



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

Trends in Federal Enterprise Bargaining

June Quarter 2004

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

	March Quarter 2004 %	June Quarter 2004 %	Change in AAWI Points
<i>Wage agreements in the quarter</i>			
All sectors	4.1	3.8	-0.3
Private sector	3.9	3.6	-0.3
Public sector	4.8	4.3	-0.5
<i>All Current Wage Agreements</i>			
All sectors	3.9	3.9	0.0
Private sector	3.7	3.7	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 - CERTIFIED IN THE QUARTER, JUNE QUARTER 2001 - JUNE QUARTER 2004 - Page 1 of 1

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
PUBLIC SECTOR	96	98	115	108	87	117	204	103	109	117	95	92	79
AAWI(%)	4.1	4.0	3.7	3.9	4.2	4.2	4.2	4.0	4.6	4.1	3.9	4.8	4.3
Employees ('000)	64.1	45.7	81.9	51.3	71.4	56.2	109.8	17.1	99.3	36.0	51.9	24.9	60.9
PRIVATE SECTOR	1317	1702	1518	1678	1200	1314	1161	1488	2114	2466	2272	1653	1644
AAWI(%)	3.9	3.8	3.9	3.5	3.2	3.9	3.8	3.4	4.0	4.2	4.1	3.9	3.6
Employees ('000)	130.0	120.0	109.9	157.8	137.6	121.1	109.5	101.1	79.7	104.6	134.5	88.7	106.2
ALL INDUSTRIES	1413	1800	1633	1786	1287	1431	1365	1591	2223	2583	2367	1745	1723
AAWI(%)	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	3.8
Employees ('000)	194.1	165.7	191.8	209.1	209.0	177.3	219.3	118.3	178.9	140.5	186.4	113.6	167.0
SECTION 170LK	214	308	312	218	209	314	270	226	279	335	313	276	239
AAWI(%)	4.0	3.3	3.9	3.4	3.5	3.6	3.2	3.3	3.3	3.9	3.7	3.5	3.4
Employees ('000)	18.7	14.3	26.5	13.8	15.6	18.4	21.6	9.1	16.4	16.5	20.8	16.4	8.7
SECTION 170LJ	935	1088	985	1242	814	844	809	1175	1773	1969	1775	1271	1262
AAWI(%)	3.9	3.9	3.7	3.6	3.4	4.0	4.1	3.5	4.4	4.1	4.0	4.1	3.8
Employees ('000)	155.9	114.8	136.1	182.1	157.4	122.3	140.0	101.4	150.8	105.7	155.0	87.4	128.5
SECTION 170LL	65	86	125	99	126	99	124	93	66	73	76	66	91
AAWI(%)	3.8	3.1	3.6	3.8	4.2	4.1	4.0	4.3	3.7	4.3	3.9	4.0	3.8
Employees ('000)	2.2	3.3	2.4	2.6	1.7	1.4	2.6	1.6	1.4	1.2	1.8	2.0	1.5
SECTION 170LN	199	318	211	227	138	174	162	97	105	206	203	132	131
AAWI(%)	4.0	4.1	4.2	4.2	4.3	4.3	4.0	4.4	4.3	4.3	4.3	4.0	4.4
Employees ('000)	17.3	33.4	26.7	10.6	34.3	35.2	55.0	6.2	10.3	17.1	8.8	7.8	28.3

Notes: 1. AAWI = Average Annulised 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 2001 - JUNE QUARTER 2004 - Page 1 of 1

FOR ALL CURRENT AGREEMENTS	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
PUBLIC SECTOR	1221	1148	1134	1110	1056	910	1028	981	1004	909	935	928	837
AAWI(%)	3.7	3.7	3.7	3.7	3.9	4.0	4.0	4.0	4.1	4.1	4.1	4.2	4.2
Employees ('000)	600.6	538.2	594.9	599.8	594.4	569.6	624.6	589.3	652.7	548.2	566.3	468.7	435.4
PRIVATE SECTOR	10239	10710	11651	12591	13294	13613	9385	8801	9327	10525	12139	13039	14037
AAWI(%)	3.7	3.7	3.8	3.8	3.7	3.7	3.7	3.6	3.6	3.7	3.7	3.7	3.7
Employees ('000)	878.5	822.9	855.7	894.7	953.8	969.9	969.0	984.4	987.6	951.8	1022.7	1042.8	1036.1
ALL INDUSTRIES	11460	11858	12785	13701	14350	14523	10413	9782	10331	11434	13074	13967	14874
AAWI(%)	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9
Employees ('000)	1479.1	1361.1	1450.6	1494.5	1548.2	1539.5	1593.6	1573.7	1640.3	1500.0	1589.0	1511.5	1471.5
SECTION 170LK	1711	1827	2139	1982	2047	2122	2218	2273	2397	2484	2607	2685	2660
AAWI(%)	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.6	3.6
Employees ('000)	121.5	124.6	151.1	148.3	155.3	152.4	158.8	160.1	161.9	160.2	163.3	169.6	166.1
SECTION 170LJ	7557	7867	8848	9237	9724	9815	5977	5268	6246	7229	8642	9434	10293
AAWI(%)	3.7	3.7	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.8
Employees ('000)	1099.1	982.0	1117.7	1127.7	1177.5	1167.8	1170.0	1164.6	1239.8	1111.2	1195.8	1136.5	1107.1
SECTION 170LL	623	524	649	599	650	632	722	760	773	803	789	782	830
AAWI(%)	3.3	3.0	3.1	3.2	3.5	3.7	3.7	3.9	3.8	3.9	3.9	3.9	3.9
Employees ('000)	17.6	17.2	19.6	18.4	16.9	13.2	14.8	14.2	14.1	14.0	14.1	14.4	15.1
SECTION 170LN	1558	1631	1842	1881	1927	1953	1496	1481	915	918	1036	1066	1091
AAWI(%)	3.7	3.7	3.8	3.9	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	190.9	187.4	214.1	200.1	198.5	206.2	250.1	234.9	224.7	214.6	215.9	191.1	183.2

Notes: 1. AAWI = Average Annulised 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: JUNE QUARTER 2001 - JUNE QUARTER 2004 - Page 1 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	6	8	22	13	7	11	19	11	13	10	11	17	11
AAWI(%)	2.0	4.4	3.3	2.4	3.4	2.8	3.4	5.9	3.4	2.6	3.7	3.3	3.5
Employees ('000)	0.1	0.6	2.3	0.8	0.1	0.2	2.2	0.2	0.3	1.0	0.5	1.7	0.3
Mining	26	34	36	16	36	30	29	33	32	26	25	21	38
AAWI(%)	4.3	3.5	3.2	4.8	2.1	3.6	3.0	2.0	4.5	2.3	2.9	2.9	4.2
Employees ('000)	2.3	4.4	2.9	0.8	2.4	2.5	2.1	1.3	1.4	1.3	2.7	1.2	1.8
Manufacturing	309	401	454	350	294	346	326	208	308	524	586	303	351
AAWI(%)	3.9	4.2	4.2	4.2	4.0	3.8	3.8	3.9	3.9	4.2	4.1	4.0	4.0
Employees ('000)	18.6	29.1	43.4	25.1	17.0	21.2	20.1	12.2	13.3	41.4	39.1	13.5	17.9
Non-metals Manuf	173	236	259	177	179	187	200	107	207	266	283	166	207
AAWI(%)	3.8	4.1	3.8	3.9	4.1	3.7	3.7	3.9	3.8	3.8	3.8	3.8	3.9
Employees ('000)	12.8	18.8	22.7	13.7	9.7	12.3	14.4	6.8	9.9	17.9	19.4	8.0	11.0
Metals Manuf	136	165	195	173	115	159	126	101	101	258	303	137	144
AAWI(%)	4.1	4.3	4.7	4.5	3.9	3.9	4.0	3.8	4.2	4.5	4.4	4.3	4.2
Employees ('000)	5.9	10.3	20.8	11.4	7.3	9.0	5.7	5.4	3.4	23.5	19.7	5.4	6.9
Electricity, Gas and Water Supply	17	13	14	11	11	11	18	8	5	11	13	12	7
AAWI(%)	4.2	4.7	4.6	3.5	3.9	4.8	4.1	3.5	4.0	4.2	4.1	2.9	3.7
Employees ('000)	1.4	1.3	2.2	1.1	2.3	3.9	4.8	2.4	0.3	1.5	1.1	0.7	0.5
Construction	609	751	603	1002	572	580	433	878	1431	1377	1212	884	941
AAWI(%)	4.9	4.7	4.2	4.6	4.5	4.6	4.6	4.0	4.1	4.3	4.5	4.9	4.4
Employees ('000)	5.6	7.2	5.7	8.7	5.2	5.1	6.1	11.9	15.5	15.1	14.7	12.3	11.1
Wholesale Trade	5	12	9	4	9	11	7	5	6	2	9	12	21
AAWI(%)	4.3	3.8	3.2	4.3	3.3	3.8	4.3	3.8	3.5	*	3.3	4.2	3.9
Employees ('000)	0.1	1.3	0.5	0.7	0.3	0.7	0.3	0.5	0.5	0.1	1.0	0.5	1.2
Retail Trade	32	106	65	28	38	47	40	38	33	31	46	49	31
AAWI(%)	3.2	3.4	3.4	3.2	2.9	3.2	3.3	3.0	4.5	3.2	3.5	3.3	3.3
Employees ('000)	31.9	28.1	22.4	77.8	77.4	20.3	10.9	44.5	11.3	5.6	12.8	28.5	52.7
Accommodation, Cafes and Restaurants	15	26	12	16	4	21	18	18	22	21	21	15	13
AAWI(%)	1.1	2.7	2.3	2.6	2.4	3.0	3.1	3.2	3.3	3.3	2.8	2.8	2.4
Employees ('000)	1.3	12.3	0.7	1.4	0.1	2.0	1.3	2.9	2.5	2.4	1.7	0.6	0.8
ALL INDUSTRIES	1413	1800	1633	1786	1287	1431	1365	1591	2223	2583	2367	1745	1723
AAWI(%)	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	3.8
Employees ('000)	194.1	165.7	191.8	209.1	209.0	177.3	219.3	118.3	178.9	140.5	186.4	113.6	167.0

- Notes: 1. AAWI = Average Annulised 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; Accomodation, cafes and resturants; 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: JUNE QUARTER 2001 - JUNE QUARTER 2004 - Page 2 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
ANZSIC DIVISION													
Transport and Storage	102	133	123	90	78	102	125	130	96	140	129	122	89
AAWI(%)	3.3	3.8	3.8	3.5	3.2	4.0	3.4	3.7	3.5	4.3	3.9	4.9	3.3
Employees ('000)	7.0	10.2	10.0	14.9	12.8	17.7	25.7	8.6	14.6	9.5	12.3	8.5	5.8
Communication Services	4	6	4	3	3	5	9	3	5	4	4	2	3
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	3.5
Employees ('000)	1.8	1.0	0.4	35.1	0.1	0.3	22.3	0.2	15.1	0.7	9.2	0.2	0.2
Finance and Insurance	14	13	9	7	13	24	18	5	7	15	12	10	10
AAWI(%)	4.5	3.6	3.7	4.0	3.1	4.3	4.2	4.0	4.4	3.6	4.3	3.4	3.9
Employees ('000)	26.9	6.1	5.2	7.4	3.5	43.7	32.4	6.5	2.0	4.6	18.4	7.6	2.9
Property and Business Services	35	28	48	32	31	23	35	34	25	32	57	48	25
AAWI(%)	3.8	3.3	4.0	3.6	5.1	3.4	4.3	2.9	3.3	3.1	4.6	3.8	4.0
Employees ('000)	13.7	3.7	6.1	2.4	7.6	1.7	10.1	2.8	1.8	2.4	12.2	2.2	2.8
Government Administration and Defence	58	66	69	53	61	94	102	51	72	78	63	63	38
AAWI(%)	4.5	4.2	3.7	4.4	4.2	4.0	4.4	3.9	5.2	4.2	4.0	4.3	4.2
Employees ('000)	17.6	9.6	38.4	8.6	62.9	13.4	57.3	5.9	49.2	19.7	35.4	10.0	32.4
Education	34	27	29	28	19	25	24	19	16	26	12	16	13
AAWI(%)	3.9	4.0	3.3	3.9	5.1	4.4	3.7	4.1	4.6	4.3	3.9	6.0	6.1
Employees ('000)	43.1	13.9	17.9	3.9	1.5	27.0	3.0	1.3	4.0	6.8	1.5	6.7	25.0
Health and Community Services	108	127	88	97	77	46	123	99	102	235	133	123	82
AAWI(%)	4.4	4.2	3.7	4.8	4.0	4.1	3.6	4.3	3.7	4.2	3.9	4.2	4.5
Employees ('000)	14.7	30.6	18.3	13.4	11.0	9.6	11.2	7.5	40.6	25.1	20.3	14.9	5.0
Cultural and Recreational Services	28	33	21	21	15	17	14	25	16	15	11	20	17
AAWI(%)	3.9	3.7	2.6	3.1	4.6	4.1	4.1	4.0	3.9	3.6	4.1	3.6	3.5
Employees ('000)	7.6	5.5	3.5	5.9	2.7	3.4	6.2	8.9	4.8	1.2	1.4	2.8	4.0
Personal and Other Services	11	16	27	15	19	38	25	26	34	36	22	28	33
AAWI(%)	2.6	4.0	4.7	4.0	3.6	4.3	5.0	3.5	4.3	4.5	3.8	2.7	4.6
Employees ('000)	0.4	1.0	11.8	1.1	1.9	4.5	3.2	0.8	1.8	2.2	2.1	1.8	2.7
ALL INDUSTRIES	1413	1800	1633	1786	1287	1431	1365	1591	2223	2583	2367	1745	1723
AAWI(%)	4.0	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	3.8
Employees ('000)	194.1	165.7	191.8	209.1	209.0	177.3	219.3	118.3	178.9	140.5	186.4	113.6	167.0

- Notes:
1. AAWI = Average Annulised 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: 30 JUNE 2001 - 30 JUNE 2004 - Page 1 of 2

FOR ALL CURRENT AGREEMENTS	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	60	60	75	74	78	78	90	95	106	106	106	115	120
AAWI(%)	3.2	3.3	3.4	3.3	3.3	3.3	3.3	3.4	3.4	3.3	3.1	3.3	3.3
Employees ('000)	6.3	6.5	7.0	7.2	7.1	6.8	8.9	8.8	6.9	7.5	6.0	7.0	7.2
Mining	214	212	237	230	252	241	240	237	251	250	254	250	264
AAWI(%)	3.4	3.5	3.5	3.5	3.4	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.3
Employees ('000)	12.8	15.0	17.0	16.7	17.6	18.1	18.6	17.6	17.6	17.5	19.2	19.3	19.6
Manufacturing	2623	2443	2632	2736	2819	2812	2936	2827	2436	2403	2755	2823	2980
AAWI(%)	3.9	4.0	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1	4.1	4.1
Employees ('000)	215.1	173.1	197.2	200.6	206.6	203.3	209.3	208.6	186.4	179.5	202.0	200.6	200.1
Non-metals Manuf	1473	1381	1475	1500	1560	1522	1601	1477	1506	1452	1598	1618	1691
AAWI(%)	3.6	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.8	3.8	3.9	3.9	3.8
Employees ('000)	116.3	101.3	111.7	113.6	117.3	111.7	117.0	114.0	112.5	102.7	110.5	108.7	110.4
Metals Manuf	1150	1062	1157	1236	1259	1290	1335	1350	930	951	1157	1205	1289
AAWI(%)	4.3	4.3	4.4	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.4	4.4	4.4
Employees ('000)	98.7	71.9	85.5	86.9	89.3	91.6	92.3	94.5	73.9	76.8	91.5	91.9	89.8
Electricity, Gas and Water Supply	117	114	118	108	111	107	110	107	103	95	98	96	99
AAWI(%)	3.8	3.9	4.0	3.9	3.9	4.3	4.2	4.1	4.1	4.2	4.2	4.2	4.3
Employees ('000)	17.6	18.0	18.6	14.0	16.0	14.7	19.0	21.1	20.8	17.5	17.4	15.6	14.0
Construction	4926	5421	5954	6783	7273	7679	3174	2682	3636	4771	5812	6523	7348
AAWI(%)	4.7	4.7	4.7	4.7	4.7	4.7	4.5	4.2	4.1	4.1	4.2	4.3	4.3
Employees ('000)	68.6	70.0	74.2	79.8	82.5	84.3	44.2	42.5	49.9	59.5	71.6	81.2	90.4
Wholesale Trade	91	75	72	72	73	69	69	63	57	46	49	56	76
AAWI(%)	3.6	3.7	3.7	3.8	3.7	3.8	3.9	3.8	3.8	3.8	3.6	3.8	3.9
Employees ('000)	6.3	6.3	6.2	6.8	6.7	6.1	5.7	5.8	5.4	4.8	4.0	4.1	5.0
Retail Trade	225	302	346	348	369	392	413	424	438	415	434	462	371
AAWI(%)	3.2	3.2	3.3	3.2	3.2	3.1	3.2	3.1	3.2	3.1	3.1	3.1	3.1
Employees ('000)	273.0	248.4	236.2	256.1	326.9	321.3	308.9	333.3	336.8	298.1	302.8	326.9	331.6
Accommodation, Cafes and Restaurants	125	134	133	137	134	133	137	140	141	147	157	162	172
AAWI(%)	3.5	2.9	2.9	2.8	2.8	2.7	2.7	2.7	2.8	2.8	2.8	2.8	2.8
Employees ('000)	10.0	21.2	20.9	19.9	19.7	20.4	21.0	22.9	23.0	24.7	25.3	24.9	25.6
ALL INDUSTRIES	11460	11858	12785	13701	14350	14523	10413	9782	10331	11434	13074	13967	14874
AAWI(%)	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9
Employees ('000)	1479.1	1361.1	1450.6	1494.5	1548.2	1539.5	1593.6	1573.7	1640.3	1500.0	1589.0	1511.5	1471.5

Notes: 1. AAWI = Average Annulised 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: 30 JUNE 2001 - 30 JUNE 2004 - Page 2 of 2

FOR ALL CURRENT AGREEMENTS	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04
ANZSIC DIVISION													
Transport and Storage	944	934	989	996	982	922	962	956	893	842	903	936	961
AAWI(%)	3.1	3.2	3.3	3.5	3.5	3.6	3.5	3.6	3.6	3.6	3.7	3.8	3.7
Employees ('000)	116.4	97.7	89.0	82.5	79.6	78.2	95.0	90.3	93.7	88.7	97.9	100.2	88.4
Communication Services	33	36	38	38	38	38	42	40	40	39	41	37	38
AAWI(%)	3.9	3.8	3.8	3.8	3.8	3.8	3.8	3.8	4.0	4.0	4.0	4.2	4.2
Employees ('000)	82.9	48.1	48.4	83.4	77.4	76.6	67.7	67.8	81.1	81.0	83.5	45.2	45.3
Finance and Insurance	87	91	93	91	93	102	110	102	105	105	105	105	107
AAWI(%)	4.2	4.2	4.2	4.2	4.1	4.2	4.1	4.1	4.1	4.1	4.2	4.2	4.1
Employees ('000)	66.7	68.1	72.9	78.3	52.8	89.2	111.9	109.4	109.7	105.5	114.8	119.4	99.7
Property and Business Services	251	236	260	260	271	259	270	263	254	246	282	306	309
AAWI(%)	3.6	3.6	3.6	3.6	3.6	3.6	3.8	3.8	3.8	3.8	4.1	4.0	4.1
Employees ('000)	35.0	36.6	41.6	39.8	35.5	33.9	41.1	40.2	39.7	32.5	43.1	41.5	42.8
Government Administration and Defence	582	531	549	519	535	499	552	549	598	551	575	579	554
AAWI(%)	3.9	3.6	3.7	3.7	3.9	4.1	4.2	4.3	4.4	4.4	4.5	4.5	4.3
Employees ('000)	198.0	150.9	181.7	159.6	194.4	156.0	200.1	198.8	241.0	227.3	232.9	211.0	224.5
Education	269	276	291	267	276	282	293	224	219	183	167	143	147
AAWI(%)	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7	3.6	4.2	4.3
Employees ('000)	220.0	229.2	246.5	246.9	247.5	265.6	267.8	225.6	209.3	121.0	118.7	61.5	85.6
Health and Community Services	623	686	663	706	703	611	706	749	702	877	971	998	931
AAWI(%)	3.3	3.6	3.6	3.7	4.0	4.0	4.0	4.0	3.9	3.9	3.9	3.9	4.0
Employees ('000)	96.1	116.0	125.7	132.5	112.8	103.4	112.7	116.3	150.0	165.5	180.3	182.7	122.5
Cultural and Recreational Services	165	180	190	186	184	139	137	145	151	142	141	142	144
AAWI(%)	3.5	3.5	3.3	3.3	3.3	3.3	3.5	3.7	3.7	3.8	3.8	3.6	3.5
Employees ('000)	39.6	42.6	43.5	47.3	41.6	35.9	36.5	39.8	43.2	42.7	41.0	40.9	38.9
Personal and Other Services	125	127	145	150	159	160	172	179	201	216	224	234	253
AAWI(%)	3.3	3.3	4.0	4.1	4.2	4.3	4.5	4.5	4.5	4.5	4.5	4.3	4.4
Employees ('000)	14.8	13.1	24.2	23.4	23.4	25.8	25.4	25.1	26.2	26.8	28.4	29.5	30.4
ALL INDUSTRIES	11460	11858	12785	13701	14350	14523	10413	9782	10331	11434	13074	13967	14874
AAWI(%)	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9
Employees ('000)	1479.1	1361.1	1450.6	1494.5	1548.2	1539.5	1593.6	1573.7	1640.3	1500.0	1589.0	1511.5	1471.5

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

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