



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

TRENDS IN FEDERAL ENTERPRISE BARGAINING
DECEMBER QUARTER 2003

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

| | September quarter 2003 % | December quarter 2003 % | Change in AAWI Points |
|---------------------------------------|---|--|--------------------------------------|
| Wage agreements in the quarter | | | |
| All sectors | 4.1 | 4.0 | -0.1 |
| Private sector | 4.2 | 4.1 | -0.1 |
| Public sector | 4.1 | 3.9 | -0.2 |
| All current wage agreements | | | |
| All sectors | 3.8 | 3.9 | 0.1 |
| Private sector | 3.7 | 3.7 | 0.0 |
| Public sector | 4.1 | 4.1 | 0.0 |

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

TABLE 2: FEDERAL WAGE AGREEMENTS - CERTIFIED IN THE QUARTER, DECEMBER QUARTER 2000 - DECEMBER QUARTER 2003

| FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PUBLIC SECTOR | 194 | 147 | 95 | 98 | 115 | 108 | 87 | 117 | 204 | 102 | 108 | 116 | 94 |
| AAWI (%) | 3.8 | 3.8 | 4.1 | 4.0 | 3.7 | 3.9 | 4.2 | 4.2 | 4.2 | 3.9 | 4.6 | 4.1 | 3.9 |
| Employees ('000) | 137.6 | 108.5 | 63.8 | 45.7 | 81.9 | 51.3 | 71.4 | 56.2 | 109.8 | 17.1 | 99.0 | 35.9 | 51.9 |
| PRIVATE SECTOR | 2160 | 1566 | 1319 | 1702 | 1518 | 1679 | 1199 | 1314 | 1161 | 1486 | 2114 | 2465 | 2263 |
| AAWI (%) | 4.2 | 3.6 | 3.9 | 3.8 | 3.9 | 3.5 | 3.2 | 3.9 | 3.8 | 3.4 | 4.0 | 4.2 | 4.1 |
| Employees ('000) | 143.6 | 92.4 | 130.5 | 120.0 | 109.9 | 158.0 | 137.5 | 121.1 | 109.3 | 100.9 | 79.9 | 104.7 | 134.2 |
| ALL INDUSTRIES | 2354 | 1713 | 1414 | 1800 | 1633 | 1787 | 1286 | 1431 | 1365 | 1588 | 2222 | 2581 | 2357 |
| AAWI (%) | 4.0 | 3.7 | 4.0 | 3.8 | 3.8 | 3.6 | 3.6 | 4.0 | 4.0 | 3.5 | 4.4 | 4.1 | 4.0 |
| Employees ('000) | 281.2 | 200.9 | 194.3 | 165.7 | 191.8 | 209.3 | 208.9 | 177.3 | 219.1 | 118.0 | 178.9 | 140.6 | 186.1 |
| SECTION 170LK | 224 | 185 | 214 | 308 | 312 | 218 | 209 | 314 | 270 | 226 | 278 | 334 | 312 |
| AAWI (%) | 3.5 | 3.2 | 4.0 | 3.3 | 3.9 | 3.3 | 3.5 | 3.6 | 3.2 | 3.3 | 3.3 | 3.9 | 3.7 |
| Employees ('000) | 21.3 | 8.9 | 18.7 | 14.3 | 26.5 | 13.9 | 15.6 | 18.4 | 21.6 | 9.2 | 16.4 | 16.5 | 20.8 |
| SECTION 170LJ | 1668 | 1260 | 935 | 1088 | 985 | 1242 | 814 | 844 | 810 | 1174 | 1773 | 1970 | 1768 |
| AAWI (%) | 4.1 | 3.7 | 3.9 | 3.9 | 3.7 | 3.6 | 3.4 | 4.0 | 4.1 | 3.5 | 4.4 | 4.1 | 4.0 |
| Employees ('000) | 199.2 | 174.3 | 155.9 | 114.8 | 136.1 | 182.1 | 157.4 | 122.3 | 139.8 | 101.1 | 150.8 | 105.7 | 154.7 |
| SECTION 170LL | 50 | 37 | 65 | 86 | 125 | 99 | 126 | 99 | 123 | 92 | 66 | 71 | 75 |
| AAWI (%) | 3.5 | 3.1 | 3.8 | 3.1 | 3.6 | 3.8 | 4.2 | 4.1 | 4.0 | 4.2 | 3.6 | 4.1 | 4.1 |
| Employees ('000) | 1.2 | 1.2 | 2.2 | 3.3 | 2.4 | 2.6 | 1.7 | 1.4 | 2.6 | 1.6 | 1.4 | 1.4 | 1.8 |
| SECTION 170LN | 412 | 231 | 200 | 318 | 211 | 228 | 137 | 174 | 162 | 96 | 105 | 206 | 202 |
| AAWI (%) | 3.6 | 3.9 | 4.1 | 4.1 | 4.2 | 4.2 | 4.3 | 4.3 | 4.0 | 4.4 | 4.3 | 4.3 | 4.3 |
| Employees ('000) | 59.5 | 16.6 | 17.5 | 33.4 | 26.7 | 10.6 | 34.1 | 35.2 | 55.0 | 6.2 | 10.3 | 17.1 | 8.7 |

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 2000 - DECEMBER QUARTER 2003

| FOR ALL CURRENT AGREEMENT | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
|----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PUBLIC SECTOR | 1235 | 1261 | 1217 | 1145 | 1130 | 1108 | 1055 | 909 | 1027 | 979 | 1001 | 905 | 931 |
| AAWI (%) | 3.6 | 3.7 | 3.7 | 3.7 | 3.7 | 3.7 | 3.9 | 4.0 | 4.0 | 4.0 | 4.1 | 4.1 | 4.1 |
| Employees ('000) | 498.3 | 569.8 | 599.8 | 537.8 | 594.5 | 599.4 | 594.1 | 569.3 | 624.3 | 589.0 | 652.1 | 547.5 | 565.8 |
| PRIVATE SECTOR | 8620 | 9537 | 10243 | 10713 | 11655 | 12595 | 13296 | 13615 | 9387 | 8801 | 9326 | 10523 | 12128 |
| AAWI (%) | 3.6 | 3.6 | 3.7 | 3.7 | 3.8 | 3.8 | 3.7 | 3.7 | 3.7 | 3.6 | 3.6 | 3.7 | 3.7 |
| Employees ('000) | 854.6 | 830.7 | 879.5 | 823.5 | 856.3 | 895.5 | 954.4 | 970.5 | 969.4 | 984.4 | 987.9 | 952.4 | 1022.8 |
| ALL INDUSTRIES | 9855 | 10798 | 11460 | 11858 | 12785 | 13703 | 14351 | 14524 | 10414 | 9780 | 10327 | 11428 | 13059 |
| AAWI (%) | 3.6 | 3.6 | 3.7 | 3.7 | 3.7 | 3.7 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.9 |
| Employees ('000) | 1352.9 | 1400.5 | 1479.3 | 1361.2 | 1450.8 | 1494.9 | 1548.5 | 1539.8 | 1593.7 | 1573.4 | 1640.0 | 1500.0 | 1588.6 |
| SECTION 170LK | 1638 | 1696 | 1711 | 1827 | 1963 | 1982 | 2047 | 2122 | 2218 | 2273 | 2396 | 2482 | 2604 |
| AAWI (%) | 3.3 | 3.3 | 3.5 | 3.5 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.5 | 3.5 | 3.5 |
| Employees ('000) | 125.0 | 123.0 | 121.5 | 124.6 | 144.3 | 148.4 | 155.5 | 152.5 | 158.9 | 160.2 | 162.0 | 160.4 | 163.4 |
| SECTION 170LJ | 6167 | 6972 | 7556 | 7866 | 8438 | 9237 | 9724 | 9815 | 5978 | 5268 | 6246 | 7230 | 8636 |
| AAWI (%) | 3.7 | 3.7 | 3.7 | 3.7 | 3.8 | 3.7 | 3.7 | 3.8 | 3.8 | 3.7 | 3.8 | 3.8 | 3.8 |
| Employees ('000) | 929.7 | 1013.8 | 1099.2 | 982.0 | 1031.8 | 1127.7 | 1177.6 | 1167.9 | 1169.9 | 1164.1 | 1239.3 | 1110.8 | 1195.1 |
| SECTION 170LL | 605 | 607 | 623 | 524 | 618 | 599 | 650 | 632 | 721 | 758 | 771 | 799 | 784 |
| AAWI (%) | 3.2 | 3.2 | 3.3 | 3.0 | 3.1 | 3.2 | 3.5 | 3.7 | 3.7 | 3.9 | 3.8 | 3.9 | 3.9 |
| Employees ('000) | 20.5 | 20.2 | 17.6 | 17.1 | 18.9 | 18.4 | 16.9 | 13.2 | 14.8 | 14.2 | 14.0 | 14.1 | 14.2 |
| SECTION 170LN | 1434 | 1512 | 1559 | 1632 | 1762 | 1883 | 1928 | 1954 | 1497 | 1481 | 914 | 917 | 1035 |
| AAWI (%) | 3.6 | 3.6 | 3.7 | 3.7 | 3.8 | 3.9 | 4.1 | 4.2 | 4.1 | 4.1 | 4.1 | 4.1 | 4.1 |
| Employees ('000) | 227.6 | 193.6 | 191.1 | 187.6 | 206.1 | 200.3 | 198.5 | 206.2 | 250.1 | 234.9 | 224.6 | 214.6 | 215.9 |

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

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

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

TABLE 4: FEDERAL WAGE AGREEMENTS - CERTIFIED, BY ANZSIC DIVISION, DECEMBER QUARTER 2000 - DECEMBER QUARTER 2003 - (Part One)

| FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| ANZSIC DIVISION | | | | | | | | | | | | | |
| Agriculture, forestry and fishing | 16 | 7 | 6 | 8 | 22 | 13 | 7 | 11 | 19 | 11 | 14 | 10 | 11 |
| AAWI (%) | 4.1 | 3.3 | 2.0 | 4.4 | 3.3 | 2.4 | 3.4 | 2.8 | 3.4 | 5.9 | 2.8 | 2.6 | 3.7 |
| Employees ('000) | 0.7 | 0.4 | 0.1 | 0.6 | 2.3 | 0.8 | 0.1 | 0.2 | 2.2 | 0.2 | 0.4 | 1.0 | 0.5 |
| Mining | 42 | 21 | 26 | 34 | 36 | 16 | 36 | 30 | 29 | 33 | 32 | 26 | 24 |
| AAWI (%) | 3.4 | 2.4 | 4.3 | 3.5 | 3.2 | 4.8 | 2.1 | 3.6 | 3.0 | 2.0 | 4.5 | 2.3 | 2.9 |
| Employees ('000) | 2.0 | 1.1 | 2.3 | 4.4 | 2.9 | 0.8 | 2.4 | 2.5 | 2.1 | 1.3 | 1.4 | 1.3 | 2.7 |
| Manufacturing | 503 | 410 | 309 | 401 | 454 | 351 | 293 | 346 | 326 | 208 | 306 | 522 | 582 |
| AAWI (%) | 4.4 | 4.1 | 3.9 | 4.2 | 4.2 | 4.2 | 4.0 | 3.8 | 3.8 | 3.9 | 3.9 | 4.2 | 4.1 |
| Employees ('000) | 44.6 | 28.3 | 18.5 | 29.1 | 43.4 | 25.1 | 16.9 | 21.2 | 20.1 | 12.2 | 13.1 | 41.2 | 38.8 |
| <i>Non-metals manufacturing</i> | 259 | 207 | 174 | 235 | 259 | 177 | 178 | 187 | 200 | 107 | 206 | 263 | 283 |
| AAWI (%) | 3.8 | 3.9 | 3.8 | 4.1 | 3.8 | 3.9 | 4.1 | 3.7 | 3.7 | 3.9 | 3.8 | 3.8 | 3.8 |
| Employees ('000) | 20.0 | 18.2 | 12.9 | 18.8 | 22.7 | 13.7 | 9.6 | 12.3 | 14.4 | 6.8 | 9.7 | 17.8 | 19.4 |
| <i>Metals manufacturing</i> | 244 | 203 | 135 | 166 | 195 | 174 | 115 | 159 | 126 | 101 | 100 | 259 | 299 |
| AAWI (%) | 4.8 | 4.4 | 4.1 | 4.3 | 4.7 | 4.5 | 3.9 | 3.9 | 4.0 | 3.8 | 4.1 | 4.5 | 4.4 |
| Employees ('000) | 24.5 | 10.1 | 5.6 | 10.3 | 20.8 | 11.4 | 7.3 | 9.0 | 5.7 | 5.4 | 3.4 | 23.4 | 19.5 |
| Electricity, gas and water supply | 21 | 11 | 17 | 13 | 14 | 11 | 11 | 11 | 18 | 7 | 5 | 12 | 13 |
| AAWI (%) | 3.8 | 3.9 | 4.2 | 4.7 | 4.6 | 3.5 | 3.9 | 4.8 | 4.1 | 3.5 | 4.0 | 4.2 | 4.1 |
| Employees ('000) | 1.2 | 2.5 | 1.4 | 1.3 | 2.2 | 1.1 | 2.3 | 3.9 | 4.8 | 2.2 | 0.3 | 1.5 | 1.1 |
| Construction | 1260 | 849 | 610 | 751 | 603 | 1002 | 572 | 580 | 433 | 877 | 1431 | 1375 | 1209 |
| AAWI (%) | 4.9 | 4.8 | 4.8 | 4.7 | 4.2 | 4.6 | 4.5 | 4.6 | 4.6 | 4.0 | 4.1 | 4.3 | 4.5 |
| Employees ('000) | 16.6 | 10.1 | 5.9 | 7.2 | 5.7 | 8.7 | 5.2 | 5.1 | 6.1 | 11.8 | 15.5 | 15.2 | 14.7 |
| Wholesale trade | 13 | 8 | 5 | 12 | 9 | 4 | 9 | 11 | 7 | 5 | 6 | 2 | 9 |
| AAWI (%) | 3.9 | 4.1 | 4.3 | 3.8 | 3.2 | 4.3 | 3.3 | 3.8 | 4.3 | 3.8 | 3.5 | 0.0 | 3.3 |
| Employees ('000) | 2.4 | 0.3 | 0.1 | 1.3 | 0.5 | 0.7 | 0.3 | 0.7 | 0.3 | 0.5 | 0.5 | 0.1 | 1.0 |
| Retail trade | 31 | 32 | 32 | 105 | 65 | 28 | 38 | 47 | 40 | 38 | 33 | 31 | 46 |
| AAWI (%) | 3.6 | 2.4 | 3.2 | 3.4 | 3.4 | 3.2 | 2.9 | 3.2 | 3.3 | 3.0 | 4.5 | 3.2 | 3.5 |
| Employees ('000) | 34.9 | 28.9 | 31.9 | 28.1 | 22.4 | 77.8 | 77.4 | 20.3 | 10.9 | 44.5 | 11.3 | 5.6 | 12.8 |
| ALL INDUSTRIES | 2354 | 1713 | 1414 | 1800 | 1633 | 1787 | 1286 | 1431 | 1365 | 1588 | 2222 | 2581 | 2357 |
| AAWI (%) | 4.0 | 3.7 | 4.0 | 3.8 | 3.8 | 3.6 | 3.6 | 4.0 | 4.0 | 3.5 | 4.4 | 4.1 | 4.0 |
| Employees ('000) | 281.2 | 200.9 | 194.3 | 165.7 | 191.8 | 209.3 | 208.9 | 177.3 | 219.1 | 118.0 | 178.9 | 140.6 | 186.1 |

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 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: FEDERAL WAGE AGREEMENTS - CERTIFIED, BY ANZSIC DIVISION, DECEMBER QUARTER 2000 - DECEMBER QUARTER 2003 - (Final Part)

| FOR AGREEMENTS CERTIFIED IN THE NOMINATED QUARTER | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| ANZSIC DIVISION | | | | | | | | | | | | | |
| Accommodation, cafes and restaurants | 13 | 12 | 15 | 27 | 12 | 16 | 4 | 21 | 17 | 18 | 22 | 21 | 21 |
| AAWI (%) | 2.7 | 4.1 | 1.1 | 2.7 | 2.3 | 2.6 | 2.4 | 3.0 | 2.5 | 3.2 | 3.3 | 3.3 | 2.8 |
| Employees ('000) | 1.3 | 1.1 | 1.3 | 12.3 | 0.7 | 1.4 | 0.1 | 2.0 | 1.1 | 2.9 | 2.5 | 2.4 | 1.7 |
| Transport and storage | 160 | 134 | 102 | 133 | 123 | 90 | 78 | 102 | 126 | 130 | 96 | 140 | 129 |
| AAWI (%) | 3.3 | 3.5 | 3.3 | 3.8 | 3.8 | 3.5 | 3.2 | 4.0 | 3.4 | 3.8 | 3.5 | 4.3 | 3.9 |
| Employees ('000) | 24.2 | 6.6 | 7.0 | 10.2 | 10.0 | 14.9 | 12.8 | 17.7 | 25.7 | 8.6 | 14.6 | 9.5 | 12.3 |
| Communication services | 9 | 3 | 4 | 6 | 4 | 3 | 3 | 5 | 9 | 3 | 5 | 4 | 4 |
| AAWI (%) | 3.8 | 0.0 | * | 3.7 | 4.0 | 3.7 | 2.3 | 4.0 | 4.0 | 2.7 | 4.8 | 4.1 | 2.1 |
| Employees ('000) | 43.7 | 0.2 | 1.8 | 1.0 | 0.4 | 35.1 | 0.1 | 0.3 | 22.3 | 0.2 | 15.1 | 0.7 | 9.2 |
| Finance and insurance | 12 | 11 | 14 | 13 | 9 | 7 | 13 | 24 | 18 | 5 | 7 | 15 | 12 |
| AAWI (%) | 5.1 | 4.1 | 4.5 | 3.6 | 3.7 | 4.0 | 3.1 | 4.3 | 4.2 | 4.0 | 4.4 | 3.6 | 4.3 |
| Employees ('000) | 9.3 | 4.1 | 26.9 | 6.1 | 5.2 | 7.4 | 3.5 | 43.7 | 32.4 | 6.5 | 2.0 | 4.6 | 18.4 |
| Property and business services | 37 | 22 | 35 | 28 | 48 | 32 | 30 | 23 | 35 | 33 | 25 | 33 | 58 |
| AAWI (%) | 3.2 | 3.2 | 3.8 | 3.3 | 4.0 | 3.6 | 5.1 | 3.4 | 4.3 | 2.8 | 3.3 | 3.1 | 4.6 |
| Employees ('000) | 3.8 | 3.0 | 13.7 | 3.7 | 6.1 | 2.4 | 7.6 | 1.7 | 10.1 | 2.9 | 1.8 | 2.5 | 12.4 |
| Government administration and defence | 84 | 57 | 58 | 66 | 69 | 54 | 61 | 94 | 102 | 51 | 72 | 78 | 62 |
| AAWI (%) | 3.8 | 3.9 | 4.5 | 4.2 | 3.7 | 4.4 | 4.2 | 4.0 | 4.4 | 3.9 | 5.2 | 4.2 | 4.0 |
| Employees ('000) | 35.9 | 9.9 | 17.6 | 9.6 | 38.4 | 8.6 | 62.9 | 13.4 | 57.3 | 5.9 | 49.2 | 19.7 | 35.3 |
| Education | 56 | 51 | 34 | 27 | 29 | 28 | 19 | 25 | 24 | 19 | 16 | 26 | 11 |
| AAWI (%) | 4.7 | 3.9 | 3.9 | 4.0 | 3.3 | 3.8 | 5.1 | 4.4 | 3.7 | 4.1 | 4.6 | 4.3 | 3.9 |
| Employees ('000) | 29.1 | 91.5 | 43.1 | 13.9 | 17.9 | 4.0 | 1.5 | 27.0 | 3.0 | 1.3 | 4.0 | 6.8 | 1.4 |
| Health and community services | 53 | 53 | 108 | 127 | 88 | 96 | 77 | 46 | 123 | 99 | 102 | 235 | 133 |
| AAWI (%) | 3.0 | 3.6 | 4.4 | 4.2 | 3.7 | 4.8 | 4.0 | 4.1 | 3.6 | 4.3 | 3.7 | 4.2 | 3.9 |
| Employees ('000) | 27.6 | 8.2 | 14.7 | 30.6 | 18.3 | 13.4 | 11.0 | 9.6 | 11.2 | 7.5 | 40.6 | 25.1 | 20.3 |
| Cultural and recreational services | 28 | 18 | 28 | 33 | 21 | 21 | 15 | 17 | 14 | 25 | 16 | 15 | 11 |
| AAWI (%) | 3.8 | 4.8 | 3.9 | 3.7 | 2.6 | 3.1 | 4.6 | 4.1 | 4.1 | 3.9 | 3.9 | 3.6 | 4.1 |
| Employees ('000) | 3.2 | 3.9 | 7.6 | 5.5 | 3.5 | 5.9 | 2.7 | 3.4 | 6.2 | 8.9 | 4.8 | 1.2 | 1.4 |
| Personal and other services | 16 | 14 | 11 | 16 | 27 | 15 | 20 | 38 | 25 | 26 | 34 | 36 | 22 |
| AAWI (%) | 2.8 | 3.4 | 2.6 | 4.0 | 4.7 | 4.0 | 3.6 | 4.3 | 5.0 | 3.5 | 4.3 | 4.5 | 3.8 |
| Employees ('000) | 0.8 | 1.0 | 0.4 | 1.0 | 11.8 | 1.1 | 1.9 | 4.5 | 3.2 | 0.8 | 1.8 | 2.2 | 2.1 |
| ALL INDUSTRIES | 2354 | 1713 | 1414 | 1800 | 1633 | 1787 | 1286 | 1431 | 1365 | 1588 | 2222 | 2581 | 2357 |
| AAWI (%) | 4.0 | 3.7 | 4.0 | 3.8 | 3.8 | 3.6 | 3.6 | 4.0 | 4.0 | 3.5 | 4.4 | 4.1 | 4.0 |
| Employees ('000) | 281.2 | 200.9 | 194.3 | 165.7 | 191.8 | 209.3 | 208.9 | 177.3 | 219.1 | 118.0 | 178.9 | 140.6 | 186.1 |

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 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 2000 - 31 December 2003 (Pt One)

| FOR ALL CURRENT AGREEMENTS | | | | | | | | | | | | | |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
| ANZSIC DIVISION | | | | | | | | | | | | | |
| Agriculture, forestry & fishing | 48 | 54 | 60 | 60 | 75 | 74 | 78 | 78 | 90 | 95 | 107 | 107 | 107 |
| AAWI (%) | 3.2 | 3.2 | 3.2 | 3.3 | 3.4 | 3.3 | 3.3 | 3.3 | 3.3 | 3.4 | 3.4 | 3.2 | 3.1 |
| Employees ('000) | 5.9 | 6.2 | 6.3 | 6.5 | 7.0 | 7.2 | 7.1 | 6.8 | 8.9 | 8.8 | 7.0 | 7.6 | 6.2 |
| Mining | 217 | 212 | 214 | 212 | 237 | 230 | 252 | 241 | 240 | 237 | 251 | 250 | 253 |
| AAWI (%) | 2.7 | 2.7 | 3.4 | 3.5 | 3.5 | 3.5 | 3.4 | 3.5 | 3.4 | 3.2 | 3.2 | 3.2 | 3.2 |
| Employees ('000) | 16.6 | 16.2 | 12.8 | 15.0 | 17.0 | 16.7 | 17.6 | 18.1 | 18.6 | 17.6 | 17.6 | 17.5 | 19.2 |
| Manufacturing | 2374 | 2549 | 2622 | 2442 | 2631 | 2738 | 2820 | 2813 | 2937 | 2828 | 2434 | 2399 | 2748 |
| AAWI (%) | 3.9 | 3.9 | 3.9 | 4.0 | 4.1 | 4.1 | 4.1 | 4.1 | 4.2 | 4.2 | 4.1 | 4.1 | 4.1 |
| Employees ('000) | 206.7 | 214.8 | 215.0 | 173.0 | 197.1 | 200.6 | 206.5 | 203.2 | 209.2 | 208.4 | 186.0 | 179.0 | 201.5 |
| <i>Non-metals manufacturing</i> | 1353 | 1435 | 1474 | 1381 | 1475 | 1501 | 1560 | 1523 | 1602 | 1479 | 1507 | 1450 | 1595 |
| AAWI (%) | 3.6 | 3.6 | 3.6 | 3.7 | 3.8 | 3.8 | 3.8 | 3.8 | 3.9 | 3.9 | 3.9 | 3.8 | 3.9 |
| Employees ('000) | 108.5 | 115.0 | 116.4 | 101.3 | 111.7 | 113.9 | 117.4 | 111.9 | 117.2 | 114.2 | 112.5 | 102.7 | 110.3 |
| <i>Metals manufacturing</i> | 1021 | 1114 | 1148 | 1061 | 1156 | 1237 | 1260 | 1290 | 1335 | 1349 | 927 | 949 | 1153 |
| AAWI (%) | 4.2 | 4.2 | 4.3 | 4.3 | 4.4 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.3 | 4.4 | 4.4 |
| Employees ('000) | 98.2 | 99.9 | 98.6 | 71.7 | 85.4 | 86.7 | 89.1 | 91.3 | 92.0 | 94.2 | 73.5 | 76.3 | 91.2 |
| Electricity, gas & water supply | 103 | 108 | 116 | 113 | 117 | 107 | 110 | 106 | 109 | 105 | 101 | 94 | 98 |
| AAWI (%) | 3.6 | 3.8 | 3.8 | 3.9 | 4.0 | 3.9 | 3.9 | 4.3 | 4.2 | 4.2 | 4.2 | 4.2 | 4.2 |
| Employees ('000) | 16.4 | 16.6 | 17.5 | 18.0 | 18.5 | 13.9 | 15.9 | 14.6 | 18.9 | 20.8 | 20.5 | 17.3 | 17.2 |
| Construction | 3673 | 4421 | 4929 | 5424 | 5957 | 6784 | 7274 | 7680 | 3175 | 2682 | 3636 | 4769 | 5805 |
| AAWI (%) | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 | 4.7 | 4.5 | 4.2 | 4.1 | 4.1 | 4.2 |
| Employees ('000) | 56.8 | 65.1 | 69.0 | 70.4 | 74.6 | 80.1 | 82.9 | 84.6 | 44.5 | 42.7 | 50.1 | 59.9 | 71.7 |
| Wholesale trade | 98 | 100 | 91 | 75 | 72 | 72 | 73 | 69 | 69 | 63 | 57 | 46 | 49 |
| AAWI (%) | 3.5 | 3.5 | 3.6 | 3.7 | 3.7 | 3.8 | 3.7 | 3.8 | 3.9 | 3.8 | 3.8 | 3.8 | 3.6 |
| Employees ('000) | 7.5 | 7.5 | 6.3 | 6.3 | 6.2 | 6.8 | 6.7 | 6.1 | 5.7 | 5.8 | 5.4 | 4.8 | 4.0 |
| Retail trade | 247 | 264 | 225 | 301 | 345 | 347 | 368 | 391 | 412 | 423 | 437 | 414 | 433 |
| AAWI (%) | 3.3 | 3.2 | 3.2 | 3.2 | 3.3 | 3.2 | 3.2 | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 3.1 |
| Employees ('000) | 247.4 | 269.6 | 273.0 | 248.4 | 236.1 | 256.1 | 326.9 | 321.3 | 308.8 | 333.3 | 336.8 | 298.0 | 302.8 |
| ALL INDUSTRIES | 9855 | 10798 | 11460 | 11858 | 12785 | 13703 | 14351 | 14524 | 10414 | 9780 | 10327 | 11428 | 13059 |
| AAWI (%) | 3.6 | 3.6 | 3.7 | 3.7 | 3.7 | 3.7 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.9 |
| Employees ('000's) | 1352.9 | 1400.5 | 1479.3 | 1361.2 | 1450.8 | 1494.9 | 1548.5 | 1539.8 | 1593.7 | 1573.4 | 1640.0 | 1500.0 | 1588.6 |

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

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, 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 2000 - 31 December 2003 (Final Part)

| FOR ALL CURRENT AGREEMENTS | | | | | | | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| ANZSIC DIVISION | Dec-00 | Mar-01 | Jun-01 | Sep-01 | Dec-01 | Mar-02 | Jun-02 | Sep-02 | Dec-02 | Mar-03 | Jun-03 | Sep-03 | Dec-03 |
| Accom, cafes & restaurants | 131 | 131 | 125 | 135 | 134 | 138 | 135 | 134 | 137 | 140 | 141 | 147 | 158 |
| AAWI (%) | 2.7 | 3.1 | 3.5 | 2.9 | 2.9 | 2.8 | 2.8 | 2.7 | 2.7 | 2.7 | 2.8 | 2.8 | 2.8 |
| Employees (000's) | 15.7 | 12.3 | 10.0 | 21.2 | 20.9 | 19.9 | 19.7 | 20.4 | 20.8 | 22.7 | 22.8 | 24.5 | 25.4 |
| Transport & storage | 852 | 903 | 944 | 934 | 989 | 996 | 982 | 922 | 963 | 957 | 894 | 843 | 903 |
| AAWI (%) | 3.2 | 3.2 | 3.1 | 3.2 | 3.3 | 3.5 | 3.5 | 3.6 | 3.5 | 3.6 | 3.6 | 3.6 | 3.7 |
| Employees (000's) | 115.5 | 118.4 | 116.4 | 97.7 | 89.0 | 82.5 | 79.6 | 78.2 | 95.0 | 90.3 | 93.7 | 88.9 | 97.9 |
| Communication services | 30 | 30 | 33 | 36 | 38 | 38 | 38 | 38 | 42 | 40 | 40 | 39 | 41 |
| AAWI (%) | 3.9 | 3.9 | 3.9 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 4.0 | 4.0 | 4.0 |
| Employees (000's) | 82.9 | 81.5 | 82.9 | 48.1 | 48.4 | 83.4 | 77.4 | 76.6 | 67.7 | 67.8 | 81.1 | 81.0 | 83.5 |
| Finance & insurance | 89 | 78 | 87 | 91 | 93 | 91 | 93 | 102 | 110 | 102 | 105 | 105 | 105 |
| AAWI (%) | 4.1 | 4.1 | 4.2 | 4.2 | 4.2 | 4.2 | 4.1 | 4.2 | 4.1 | 4.1 | 4.1 | 4.1 | 4.2 |
| Employees (000's) | 95.7 | 48.8 | 66.7 | 68.1 | 72.9 | 78.3 | 52.8 | 89.2 | 111.9 | 109.4 | 109.7 | 105.5 | 114.8 |
| Property & business services | 237 | 235 | 252 | 237 | 261 | 261 | 270 | 258 | 269 | 261 | 252 | 245 | 282 |
| AAWI (%) | 3.5 | 3.4 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.8 | 3.8 | 3.8 | 3.8 | 4.1 |
| Employees (000's) | 21.3 | 23.2 | 35.4 | 37.0 | 41.9 | 40.2 | 35.6 | 33.9 | 41.1 | 40.2 | 39.7 | 32.6 | 43.2 |
| Government admin & defence | 588 | 571 | 581 | 530 | 548 | 519 | 536 | 500 | 553 | 549 | 598 | 551 | 574 |
| AAWI (%) | 3.7 | 3.8 | 3.9 | 3.6 | 3.7 | 3.7 | 3.9 | 4.1 | 4.2 | 4.3 | 4.4 | 4.4 | 4.5 |
| Employees (000's) | 188.8 | 185.0 | 197.6 | 150.6 | 181.4 | 159.2 | 194.4 | 156.0 | 200.1 | 198.8 | 241.0 | 227.3 | 232.8 |
| Education | 217 | 242 | 269 | 276 | 291 | 267 | 276 | 282 | 293 | 224 | 219 | 183 | 166 |
| AAWI (%) | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.9 | 3.7 | 3.6 |
| Employees (000's) | 102.1 | 177.4 | 220.0 | 229.2 | 246.5 | 247.0 | 247.6 | 265.7 | 267.9 | 225.7 | 209.4 | 121.1 | 118.8 |
| Health and community services | 695 | 633 | 622 | 685 | 662 | 705 | 702 | 610 | 705 | 749 | 702 | 877 | 971 |
| AAWI (%) | 3.2 | 3.1 | 3.3 | 3.6 | 3.6 | 3.7 | 4.0 | 4.0 | 4.0 | 4.0 | 3.9 | 3.9 | 3.9 |
| Employees (000's) | 110.7 | 97.3 | 96.1 | 116.0 | 125.7 | 132.5 | 112.8 | 103.4 | 112.7 | 116.3 | 150.0 | 165.5 | 180.3 |
| Cultural & recreational | 142 | 148 | 165 | 180 | 190 | 186 | 184 | 139 | 137 | 145 | 151 | 142 | 141 |
| AAWI (%) | 3.1 | 3.3 | 3.5 | 3.5 | 3.3 | 3.3 | 3.3 | 3.3 | 3.5 | 3.7 | 3.7 | 3.7 | 3.7 |
| Employees (000's) | 33.1 | 35.8 | 39.6 | 42.6 | 43.5 | 47.3 | 41.6 | 35.9 | 36.5 | 39.8 | 43.2 | 42.7 | 41.0 |
| Personal and other services | 114 | 119 | 125 | 127 | 145 | 150 | 160 | 161 | 173 | 180 | 202 | 217 | 225 |
| AAWI (%) | 3.3 | 3.2 | 3.3 | 3.3 | 4.0 | 4.1 | 4.2 | 4.3 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 |
| Employees (000's) | 29.6 | 25.0 | 14.8 | 13.1 | 24.2 | 23.4 | 23.4 | 25.8 | 25.4 | 25.1 | 26.2 | 26.8 | 28.4 |
| ALL INDUSTRIES | 9855 | 10798 | 11460 | 11858 | 12785 | 13703 | 14351 | 14524 | 10414 | 9780 | 10327 | 11428 | 13059 |
| AAWI (%) | 3.6 | 3.6 | 3.7 | 3.7 | 3.7 | 3.7 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.8 | 3.9 |
| Employees (000's) | 1352.9 | 1400.5 | 1479.3 | 1361.2 | 1450.8 | 1494.9 | 1548.5 | 1539.8 | 1593.7 | 1573.4 | 1640.0 | 1500.0 | 1588.6 |

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 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.