees ('000)                             | 94.3   | 159.4  | 186.0  | 201.2  | 216.5  | 224.8  | 299.0  | 274.5  | 282.4  | 270.3  | 277.4  | 275.8  | 281.3  |
| <b>Health and Community Services</b>         | 931    | 920    | 963    | 1055   | 1090   | 1087   | 831    | 933    | 1001   | 874    | 1024   | 1153   | 1282   |
| AAWI(%)                                      | 4.0    | 4.1    | 4.2    | 4.1    | 4.1    | 4.1    | 4.0    | 4.0    | 4.0    | 4.1    | 4.1    | 3.9    | 3.8    |
| Employees ('000)                             | 123.0  | 114.1  | 126.5  | 149.9  | 179.6  | 177.9  | 184.6  | 164.5  | 167.6  | 157.6  | 175.7  | 190.2  | 187.6  |
| <b>Cultural and Recreational Services</b>    | 146    | 149    | 144    | 150    | 151    | 151    | 163    | 170    | 166    | 165    | 187    | 185    | 196    |
| AAWI(%)                                      | 3.5    | 3.5    | 3.8    | 3.8    | 3.8    | 3.8    | 3.7    | 3.6    | 3.5    | 3.5    | 3.7    | 3.7    | 3.8    |
| Employees ('000)                             | 39.3   | 33.1   | 33.9   | 34.3   | 33.1   | 35.3   | 37.1   | 39.2   | 33.4   | 37.4   | 45.6   | 46.5   | 49.0   |
| <b>Personal and Other Services</b>           | 261    | 250    | 249    | 232    | 244    | 232    | 239    | 237    | 264    | 254    | 274    | 297    | 354    |
| AAWI(%)                                      | 4.4    | 4.3    | 4.1    | 4.1    | 4.0    | 3.8    | 3.9    | 3.7    | 4.0    | 4.0    | 4.0    | 4.0    | 4.1    |
| Employees ('000)                             | 30.8   | 31.2   | 20.6   | 20.1   | 21.6   | 16.4   | 18.1   | 16.9   | 22.3   | 21.3   | 21.4   | 22.5   | 31.2   |
| <b>ALL INDUSTRIES</b>                        | 14921  | 15349  | 15545  | 15892  | 16555  | 17184  | 16007  | 13859  | 14411  | 14219  | 15476  | 16358  | 17706  |
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