

TRENDS IN FEDERAL ENTERPRISE BARGAINING

June Quarter 2001 ISSN 1442-5432

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JUNE QUARTER 2001 – KEY FIGURES

AVERAGE ANNUALISED WAGE INCREASES PER EMPLOYEE

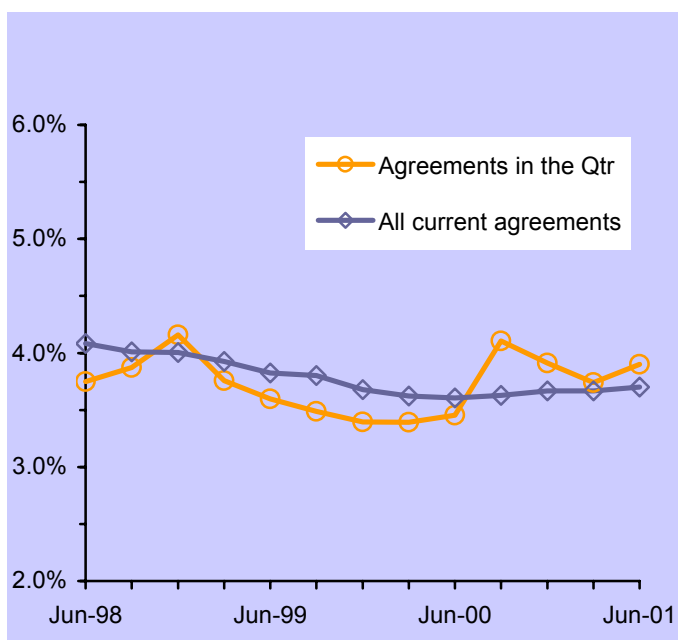
	March quarter 2001 %	June quarter 2001 %	Change Points %
Wage agreements in the quarter			
All sectors	3.7	3.9	0.2
Private sector	3.6	3.8	0.2
Public sector	3.8	4.1	0.3
All current wage agreements			
All sectors	3.7	3.7	0.0
Private sector	3.7	3.7	0.0
Public sector	3.7	3.7	0.0

JUNE QUARTER – KEY POINTS

- Federal wage agreements formalised in the June quarter provided for an average annualised wage increase (AAWI) per employee of 3.9 per cent, up 0.2 percentage points from the March quarter.
- The slight increase in all sector AAWI of 0.2 percentage points in the June quarter can be partly attributed to a change in sectorial composition for employees covered by agreements. Private sector employees accounted for 64 per cent of all employees under quantifiable wage agreements in the June quarter compared to 40 per cent in the March quarter.
- The increase in AAWI for the private sector was heavily influenced by a group of Commonwealth Bank agreements which provided for an annual wage increase of 4.5 per cent and covered an estimated total of 23 100 employees.
- All current wage agreements as at 30 June 2001 provided an AAWI of 3.7 per cent per employee, unchanged from the March quarter. Both the private and public sectors recorded AAWIs of 3.7 per cent in the June quarter unchanged from the March quarter. Recent trends in the wage outcomes from federal enterprise agreements are consistent with the latest information from the ABS Wage Cost Index.

Chart 1: Federal wage agreements

Average annualised wage increase



Special features in the June quarter 2001 *Trends in Federal Enterprise Bargaining* look at

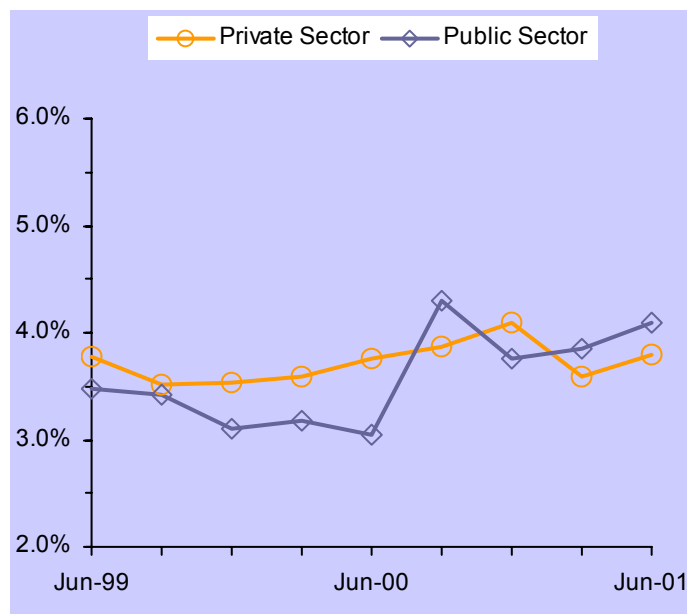
Performance pay provisions in federal wage agreements,

Provisions for maternity leave and maternity pay in federal certified agreements, and

Flexible hours of work provisions.

NOTES: This report summarises the latest estimates from the Department of Employment, Workplace Relations and Small Business' Workplace Agreements Database (WAD). All AAWI estimates are rounded to one decimal place and are subject to revision.
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NEXT RELEASE: The September quarter 2001 Trends in Federal Enterprise Bargaining report is scheduled for release in late November.

Chart 2: Federal wage agreements by sector
Average annualised wage increase
(Agreements in the quarter)



DEVELOPMENTS IN FEDERAL AGREEMENTS

Pace of agreement making

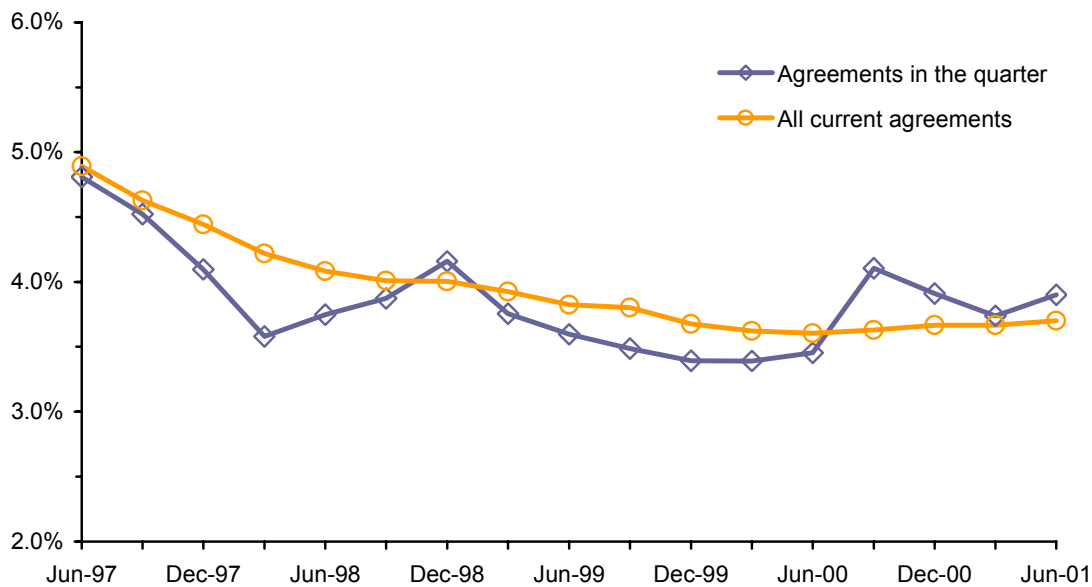
- A total of 1 278 agreements were certified in the June quarter 2001 – compared with 1 696 agreements in the March quarter. The June quarter agreements covered an estimated 197 800 employees, and brought the total number of federal agreements formalised by the AIRC from October 1991 to the end of June 2001 to 39 487.
- There were 1 259 federal wage agreements certified in the June quarter, covering an estimated 196 100 employees.
- Wage agreements with quantifiable wage increases (see Technical Notes) accounted for 74 per cent of agreements and 90 per cent of employees covered by agreements formalised in the June quarter 2001. This compares with 82 per cent of agreements covering 90 per cent of employees in the March quarter 2001. Non-quantifiable wage agreements accounted for 24 per cent of all agreements in the June quarter 2001 and covered nine per cent of employees. The remaining two per cent of agreements included employment conditions only and covered one per cent of employees.
- There were 11 245 federal wage agreements current at 30 June 2001, covering an estimated 1 486 800 employees. This is the largest number of employees to have been

covered by current agreements since the introduction of bargaining in 1991 and shows that collective bargaining in the federal jurisdiction continues to grow.

Average annualised wage increases per employee

- Chart 3 below compares trends over the past four years in the two key wage measures. These are an estimate of the average annualised wage increase (AAWI) per employee for federal wage agreements formalised by the AIRC in a particular quarter, and the AAWI per employee for all federal wage agreements current at the last day of a quarter. An explanation of how both these estimates are calculated can be found in the Technical Notes.
- While the quarterly AAWI series is a useful forward indicator of the average annual increase paid by new federal agreements, an estimated 2.6 per cent of employees in Australia are covered in the June quarter's figures. By contrast, the 'all current' AAWI estimate covers a much larger group – approximately 19.4 per cent of all employees at the end of June 2001.

Chart 3: Aggregate wage trends in federal agreements



Source: Workplace Agreements Database, DEWRSB

The effect of major agreements on wage trends

There were 48 large federal agreements certified in the June quarter 2001 (each covering 500 or more employees), compared to 52 large agreements in the previous quarter. These agreements accounted for just under 4 per cent of all agreements approved in the June quarter 2001 while accounting for 73 per cent of employees (See Tables 1 & 2). This differs slightly to the March quarter when large agreements accounted for around 3 per cent of all agreements and 70 per cent of employees. The all sectors and private sector AAWIs for agreements certified in the June quarter reflected the certification of a group of Commonwealth Bank agreements that covered an estimated 23 100 employees and provided for an AAWI of 4.5 per cent per employee. The

Commonwealth Bank agreements also provide for a range of additional bonuses that are dependent on individual performance and that vary across classification level. If estimates were made of the quantum of these bonuses and combined with guaranteed wage increases, the total Commonwealth Bank remuneration would be boosted to the equivalent of AAWIs between 6.1 and 11.7 per cent. These performance pay bonuses have not been taken into account in calculation of the aggregate AAWIs for the June quarter, detailed above (See also the special feature on Performance pay clauses in this edition of *Trends in Federal Enterprise Bargaining*).

Table 1: Large federal agreements certified in June quarter 2001 – private sector

	Title	Duration	Total Wage	AAWI	Emps	Notes
	Private sector large agreements	(yrs)	(%)	(%)		
Non-metals manuf	News Limited Metropolitan Daily Newspapers - MEAA Enterprise Agreement, 1999	2.5	7.5	3.0	934	
	Golden Circle Limited - National Union of Workers - Agreement	3.0	10.5	3.5	1 000	
Metals manuf	Tubemakers of Australia - One Steel Distribution - Certified Agreement 2000	1.0	3.4	3.4	553	
Infrastructure services	Pacific Access Employment Partnership Agreement No. 2, 2001	2.3	9.5	4.1	1 626	1,3,4,6
Other services	Target Retail Agreement 2001	2.0	6.0	3.0	16 858	4, 5
	Baby Target Retail Agreement 2001	2.0	6.0	3.0	216	4, 5
	Suzanne Grae Certified Agreement 2001	3.0	9.6	3.2	885	
	Coles Myer Logistics - Forest Lake Certified Agreement 2000	3.0	7.8	2.6	530	
	Action Supermarkets (WA) Pty Ltd and SDAEA Agreement 2000	3.0	10.3	3.4	3 311	
	KFC Employees (WA)(NT)/SDA Enterprise Agreement	3.0	9.0	3.0	1 080	4
	Chicken Treat Employees, SDA Agreement 2001	2.8	11.0	3.9	1 742	8
	Supercheap Auto Certified Agreement 2000	2.5	7.5	3.0	1 075	4
	BBC Hardware Retail Certified Agreement 2001	2.6	9.4	3.6	4 829	
	Commonwealth Bank of Australia (Core) Enterprise Bargaining Agreement 2000	1.9	8.5	4.5	811	2
	Commonwealth Bank of Australia Customer Service Division Enterprise Bargaining Agreement 2000	1.9	8.5	4.5	16 914	2
	Commonwealth Bank of Australia Technology, Operations & Property Enterprise Bargaining Agreement 2000	1.9	8.5	4.5	3 341	2
	Commonwealth Bank of Australia Direct Banking Enterprise Bargaining Agreement 2000	1.9	8.5	4.5	2 071	2
	Medical Benefits Fund of Australia Limited Certified Agreement Grades A to G 2000	2.4	*	*	1 241	9
	RACQ Group & FSU Enterprise Agreement 2001	2.0	6.9	3.5	670	1
	Market Research Industry Agreement 2001-2003	2.5	9.7	3.9	4 853	
	The Victorian Catholic Schools & Catholic Education Offices Agreement 2001	3.0	12.0	4.0	15 000	4, 5
	Adelaide Community Healthcare Alliance Inc. Enterprise Agreement - 2001 (Nursing)	2.3	13.0	5.7	1 432	
	St. Frances Xavier Cabrini Hospital and ANF Nurses Agreement 2000	3.5	12.5	3.6	847	
	ANF - Tasmanian Branch and HSUA, Tasmania No 1 Branch and Mayne Nickless Ltd (Mayne Health) Certified Agreement 2001-2004	3.2	12.5	3.9	526	
	RACGP Staff Agreement (2000-2002)	2.1	10.0	4.8	502	
	Epworth Foundation - ANF Enterprise Agreement 2000-2003	3.0	12.5	4.2	774	
	Hoyts Employment Agreement [2001]	3.0	*	*	2 332	7
AWU - Warner Bros. Movie World Agreement 2001	1.0	4.0	4.0	912		
Wrest Point Hotel Casino Enterprise Bargaining Agreement 2001	3.0	*	*	512	7	
	Total large private sector agreements	2.5		3.7	87 377	
Source:	Workplace Agreements Database, DEWRSB					
Notes:	* Agreement cannot be quantified – The numerical note will indicate the reason the agreement cannot be quantified					
	1. Individual and/or team performance assessed and remunerated					
	2. Plus annual bonus					
	3. Performance pay 'pool' in place					
	4. Pay increase varies across classification structure. Level with the greatest number of emps measured for wage increases					
	5. New classification structure					
	6. One-off bonus					
	7. Not Quantifiable - National Wage Case decisions determine wage increases					
	8. Renegotiation Lag - Duration from last pay increase is 4 years - an AAWI of 2.75%					
	9. Wage rates automatically adjusted each financial year by CPI + additional up to 6% max in total – Non-quantifiable					

Table 2: Large federal agreements certified in June quarter 2001 – public sector

	Title	Duration	Total Wage	AAWI	Emps	Notes
	Public sector large agreements	(yrs)	(%)	(%)		
Infrastructure services	State Transit Authority of New South Wales Bus Operations Agreement, 1999	2.0	6.0	3.0	3 388	
Other services	Australian Securities & Investments Commission Certified Agreement 2001-2003	2.1	8.0	3.8	952	4
	CSIRO Enterprise Agreement 2001	1.0	4.0	4.0	6 540	2
	Flinders University Enterprise Agreement 2000 - 2003	2.9	12.0	4.1	2 510	
	La Trobe University Enterprise Bargaining Agreement 2001	3.0	12.5	4.2	5 653	
	University of Western Australia General Staff Agreement 2001	2.2	7.5	3.4	1 960	5
	University of Melbourne Enterprise Agreement 2001	4.3	15.5	3.6	7 665	1, 6
	University of Western Sydney General Staff Enterprise Agreement 2001-2003	2.7	12.2	4.5	1 684	3
	Monash University Enterprise Agreement (Academic and General Staff) 2000	3.3	12.8	3.9	6 268	
	Nurses (Tasmanian Public Sector) Enterprise Agreement 2001	3.1	12.5	4.1	3 295	
	AMA (Vic Ltd) Aus Salaried Medical Officers & Vic Public Health CA 1999	3.0	15.0	5.0	3 365	
	Parks Victoria Agreement 2000	2.5	9.0	3.6	909	2
	Australian Sports Commission (Committed to Excellence) Certified Agreement 2001-2004	3.0	12.0	4.0	532	
Government administration & defence	Redland Shire Council Certified Agreement 4 (2001)	1.3	6.6	5.1	678	
	Townsville City Council Enterprise Bargaining Agreement No. 4	2.0	7.9	4.0	527	7
	City of Greater Geelong Enterprise Agreement (No.3) 2001	2.2	9.0	4.1	1 778	
	Casey City Council Enterprise Bargaining Agreement 2001	2.1	14.0	6.6	918	
	Department of Immigration and Multicultural Affairs Certified Agreement 2001-2004	3.0	12.0	4.0	3 544	4
	Australian Bureau of Statistics Certified Agreement 2001-2003	2.0	11.3	5.6	3 103	
	Australian Electoral Commission Certified Agreement 2001-2003	2.1	14.0	6.8	880	4
	Total large public sector agreements	2.5		4.1	56 149	
	Total large private sector agreements	2.5		3.7	87 377	
	Total large agreements	2.5		3.9	143 526	
Source:	Workplace Agreements Database, DEWRSB					
Notes:	<p>* Agreement cannot be quantified – The numerical note will indicate the reason the agreement cannot be quantified</p> <ol style="list-style-type: none"> Part or all of the wage increase is awarded on meeting defined targets Individual and/or team performance assessed and remunerated Flat \$2000 increase 2/10/00 equates to Avg 4.2% increase + 8% other increases One-off bonus Increases may be supplemented by Federal Government over the course of agreement Increases are compounding totalling 15.5% over 4.3 years 2/5/01 increase determined by National Wage Case equates to \$17 per week based on Avg Weekly Earnings of \$880.70 					

Average annualised wage increases per agreement

- Federal wage agreements formalised in the June quarter 2001 granted an AAWI *per agreement* of 3.8 per cent, down 0.1 percentage points from the March quarter 2001 figure.
 - Private sector wage agreements granted an AAWI of 4.4 per cent per agreement in the June quarter 2001, while public sector wage agreements granted an AAWI of 3.8 per cent per agreement.
- Current federal wage agreements (agreements that had not expired or been terminated) at 30 June 2001 granted an AAWI per agreement of 4.2 per cent, unchanged from the March quarter 2001 figure.
 - Private sector agreements current at 30 June 2001 granted an AAWI of 4.3 per cent per agreement while public sector agreements current at 30 June 2001 granted 3.3 per cent per agreement.
- The AAWI *per agreement* is not the best statistical indicator of aggregate wage increases being granted to employees. This is because it assigns equal weight to each enterprise agreement, irrespective of the number of employees the agreement covers.
- The AAWI *per employee* weights agreements by employee coverage and so provides a much more accurate picture of the average wage increase being received by employees in a particular industry or sector.

Inflation-related clauses in agreements

Since the March quarter 2000, *Trends in Federal Enterprise Bargaining* has reported on inflation-related clauses in agreements. The WAD contains information on whether federal workplace agreements have clauses that allow for wage increases based on rises in CPI. Clauses can take several forms including:

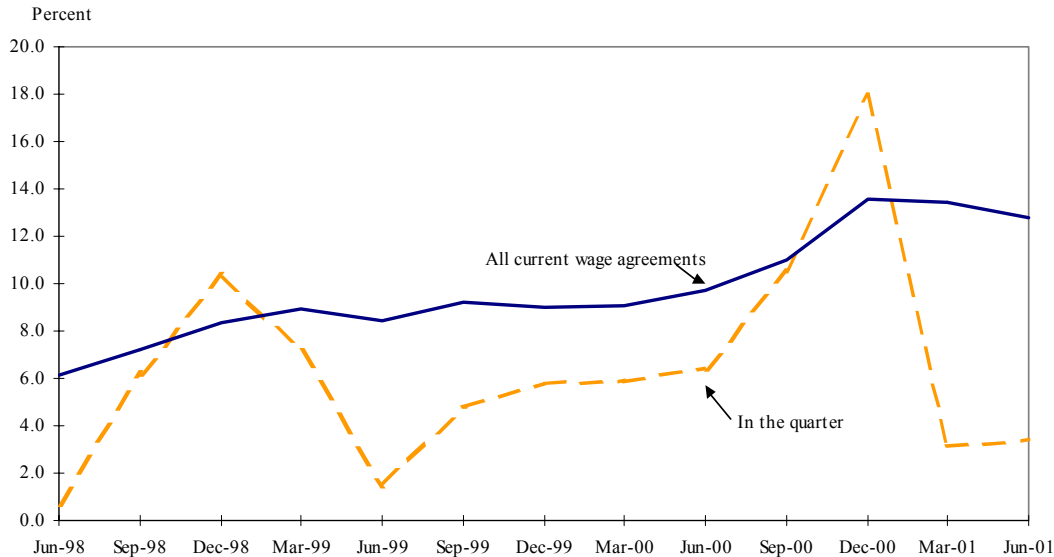
- automatic wage increases in line with CPI;
- partial absorption of CPI increases (employees receive whichever is higher, an increase in line with CPI or a percentage wage increase as specified in the agreement);
- the agreement will be re-opened to review the effects of inflation, CPI, cost of living or impact of GST; or
- a specific formulae dealing with the effect of GST or net CPI (CPI less the effect of the GST).

Chart 4 shows the proportion of *employees* under agreements that contain any type of CPI related provision.

- Only a small proportion of these agreements *automatically* pass on wage increases linked to CPI. Less than one per cent of employees under wage agreements certified in the June

quarter 2001 are guaranteed automatic wage increases determined by increases in the CPI.

Chart 4: Proportion of employees covered by wage agreements with CPI related clauses



Note: There have been slight revisions to the historical series.
Source: Workplace Agreements Database, DEWRSB

Agreements current at 30 June 2001

The proportion of all employees covered by current federal wage agreements, whose agreements include any type of CPI related wage clause, was 12.8 per cent at the end of the June quarter 2001, down 0.6 percentage points from the March quarter 2001.

Two thirds of employees covered by agreements with *some form of CPI provision*, were covered by agreements which would be reviewed in light of CPI increases.

Agreements certified during the June quarter 2001

There were 137 wage agreements with some type of CPI related clause certified in the June quarter 2001, representing 10.9 per cent of all wage agreements certified in the June quarter 2001. These 137 agreements covered an estimated 6 600 employees, and represent an estimated 3.4 per cent of all employees under wage agreements certified in the June quarter 2001.

- A total of 41.7 per cent of the employees under wage agreements that were certified in the June quarter 2001 *that contain some form of CPI provision* are under agreements that pass on CPI if it is greater than the wage increases in the agreement.
 - This category of employees account for just under two per cent of all employees under wage agreements certified in the June quarter 2001.
- Just over one third (34 per cent) of the employees under wage agreements that were certified in the June quarter 2001 *that contain some form of CPI provision* are under agreements that provide for a review of the wage increases contained in agreements under certain

circumstances.

- This category of employees accounted for 1.1 per cent of all employees under wage agreements certified in the June quarter 2001.
- More than half of the wage agreements certified in the June quarter 2001 that contain some form of CPI provision are from the construction industry.
 - These agreements accounted for only 12 per cent of employees under wage agreements with some form of CPI provision.

Wage trends by sector

Table 3 shows quarterly data for both 'in the quarter' and 'all current' agreements by public and private sector. It also shows aggregated details of agreements due to expire between 1 April 2001 and 30 September 2002.

Private sector wage trends

At least 1 164 federal private sector wage agreements, covering an estimated 131 800 employees, were certified by the AIRC in the June quarter 2001. Private sector agreements certified in the June quarter granted an AAWI of 3.8 per cent per employee, up 0.2 percentage points from the March quarter 2001.

- The proportion of all employees under quantifiable private sector agreements certified in the June quarter increased to 64 per cent from the 42 per cent measured in the March quarter 2001.
- The AAWI for all private sector agreements current at 30 June 2001 was 3.7 per cent per employee, unchanged from the March quarter 2001.
- In the six months to 30 September 2001 a total of 1 813 agreements are due to expire. These agreements cover around 271 800 employees and provide an AAWI of 3.5 per cent per employee.

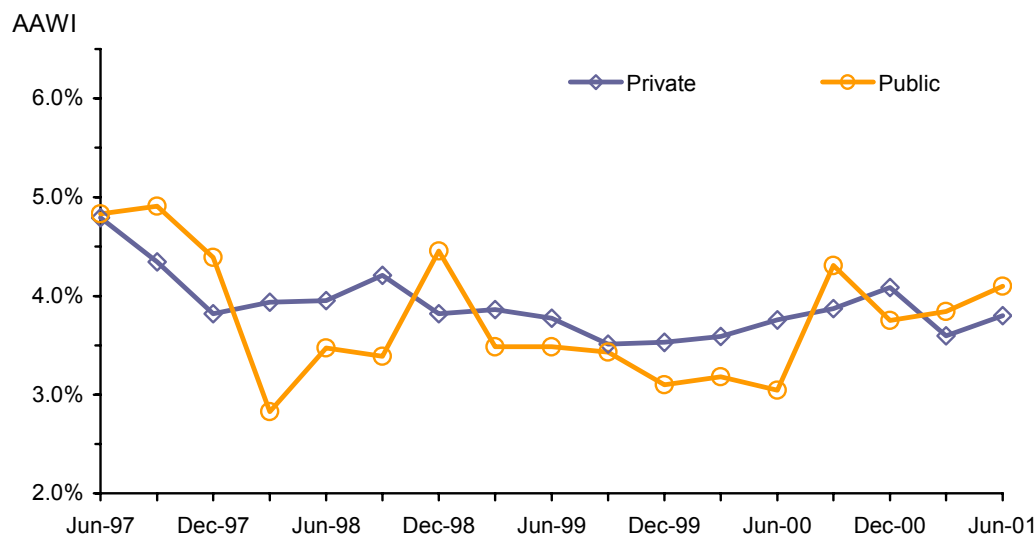
Public sector wage trends

In the June quarter 2001, the AIRC formalised 95 federal wage agreements in the public sector, covering an estimated 64 400 employees. These agreements recorded an AAWI of 4.1 per cent per employee, up from the previous quarter's revised result of 3.8 per cent.

- The proportion of all employees under quantifiable public sector agreements certified in the June quarter decreased to 36 per cent from the 58 per cent measured in the March quarter 2001.
 - This decrease means that while the increase in the public sector AAWI for agreements certified in the quarter was greater than the increase in the private sector (at 0.3 percentage points compared to 0.2 percentage points) it had less impact on the all sectors AAWI. This is because AAWIs per employee are weighted to reflect the number of employees receiving increases.

- For all federal public sector wage agreements current at 30 June, the AAWI per employee was 3.7 per cent, unchanged from the previous quarter.
- In the six months to 30 September 2001 a total of 298 agreements are due to expire. These agreements cover around 135 100 employees and provide an AAWI of 4.0 per cent per employee.

Chart 5: Quarterly federal wage trends, by sector



Source: Workplace Agreements Database, DEWRB

Wage trends in key industries

Table 4 shows quarterly movements in average annualised wage outcomes for seventeen industry ANZSIC Divisions. The manufacturing category has been disaggregated into metals and non-metals industries.

Table 5 shows the expiry pattern for the six quarters to the 30 September 2002 for the same seventeen industry ANZSIC Divisions. It lists the number of agreements expiring, the number of employees covered by those agreements and the AAWI for the expiring agreements. Table 5 also aggregates this data over half-yearly intervals.

Manufacturing

There were 299 manufacturing agreements certified in the June quarter 2001. These provided an AAWI per employees of 3.8 per cent.

- While manufacturing agreements made a significant contribution to the measured AAWI for agreements certified in the June quarter in all sectors and in the private sector they were not as important a determinant of wage outcomes as they were in the March quarter 2001.

- Both metals and non-metals manufacturing agreements had a larger than normal number of employees under agreements expiring in either the June or September quarters 2001, which reflects the Australian Manufacturing Workers Union's 'Campaign 2001'.
 - The campaign resulted in the negotiation of manufacturing agreements with expiry dates in either June or July of 2001.
 - The campaign aimed for common expiry dates so that an industry wide industrial campaign could be launched.

Metals manufacturing

- The number of wage agreements formalised in this division was just over 130 for the June quarter 2001.
- Metals manufacturing wage agreements formalised in the June quarter granted an AAWI of 4.2 per cent per employee, down from 4.4 per cent in the March quarter 2001.
- A total of 361 wage agreements covering an estimated 45 500 employees expire in the June and September quarters 2001. These agreements granted an AAWI of 4.2 per cent per employee.
 - This compares with the December and March quarters 2001-2002 when 187 agreements covering an estimated 15 400 employees are due to expire, granting an AAWI of 3.9 per cent per employee.
- Two major vehicle-manufacturing agreements expired in early August 2001. These agreements covered more than 12 200 employees and provided for an AAWI of 4.1 per cent per employee.
- A further four large metals manufacturing agreements are due to expire in the September quarter 2001- the majority expire early in the quarter. These agreements cover an estimated 3 600 employees and provide for AAWIs of around 4 per cent per employee.

Non-metals manufacturing

- Non-metals manufacturing wage agreements for the June quarter 2001 granted an AAWI of 3.6 per cent per employee, a slight decrease from the March quarter.
- The number of wage agreements formalised in the quarter for this industry was also down slightly from 203 in the March quarter to 167 in the June quarter 2001.
- Eight non-metals manufacturing agreements, each with more than 500 employees, are due to expire in the September and December quarters 2001. These agreements cover an estimated 4 900 employees and provide a range of wage outcomes.
 - Two of the agreements cover abattoirs and provide for AAWIs of around 1.5 per cent, while the remaining agreements granted an AAWI of between 2.7 and 4.3 per cent per employee.

- A total of 472 non-metals manufacturing wage agreements covering an estimated 47 000 employees expire in the June and September quarters 2001. These agreements granted an aggregate AAWI of 3.6 per cent per employee.
 - This compares with the December and March quarters 2001-2002 when 300 agreements covering an estimated 19 600 employees are due to expire which grant an aggregate AAWI of 3.3 per cent per employee.

Retail Trade

- In retail trade 31 agreements were certified during the June quarter 2001, a decrease of one agreement from the previous quarter. The number of agreements formalised in retail trade have been fairly steady for the last 4 quarters.
- June quarter 2001 retail agreements provided for an AAWI of 3.2 per cent per employee, up 0.7 percentage points from the March quarter 2001.
- This rise in AAWI has been heavily influenced by the certification of eight large agreements. These eight large agreements covered an estimated total of 29 780 employees with the Target Retail Agreement 2001 covering 16 858 employees alone, which was the second largest number of employees covered by a single agreement for the quarter.
- Four large retail agreements are due to expire in the September quarter with one of the largest retail agreements due to expire on 30 September 2001. This agreement covers an estimated 24 000 employees and granted an AAWI of 3 per cent per employee.

Transport and Storage

- In the transport and storage industry, a total of 100 agreements were formalised, a decrease from 126 in the March quarter 2001.
- The September and December quarters 2001 will see a new airline industry bargaining round commence with both of the major airline's agreements due to expire.
 - The first tranche of seven agreements expired on 1 July 2001 and covered employees from different divisions of a single major airline. These seven agreements covered around 22 200 employees and granted AAWIs of 3 per cent per employee.
 - The second major airline has an agreement that will expire at the end of the December quarter 2001. Most of the company's 12 900 employees were covered by this single agreement that granted an AAWI of 3 per cent per employee.

Communication Services

- There were four agreements certified during the June quarter in the communication services industry, one more than for the March quarter 2001.
- A very significant public sector communications agreement covering 35 800 is due to expire in the September quarter 2001. This agreement's higher than average AAWI of

3.9 per cent per employee will cease to contribute to the AAWI for current public sector agreements on 8 August 2001.

Finance and Insurance

- In the finance and insurance industry 14 agreements were certified for the June quarter 2001, up from the 11 formalised in the previous quarter.
- The AAWI of 4.5 per cent per employee for the June quarter was 0.3 percentage points lower than the March quarter 2001.
- The number of employees covered by finance and insurance division agreements increased markedly from just over 4 000 for agreements certified in the March quarter to over 26 900 for agreements certified in the June quarter 2001.
- This is due to four Commonwealth Bank agreements covering over 23 000 employees certified in the June quarter 2001. The Commonwealth Bank of Australia Customer Service Division Agreement alone covered 16 914 employees, making it the June quarter's largest agreement.
- The four Commonwealth Bank large agreements combined accounted for 86 per cent of total finance and insurance employee numbers for the June quarter.
- Three other major banks are yet to certify new enterprise agreements. The previous agreements negotiated by these banks expired between 9 and 7 months ago and collectively covered around 60 000 employees.

Government administration

- The number of wage agreements formalised in this industry rose from 54 in the March quarter to 60 in the June quarter 2001.
- The AAWI per employee in government administration rose from 4.0 per cent in the March quarter 2001 to 4.5 per cent in the June quarter.
- This is mainly attributable to four large government council and three large government department agreements (each covering more than 500 employees). Together, these seven large agreements covered just over 11 400 employees or around 62 per cent of the total employees under agreements in this division.
- The total number of employees covered by government administration wage agreements certified in the June quarter 2001 was approximately twice the number of employees covered by government administration agreements certified in the March quarter 2001.

TABLE 3: FEDERAL WAGE AGREEMENTS, JUN QUARTER 1998 - JUN QUARTER 2001 & EXPIRING AGREEMENTS, JUN QUARTER 2001 - SEPT QUARTER 2002

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-98	Sep-98	Dec-98	Mar-99	Jun-99	Sep-99	Dec-99	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01
	PUBLIC SECTOR	152	264	295	165	146	270	179	175	132	214	194	145
AAWI (%)	3.5	3.4	4.5	3.5	3.5	3.4	3.1	3.2	3.0	4.4	3.8	3.8	4.1
Employees ('000)	89.3	93.5	137.5	31.4	111.9	30.6	42.1	44.4	46.2	84.7	137.9	109.4	64.3
PRIVATE SECTOR	1 161	1 859	1 871	1 430	1 210	1 236	1 288	1 096	1 002	1 776	2 148	1 529	1 164
AAWI (%)	4.0	4.2	3.8	3.9	3.8	3.5	3.5	3.6	3.8	3.9	4.1	3.6	3.8
Employees ('000)	148.6	154.1	119.7	93.0	87.1	89.4	109.6	58.4	62.5	96.0	145.2	94.5	131.7
ALL INDUSTRIES	1 313	2 123	2 166	1 595	1 356	1 506	1 467	1 271	1 134	1 990	2 342	1 674	1 259
AAWI (%)	3.7	3.9	4.2	3.8	3.6	3.5	3.4	3.4	3.5	4.2	3.9	3.7	3.9
Employees ('000)	237.9	247.7	257.2	124.4	199.0	120.0	151.7	102.8	108.7	180.7	283.2	204.0	196.1

FOR ALL CURRENT AGREEMENTS	Jun-98	Sep-98	Dec-98	Mar-99	Jun-99	Sep-99	Dec-99	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01
	PUBLIC SECTOR	843	990	1 200	1 276	1 354	1 160	1 253	1 313	1 357	1 290	1 235	1 258
AAWI (%)	4.1	3.8	3.9	3.7	3.6	3.5	3.5	3.4	3.4	3.6	3.6	3.7	3.7
Employees ('000)	377.1	420.7	478.9	469.6	546.2	444.7	438.5	465.1	452.2	476.4	497.7	569.8	600.0
PRIVATE SECTOR	6 152	7 261	8 559	9 462	10 142	10 349	7 953	7 030	7 365	7 134	8 601	9 481	10 031
AAWI (%)	4.1	4.1	4.1	4.0	4.0	3.9	3.8	3.7	3.7	3.7	3.7	3.7	3.7
Employees ('000)	820.3	781.5	854.9	879.6	910.8	910.6	941.1	922.0	885.6	808.9	854.5	833.4	886.8
ALL INDUSTRIES	6 995	8 251	9 759	10 738	11 496	11 509	9 206	8 343	8 722	8 424	9 836	10 739	11 245
AAWI (%)	4.1	4.0	4.0	3.9	3.8	3.8	3.7	3.6	3.6	3.6	3.7	3.7	3.7
Employees ('000)	1 197.4	1 202.2	1 333.8	1 349.2	1 457.1	1 355.2	1 379.6	1 387.2	1 337.9	1 285.2	1 352.1	1 403.2	1 486.8

ALL EXPIRING AGREEMENTS	Quarter						Half Year		
	Jun-01	Sep-01	Dec-01	Mar-02	Jun-02	Sep-02	Jun-Sep 2001	Dec-Mar 2001/2	Jun-Sep 2002
PUBLIC SECTOR	205	93	164	136	230	107	298	300	337
Quarter: AAWI per employee (%)	4.2%	3.7%	3.6%	2.9%	3.3%	3.4%	4.0%	3.4%	3.3%
Quarter: Employees ('000)	83.1	52.0	53.9	21.4	102.8	34.8	135.1	75.3	137.6
PRIVATE SECTOR	1 060	753	680	556	626	1 224	1 813	1 236	1 850
Quarter: AAWI per employee (%)	3.5%	3.5%	3.2%	4.0%	3.9%	4.1%	3.5%	3.6%	3.9%
Quarter: Employees ('000)	159.3	112.5	71.5	93.1	84.5	74.2	271.8	164.6	158.8
ALL INDUSTRIES	1 265	846	844	692	856	1 331	2 111	1 536	2 187
Quarter: AAWI per employee (%)	3.8%	3.6%	3.4%	3.7%	3.5%	3.8%	3.7%	3.6%	3.6%
Quarter: Employees ('000)	242.4	164.5	125.4	114.4	187.3	109.1	407.	239.8	296.4

Notes: 1. AAWI = Average Annual 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, DEWRSB, 24 May 2001. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

TABLE 4: FEDERAL WAGE AGREEMENTS, BY ANZSIC DIVISION, JUNE QUARTER 1998 - JUNE QUARTER 2001 - (Part One)

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-98	Sep-98	Dec-98	Mar-99	Jun-99	Sep-99	Dec-99	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01
ANZSIC DIVISION													
Agriculture, forestry and fishing	2	4	11	5	5	4	6	5	3	11	15	7	6
AAWI (%)	5.9	5.1	2.4	3.8	4.0	3.1	3.4	3.6	3.5	3.4	4.0	3.3	2.0
Employees	134	154	429	357	123	1800	414	219	175	2685	784	312	101
Mining	38	45	38	27	43	43	23	36	26	22	42	20	28
AAWI (%)	3.3	4.4	3.0	3.7	3.7	3.1	4.3	2.8	2.5	4.2	3.2	3.0	3.7
Employees	2 432	2 950	3 160	1 402	1 906	3 038	1 212	1 860	852	1 628	2 191	1 055	1 896
Manufacturing	341	484	360	397	364	402	403	312	280	400	502	406	299
AAWI (%)	4.4	4.2	4.2	4.0	3.8	3.7	3.8	3.6	3.6	3.9	4.4	4.1	3.8
Employees	31 254	42 234	28 109	31 807	23 427	30 835	38 248	22 159	19 883	26 338	45 631	28 371	16 641
<i>Non-metals manufacturing</i>	183	201	156	152	170	224	221	171	150	216	259	203	167
AAWI (%)	4.3	3.7	3.8	3.7	4.0	3.4	3.5	3.5	3.4	3.7	3.8	3.9	3.6
Employees	15 985	18 905	9 372	14 950	12 293	14 526	20 170	14 308	11 657	13 793	20 651	18 019	11 170
<i>Metals manufacturing</i>	158	283	204	245	194	178	182	141	130	184	243	203	132
AAWI (%)	4.6	4.5	4.4	4.2	3.7	3.9	4.0	3.9	3.7	4.1	4.8	4.4	4.2
Employees	15 269	23 329	18 737	16 857	11 134	16 309	18 078	7 851	8 226	12 545	24 980	10 352	5 471
Electricity, gas and water supply	10	42	34	43	46	19	38	13	9	14	20	11	14
AAWI (%)	3.2	4.2	3.7	6.0	3.4	4.2	3.7	3.6	4.2	4.2	3.8	3.9	4.3
Employees	1 410	1 017	947	1 785	646	6 596	1 551	4 827	474	2 135	1 036	2 543	554
Construction	426	782	1063	677	504	482	529	498	443	979	1252	832	472
AAWI (%)	5.9	6.8	6.3	6.3	6.1	5.5	5.1	4.7	4.4	4.8	4.9	4.8	4.8
Employees	6 493	10 775	13 008	7 989	5 684	4 934	7 544	8 691	8 529	13 116	16 726	10 272	5 387
Wholesale trade	5	11	18	8	6	19	26	10	10	12	13	7	5
AAWI (%)	3.7	3.0	3.8	3.1	2.9	4.0	3.0	2.7	4.0	4.5	3.9	5.7	4.5
Employees	311	842	1 085	662	336	893	1 781	694	738	596	2 357	554	222
Retail trade	44	28	18	13	15	22	30	15	36	36	30	32	31
AAWI (%)	3.3	3.2	3.3	3.3	4.0	2.8	3.1	3.3	3.6	3.1	3.6	2.5	3.2
Employees	33 026	13 078	34 146	25 189	3 491	18 455	34 851	1 079	16 742	11 538	34 502	29 221	32 870
ALL INDUSTRIES	1 313	2 123	2 166	1 595	1 356	1 506	1 467	1 271	1 134	1 990	2 342	1 674	1 259
AAWI (%)	3.7	3.9	4.2	3.8	3.6	3.5	3.4	3.4	3.5	4.2	3.9	3.7	3.9
Employees	237 936	247 691	257 179	124 425	199 016	119 993	151 681	102 770	108 663	180 688	283 156	203 970	196 084

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

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

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

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business; services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWRSB, 24 May 2001. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

TABLE 4: FEDERAL WAGE AGREEMENTS, BY ANZSIC DIVISION, JUNE QUARTER 1998 - JUNE QUARTER 2001 (Final Part)

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Jun-98	Sep-98	Dec-98	Mar-99	Jun-99	Sep-99	Dec-99	Mar-00	Jun-00	Sep-00	Dec-00	Mar-01	Jun-01
ANZSIC DIVISION													
Accommodation, cafes and restaurants	5	17	24	6	12	16	15	16	15	15	13	12	14
AAWI (%)	2.6	2.7	2.4	4.5	1.8	2.6	2.4	2.3	3.6	3.7	2.7	3.6	1.1
Employees	382	1 729	2 510	660	2 758	746	4 278	1 869	2 317	1 725	1 303	1 394	1 363
Transport and storage	93	214	164	113	104	111	114	93	80	180	160	126	100
AAWI (%)	4.2	3.6	3.2	3.0	3.2	2.9	4.2	3.1	4.1	3.7	3.4	3.3	3.3
Employees	5 007	24 141	22 373	9 140	31 783	7 302	5 749	10 821	3 872	12 262	24 078	5 701	6 808
Communication services	3	2	4	3	4	2	5	0	4	5	9	3	4
AAWI (%)	4.4	2.8	4.0	2.4	3.9	5.0	4.4	*	4.1	3.5	3.8	*	4.1
Employees	39	34	73 007	1 517	35 817	962	187	0	164	1 513	43 695	156	1 789
Finance and insurance	17	19	14	5	11	12	10	8	11	12	12	11	14
AAWI (%)	4.0	4.2	4.3	4.0	3.8	3.0	4.3	3.2	4.1	4.8	5.1	4.8	4.5
Employees	49 172	41 018	4 026	969	8 835	4 231	4 382	3 731	3 305	12 523	9 326	4 279	26 877
Property and business services	29	50	44	19	22	24	26	27	35	33	38	21	35
AAWI (%)	4.5	3.5	4.4	3.5	4.8	5.4	3.5	4.1	3.9	3.1	3.3	4.2	3.8
Employees	1 785	3 891	1 798	1 033	5 219	1 506	2 131	2 193	4 008	2 461	3 925	4 249	14 216
Government administration and defence	89	137	85	86	51	82	82	65	50	91	84	54	60
AAWI (%)	3.2	3.3	5.8	3.8	3.1	3.0	2.9	3.2	3.5	5.0	3.8	4.0	4.5
Employees	32 593	55 500	39 201	18 148	36 550	9 942	14 583	20 374	11 853	50 996	36 216	10 058	18 337
Education	37	29	36	37	16	27	21	18	24	33	56	51	34
AAWI (%)	4.2	3.9	3.7	6.9	4.0	4.1	3.2	3.3	2.7	3.6	4.5	3.9	3.9
Employees	32 338	7 371	2 505	3 789	13 935	8 100	10 324	9 341	16 342	18 251	29 035	92 366	43 214
Health and community services	139	231	193	111	123	207	111	123	82	106	53	52	107
AAWI (%)	3.2	3.6	3.5	3.2	3.5	3.0	3.0	2.9	2.8	3.1	3.0	3.6	4.3
Employees	26 997	33 793	26 190	14 286	24 563	10 962	18 194	6 529	12 865	13 337	28 034	8 957	16 889
Cultural and recreational services	16	12	45	37	21	14	14	21	11	21	27	17	25
AAWI (%)	3.2	4.4	3.1	2.6	2.8	3.9	3.7	3.2	2.7	3.7	3.8	3.7	3.7
Employees	3 625	2 063	3 795	4 833	1 594	7 936	2 672	7 207	5 461	7 380	3 350	3 271	7 938
Personal and other services	19	16	15	8	9	20	14	11	15	20	16	12	11
AAWI (%)	3.2	3.8	3.3	4.0	3.2	4.3	3.9	2.9	3.1	3.6	3.3	3.4	3.1
Employees	10 938	7 101	890	859	2 349	1 755	3 580	1 176	1 083	2 204	967	1 211	982
ALL INDUSTRIES	1313	2123	2166	1595	1356	1506	1467	1271	1134	1990	2342	1674	1259
AAWI (%)	3.7	3.9	4.2	3.8	3.6	3.5	3.4	3.4	3.5	4.2	3.9	3.7	3.9
Employees	237 936	247 691	257 179	124 425	199 016	119 993	151 681	102 770	108 663	180 688	283 156	203 970	196 084

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

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

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

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business; services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' ANZSIC - Division M (Govt admin and defence).

Source: Workplace Agreements Database, DEWRSB, 24 May 2001. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

TABLE 5: EXPIRING FEDERAL WAGE AGREEMENTS, BY INDUSTRY AND SECTOR - FROM THE JUNE QUARTER 2001 TO THE SEPTEMBER QUARTER 2002 - (Part One)

For Agreements EXPIRING in the Nominated Quarter - ANZSIC Division	Quarter						Half Year		
	Jun-2001	Sep-2001	Dec-2001	Mar-2002	Jun-2002	Sep-2002	Jun-Sep 2001	Dec-Mar 2001-2	Jun-Sep 2002
Agriculture, forestry and fishing	2	8	14	4	4	5	10	18	9
Quarter: AAWI per employee (%)	3.5	3.5	3.1	3.6	3.0	3.1	3.5	3.1	3.0
Quarter: Employees	214	333	2 054	242	230	274	547	2 296	504
Mining	30	30	12	20	9	29	60	32	38
Quarter: AAWI per employee (%)	2.0	3.4	2.2	2.7	4.6	3.3	2.5	2.5	3.9
Quarter: Employees	3 162	1 739	855	1 035	604	1 579	4 901	1 890	2 183
Manufacturing (inc metals & non-metals)	487	346	289	198	262	167	833	487	429
Quarter: AAWI per employee (%)	3.9	3.9	3.4	3.8	3.7	3.5	3.9	3.6	3.6
Quarter: Employees	50 365	42 102	17 788	17 145	15 356	12 230	92 467	34 933	27 586
Non-metals manufacturing	248	224	185	115	155	107	472	300	262
Quarter: AAWI per employee (%)	3.8	3.4	3.2	3.4	3.6	3.5	3.6	3.3	3.6
Quarter: Employees	27 822	19 160	12 105	7 457	9 828	9 159	46 982	19 562	18 987
Metals manufacturing	239	122	104	83	107	60	361	187	167
Quarter: AAWI per employee (%)	4.1	4.3	3.6	4.2	3.8	3.3	4.2	3.9	3.7
Quarter: Employees	22 543	22 942	5 683	9 688	5 528	3 071	45 485	15 371	8 599
Electricity, gas and water supply	15	12	18	11	8	18	27	29	26
Quarter: AAWI per employee (%)	3.1	3.8	4.1	4.2	3.4	3.7	3.4	4.1	3.7
Quarter: Employees	644	738	5 152	2 184	341	5 089	1 382	7 336	5 430
Construction	201	114	84	141	92	800	315	225	892
Quarter: AAWI per employee (%)	4.7	3.8	3.9	4.0	3.7	4.8	4.3	4.0	4.6
Quarter: Employees	3 741	3 190	2 139	2 178	2 573	13 327	6 931	4 317	15 900
Wholesale trade	24	19	10	4	13	9	43	14	22
Quarter: AAWI per employee (%)	3.0	3.5	4.3	3.9	2.4	3.1	3.1	4.3	2.7
Quarter: Employees	1 606	1 022	683	77	949	593	2 628	760	1 542
Retail trade	78	22	16	23	20	18	100	39	38
Quarter: AAWI per employee (%)	3.4	3.1	2.4	4.1	2.9	3.7	3.3	3.9	3.5
Quarter: Employees	74 434	31 104	10 282	55 857	7 039	19 223	105 538	66 139	26 262
ALL INDUSTRIES	1 265	846	844	692	856	1 331	2 111	1 536	2 187
Quarter: AAWI per employee (%)	3.8	3.6	3.4	3.7	3.5	3.8	3.7	3.6	3.6
Quarter: Employees	242 438	164 537	125 420	114 419	187 302	109 083	406 975	239 839	296 385

Notes: 1. AAWI = Average Annual 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.

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

TABLE 5: EXPIRING FEDERAL WAGE AGREEMENTS, BY INDUSTRY AND SECTOR - FROM THE JUNE QUARTER 2001 TO THE SEPTEMBER QUARTER 2002 - (Final Part)

For Agreements EXPIRING in the Nominated Quarter - ANZSIC Division	Quarter						Half Year		
	Jun-2001	Sep-2001	Dec-2001	Mar-2002	Jun-2002	Sep-2002	Jun-Sep 2001	Dec-Mar 2001-2	Jun-Sep 2002
Accommodation, cafes and restaurants	21	16	13	9	8	20	37	22	28
Quarter: AAWI per employee (%)	2.6	4.6	3.6	2.3	3.4	3.9	2.8	3.6	3.8
Quarter: Employees	3 534	1 054	2 242	878	365	1 254	4 588	3 120	1 619
Transport and storage	91	101	92	49	123	80	192	141	203
Quarter: AAWI per employee (%)	3.4	3.0	3.0	2.7	3.2	3.2	3.1	2.9	3.2
Quarter: Employees	11 828	22 237	32 722	6 596	16 960	3 539	34 065	39 318	20 499
Communication services	2	2	4	3	1	4	4	7	5
Quarter: AAWI per employee (%)	4.0	3.9	5.8	3.7	3.0	3.0	3.9	4.3	3.0
Quarter: Employees	370	35 831	142	197	5 982	1 179	36 201	339	7 161
Finance and insurance	7	6	9	6	15	8	13	15	23
Quarter: AAWI per employee (%)	4.2	3.3	5.8	2.6	4.4	4.9	3.7	3.4	4.5
Quarter: Employees	3 077	2 376	1 133	2 810	29 249	11 952	5 453	3 943	41 201
Property and business services	33	28	28	29	23	19	61	57	42
Quarter: AAWI per employee (%)	3.7	3.8	5.1	3.3	4.0	3.3	3.8	4.2	3.9
Quarter: Employees	2 350	1 165	3 262	3 355	10 965	2 101	3 515	6 617	13 066
Government administration and defence	103	58	74	61	86	72	161	135	158
Quarter: AAWI per employee (%)	4.9	3.2	3.8	3.4	3.3	3.5	4.6	3.8	3.3
Quarter: Employees	49 267	8 481	31 731	5 396	38 807	24 294	57 748	37 127	63 101
Education	13	13	36	27	15	12	26	63	27
Quarter: AAWI per employee (%)	7.3	3.7	1.9	1.8	2.8	3.7	4.2	1.9	3.3
Quarter: Employees	998	4 219	1 958	2 029	4 532	5 377	5 217	3 987	9 909
Health and community services	129	51	122	78	114	32	180	200	146
Quarter: AAWI per employee (%)	3.1	3.2	3.1	2.7	3.2	2.9	3.1	2.9	3.2
Quarter: Employees	20 958	4 585	10 663	10 895	38 060	3 131	25 543	21 558	41 191
Cultural and recreational services	16	12	13	22	39	15	28	35	54
Quarter: AAWI per employee (%)	2.3	3.9	3.5	3.1	3.8	2.4	2.7	3.3	3.6
Quarter: Employees	4 419	2 165	1 924	1 741	12 447	2 389	6 584	3 665	14 836
Personal and other services	13	8	10	7	24	23	21	17	47
Quarter: AAWI per employee (%)	3.2	3.6	3.2	3.4	3.4	3.2	3.3	3.3	3.3
Quarter: Employees	11 471	2 196	690	1 804	2 843	1 552	13 667	2 494	4 395
ALL INDUSTRIES	1 265	846	844	692	856	1 331	2 111	1 536	2 187
Quarter: AAWI per employee (%)	3.8	3.6	3.4	3.7	3.5	3.8	3.7	3.6	3.6
Quarter: Employees	242 438	164 537	125 420	114 419	187 302	109 083	406 975	239 839	296 385

Notes: 1. AAWI = Average Annual 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.

TECHNICAL NOTES

The Workplace Agreements Database

The Workplace Agreements Database (WAD) is maintained by the Workplace Relations Policy and Legal Group of the Department of Employment, Workplace Relations and Small Business (DEWR/SB). The WAD contains information on all known federal enterprise agreements which have been certified or approved by the Australian Industrial Relations Commission (AIRC) since the introduction of the Enterprise Bargaining Principle in October 1991. The WAD covers general details (such as sector, ANZSIC, duration, employees covered), wage details (quantum and timing of increases), and employment conditions. Information entered on the WAD is drawn from copies of federal agreements lodged with the Australian Industrial Registry.

Employee coverage

Information on the number of employees covered by an agreement is drawn from the statutory declarations provided to the AIRC by the parties, along with AIRC transcripts and decisions, and employer contacts.

Actual employee numbers are known for 80% of all new agreements certified in the quarter. Where employee coverage is not known, a 'modified mean' is used to estimate employee coverage. The modified mean is generated for each industry group by calendar year removing the largest 5% and smallest 5% of agreements, and then calculating the mean of the remainder.

Duration of agreements

The WAD uses the 'effective duration' of each agreement rather than formal duration (that is, the period from certification to expiry) to measure agreement duration. The effective duration of a wage agreement is the difference in months between: (1) certification and expiry date, (2) commencement and expiry date, or (3) the date of the first wage increase and expiry date, whichever period is the greatest.

Average annualised wage increases

Estimates of average wage increases are calculated for those federal wage agreements that paid *quantifiable* increases. Wage agreements whose average percentage increase could not be quantified (eg, those introducing a new salary structure) are excluded from these estimates.

For quantifiable wage agreements, the *average annualised wage increase (AAWI) per agreement* is calculated by (1) summing the percentage wage increases to give a total percentage wage increase for each agreement (flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE) for the relevant ANZSIC industry division and quarter) and (2) annualising the total percentage wage increase by dividing it by the effective duration and multiplying it by 12. For the few agreements whose duration is less than one year, a 12 month duration is assumed when calculating AAWI.

AAWI per agreement provides only a simple unweighted average and tends to overstate the average wage increase received by employees. For this reason *Trends in Enterprise Bargaining* reports the *average annualised wage increase (AAWI) per employee*, which is calculated by weighting AAWI per agreement by the number of employees covered by that agreement.

The *all current* wage estimates are the AAWI per employee for all quantifiable federal wage agreements that are current on the last day of the quarter.

Estimates of AAWI generally exclude increases paid in the form of conditional performance pay, one-off bonuses, profit sharing or share acquisition, as these data cannot readily be either quantified or annualised. This, along with the use of a simple rather than compound percentage wage increase, may result in a small under-estimation of average wage increases.

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Performance pay clauses in federal certified wage agreements

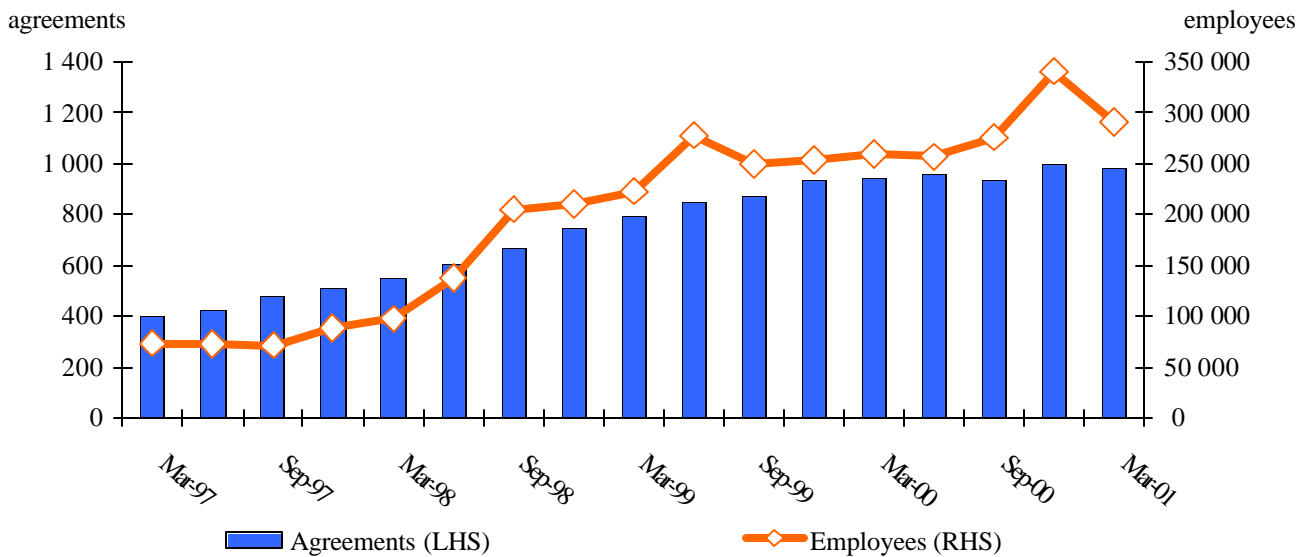
Introduction

Performance related pay is an important instrument used in the workplace to improve efficiency and productivity by linking an individual’s remuneration to organisational performance. Since the formal introduction of enterprise bargaining in the early 1990s, performance pay arrangements have been included in many federal wage agreements. Using data from the Department of Workplace Relations and Small Business’ Workplace Agreements Database (WAD), this special feature provides statistics on the distribution of such clauses in federal certified agreements. It also includes examples of the various types of performance pay clauses recorded on the WAD.¹

Growth in performance pay clauses

Chart 6 shows the number of federal certified wage agreements current² on the last day of each quarter that contained performance pay clauses and the estimated number of employees covered by those agreements. Overall, the graph shows that over the past few years there has been a rise in the number of federal agreements with performance pay clauses and in the number of employees covered by those agreements. At end March 2001, just over 9 per cent of current agreements had performance pay clauses, covering an estimated 21 per cent of employees.

Chart 6: Number of current federal wage agreements containing performance pay clauses and the number of employees covered by such agreements



Source: Workplace Agreements Database, DEW RSB

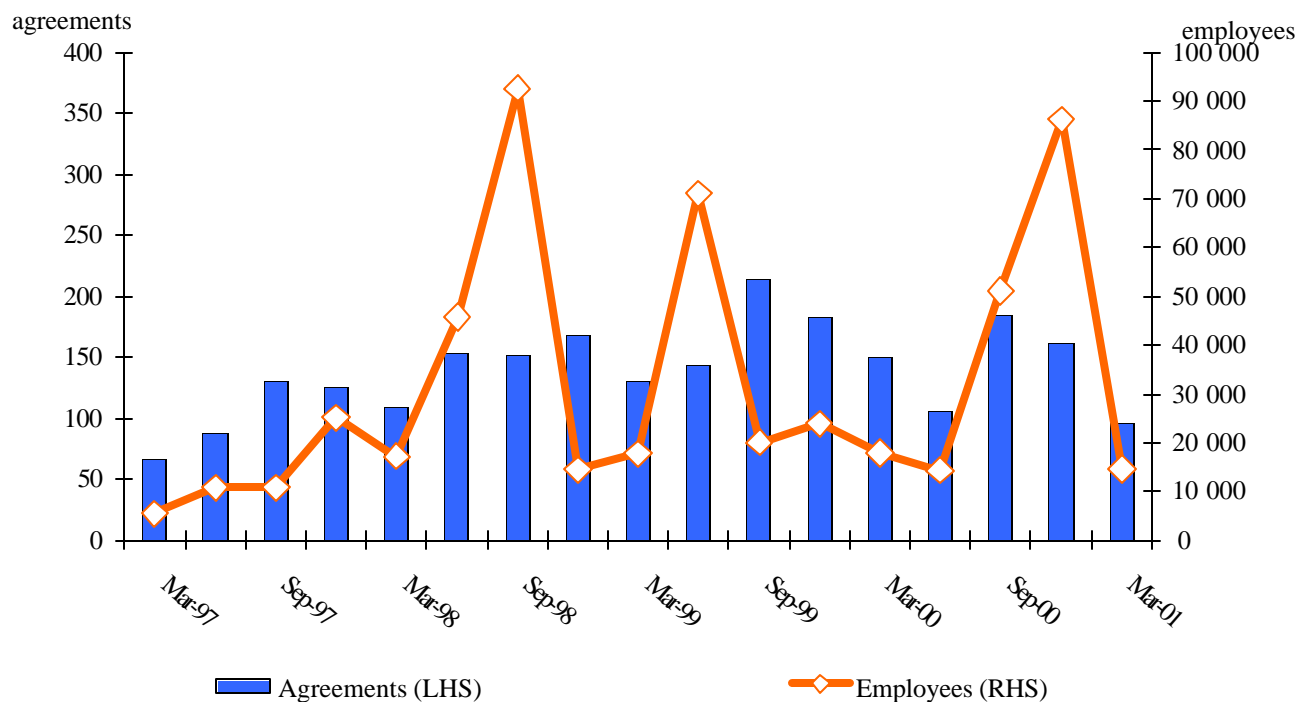
Chart 7 illustrates the number of federal wage agreements certified in each quarter that contain performance pay clauses and the estimated number of employees covered by such agreements. Data are generally much more volatile for agreements that have been certified during each quarter than data for all

¹ The presence of performance pay provisions in an agreement generally prevents the wage increases provided from being accurately quantified. For almost all agreements containing such clauses an average annual wage increase (AAWI) cannot be calculated, so AAWI data has not been included here.

² Current agreements are those which have neither expired nor been terminated.

current agreements. The certified in the quarter data fully reflects the certification of agreements covering large numbers of employees in some quarters, the certification of large numbers of agreements in some quarters, as well as the cyclic nature of agreement making in general, notably the expiry and renegotiation of agreements.

Chart 7: Number of all federal wage agreements certified during each quarter, containing performance pay clauses and the number of employees covered by such agreements



Source: Workplace Agreements Database, DEWRSB

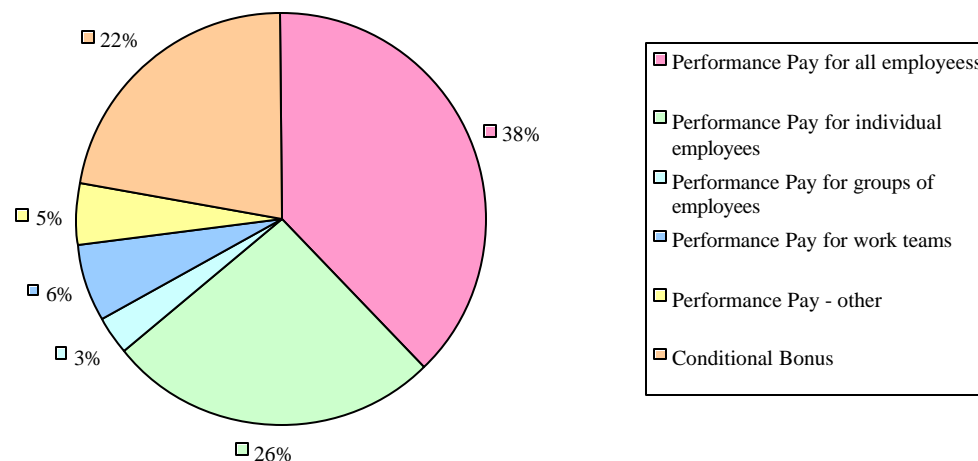
Types of performance pay clauses

The WAD classifies performance pay related clauses into six categories according to whether agreements provide for:

- performance pay for all employees;
- performance pay for individual employees;
- performance pay for groups of employees;
- performance pay for work teams;
- other types of performance pay, and/or
- conditional bonuses.

Chart 8 illustrates the distribution of the various types of clauses in federal wage agreements current at 31 March 2001. Of these agreements, 38 per cent contained provision for performance pay which encompassed all employees. Twenty six per cent of agreements made provision for performance pay for individual employees and conditional bonus arrangements were contained in 22 per cent of agreements. In 14 per cent of agreements performance pay provisions focused on groups, work teams and other productivity pay related clauses.

Chart 8: Federal certified wage agreements containing performance pay clauses current at 31 March 2001, by type of clause



Source: Workplace Agreements Database, DEWRSB

*Case study 1: Combination of performance pay clauses
Private sector - transport and storage division agreement - 1999.
Certified under section 170LJ of the WR Act*

Employees performance pay is conditional on the performance of the individual and work team. Individuals are measured against six performance criteria - safety, equipment damage, rework, and attendance at work, blood lead levels and code of conduct. Work team performance is measured by the savings they achieve in monetary amounts. For savings of between \$25 000 and \$49 000 there will be an additional bonus of 1 percent. If savings of between \$50 000 and \$89 000 the additional bonus will be 2 percent. For savings of over \$90 000 the additional bonus will be 3 percent.

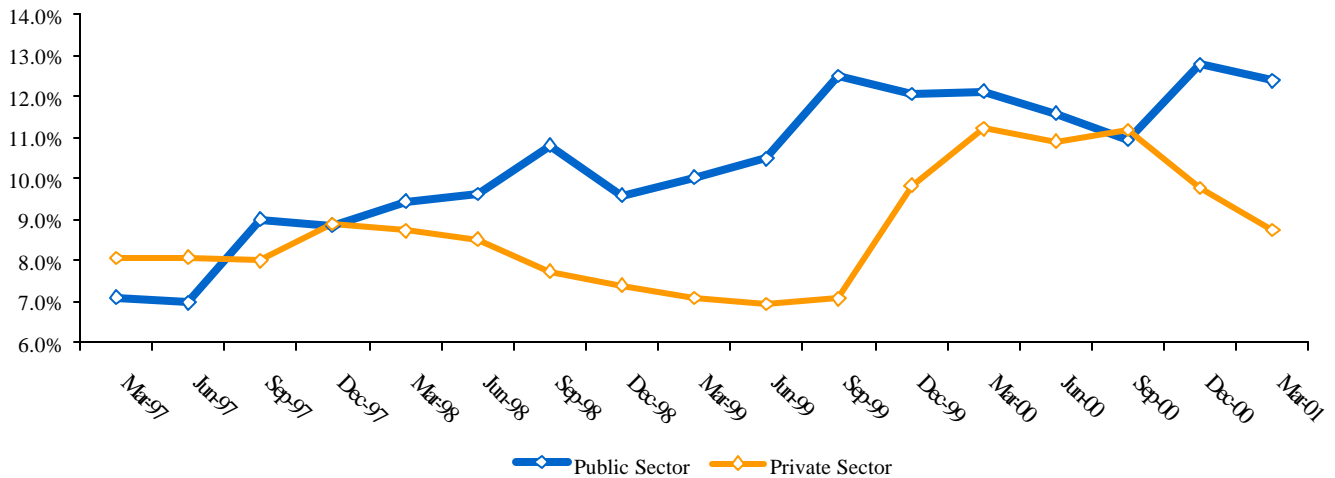
Public and private sectors

Chart 9 shows the proportion of current federal certified wage agreements with performance pay clauses by sector since March 1997. For most of the period illustrated, a higher proportion of public sector agreements than private sector agreements have contained performance pay clauses and trends for each sector have been quite different. There has been steady growth in the proportion of public sector agreements with performance pay clauses from 7 per cent in the March quarter 1997 to 12 per cent in March 2001. The proportion of private sector agreements with performance pay clauses revealed little change over 1997-1999.

- More recently, while there has been an increased incidence of such clauses in private sector agreements, the proportion of private sector agreements with performance pay clauses has been somewhat volatile. This volatility reflects fluctuations in the overall number of private sector agreements rather than in the number of private sector agreements with performance pay

provisions. Since 1999, the number of private sector agreements with performance provisions has remained relatively stable, climbing to 839 agreements from around 800 wage agreements over the year to 31 December 2000.

Chart 9: Proportion of current federal certified wage agreements containing performance pay clauses, by sector



Source: Workplace Agreements Database, DEWRSB

Case study 2: Incremental progression

Public sector agreement – Government Administration Division - 1999

Certified under section 170LJ of the WR Act

Performance pay is linked to incremental progression and progression is subject to the completion of training requirements and satisfactory on the job performance. Incremental progression for all employees will be automatic unless assessed as unsatisfactory to progress. If assessed as unsatisfactory to progress, a performance improvement plan will be established.

Case study 3 : Salary advancement and conditional bonus -

Public sector agreement – Government Administration Division - 2000

Certified under section 170LK of the WR Act

In this agreement there is a formalised structure for individual salary advancement and performance bonus payments. An annual salary review will be undertaken by managers in consultation with the employee following performance appraisal. The salary review will be conducted in accordance with the process set out in the human resources management policy and will be the vehicle for salary advancement for an employee not at the top of a salary band. There will be no salary regression as a result of annual salary reviews. The organisations performance bonus payment policy has been revised to recognise the increased performance demands on employees reflected in the performance assessment policy. Effective from the 2000-2001 performance management cycle the following maximum bonus arrangements will apply: up to a maximum bonus of 2 percent of gross annual base salary for employees achieving a fully proficient rating; up to a maximum bonus of 7 percent of gross annual base salary for employees achieving a superior rating; and up to a maximum bonus of 12 percent of base salary for employees achieving an exceptional rating.

Comparison between 170LK and 170LJ agreements

The WR Act provides for a stream of collective agreement making directly between employers and their employees under section 170LK. When compared with agreements made under section 170LJ (between employer/s and organisations representing employees), a higher proportion of section 170LK agreements contain performance pay provisions. Table 6 indicates that a consistently higher proportion of LK agreements than LJ agreements, have provided for performance pay arrangements since 1997.

Table 6: Employee coverage of federal wage agreements with performance pay clauses by agreement type.

Agreement Type	1997 % of emps	1998 % of emps	1999 % of emps	2000 % of emps	2001 % of emps
s.170LK	10	28	34	38	38
s.170LJ	6	8	17	18	22

Note: This table compares the proportion of agreements certified under either section 170LK or section 170LJ with provision for performance pay that were current at 31 March in each of the designated years.

Source: Workplace Agreements Database, DEWRSB

Case study 5: Linking performance pay to KPIs

Private Sector - Metals manufacturing division, 2000

Certified under section 170LK of the WR Act

A recent agreement in metals manufacturing provided for two wage increases of 3.5 per cent each year over two years. In addition, the agreement provided for two 2 per cent productivity pay increases over the two years dependant on the achievement of group Key Performance Indicators (KPIs). Two further 0.5 per cent increases were provided for if higher rates than the basic KPI rates were achieved. KPI rates were to be set by the company's Consultative Committee for the following KPIs:

- Dip rate [of galvanising];
- Turn around time;
- Medically treated injury frequency rate; and
- Numbers of damaged and lost work.

Agreement making across industries

Table 7 provides data on the proportion of federal certified wage agreements current at 31 March each year that included performance pay clauses by ANZSIC division, and the proportion of employees covered by such agreements. As can be seen by the table, the incidence of performance agreements is quite mixed. Performance pay clauses are more commonly found in agreements in :

- finance and insurance
- mining
- personal and other services
- communication services, and
- government administration and defence.

Industries with a relatively low incidence of agreements with performance pay are health and community services, education, construction and agriculture, forestry and fishing.

Table 7: Percentage of federal wage agreements in each industry with performance pay clauses current at 31 March each year and the percentage of employees covered by such agreements

ANZSIC Division	1997		1998		1999		2000		2001	
	agts	emps	agts	emps	agts	emps	agts	emps	agts	emps
Agriculture, forestry and fishing	25	21	8	20	12	7	9	9	6	6
Mining	22	19	23	32	31	42	32	42	32	42
Manufacturing	10	9	12	12	12	11	13	14	15	17
Electricity, gas and water supply	16	21	12	28	8	22	12	15	18	25
Construction	2	3	3	4	3	6	6	9	3	4
Wholesale trade	14	12	13	26	13	16	15	11	16	14
Retail trade	6	1	6	2	5	3	5	3	6	12
Accommodation, cafes and restaurants	4	4	10	3	6	2	10	3	12	10
Transport and storage	8	23	10	18	11	13	15	23	13	13
Communication services	20	2	22	1	10	2	24	33	23	53
Finance and insurance	23	13	27	20	42	51	49	55	48	88
Property and business services	7	3	5	3	10	8	13	21	13	27
Government administration and defence	9	3	10	10	15	36	18	29	17	33
Education	0	0	4	2	5	10	3	1	4	7
Health and community services	4	2	1	0	2	3	2	3	3	5
Cultural and recreational services	4	2	5	2	5	8	6	9	8	21
Personal and other services	34	20	21	17	7	48	19	52	20	58
ALL SECTORS	8	7	9	9	7	17	11	19	9	21

Source: Workplace Agreements Database, DEWRSB

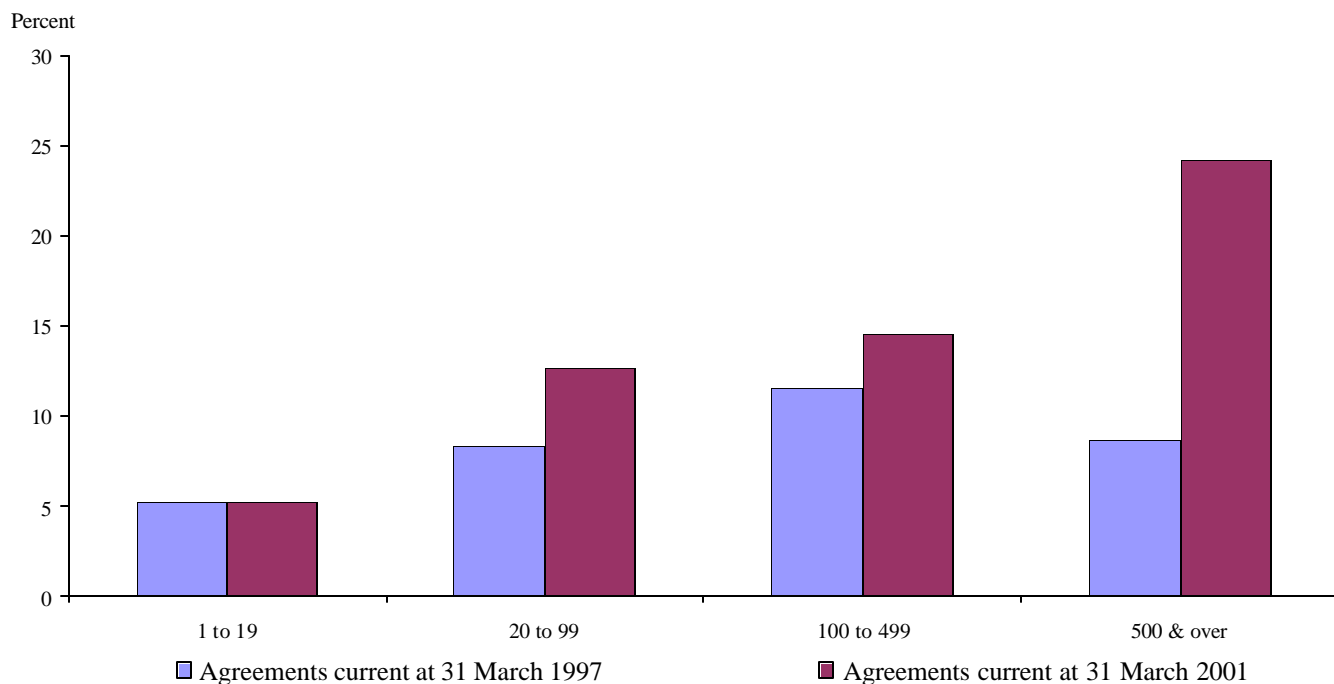
Workplace size

While it has become increasingly apparent that agreement making is spreading to smaller businesses and/or smaller business units within enterprises,³ in the four years to 31 March 2001 growth in the proportion of current agreements with performance pay provisions was strongest amongst larger agreements (see Chart 10). The proportion of current agreements covering 500 or more employees that contained performance pay provisions increased from 9 per cent at 31 March 1997 to 24 per cent four years later. Growth also occurred in the proportion of current agreements covering between 100 and 499 employees. Just under 12 per cent of current wage agreements in this size band had performance pay provision at 31 March 1997, increasing to 14 per cent of agreements four years later.

³ See the special feature "Federal Collective Agreement Making to 2000" in the March quarter *Trends in Federal Enterprise Bargaining*.

At 31 March 1997, 8 per cent of agreements covering between 20 and 99 employees contained performance pay provisions, increasing to 13 per cent by 31 March 2001. While the number of current wage agreements with less than 20 employees increased dramatically between 1997 and 2001, (from 1 720 agreements with less than 20 employees current at 31 March 1997 to 5 820 at 31 March 2001), the proportion of these agreements with performance pay provisions was unchanged over the four years at 5 per cent.

Chart 10: Proportion of federal wage agreements with performance pay clauses across size of agreement



Source: Workplace Agreements Database, DEWRSB

MATERNITY LEAVE PROVISIONS IN 2000

Maternity leave provisions for Australian working women may be derived from several sources. The *Workplace Relations Act 1996* provides 52 weeks unpaid leave after 12 months continuous service. Many federal awards similarly contain provisions allowing women to take 12 months unpaid maternity leave after 12 months continuous service. Women working in the public sector generally also have an entitlement to paid maternity leave from legislation.

Federal agreement making provisions, however, enable employers and employees to move beyond the safety net standard and there is evidence that more women are gaining access to paid maternity leave through agreement making. The recently certified agreement between the Australian Catholic University and its female non-academic staff, that provides 12 months of paid maternity leave, is an example of tailoring conditions to suit the needs of both employer and employee.

This article provides a snapshot of paid maternity leave provisions in federal agreements certified in 2000 focussing on coverage for female employees. Some comparison with agreements certified in 1997 is made. It should be noted that some caution needs to be exercised in interpreting the data as it can be affected year to year by the different industry mix of agreements or by the inclusion in the data of a few large agreements from a particular sector during a particular time period.

Table 8 examines paid maternity leave in agreements and the proportion of females within industry sectors that have access to the provision.¹

Table 8: Female employee coverage of paid maternity leave, by industry and sector in federal agreements certified during 2000¹

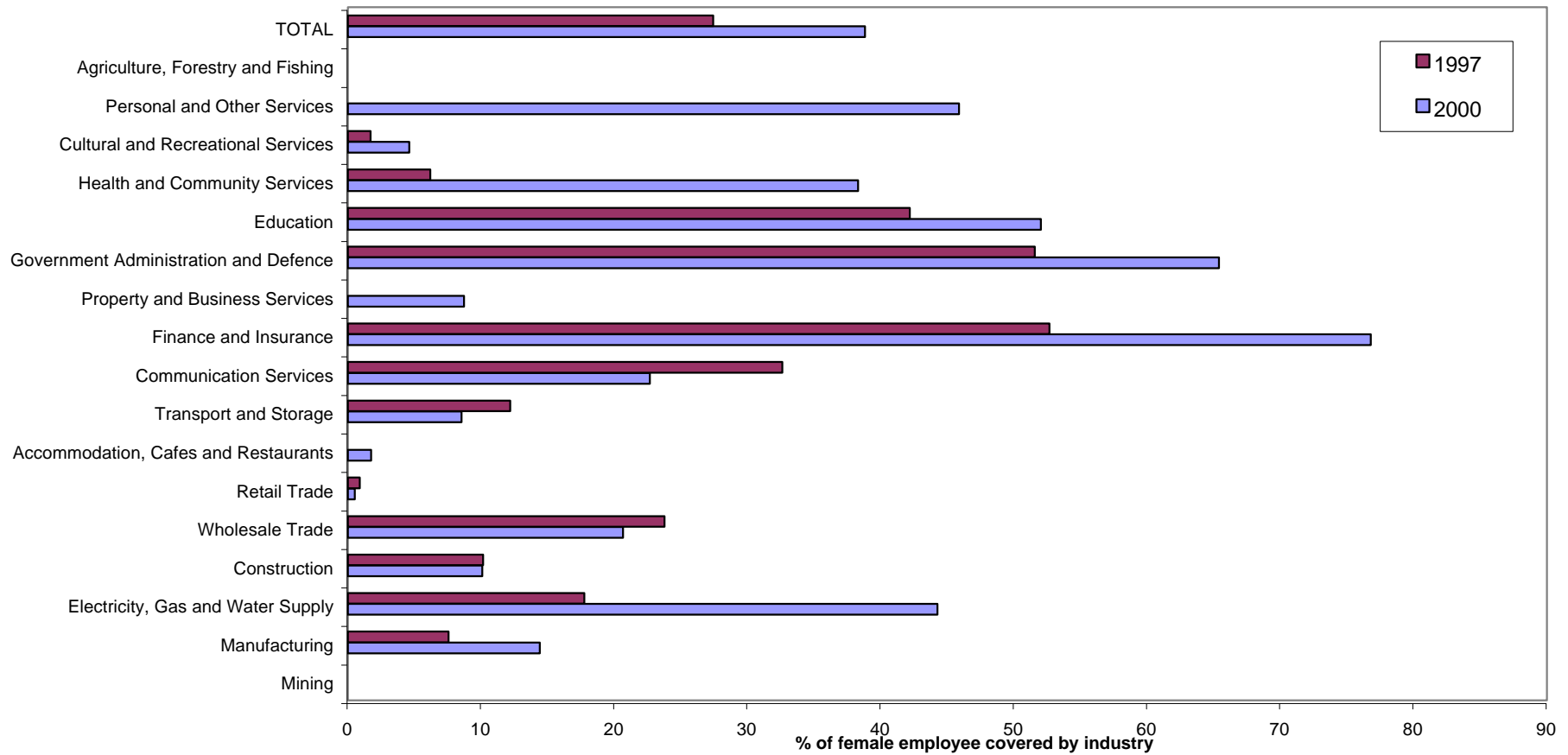
Industry	No. Coverage of Female Employees	% Coverage of Female Employees	Avg wks per year
Agriculture, forestry and fishing	*	*	*
Mining	*	*	*
Manufacturing	3 307	14	5
Electricity, gas and water supply	451	44	8
Construction	46	10	2
Wholesale trade	212	21	4
Retail trade	102	1	7
Accommodation, cafes and restaurants	57	2	6
Transport and storage	467	9	8
Communication services	3 203	23	8
Finance and insurance	9 680	77	7
Property and business services	227	9	8
Government administration and defence	32 621	65	10
Education	16 095	52	10
Health and community services	8 027	38	3
Cultural and recreational services	343	5	9
Personal and other services	189	46	11
	54 174	52	7
Public			
Private	20 853	23	6
TOTAL	75 027	39	7

Source: Workplace Agreements Database, DEWR/SB.

Note: * = no incidence recorded

¹ The dataset of agreements is limited to those agreements where the number of female employees is known. (52% of all agreements certified in 2000)

Chart 11: Proportion of female employees covered by paid maternity leave provisions in federal agreements certified during 1997 and 2000, by industry



Accessing paid maternity leave

For agreements certified in 2000¹, 39 per cent of all female employees were covered by agreements with paid maternity leave. Coverage is higher in the public sector (52 per cent) compared to the private sector agreements (23 per cent). The high public sector coverage reflects the existence of statutory provisions for many public sector employees that are incorporated in agreements².

Duration of paid maternity leave

The duration of paid maternity leave varies across industries and agreements. In the public sector, legislative entitlements generally range from six weeks in some States to 12 weeks in other States and the APS. In the private sector, agreements provide for an average of around six weeks paid maternity leave, ranging from less than one week to 13 weeks.

Industry trends

Paid maternity leave arrangements have been included in agreements across all industries, but particularly female-dominated industries such as health and community services, education and finance and insurance³. Women's access to paid maternity leave through agreements, for the most part, has also increased in 2000 compared to 1997. For instance 77 per cent of women covered by agreements certified in 2000¹ in the finance and insurance industry had access to paid maternity leave of between 6 and 12 weeks. This compares to 53 per cent in 1997. Close to one half of women covered by agreements in the personal and other services industry were covered by provisions granting an average of 11 weeks paid leave, again a significant improvement from 1997.

Chart 11 indicates that several other industries have a significant proportion of women (over one third of those covered by agreements in the industry) who have access to paid maternity leave from agreements.

Industries where women appear to have limited access to paid maternity leave through agreements include retail trade; accommodation, cafes and restaurants; and cultural and recreational services. This could partly be accounted for by the greater incidence of casual staff in these industries.

For enquiries please contact Chris D'Souza (02) 6121 6217 or Jan Rees (02) 6121 7076

² Not all public sector employees have statutory provisions, eg. Local government employees

³ ABS CAT No. 6203.0 Labour Force May 2001

FLEXIBLE WORKING HOURS

Introduction

This article examines a number of flexible working hours conditions in federal agreements certified each quarter or year. The conditions have been categorised into a number of groups; overtime, operational hours, shift work/rostering, hours of work determination provisions and rostered days off. Data indicate a dispersion of incidence of sub-arrangements between industries and can therefore give insight into industries working hour patterns. These data are further disaggregated by size of the workplace as within an industry group the size of an organisation can greatly affect the accessibility to certain flexible hours arrangements.

Chart 12 examines a range of hours of work provisions over 1999 and 2000 that may provide flexibilities for both employee and employer. Tables 9 to 13 examine these provisions for all industries for specific years. The final Table (14) looks at the relationship between the size of an organisation and the range of hours provisions for agreements certified during 1999 and 2000.

Over the past three years the incidence of hours of work provisions in certified agreements has remained reasonably constant. However, provisions dealing with negotiations of hours of work, have risen steadily from six per cent of all agreements in 1998 to 16 per cent in 2000.

Overtime

Flexible overtime provisions can be beneficial to both employers and employees in terms of who performs the overtime and when it is undertaken.

Chart 12 shows the incidence of flexible overtime provisions in agreements have doubled over the past three years from six per cent in 1998 to 12 per cent in 2000. Such provisions are particularly prevalent in small organisations (14 per cent of agreements) compared to larger organisations (three per cent). A number of agreements also contained clauses relating to the circumstances surrounding use of overtime such as proper notice, mutually agreed overtime hours limits, respect for employee's family responsibilities, and recognition of production commitments.

Employers and employees may agree that when overtime work has been undertaken employees will receive and accumulate time off in lieu of payment. This provision is particularly prevalent in the retail industry where 40 per cent of agreements contained this flexibility. Agreements covering larger organisations are also more likely to include provisions for time off in lieu compared to agreements covering smaller organisations.

Agreements may provide the use of an overtime roster or provide for access to overtime or change of access to be negotiated between the employer and effected employees. Such provisions are common in over one third of agreements certified in 1999 and 2000 in the electricity, gas and water supply industry and are found in 19 per cent of construction agreements.

Shiftwork/rostering

The incidence of shiftwork arrangements being included in agreements varies substantially across industries and by organisational size. The accommodation, cafes and restaurants industry is the most likely industry to contain shift work provisions in agreements. Shift arrangements such as split shifts are far more likely to be included in agreements in that industry. There is also evidence that as organisational size increases shiftwork provisions are more likely to be included in agreements.

Determining hours of work

Negotiation of hours

Agreements often contain a clause that allows the employer and employee to negotiate the number of hours that employees will work. Table 12 shows that the finance and insurance industry recorded the greatest incidence of this provision with 40 per cent of agreements containing such a condition. The transport and storage industry recorded the least incidence of hours of work negotiation provisions with eight per cent of agreements.

Work patterns decided by majority of employees

Agreements may contain provisions that allow a majority of employees to decide on aspects of working patterns such as starting, finishing and break times. The electricity, gas and water supply industry are most likely to use this type of provision with almost one third of agreements including this provision. Clearly such a provision would be difficult or impossible to implement in some industries such as education and so is virtually non-existent.

RDO provisions

Rostered days off (RDO) were among the most common provisions in agreements that related to working hours, particularly in small businesses. Banking or accrual of RDOs allows employees to take their designated rostered day and store it for use at a later date. In many cases the days may be accrued and taken in a large block together with other types of leave. With almost two thirds of agreements containing this provision, the construction industry had the greatest incidence of this condition by almost 30 per cent. Similarly agreements in the construction industry were most likely to include provisions allowing for variation of the designated RDOs.

RDO provisions are more likely to occur in agreements covering smaller organisations whereas flexitime systems are more likely to be found in agreements covering large organisations. Flexitime systems are likely to be efficient if there are a large number of employees to cover the absent workers. RDOs are more common in smaller organisations to provide structured leave for the employee at a time that suits both parties.

A new flexibility recently arising in agreements, particularly in the metals industry, is the provision for “productivity leisure days”. Such arrangements are additional to the RDO provisions in agreements. Each employee is entitled to accrue this form of paid leave on a daily basis. These clauses also include provisions to protect from working excessive overtime with an agreed overtime limit to be observed.

Summary

Flexible hours of work provisions differ greatly across industries and organisational size, that is, different flexibilities are being utilised to suit the different organisational needs. Small organisations, generally, are more likely to utilize a smaller range of hours of work flexibilities. They tend to rely on certain key hours of work flexibilities such as flexible overtime and negotiation of hours of work and a majority of employees to decide the hours of work. These provisions, along with the other flexible and innovative clauses mentioned, are setting and managing working hours while providing employees and employers with greater choice in the workplace.

Chart 12 Flexible working hour provisions in federal agreements certified each year 1998-2000

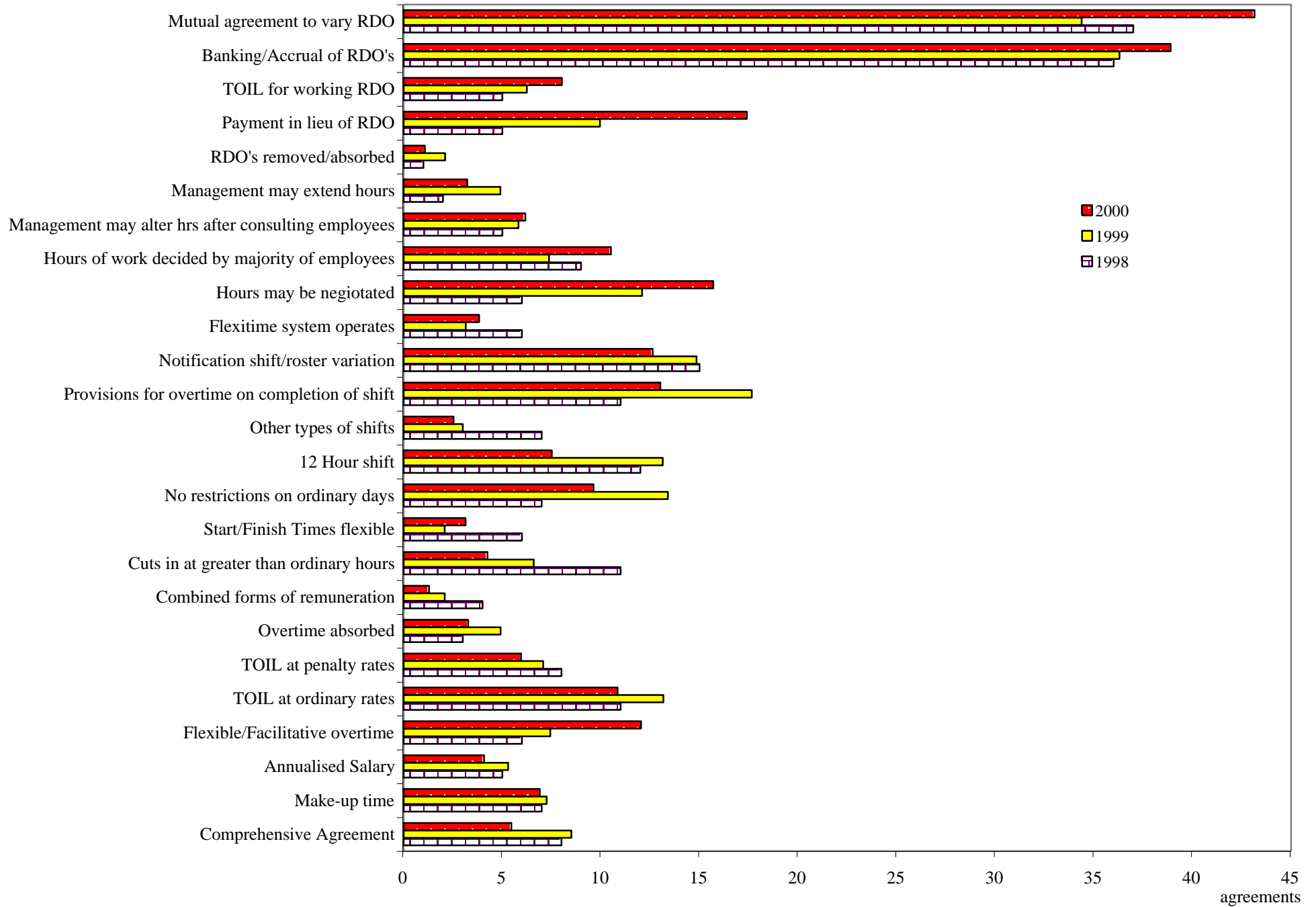


Table 9: 1999-2000 federal agreements certified each year – selected working time provisions

ANZSIC Division	Agreements by industry	Comprehensive agreement	Make-up time	Annualised salary	Flexible/Facilitative overtime
	%	%	%	%	%
Agriculture, forestry and fishing	0	7	9	7	5
Mining	2	9	8	26	7
Manufacturing	24	5	13	6	3
Electricity, gas and water supply	2	3	5	12	35
Construction	41	7	1	0	19
Wholesale trade	1	11	27	5	7
Retail trade	2	27	16	4	2
Accommodation, cafes and restaurants	1	29	19	12	3
Transport and storage	7	5	8	9	3
Communication services	0	10	3	6	0
Finance and insurance	1	13	12	7	2
Property and business services	2	10	8	6	4
Government administration and defence	5	7	5	10	1
Education	2	10	14	6	0
Health and community services	8	5	12	3	0
Cultural and recreational	1	13	7	13	1
Personal and other services	1	10	2	9	5
TOTAL	100	7	7	5	10

Table 10: 1999-2000 federal agreements certified each year – selected working time provisions- overtime

ANZSIC Division	TOIL at Ordinary Rates %	TOIL at Penalty Rates %	Ordinary time rates apply %	Penalty rates apply %	Overtime absorbed %	Combined forms of remuneration %	Cuts in at greater than ordinary hours %
Agriculture, forestry and fishing	38	9	9	38	5	5	7
Mining	13	6	3	58	18	3	8
Manufacturing	16	5	2	38	6	2	5
Electricity, gas and water supply	13	6	5	34	8	3	5
Construction	2	1	0	20	1	1	1
Wholesale trade	28	12	2	56	6	3	13
Retail trade	16	40	5	71	2	4	17
Accommodation, cafes and restaurants	47	19	18	75	19	10	28
Transport and storage	14	5	3	45	9	2	9
Communication services	26	10	0	74	6	0	6
Finance and insurance	46	12	12	71	11	7	29
Property and business services	18	7	5	49	8	2	11
Government administration and defence	38	20	9	50	6	5	17
Education	22	23	3	37	3	2	5
Health and community services	14	16	2	27	1	2	4
Cultural and recreational	26	14	6	79	9	2	16
Personal and other services	27	14	7	56	9	7	14
TOTAL	12	6	2	33	4	2	5

Table 11: 1999-2000 federal agreements certified each year – selected working time provisions – operational hours, shift work and rostering

ANZSIC Division	Start/Finish times flexible	No restrictions on ordinary days	12 Hour shift	Other types of shifts	Provisions for overtime on completion of shift	Notification shift/roster variation
	%	%	%	%	%	%
Agriculture, forestry and fishing	9	23	14	2	9	16
Mining	2	31	36	9	33	33
Manufacturing	2	13	15	2	14	18
Electricity, gas and water supply	2	9	33	4	25	12
Construction	1	5	6	1	13	4
Wholesale trade	4	21	9	2	30	30
Retail trade	3	46	5	15	32	55
Accommodation, cafes and restaurants	1	47	31	32	36	57
Transport and storage	4	18	14	7	18	27
Communication services	6	16	6	0	35	32
Finance and insurance	6	34	13	0	26	37
Property and business services	4	20	15	3	16	19
Government administration and defence	13	9	4	2	9	11
Education	5	10	1	2	8	9
Health and community services	2	10	6	3	13	12
Cultural and recreational	7	41	14	13	39	46
Personal and other services	9	14	10	5	21	22
TOTAL	3	11	10	3	15	14

Table 12: 1999-2000 federal agreements certified each year – selected working time provisions – flexible working hours

ANZSIC Division	Flexitime system operates %	Hours may be negotiated %	Hours of work decided by majority of employees %	Management may alter hours after consulting employees %	Management may extend hours %
Agriculture, forestry and fishing	7	11	9	7	5
Mining	4	13	9	8	9
Manufacturing	2	10	9	9	5
Electricity, gas and water supply	6	15	31	5	3
Construction	1	17	12	2	1
Wholesale trade	1	14	11	13	5
Retail trade	3	16	2	16	8
Accommodation, cafes and restaurants	3	17	3	15	29
Transport and storage	1	8	4	11	9
Communication services	6	16	16	13	6
Finance and insurance	15	40	1	21	13
Property and business services	4	11	7	8	9
Government administration and defence	27	23	4	9	6
Education	9	11	0	6	4
Health and community services	4	10	5	3	2
Cultural and recreational	11	14	4	13	8
Personal and other services	7	12	2	7	7
TOTAL	4	14	9	6	4

Table 13: 1999-2000 federal agreements certified each year – selected working time provisions – RDO provisions

ANZSIC Division	RDO's removed/ absorbed %	Payment in lieu of RDO %	TOIL for working RDO %	Banking/ Accrual of RDO's %	Mutual agreement to vary RDO %
Agriculture, forestry and fishing	4	7	2	18	13
Mining	0	6	9	14	8
Manufacturing	3	9	8	21	17
Electricity, gas and water supply	2	26	12	29	46
Construction	0	20	8	65	74
Wholesale trade	6	14	6	19	19
Retail trade	2	14	4	10	6
Accommodation, cafes and restaurants	2	14	10	9	8
Transport and storage	2	13	4	21	13
Communication services	0	6	6	26	6
Finance and insurance	2	10	1	6	4
Property and business services	4	10	4	14	10
Government administration and defence	1	8	10	26	16
Education	0	1	0	3	3
Health and community services	5	7	5	11	10
Cultural and recreational	1	6	3	9	8
Personal and other services	3	12	8	21	13
TOTAL	2	14	7	38	39

Table 14 Organisation size distribution of flexible hours provisions in federal agreements certified during 1999-2000

organisation size	1-19	20 - 99	100 - 499	500 or more	TOTAL
Number of Agreements	7362	3856	1426	358	13002
Comprehensive agreement	7	7	8	15	7
Flexible/facilitative OT	14	4	4	3	10
TOIL at ordinary rates OT	7	17	21	25	12
TOIL at penalty rates OT	4	8	13	21	6
payment at ordinary rates OT	2	3	3	5	2
payment at penalty rates OT	26	41	45	57	33
Overtime absorbed	3	5	6	8	4
Combined forms of remuneration	1	2	3	4	2
OT cuts in at greater than ordinary hours	3	7	10	14	5
Start/finish flexible	2	3	4	9	3
No restrictions on ordinary days	8	15	18	28	11
12 hour shifts	8	13	13	16	10
Other types of shifts	1	4	5	10	3
Provisions for overtime at completion of shift	13	17	19	26	15
Notification shift/roster variation	8	18	23	34	14
Flexitime system in operation	2	4	8	19	4
Hours may be negotiated	14	13	17	21	14
Hours decided by majority of employees	10	7	9	8	9
Management may alter after consulting emps	4	8	9	14	6
Management may extend hours	3	6	5	9	4
RDO's removed/absorbed	1	2	2	2	2
Payment in lieu of RDO	16	11	12	5	14
TOIL for working RDO	7	7	8	4	7
Banking/accrual of RDO's	48	26	24	11	38
Mutual Agreement to vary RDO	54	21	17	6	39
Rostering	48	16	13	8	34
Annualised salary	3	6	9	11	5
Makeup time	3	10	15	19	7