



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

Trends in Federal Enterprise Bargaining

September Quarter 2004

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

	June Quarter 2004 %	September Quarter 2004 %	Change in AAWI Points
<i>Wage agreements in the quarter</i>			
All sectors	4.0	4.1	0.1
Private sector	3.6	4.0	0.4
Public sector	4.6	4.2	-0.4
<i>All Current Wage Agreements</i>			
All sectors	3.9	3.9	0.0
Private sector	3.7	3.7	0.0
Public sector	4.3	4.3	0.0

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

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

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
PUBLIC SECTOR	98	115	108	87	117	204	103	109	118	95	92	79	145
AAWI(%)	4.0	3.7	3.9	4.2	4.2	4.2	4.0	4.6	4.1	3.9	4.8	4.6	4.2
Employees ('000)	45.7	81.9	51.3	71.4	56.2	109.8	17.1	99.3	36.9	51.9	24.9	69.7	133.0
PRIVATE SECTOR	1702	1518	1678	1206	1314	1161	1488	2114	2463	2275	1654	1649	1523
AAWI(%)	3.8	3.9	3.5	3.2	3.9	3.8	3.4	4.0	4.2	4.1	3.9	3.6	4.0
Employees ('000)	120.0	109.9	157.8	137.6	121.1	109.5	101.1	79.7	103.5	134.6	90.1	107.6	112.9
ALL INDUSTRIES	1800	1633	1786	1293	1431	1365	1591	2223	2581	2370	1746	1728	1668
AAWI(%)	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1
Employees ('000)	165.7	191.8	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.5	115.1	177.3	246.0
SECTION 170LK	308	312	218	209	314	270	226	279	334	313	276	244	348
AAWI(%)	3.3	3.9	3.4	3.5	3.6	3.2	3.3	3.4	3.9	3.7	3.5	3.3	3.6
Employees ('000)	14.3	26.5	13.8	15.6	18.4	21.6	9.1	16.4	16.5	20.8	16.4	10.1	17.7
SECTION 170LJ	1088	985	1242	815	844	809	1175	1773	1968	1778	1272	1265	1086
AAWI(%)	3.9	3.7	3.6	3.4	4.0	4.1	3.5	4.4	4.1	4.0	4.1	4.0	4.2
Employees ('000)	114.8	136.1	182.1	157.4	122.3	140.0	101.4	150.8	105.7	155.2	88.9	137.4	199.5
SECTION 170LL	86	125	99	125	99	124	93	66	73	76	66	87	66
AAWI(%)	3.1	3.6	3.8	4.1	4.1	4.0	4.3	3.7	4.3	4.2	4.0	3.8	4.4
Employees ('000)	3.3	2.4	2.6	1.7	1.4	2.6	1.6	1.4	1.2	1.8	2.0	1.4	1.4
SECTION 170LN	318	211	227	144	174	162	97	105	206	203	132	132	168
AAWI(%)	4.1	4.2	4.2	4.3	4.3	4.0	4.4	4.3	4.3	4.3	4.0	4.4	4.0
Employees ('000)	33.4	26.7	10.6	34.3	35.2	55.0	6.2	10.3	17.1	8.8	7.8	28.3	27.4

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.

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

FOR ALL CURRENT AGREEMENTS	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
PUBLIC SECTOR	1148	1134	1110	1056	910	1028	981	1004	910	936	929	838	834
AAWI(%)	3.7	3.7	3.7	3.9	4.0	4.0	4.0	4.1	4.1	4.1	4.2	4.3	4.3
Employees ('000)	538.2	594.9	599.8	594.4	569.6	624.6	589.3	652.7	549.1	567.2	469.7	445.2	508.5
PRIVATE SECTOR	10711	11652	12592	13301	13620	9384	8799	9325	10521	12139	13039	14041	14459
AAWI(%)	3.7	3.8	3.8	3.7	3.7	3.7	3.6	3.6	3.7	3.7	3.7	3.7	3.7
Employees ('000)	822.9	855.7	894.7	953.9	970.0	969.0	984.4	987.6	950.8	1021.9	1043.3	1038.0	972.4
ALL INDUSTRIES	11859	12786	13702	14357	14530	10412	9780	10329	11431	13075	13968	14879	15293
AAWI(%)	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9
Employees ('000)	1361.1	1450.6	1494.5	1548.3	1539.6	1593.6	1573.6	1640.3	1499.9	1589.1	1512.9	1483.3	1480.9
SECTION 170LK	1827	1963	1982	2047	2122	2218	2273	2397	2483	2606	2683	2663	2723
AAWI(%)	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.6	3.6	3.5
Employees ('000)	124.6	144.3	148.3	155.3	152.4	158.8	160.1	161.9	160.3	163.3	169.4	167.5	163.9
SECTION 170LJ	7868	8440	9238	9726	9817	5977	5267	6245	7227	8643	9436	10298	10640
AAWI(%)	3.7	3.8	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9
Employees ('000)	982.0	1031.8	1127.7	1177.5	1167.8	1170.0	1164.5	1239.8	1111.1	1195.8	1138.0	1117.5	1125.3
SECTION 170LL	524	618	599	649	631	721	759	772	803	789	782	826	832
AAWI(%)	3.0	3.1	3.2	3.5	3.7	3.7	3.9	3.8	3.9	3.9	3.9	3.9	4.0
Employees ('000)	17.2	18.9	18.4	16.9	13.2	14.8	14.2	14.0	14.0	14.1	14.4	15.1	14.1
SECTION 170LN	1631	1761	1881	1933	1959	1496	1481	915	918	1037	1067	1092	1098
AAWI(%)	3.7	3.8	3.9	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.3
Employees ('000)	187.4	205.9	200.1	198.5	206.2	250.1	234.9	224.7	214.6	215.9	191.1	183.2	177.5

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

2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.

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

TABLE 4: WAGE AGREEMENTS, BY ANZSIC DIVISION, CERTIFIED IN THE QUARTER: SEPTEMBER QUARTER 2001 - SEPTEMBER QUARTER 2004 - Page 1 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	8	22	13	7	11	18	11	13	10	11	17	11	8
AAWI(%)	4.4	3.3	2.4	3.4	2.8	3.4	5.9	3.4	2.6	3.7	3.3	3.5	1.6
Employees ('000)	0.6	2.3	0.8	0.1	0.2	2.1	0.2	0.3	1.0	0.5	1.6	0.3	0.6
Mining	34	36	16	36	30	29	33	32	26	25	21	38	31
AAWI(%)	3.5	3.2	4.8	2.1	3.6	3.0	2.0	4.5	2.3	2.9	2.9	4.2	3.9
Employees ('000)	4.4	2.9	0.8	2.4	2.5	2.1	1.3	1.4	1.3	2.7	1.2	1.8	4.1
Manufacturing	402	454	350	294	346	324	208	308	522	588	304	348	326
AAWI(%)	4.2	4.2	4.2	4.0	3.8	3.8	3.9	3.9	4.2	4.1	4.0	4.0	4.2
Employees ('000)	29.1	43.4	25.1	17.0	21.2	19.7	12.2	13.3	41.2	39.2	13.5	17.8	24.3
Non-metals Manuf	236	259	177	179	187	198	107	207	264	283	167	207	205
AAWI(%)	4.1	3.8	3.9	4.1	3.7	3.7	3.9	3.8	3.8	3.8	3.8	3.9	4.2
Employees ('000)	18.8	22.7	13.7	9.7	12.3	14.0	6.8	9.9	17.7	19.4	8.1	11.0	14.8
Metals Manuf	166	195	173	115	159	126	101	101	258	305	137	141	121
AAWI(%)	4.3	4.7	4.5	3.9	3.9	4.0	3.8	4.2	4.5	4.4	4.3	4.2	4.2
Employees ('000)	10.3	20.8	11.4	7.3	9.0	5.7	5.4	3.4	23.5	19.9	5.4	6.9	9.4
Electricity, Gas and Water Supply	13	14	11	11	12	18	7	5	11	14	12	7	17
AAWI(%)	4.7	4.6	3.5	3.9	4.8	4.1	3.5	4.0	4.2	4.1	2.9	3.7	3.9
Employees ('000)	1.3	2.2	1.1	2.3	4.0	4.8	2.2	0.3	1.5	1.1	0.7	0.5	4.2
Construction	751	603	1002	578	579	433	879	1431	1376	1213	884	939	741
AAWI(%)	4.7	4.2	4.6	4.5	4.6	4.6	4.0	4.1	4.4	4.5	4.8	4.4	4.5
Employees ('000)	7.2	5.7	8.7	5.2	5.0	6.1	12.1	15.5	15.0	14.8	13.7	11.0	9.2
Wholesale Trade	12	9	4	9	11	8	5	6	3	9	12	24	7
AAWI(%)	3.8	3.2	4.3	3.3	3.8	4.4	3.8	3.5	4.0	3.3	4.2	3.9	2.8
Employees ('000)	1.3	0.5	0.7	0.3	0.7	0.5	0.5	0.5	0.2	1.0	0.5	1.3	0.3
Retail Trade	106	65	28	38	47	40	38	33	31	46	49	34	115
AAWI(%)	3.4	3.4	3.2	2.9	3.2	3.3	3.0	4.5	3.2	3.5	3.3	3.3	3.8
Employees ('000)	28.1	22.4	77.8	77.4	20.3	10.9	44.5	11.3	5.6	12.8	28.5	53.2	55.8
Accommodation, Cafes and Restaurants	26	12	16	4	21	18	18	22	21	21	15	15	21
AAWI(%)	2.7	2.3	2.6	2.4	3.0	3.1	3.2	3.3	3.3	2.8	2.8	2.4	3.0
Employees ('000)	12.3	0.7	1.4	0.1	2.0	1.3	2.9	2.5	2.4	1.7	0.6	1.0	1.3
ALL INDUSTRIES	1800	1633	1786	1293	1431	1365	1591	2223	2581	2370	1746	1728	1668
AAWI(%)	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1
Employees ('000)	165.7	191.8	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.5	115.1	177.3	246.0

- 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.
3. * No quantifiable agreements were certified in this quarter so that no AAWI is calculable
4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:
'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).
'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).
'Government administration' - ANZSIC Division M (Govt admin and defence).

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

TABLE 4: WAGE AGREEMENTS, BY ANZSIC DIVISION, CERTIFIED IN THE QUARTER: SEPTEMBER QUARTER 2001 - SEPTEMBER QUARTER 2004 - Page 2 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
ANZSIC DIVISION													
Transport and Storage	132	123	90	79	102	126	130	96	140	129	122	90	107
AAWI(%)	3.8	3.8	3.5	3.4	4.0	3.4	3.7	3.5	4.3	3.9	4.9	3.3	3.8
Employees ('000)	10.2	10.0	14.9	16.3	17.7	25.9	8.6	14.6	9.5	12.3	8.5	5.8	8.3
Communication Services	6	4	3	3	5	9	3	5	4	4	2	3	6
AAWI(%)	3.7	4.0	3.7	2.3	4.1	4.0	2.7	4.8	4.1	2.1	3.3	3.5	5.1
Employees ('000)	1.0	0.4	35.1	0.1	0.3	22.3	0.2	15.1	0.7	9.2	0.2	0.2	0.9
Finance and Insurance	13	9	7	13	24	18	5	7	15	12	10	10	7
AAWI(%)	3.6	3.7	4.0	3.1	4.3	4.2	4.0	4.4	3.6	4.3	3.4	3.9	3.9
Employees ('000)	6.1	5.2	7.4	3.5	43.7	32.4	6.5	2.0	4.6	18.4	7.6	3.8	1.7
Property and Business Services	28	48	32	31	23	35	34	25	32	57	47	24	43
AAWI(%)	3.3	4.0	3.6	5.1	3.4	4.3	2.9	3.3	3.1	4.6	3.8	3.7	3.5
Employees ('000)	3.7	6.1	2.4	7.6	1.7	10.1	2.8	1.8	2.4	12.2	2.2	2.6	2.2
Government Administration and Defence	66	69	53	60	94	103	51	72	78	63	63	38	85
AAWI(%)	4.2	3.7	4.4	4.2	4.0	4.4	3.9	5.2	4.2	4.0	4.3	4.2	4.3
Employees ('000)	9.6	38.4	8.6	59.4	13.4	57.4	5.9	49.2	19.7	35.4	10.0	32.4	46.0
Education	27	29	28	19	25	24	18	16	26	12	16	13	29
AAWI(%)	4.0	3.3	3.9	5.1	4.4	3.7	4.1	4.6	4.3	3.9	6.0	6.0	4.3
Employees ('000)	13.9	17.9	3.9	1.5	27.0	3.0	1.3	4.0	6.8	1.5	6.7	33.8	67.2
Health and Community Services	127	88	97	77	46	123	99	102	235	133	123	82	79
AAWI(%)	4.2	3.7	4.8	4.0	4.1	3.6	4.3	3.7	4.2	3.9	4.2	4.5	4.2
Employees ('000)	30.6	18.3	13.4	11.0	9.6	11.2	7.5	40.6	25.1	20.3	14.9	5.0	15.3
Cultural and Recreational Services	33	21	21	15	17	14	25	16	15	11	20	17	28
AAWI(%)	3.7	2.6	3.1	4.6	4.1	4.1	4.0	3.9	3.6	4.1	3.6	3.5	3.0
Employees ('000)	5.5	3.5	5.9	2.7	3.4	6.2	8.9	4.8	1.2	1.4	2.8	4.0	2.4
Personal and Other Services	16	27	15	19	38	25	27	34	36	22	29	35	18
AAWI(%)	4.0	4.7	4.0	3.6	4.3	5.0	3.5	4.3	4.5	3.8	2.7	4.7	3.5
Employees ('000)	1.0	11.8	1.1	1.9	4.5	3.2	0.8	1.8	2.2	2.1	1.8	2.9	2.1
ALL INDUSTRIES	1800	1633	1786	1293	1431	1365	1591	2223	2581	2370	1746	1728	1668
AAWI(%)	3.8	3.8	3.6	3.6	4.0	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1
Employees ('000)	165.7	191.8	209.1	209.0	177.3	219.3	118.3	179.0	140.4	186.5	115.1	177.3	246.0

- 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.
 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 SEPTEMBER 2001 - 30 SEPTEMBER 2004 - Page 1 of 2

FOR ALL CURRENT AGREEMENTS	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	60	75	74	78	78	89	94	105	105	105	114	119	115
AAWI(%)	3.3	3.4	3.3	3.3	3.3	3.3	3.4	3.4	3.3	3.1	3.3	3.3	3.1
Employees ('000)	6.5	7.0	7.2	7.1	6.8	8.7	8.7	6.8	7.3	5.9	6.9	7.0	6.6
Mining	212	237	230	252	241	240	237	251	250	254	249	264	265
AAWI(%)	3.5	3.5	3.5	3.4	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.3	3.4
Employees ('000)	15.0	17.0	16.7	17.6	18.1	18.6	17.6	17.6	17.5	19.2	19.1	19.6	18.8
Manufacturing	2443	2632	2736	2819	2812	2934	2825	2434	2399	2754	2823	2975	2878
AAWI(%)	4.0	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	173.1	197.2	200.6	206.6	203.3	209.0	208.2	186.0	179.0	201.6	200.3	199.7	189.9
Non-metals Manuf	1380	1474	1499	1559	1521	1598	1474	1503	1447	1594	1615	1687	1651
AAWI(%)	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.8	3.8	3.9	3.9	3.8	3.9
Employees ('000)	101.2	111.7	113.6	117.3	111.7	116.7	113.7	112.1	102.2	110.0	108.2	109.8	103.4
Metals Manuf	1063	1158	1237	1260	1291	1336	1351	931	952	1160	1208	1288	1227
AAWI(%)	4.3	4.4	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.4	4.4	4.4	4.4
Employees ('000)	71.9	85.5	87.0	89.3	91.6	92.3	94.6	73.9	76.8	91.7	92.1	89.9	86.4
Electricity, Gas and Water Supply	114	118	108	111	108	111	107	103	95	99	96	98	83
AAWI(%)	3.9	4.0	3.9	3.9	4.3	4.2	4.2	4.2	4.2	4.2	4.2	4.3	4.0
Employees ('000)	18.0	18.6	14.0	16.0	14.8	19.1	21.0	20.6	17.4	17.3	15.4	13.8	13.7
Construction	5422	5955	6784	7280	7685	3172	2680	3634	4770	5812	6524	7347	7924
AAWI(%)	4.7	4.7	4.7	4.7	4.7	4.5	4.2	4.1	4.1	4.2	4.3	4.3	4.3
Employees ('000)	70.0	74.2	79.8	82.6	84.3	44.1	42.6	50.0	59.7	71.8	82.9	92.1	96.8
Wholesale Trade	75	72	72	73	69	70	64	58	48	51	58	81	77
AAWI(%)	3.7	3.7	3.8	3.7	3.8	3.9	3.9	3.8	3.9	3.7	3.9	3.9	3.7
Employees ('000)	6.3	6.2	6.8	6.7	6.1	5.9	6.0	5.7	5.1	4.3	4.4	5.3	5.0
Retail Trade	302	346	348	369	392	413	424	438	415	434	462	374	433
AAWI(%)	3.2	3.3	3.2	3.2	3.1	3.2	3.1	3.2	3.1	3.1	3.1	3.1	3.1
Employees ('000)	248.4	236.2	256.1	326.9	321.3	308.9	333.3	336.8	298.1	302.8	326.9	332.1	336.2
Accommodation, Cafes and Restaurants	134	133	137	134	133	137	140	141	147	157	162	173	184
AAWI(%)	2.9	2.9	2.8	2.8	2.7	2.7	2.7	2.8	2.8	2.8	2.8	2.8	3.0
Employees ('000)	21.2	20.9	19.9	19.7	20.4	21.0	22.9	23.0	24.7	25.3	24.9	25.7	16.7
ALL INDUSTRIES	11859	12786	13702	14357	14530	10412	9780	10329	11431	13075	13968	14879	15293
AAWI(%)	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9
Employees ('000)	1361.1	1450.6	1494.5	1548.3	1539.6	1593.6	1573.6	1640.3	1499.9	1589.1	1512.9	1483.3	1480.9

- 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 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 SEPTEMBER 2001 - 30 SEPTEMBER 2004 - Page 2 of 2

FOR ALL CURRENT AGREEMENTS	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04
ANZSIC DIVISION													
Transport and Storage	933	988	995	982	922	963	957	894	843	903	936	963	906
AAWI(%)	3.2	3.3	3.5	3.6	3.6	3.5	3.6	3.6	3.6	3.7	3.8	3.7	3.8
Employees ('000)	97.7	88.9	82.4	83.1	81.7	98.7	93.9	97.3	92.3	101.6	103.8	88.5	75.8
Communication Services	36	38	38	38	38	42	40	40	39	41	37	38	35
AAWI(%)	3.8	3.8	3.8	3.8	3.8	3.8	3.8	4.0	4.0	4.0	4.2	4.2	4.2
Employees ('000)	48.1	48.4	83.4	77.4	76.6	67.7	67.8	81.1	81.0	83.5	45.2	45.3	45.4
Finance and Insurance	91	93	91	93	102	110	102	105	105	105	105	107	81
AAWI(%)	4.2	4.2	4.2	4.1	4.2	4.1	4.1	4.1	4.1	4.2	4.2	4.1	4.1
Employees ('000)	68.1	72.9	78.3	52.8	89.2	111.9	109.4	109.7	105.5	114.8	119.4	100.5	79.3
Property and Business Services	237	261	261	272	260	271	264	255	246	282	305	307	306
AAWI(%)	3.6	3.6	3.6	3.6	3.6	3.8	3.8	3.8	3.8	4.1	4.0	4.1	4.1
Employees ('000)	36.7	41.6	39.8	35.6	33.9	41.1	40.2	39.7	32.6	43.1	41.5	42.6	39.8
Government Administration and Defence	531	549	519	534	498	552	549	598	551	575	579	555	534
AAWI(%)	3.6	3.7	3.7	3.9	4.1	4.2	4.3	4.5	4.4	4.5	4.5	4.3	4.3
Employees ('000)	150.9	181.7	159.6	190.9	152.5	196.7	195.4	237.5	223.9	229.5	207.6	224.6	220.4
Education	276	291	267	276	282	293	223	218	182	166	142	146	157
AAWI(%)	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7	3.6	4.2	4.5	4.4
Employees ('000)	229.2	246.5	246.9	247.5	265.6	267.8	225.6	209.3	121.0	118.7	61.5	94.4	159.5
Health and Community Services	686	663	706	703	611	706	749	702	877	971	998	931	920
AAWI(%)	3.6	3.6	3.7	4.0	4.0	4.0	4.0	3.9	3.9	3.9	3.9	4.0	4.1
Employees ('000)	116.0	125.7	132.5	112.8	103.4	112.7	116.3	150.0	165.5	180.3	182.7	122.5	113.5
Cultural and Recreational Services	180	190	186	184	139	137	145	151	142	141	142	144	148
AAWI(%)	3.5	3.3	3.3	3.3	3.3	3.5	3.7	3.7	3.8	3.8	3.6	3.5	3.5
Employees ('000)	42.6	43.5	47.3	41.6	35.9	36.5	39.8	43.2	42.7	41.0	40.9	38.9	32.6
Personal and Other Services	127	145	150	159	160	172	180	202	217	225	236	257	247
AAWI(%)	3.3	4.0	4.1	4.2	4.3	4.5	4.5	4.5	4.5	4.5	4.3	4.4	4.3
Employees ('000)	13.1	24.2	23.4	23.4	25.8	25.4	25.1	26.2	26.8	28.4	29.5	30.6	31.0
ALL INDUSTRIES	11859	12786	13702	14357	14530	10412	9780	10329	11431	13075	13968	14879	15293
AAWI(%)	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9
Employees ('000)	1361.1	1450.6	1494.5	1548.3	1539.6	1593.6	1573.6	1640.3	1499.9	1589.1	1512.9	1483.3	1480.9

- 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 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