



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

Trends in Federal Enterprise Bargaining

December Quarter 2005

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

	September Quarter 2005 %	December Quarter 2005 %	Change in AAWI Points
<i>Wage agreements in the quarter</i>			
All sectors	4.0	4.5	0.5
Private sector	4.3	4.2	-0.1
Public sector	3.8	4.7	0.9
<i>All Current Wage Agreements</i>			
All sectors	4.1	4.1	0.0
Private sector	3.9	3.9	0.0
Public sector	4.3	4.4	0.1

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

TABLE 2: FEDERAL WAGE AGREEMENTS - CERTIFIED IN THE QUARTER, DECEMBER QUARTER 2002 - DECEMBER QUARTER 2005 - Page 1 of 1

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
PUBLIC SECTOR	204	106	109	119	94	92	79	144	88	202	92	117	145
AAWI(%)	4.2	4.0	4.6	4.1	3.9	4.8	4.6	4.2	4.6	4.5	4.3	3.8	4.7
Employees ('000)	109.7	17.2	99.3	36.9	51.9	25.0	69.9	133.3	81.8	64.2	58.3	65.6	143.4
PRIVATE SECTOR	1161	1485	2114	2462	2279	1658	1650	1531	929	952	1221	1766	2534
AAWI(%)	3.8	3.4	4.0	4.1	4.1	3.9	3.6	4.0	3.7	4.0	3.8	4.3	4.2
Employees ('000)	109.5	101.0	79.7	103.2	134.9	90.9	109.1	114.0	166.5	96.3	161.9	102.5	118.0
ALL INDUSTRIES	1365	1591	2223	2581	2373	1750	1729	1675	1017	1154	1314	1883	2679
AAWI(%)	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0	4.2	4.0	4.0	4.5
Employees ('000)	219.3	118.3	178.9	140.2	186.8	115.9	179.0	247.3	248.4	160.5	220.2	168.1	261.4
SECTION 170LK	270	226	279	334	315	277	245	349	374	332	358	355	339
AAWI(%)	3.2	3.3	3.4	3.9	3.7	3.5	3.3	3.5	3.7	3.5	3.8	3.3	3.8
Employees ('000)	21.6	9.1	16.4	16.5	20.9	16.5	10.4	18.2	22.2	15.6	16.3	19.8	18.1
SECTION 170LJ	809	1175	1774	1968	1778	1274	1265	1092	541	662	777	1313	2119
AAWI(%)	4.1	3.5	4.4	4.1	4.0	4.1	4.0	4.2	4.0	4.3	4.0	4.1	4.5
Employees ('000)	140.0	101.4	150.8	105.4	155.2	89.5	138.8	200.2	220.6	119.5	194.9	128.9	179.9
SECTION 170LL	124	93	66	73	76	66	87	66	56	88	97	122	146
AAWI(%)	4.0	4.3	3.7	4.3	4.0	4.1	3.8	4.4	3.4	4.1	4.3	4.1	4.7
Employees ('000)	2.6	1.6	1.4	1.2	1.8	2.0	1.5	1.4	1.5	2.1	2.3	3.1	3.2
SECTION 170LN	162	97	104	206	204	133	132	168	46	72	82	93	75
AAWI(%)	4.0	4.4	4.4	4.3	4.3	4.0	4.4	4.0	5.1	4.2	4.0	4.3	4.6
Employees ('000)	55.0	6.2	10.3	17.1	9.0	8.0	28.4	27.5	4.1	23.2	6.8	16.2	60.2

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

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

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

TABLE 3: FEDERAL WAGE AGREEMENTS - CURRENT AGREEMENTS, DECEMBER QUARTER 2002 - DECEMBER QUARTER 2005 - Page 1 of 1

FOR ALL CURRENT AGREEMENTS	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
PUBLIC SECTOR	1033	988	1010	915	938	929	839	836	845	956	1000	956	1021
AAWI(%)	4.0	4.0	4.1	4.1	4.1	4.2	4.3	4.3	4.3	4.3	4.3	4.3	4.4
Employees ('000)	624.8	589.5	652.9	549.0	567.0	469.4	445.2	509.1	553.7	604.5	620.3	624.1	706.6
PRIVATE SECTOR	9380	8793	9319	10517	12155	13061	14075	14506	14694	14930	15549	16223	14980
AAWI(%)	3.7	3.7	3.6	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.9	3.9	3.9
Employees ('000)	969.3	984.5	987.8	951.0	1022.6	1044.3	1040.8	976.1	1031.7	1022.4	1124.3	1121.6	1075.6
ALL INDUSTRIES	10413	9781	10329	11432	13093	13990	14914	15342	15539	15886	16549	17179	16001
AAWI(%)	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0	4.0	4.0	4.1	4.1
Employees ('000)	1594.0	1574.0	1640.7	1500.1	1589.6	1513.7	1486.0	1485.1	1585.4	1626.9	1744.6	1745.7	1782.2
SECTION 170LK	2218	2273	2397	2484	2607	2685	2666	2731	2852	2976	3158	3218	3278
AAWI(%)	3.6	3.6	3.5	3.5	3.5	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.6
Employees ('000)	158.7	160.0	161.8	160.2	163.2	169.4	167.9	164.9	163.8	169.1	175.5	177.1	176.9
SECTION 170LJ	5976	5266	6245	7227	8643	9438	10300	10651	10830	11053	11532	12158	10935
AAWI(%)	3.8	3.8	3.8	3.8	3.8	3.9	3.9	3.9	4.0	4.1	4.1	4.1	4.1
Employees ('000)	1170.4	1164.9	1240.1	1111.2	1195.9	1138.2	1119.0	1127.7	1238.2	1260.7	1392.1	1388.8	1404.1
SECTION 170LL	721	759	772	803	789	782	826	832	754	763	731	713	744
AAWI(%)	3.7	3.8	3.8	3.9	3.9	3.9	3.9	4.0	3.9	3.9	3.9	3.9	4.0
Employees ('000)	14.8	14.2	14.0	14.0	14.1	14.4	15.1	14.1	13.7	14.4	15.0	16.3	17.7
SECTION 170LN	1498	1483	915	918	1054	1085	1122	1128	1103	1094	1128	1090	1044
AAWI(%)	4.1	4.2	4.1	4.1	4.2	4.1	4.2	4.3	4.3	4.3	4.3	4.3	4.4
Employees ('000)	250.1	235.0	224.7	214.7	216.4	191.7	184.0	178.4	169.7	182.6	161.9	163.5	183.5

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: DECEMBER QUARTER 2002 - DECEMBER QUARTER 2005 - Page 1 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	17	11	12	10	11	18	11	8	14	10	19	22	15
AAWI(%)	3.4	5.9	3.4	2.6	3.7	3.3	3.5	1.6	3.0	3.8	3.4	3.8	3.7
Employees ('000)	1.9	0.2	0.2	1.0	0.5	1.6	0.3	0.6	0.8	0.4	0.4	2.0	0.8
Mining	30	33	32	24	25	21	38	32	43	33	38	24	41
AAWI(%)	3.0	2.0	4.5	2.2	2.9	3.0	4.3	4.0	3.6	3.9	3.5	3.5	3.9
Employees ('000)	2.1	1.3	1.4	1.2	2.7	1.1	1.8	4.2	2.9	2.2	1.8	1.4	2.1
Manufacturing	321	207	291	487	568	304	340	315	266	233	276	332	364
AAWI(%)	3.8	3.9	3.9	4.2	4.1	4.0	4.0	4.1	4.0	4.3	4.0	4.2	3.9
Employees ('000)	18.9	12.2	13.1	40.7	39.0	14.4	17.9	24.2	17.9	27.4	15.7	29.3	26.8
Non-metals Manuf	198	109	193	227	271	171	199	196	149	162	185	214	217
AAWI(%)	3.7	3.9	3.7	3.7	3.8	3.8	3.9	4.1	4.1	4.1	4.0	4.0	3.9
Employees ('000)	13.6	6.9	9.8	17.2	19.4	8.6	11.0	14.9	10.8	13.1	11.5	17.2	18.1
Metals Manuf	123	98	98	260	297	133	141	119	117	71	91	118	147
AAWI(%)	4.0	3.8	4.2	4.5	4.4	4.4	4.2	4.2	3.9	4.5	4.0	4.4	4.0
Employees ('000)	5.3	5.4	3.3	23.5	19.6	5.8	6.8	9.4	7.1	14.3	4.2	12.1	8.7
Electricity, Gas and Water Supply	18	8	6	11	14	12	7	18	15	13	14	8	12
AAWI(%)	4.1	3.5	3.8	4.2	4.1	2.9	3.7	3.9	4.4	4.3	4.8	4.5	4.3
Employees ('000)	4.8	2.2	0.3	1.5	1.1	0.7	0.5	4.3	2.8	1.0	1.6	0.5	3.7
Construction	435	879	1448	1413	1232	889	947	757	197	244	464	869	1579
AAWI(%)	4.5	4.0	4.1	4.4	4.5	4.8	4.5	4.5	4.6	4.5	4.9	4.9	5.0
Employees ('000)	6.2	12.1	15.7	15.4	14.9	13.8	11.8	9.5	2.9	4.6	8.9	14.6	19.8
Wholesale Trade	7	5	7	3	11	12	24	7	15	12	11	12	9
AAWI(%)	4.2	3.8	3.5	4.0	3.6	4.2	3.9	2.8	5.0	3.3	3.7	3.5	4.1
Employees ('000)	0.4	0.5	0.6	0.2	1.1	0.5	1.3	0.3	0.7	0.5	0.4	0.9	0.6
Retail Trade	43	37	32	29	46	50	34	115	71	104	87	93	94
AAWI(%)	3.3	3.0	4.6	3.2	3.5	3.3	3.3	3.8	3.6	4.1	3.5	4.7	3.8
Employees ('000)	11.8	44.4	11.3	5.5	12.8	28.6	53.3	56.1	78.2	20.4	90.5	14.5	22.3
Accommodation, Cafes and Restaurants	18	18	22	21	21	15	15	20	26	21	21	23	22
AAWI(%)	3.1	3.2	3.3	3.3	2.8	2.8	2.4	3.0	5.7	3.2	2.9	3.0	3.6
Employees ('000)	1.3	2.9	2.5	2.4	1.7	0.6	1.0	1.3	1.1	1.0	0.9	1.6	1.8
ALL INDUSTRIES	1365	1591	2223	2581	2373	1750	1729	1675	1017	1154	1314	1883	2679
AAWI(%)	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0	4.2	4.0	4.0	4.5
Employees ('000)	219.3	118.3	178.9	140.2	186.8	115.9	179.0	247.3	248.4	160.5	220.2	168.1	261.4

- Notes:
1. AAWI = Average Annualised Wage Increase per employee
 2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
 3. * No quantifiable agreements were certified in this quarter so that no AAWI is calculable
 4. The manufacturing category has been disaggregated into metals and non-metals industries. 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: DECEMBER QUARTER 2002 - DECEMBER QUARTER 2005 - Page 2 of 2

FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
ANZSIC DIVISION													
Transport and Storage	123	129	97	141	128	120	89	107	90	109	106	154	157
AAWI(%)	3.3	3.7	3.5	4.3	3.9	4.8	3.4	3.8	3.5	3.3	4.2	3.9	3.7
Employees ('000)	25.3	8.5	14.6	9.5	12.0	7.7	5.7	8.1	12.8	16.2	8.5	24.8	18.7
Communication Services	9	3	5	4	4	2	3	6	5	7	2	7	3
AAWI(%)	3.9	2.7	4.8	4.1	2.1	3.3	3.5	5.0	4.2	3.6	*	2.5	3.7
Employees ('000)	22.3	0.2	15.1	0.7	9.2	0.2	0.2	0.9	34.2	0.4	0.1	19.7	0.4
Finance and Insurance	18	5	7	14	13	10	10	7	9	10	10	12	11
AAWI(%)	4.2	4.0	4.4	3.7	4.3	3.5	3.9	4.0	3.5	4.0	4.3	4.4	5.2
Employees ('000)	32.4	6.5	2.0	4.4	18.9	7.6	3.8	1.7	4.7	7.5	3.6	5.0	4.1
Property and Business Services	36	34	25	34	58	44	26	42	40	42	53	47	50
AAWI(%)	4.3	2.9	3.4	3.1	4.6	3.6	3.7	3.4	3.6	3.4	3.9	3.2	4.4
Employees ('000)	10.5	2.7	1.8	2.5	12.3	1.8	2.8	2.4	4.3	1.7	2.6	4.8	9.5
Government Administration and Defence	103	51	72	78	63	63	38	85	57	84	57	81	82
AAWI(%)	4.4	3.9	5.3	4.2	4.0	4.3	4.2	4.3	4.3	4.0	4.0	4.3	4.0
Employees ('000)	57.4	5.9	49.2	19.7	35.4	10.0	32.6	46.3	20.7	21.2	5.8	15.4	24.3
Education	23	18	16	26	12	16	13	30	44	39	32	41	49
AAWI(%)	3.7	4.1	4.6	4.3	3.9	6.0	6.0	4.3	4.4	5.8	4.6	5.5	5.1
Employees ('000)	2.8	1.3	4.0	6.8	1.5	6.8	33.8	67.2	38.5	21.3	40.8	10.4	82.8
Health and Community Services	122	100	102	234	133	122	82	80	92	154	77	98	144
AAWI(%)	3.6	4.3	3.7	4.2	3.9	4.2	4.5	4.2	4.6	3.8	4.2	3.9	3.9
Employees ('000)	11.0	7.6	40.6	25.1	20.3	15.2	5.2	15.5	21.3	30.3	32.9	15.1	37.7
Cultural and Recreational Services	16	25	16	14	11	20	17	28	13	20	12	24	21
AAWI(%)	4.0	4.0	3.9	3.6	4.1	3.5	3.5	3.0	5.0	3.5	3.5	3.7	3.6
Employees ('000)	6.6	8.9	4.8	1.2	1.4	2.9	4.0	2.4	3.6	3.3	3.4	6.5	3.1
Personal and Other Services	26	28	33	38	23	32	35	18	20	19	34	36	26
AAWI(%)	4.9	3.5	4.3	4.3	3.8	3.0	4.7	3.6	4.0	3.9	3.6	3.7	4.3
Employees ('000)	3.4	0.9	1.8	2.5	2.1	2.4	3.1	2.3	1.1	1.2	2.3	1.7	3.1
ALL INDUSTRIES	1365	1591	2223	2581	2373	1750	1729	1675	1017	1154	1314	1883	2679
AAWI(%)	4.0	3.5	4.4	4.1	4.0	4.1	4.0	4.1	4.0	4.2	4.0	4.0	4.5
Employees ('000)	219.3	118.3	178.9	140.2	186.8	115.9	179.0	247.3	248.4	160.5	220.2	168.1	261.4

- Notes:
1. AAWI = Average Annualised Wage Increase per employee
 2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
 3. * No quantifiable agreements were certified in this quarter so that no AAWI is calculable
 4. The manufacturing category has been disaggregated into metals and non-metals industries. 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: 31 DECEMBER 2002 - 31 DECEMBER 2005 - Page 1 of 2

FOR ALL CURRENT AGREEMENTS	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
ANZSIC DIVISION													
Agriculture, Forestry and Fishing	89	94	104	103	103	113	118	115	111	108	115	127	121
AAWI(%)	3.4	3.4	3.4	3.3	3.1	3.3	3.3	3.1	3.1	3.2	3.1	3.2	3.3
Employees ('000)	8.6	8.5	6.6	7.2	5.7	6.7	6.8	6.6	6.8	6.6	5.6	7.1	6.1
Mining	240	237	251	248	253	248	263	266	284	292	314	287	305
AAWI(%)	3.4	3.2	3.2	3.2	3.2	3.2	3.3	3.5	3.5	3.6	3.6	3.6	3.6
Employees ('000)	18.2	17.1	17.2	17.0	18.7	18.6	19.0	18.7	20.2	21.2	22.0	20.3	21.0
Manufacturing	2938	2826	2412	2344	2679	2748	2893	2783	2829	2815	2898	2880	2945
AAWI(%)	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	209.3	208.4	185.7	178.0	200.5	200.0	199.6	189.0	186.8	195.0	197.7	203.2	217.5
Non-metals Manuf	1607	1483	1491	1400	1536	1561	1625	1576	1570	1558	1626	1613	1622
AAWI(%)	3.9	3.9	3.9	3.8	3.8	3.9	3.8	3.8	3.9	3.9	3.9	3.9	3.9
Employees ('000)	116.7	113.7	111.8	101.4	109.2	108.0	109.8	103.0	103.3	104.5	109.9	110.9	120.7
Metals Manuf	1331	1343	921	944	1143	1187	1268	1207	1259	1257	1272	1267	1323
AAWI(%)	4.5	4.5	4.3	4.4	4.4	4.4	4.4	4.4	4.3	4.4	4.3	4.4	4.3
Employees ('000)	92.6	94.7	73.9	76.6	91.2	92.0	89.8	86.1	83.5	90.5	87.8	92.3	96.8
Electricity, Gas and Water Supply	113	109	106	98	102	99	101	87	94	99	106	103	104
AAWI(%)	4.2	4.2	4.2	4.2	4.2	4.2	4.3	4.0	4.1	4.1	4.2	4.2	4.2
Employees ('000)	19.0	21.0	20.7	17.4	17.4	15.5	13.9	13.8	15.2	16.0	16.6	15.1	15.9
Construction	3177	2686	3658	4830	5908	6623	7464	8057	8052	8165	8452	9089	7851
AAWI(%)	4.5	4.2	4.1	4.1	4.2	4.3	4.3	4.3	4.4	4.4	4.4	4.5	4.5
Employees ('000)	44.4	42.9	50.5	60.5	72.9	84.0	94.1	98.9	99.2	101.4	108.2	119.3	101.1
Wholesale Trade	69	64	60	50	55	62	85	81	86	91	98	102	104
AAWI(%)	3.9	3.8	3.8	3.8	3.7	3.9	3.9	3.7	4.1	4.1	4.0	3.9	4.0
Employees ('000)	5.8	5.9	5.7	5.1	4.4	4.5	5.4	5.1	5.2	5.2	5.3	5.7	5.6
Retail Trade	415	426	439	414	433	462	375	434	458	544	608	641	701
AAWI(%)	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.1	3.3	3.4	3.4	3.5	3.5
Employees ('000)	309.7	334.2	337.7	298.9	303.7	327.8	333.2	337.5	366.6	329.8	400.5	386.7	384.7
Accommodation, Cafes and Restaurants	137	140	141	147	157	162	173	183	196	208	218	217	216
AAWI(%)	2.7	2.7	2.8	2.8	2.8	2.8	2.8	3.0	3.2	3.2	3.2	3.2	3.1
Employees ('000)	21.0	22.9	23.0	24.7	25.3	25.0	25.7	16.8	16.3	16.8	15.6	14.1	14.5
ALL INDUSTRIES	10413	9781	10329	11432	13093	13990	14914	15342	15539	15886	16549	17179	16001
AAWI(%)	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0	4.0	4.0	4.1	4.1
Employees ('000)	1594.0	1574.0	1640.7	1500.1	1589.6	1513.7	1486.0	1485.1	1585.4	1626.9	1744.6	1745.7	1782.2

- Notes:
1. AAWI = Average Annualised Wage Increase per employee
 2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
 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: 31 DECEMBER 2002 - 31 DECEMBER 2005 - Page 2 of 2

FOR ALL CURRENT AGREEMENTS	Dec-02	Mar-03	Jun-03	Sep-03	Dec-03	Mar-04	Jun-04	Sep-04	Dec-04	Mar-05	Jun-05	Sep-05	Dec-05
ANZSIC DIVISION													
Transport and Storage	948	941	882	834	892	926	952	899	904	900	946	939	1025
AAWI(%)	3.5	3.6	3.6	3.6	3.7	3.8	3.6	3.8	3.8	3.7	3.7	3.7	3.7
Employees ('000)	97.4	92.7	96.2	91.7	100.6	102.2	86.9	74.3	77.6	83.6	89.7	91.7	105.3
Communication Services	42	40	40	39	41	38	39	37	38	42	38	37	38
AAWI(%)	3.8	3.8	4.0	4.0	4.0	4.2	4.2	4.2	4.2	4.2	4.1	3.6	3.6
Employees ('000)	67.7	67.7	81.1	80.9	83.5	45.3	45.3	45.4	79.0	79.3	67.2	65.0	65.2
Finance and Insurance	110	102	105	104	104	104	106	80	78	80	86	88	87
AAWI(%)	4.1	4.1	4.1	4.2	4.2	4.2	4.2	4.1	4.2	4.1	4.1	4.1	4.2
Employees ('000)	111.9	109.4	109.7	105.2	114.9	119.5	100.7	79.4	73.3	79.7	80.2	83.2	44.6
Property and Business Services	273	265	256	249	285	305	308	310	319	345	382	402	400
AAWI(%)	3.8	3.8	3.8	3.8	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.0	3.7
Employees ('000)	41.6	40.4	39.9	32.8	43.3	41.4	42.6	40.1	42.3	43.3	41.1	44.4	35.5
Government Administration and Defence	551	548	597	551	575	579	556	535	544	578	597	567	608
AAWI(%)	4.2	4.3	4.5	4.4	4.5	4.5	4.4	4.3	4.3	4.2	4.2	4.3	4.1
Employees ('000)	196.7	195.4	237.5	223.9	229.5	207.7	224.8	220.9	229.0	242.7	243.1	234.7	224.7
Education	292	222	217	180	164	140	144	156	188	180	204	229	262
AAWI(%)	3.9	3.9	3.9	3.7	3.6	4.2	4.5	4.4	4.5	4.7	4.7	4.8	4.9
Employees ('000)	267.6	225.4	209.1	120.8	118.5	61.3	94.3	159.4	186.0	201.2	216.5	224.8	299.0
Health and Community Services	707	751	704	878	972	997	930	919	962	1054	1089	1087	831
AAWI(%)	4.0	4.0	3.9	3.9	3.9	3.9	4.0	4.1	4.2	4.1	4.1	4.1	4.0
Employees ('000)	112.9	116.7	150.4	165.8	180.7	182.9	122.9	114.0	126.4	149.9	179.6	178.0	185.3
Cultural and Recreational Services	138	147	153	143	142	143	145	149	144	150	151	149	162
AAWI(%)	3.5	3.7	3.7	3.7	3.8	3.6	3.5	3.5	3.8	3.8	3.8	3.8	3.7
Employees ('000)	36.8	40.1	43.5	42.9	41.3	41.1	39.2	33.0	33.8	34.2	33.1	35.2	37.1
Personal and Other Services	174	183	204	220	228	241	262	251	252	235	247	235	241
AAWI(%)	4.5	4.5	4.5	4.5	4.4	4.3	4.4	4.3	4.1	4.1	4.0	3.8	3.9
Employees ('000)	25.6	25.4	26.4	27.1	28.7	30.4	31.7	32.0	21.6	21.0	22.6	17.4	18.9
ALL INDUSTRIES	10413	9781	10329	11432	13093	13990	14914	15342	15539	15886	16549	17179	16001
AAWI(%)	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	4.0	4.0	4.0	4.1	4.1
Employees ('000)	1594.0	1574.0	1640.7	1500.1	1589.6	1513.7	1486.0	1485.1	1585.4	1626.9	1744.6	1745.7	1782.2

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