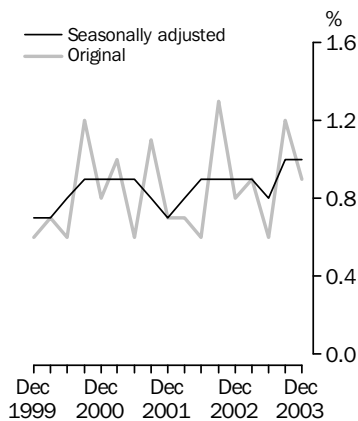


WAGE COST INDEX

AUSTRALIA

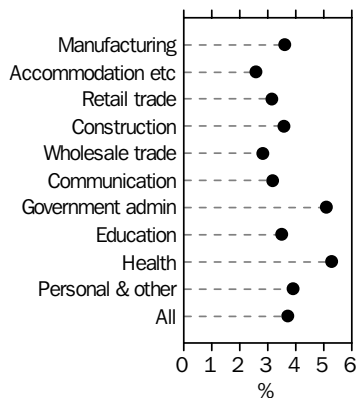
EMBARGO: 11.30AM (CANBERRA TIME) WED 25 FEB 2004

Quarterly changes



Annual change: original

For selected industries



KEY FIGURES

	Sep Qtr 2003 to Dec Qtr 2003 % change	Dec Qtr 2002 to Dec Qtr 2003 % change
Total hourly rates of pay excluding bonuses		
Trend		
Australia	0.9	3.6
Sector		
Private	0.8	3.2
Public	1.1	4.7
Seasonally Adjusted		
Australia	1.0	3.7
Sector		
Private	1.0	3.3
Public	1.1	4.8
Original		
Australia	0.9	3.7
Sector		
Private	0.9	3.3
Public	0.8	4.8

KEY POINTS

INDEXES OF TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGES (SEP QTR 2003 TO DEC QTR 2003)

- The index for all employee jobs in Australia increased by 1.0%, seasonally adjusted.
- The increases in the indexes (in original terms) at the industry level ranged from 0.3% for Construction and Education to 1.6% for Government administration and defence.
- The increase in the indexes (in original terms) at the occupation level ranged from 0.6% for Professionals to 1.2% for Labourers and related workers.

ANNUAL CHANGES (DEC QTR 2002 TO DEC QTR 2003)

- The seasonally adjusted increase through the year to December 2003 for all employee jobs in Australia was 3.7%.
- Increases in the original indexes through the year to December 2003 at the industry level ranged from 2.6% for Accommodation, cafes and restaurants to 5.3% for Health and community services.

INQUIRIES

- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Tim Landrigan on Perth (08) 9360 5151.

NOTES

FORTHCOMING ISSUES

<i>ISSUE (Quarter)</i>	<i>RELEASE DATE</i>
March 2004	19 May 2004
June 2004	18 August 2004

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ABS DATA AVAILABLE ON REQUEST

Original indexes are compiled for various combinations of state/territory, sector (private/public), broad industry group and broad occupation group. Seasonally adjusted and trend indexes are only compiled for total hourly rates of pay excluding bonuses for the private sector, public sector and all sectors. Indexes not included in this publication may be made available on request by telephoning Perth (08) 9360 5151.

CHANGES IN THIS ISSUE

In April 2000, the ABS released an information paper, *ABS Statistics and The New Tax System* (cat.no. 1358.0), which foreshadowed changes in the statistical infrastructure supporting the compilation of ABS economic series. The main change impacting on the Wage Cost Index is the introduction of the Australian Business Register, maintained by the Australian Taxation Office, to provide details of the business population from which to select the sample of businesses.

This publication presents the first release of estimates from the Wage Cost Index compiled using the new infrastructure. As advised in the previous issue, this has not introduced any discontinuities into the WCI.

An information paper, *Improvements in ABS Economic Statistics [Arising from The New Tax System]* (cat.no. 1372.0), was released on 6 May 2002. That paper described the changes in more detail and provided information about the treatment of statistical impacts of the changes across ABS economic series.

FURTHER INFORMATION

More detailed information on the Wage Cost Index is available in *Information Paper: Wage Cost Index, Australia, 2000* (cat. no. 6346.0).

Dennis Trewin
Australian Statistician

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COMMENTARY

INFLUENCES ON THE WCI

The Safety Net Review decision was handed down by the Australian Industrial Relations Commission on 6 May 2003. Pay adjustments as a result of the Safety Net Review began to be implemented in all States and Territories except Queensland prior to the reference period for the September quarter WCI. The later implementation of the Safety Net Review in Queensland, and residual Safety Net Adjustments in other States and Territories contributed to the December quarter WCI.

The public sector original and seasonally adjusted annual movements were 4.8%, both up from 4.7% in the September quarter 2003. NSW public sector increases paid in the March and September quarters are contributing to the high annual movements for that State.

The pay mechanisms behind the increases in the private sector in order of significance were Collective Agreements, Salary reviews, and Awards. In the public sector, Collective Agreements were responsible for the majority of jobs reporting pay increases.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector

Period	ORIGINAL			SEASONALLY ADJUSTED			TREND		
	Private	Public	All Sectors	Private	Public	All Sectors	Private	Public	All Sectors
INDEX NUMBERS (a)									
2000									
December	110.4	111.2	110.6	110.4	111.3	110.6	110.4	111.3	110.6
2001									
March	111.4	112.6	111.7	111.4	112.3	111.6	111.4	112.4	111.6
June	112.1	113.3	112.4	112.4	113.5	112.6	112.3	113.4	112.6
September	113.4	114.4	113.6	113.2	114.3	113.5	113.2	114.4	113.5
December	114.1	115.1	114.4	114.0	115.3	114.3	114.0	115.3	114.3
2002									
March	114.9	116.4	115.2	114.9	116.1	115.2	114.9	116.1	115.2
June	115.6	116.9	115.9	115.9	117.1	116.2	115.9	117.1	116.2
September	117.2	118.2	117.4	117.0	118.1	117.3	116.9	118.1	117.2
December	118.1	119.1	118.3	118.0	119.3	118.3	118.0	119.4	118.3
2003									
March	118.9	121.1	119.4	118.9	120.9	119.4	118.9	120.7	119.3
June	119.5	121.8	120.1	119.8	122.0	120.3	119.8	122.1	120.4
September	120.9	123.8	121.6	120.7	123.7	121.5	120.8	123.6	121.5
December	122.0	124.8	122.7	121.9	125.0	122.7	121.8	125.0	122.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2001									
December	3.4	3.5	3.4	3.3	3.6	3.3	3.3	3.6	3.3
2002									
March	3.1	3.4	3.1	3.1	3.4	3.2	3.1	3.3	3.2
June	3.1	3.2	3.1	3.1	3.2	3.2	3.2	3.3	3.2
September	3.4	3.3	3.3	3.4	3.3	3.3	3.3	3.2	3.3
December	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.6	3.5
2003									
March	3.5	4.0	3.6	3.5	4.1	3.6	3.5	4.0	3.6
June	3.4	4.2	3.6	3.4	4.2	3.5	3.4	4.3	3.6
September	3.2	4.7	3.6	3.2	4.7	3.6	3.3	4.7	3.7
December	3.3	4.8	3.7	3.3	4.8	3.7	3.2	4.7	3.6
CHANGE FROM PREVIOUS QUARTER (%)									
2001									
December	0.6	0.6	0.7	0.7	0.9	0.7	0.7	0.8	0.7
2002									
March	0.7	1.1	0.7	0.8	0.7	0.8	0.8	0.7	0.8
June	0.6	0.4	0.6	0.9	0.9	0.9	0.9	0.9	0.9
September	1.4	1.1	1.3	0.9	0.9	0.9	0.9	0.9	0.9
December	0.8	0.8	0.8	0.9	1.0	0.9	0.9	1.1	0.9
2003									
March	0.7	1.7	0.9	0.8	1.3	0.9	0.8	1.1	0.8
June	0.5	0.6	0.6	0.8	0.9	0.8	0.8	1.2	0.9
September	1.2	1.6	1.2	0.8	1.4	1.0	0.8	1.2	0.9
December	0.9	0.8	0.9	1.0	1.1	1.0	0.8	1.1	0.9

(a) Reference base of each index: September 1997 (in original terms) = 100.0.
See paragraphs 33 and 34 of the Explanatory Notes for an explanation of the reference base.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Australia: **Original**

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
1999-2000	107.9	107.2	107.3	107.1	107.1	106.2	106.8	106.3	107.4
2000-01	111.9	110.8	110.6	110.5	110.9	109.2	109.8	110.1	111.1
2001-02	115.6	114.7	114.2	114.1	114.5	112.6	113.2	113.5	114.8
2002-03	119.7	118.8	117.8	118.6	118.7	116.3	116.7	117.4	118.8
2000									
December	111.3	110.4	110.3	110.1	110.0	108.9	109.9	109.8	110.6
2001									
March	112.5	111.2	111.2	111.1	111.8	109.5	110.3	110.6	111.7
June	113.1	112.2	111.9	111.6	112.5	110.3	110.5	111.0	112.4
September	114.5	113.6	113.0	112.6	113.2	111.5	111.6	112.6	113.6
December	115.2	114.2	113.9	113.9	114.0	112.1	113.3	113.3	114.4
2002									
March	116.1	115.0	114.6	114.8	114.9	113.1	113.9	113.8	115.2
June	116.6	116.0	115.2	115.2	115.7	113.7	114.1	114.3	115.9
September	118.2	117.6	116.3	116.9	117.6	115.0	115.6	116.0	117.4
December	118.9	118.5	117.4	118.5	118.2	116.2	116.0	116.9	118.3
2003									
March	120.6	119.2	118.4	119.1	119.2	116.6	117.4	118.1	119.4
June	121.1	120.0	119.0	119.7	119.8	117.4	117.6	118.4	120.1
September	122.8	121.5	120.2	121.6	121.3	119.0	118.8	120.8	121.6
December	123.8	122.3	121.7	123.0	122.2	120.0	120.1	122.2	122.7
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2000-01	3.7	3.4	3.1	3.2	3.5	2.8	2.8	3.6	3.4
2001-02	3.3	3.5	3.3	3.3	3.2	3.1	3.1	3.1	3.3
2002-03	3.5	3.6	3.2	3.9	3.7	3.3	3.1	3.4	3.5
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2001									
December	3.5	3.4	3.3	3.5	3.6	2.9	3.1	3.2	3.4
2002									
March	3.2	3.4	3.1	3.3	2.8	3.3	3.3	2.9	3.1
June	3.1	3.4	2.9	3.2	2.8	3.1	3.3	3.0	3.1
September	3.2	3.5	2.9	3.8	3.9	3.1	3.6	3.0	3.3
December	3.2	3.8	3.1	4.0	3.7	3.7	2.4	3.2	3.4
2003									
March	3.9	3.7	3.3	3.7	3.7	3.1	3.1	3.8	3.6
June	3.9	3.4	3.3	3.9	3.5	3.3	3.1	3.6	3.6
September	3.9	3.3	3.4	4.0	3.1	3.5	2.8	4.1	3.6
December	4.1	3.2	3.7	3.8	3.4	3.3	3.5	4.5	3.7
CHANGE FROM PREVIOUS QUARTER (%)									
2001									
December	0.6	0.5	0.8	1.2	0.7	0.5	1.5	0.6	0.7
2002									
March	0.8	0.7	0.6	0.8	0.8	0.9	0.5	0.4	0.7
June	0.4	0.9	0.5	0.3	0.7	0.5	0.2	0.4	0.6
September	1.4	1.4	1.0	1.5	1.6	1.1	1.3	1.5	1.3
December	0.6	0.8	0.9	1.4	0.5	1.0	0.3	0.8	0.8
2003									
March	1.4	0.6	0.9	0.5	0.8	0.3	1.2	1.0	0.9
June	0.4	0.7	0.5	0.5	0.5	0.7	0.2	0.3	0.6
September	1.4	1.3	1.0	1.6	1.3	1.4	1.0	2.0	1.2
December	0.8	0.7	1.2	1.2	0.7	0.8	1.1	1.2	0.9

(a) Reference base of each index: September quarter 1997=100.0.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Private Sector: **Original**

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
1999-2000	107.4	107.2	106.8	106.9	107.1	106.2	106.0	106.8	107.1
2000-01	111.5	110.8	110.1	110.1	111.1	108.9	109.1	111.1	110.9
2001-02	115.2	114.6	113.4	113.5	114.7	112.0	112.3	114.6	114.5
2002-03	119.1	118.7	117.0	117.9	118.9	115.6	115.7	118.3	118.4
2000									
December	111.0	110.5	109.8	109.8	110.2	108.7	109.0	110.7	110.4
2001									
March	112.0	111.1	110.7	110.5	111.9	109.3	109.5	111.6	111.4
June	112.7	112.1	111.1	111.0	112.8	109.8	109.7	112.1	112.1
September	114.2	113.6	112.1	112.2	113.4	111.0	111.3	113.6	113.4
December	114.9	114.2	113.1	113.1	114.2	111.7	112.1	114.2	114.1
2002									
March	115.6	114.9	113.9	114.1	115.1	112.4	112.7	115.0	114.9
June	116.2	115.8	114.4	114.6	115.9	112.9	113.1	115.6	115.6
September	117.9	117.5	115.4	116.3	117.8	114.4	114.9	117.2	117.2
December	118.7	118.4	116.8	117.7	118.5	115.5	115.4	117.8	118.1
2003									
March	119.7	119.0	117.5	118.4	119.2	115.9	116.1	118.9	118.9
June	120.2	119.7	118.2	119.1	119.9	116.7	116.4	119.2	119.5
September	121.6	121.2	119.2	121.0	121.4	118.2	117.6	121.1	120.9
December	122.7	122.1	120.8	122.2	122.3	119.4	118.1	122.5	122.0
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2000-01	3.8	3.4	3.1	3.0	3.7	2.5	2.9	4.0	3.5
2001-02	3.3	3.4	3.0	3.1	3.2	2.8	2.9	3.2	3.2
2002-03	3.4	3.6	3.2	3.9	3.7	3.2	3.0	3.2	3.4
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2001									
December	3.5	3.3	3.0	3.0	3.6	2.8	2.8	3.2	3.4
2002									
March	3.2	3.4	2.9	3.3	2.9	2.8	2.9	3.0	3.1
June	3.1	3.3	3.0	3.2	2.7	2.8	3.1	3.1	3.1
September	3.2	3.4	2.9	3.7	3.9	3.1	3.2	3.2	3.4
December	3.3	3.7	3.3	4.1	3.8	3.4	2.9	3.2	3.5
2003									
March	3.5	3.6	3.2	3.8	3.6	3.1	3.0	3.4	3.5
June	3.4	3.4	3.3	3.9	3.5	3.4	2.9	3.1	3.4
September	3.1	3.1	3.3	4.0	3.1	3.3	2.3	3.3	3.2
December	3.4	3.1	3.4	3.8	3.2	3.4	2.3	4.0	3.3
CHANGE FROM PREVIOUS QUARTER (%)									
2001									
December	0.6	0.5	0.9	0.8	0.7	0.6	0.7	0.5	0.6
2002									
March	0.6	0.6	0.7	0.9	0.8	0.6	0.5	0.7	0.7
June	0.5	0.8	0.4	0.4	0.7	0.4	0.4	0.5	0.6
September	1.5	1.5	0.9	1.5	1.6	1.3	1.6	1.4	1.4
December	0.7	0.8	1.2	1.2	0.6	1.0	0.4	0.5	0.8
2003									
March	0.8	0.5	0.6	0.6	0.6	0.3	0.6	0.9	0.7
June	0.4	0.6	0.6	0.6	0.6	0.7	0.3	0.3	0.5
September	1.2	1.3	0.8	1.6	1.3	1.3	1.0	1.6	1.2
December	0.9	0.7	1.3	1.0	0.7	1.0	0.4	1.2	0.9

(a) Reference base of each index: September quarter 1997=100.0.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Public Sector: **Original**

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS (a)									
1999-2000	109.7	107.1	108.5	107.6	106.9	106.3	108.2	106.0	108.2
2000-01	113.4	110.9	112.2	111.6	110.2	109.8	111.0	109.4	111.9
2001-02	116.9	115.1	116.4	115.9	113.8	113.8	114.8	112.8	115.7
2002-03	121.8	119.7	119.9	120.2	118.2	117.6	118.2	116.8	120.1
2000									
December	112.7	110.0	111.5	110.9	109.4	109.3	111.5	109.1	111.2
2001									
March	114.1	111.7	112.9	112.7	111.2	109.8	111.7	110.0	112.6
June	114.5	112.7	114.2	113.0	111.5	111.2	111.7	110.3	113.3
September	115.6	113.6	115.6	113.8	112.5	112.5	112.1	112.0	114.4
December	116.1	114.1	115.9	116.1	113.4	112.9	115.5	112.7	115.1
2002									
March	117.9	115.6	116.5	116.8	114.5	114.5	115.8	113.1	116.4
June	118.0	116.9	117.5	116.9	114.9	115.1	115.9	113.5	116.9
September	119.1	118.1	118.7	118.5	116.7	116.3	116.7	115.2	118.2
December	120.0	119.2	119.0	120.4	117.3	117.6	117.1	116.4	119.1
2003									
March	123.7	120.0	120.8	120.8	119.1	117.8	119.4	117.6	121.1
June	124.2	121.4	121.1	121.2	119.5	118.7	119.6	117.9	121.8
September	127.1	122.5	122.9	123.3	121.1	120.7	120.8	120.7	123.8
December	127.8	123.3	124.2	125.2	121.9	121.3	123.0	122.1	124.8
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2000-01	3.4	3.5	3.4	3.7	3.1	3.3	2.6	3.2	3.4
2001-02	3.1	3.8	3.7	3.9	3.3	3.6	3.4	3.1	3.4
2002-03	4.2	4.0	3.0	3.7	3.9	3.3	3.0	3.5	3.8
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2001									
December	3.0	3.7	3.9	4.7	3.7	3.3	3.6	3.3	3.5
2002									
March	3.3	3.5	3.2	3.6	3.0	4.3	3.7	2.8	3.4
June	3.1	3.7	2.9	3.5	3.0	3.5	3.8	2.9	3.2
September	3.0	4.0	2.7	4.1	3.7	3.4	4.1	2.9	3.3
December	3.4	4.5	2.7	3.7	3.4	4.2	1.4	3.3	3.5
2003									
March	4.9	3.8	3.7	3.4	4.0	2.9	3.1	4.0	4.0
June	5.3	3.8	3.1	3.7	4.0	3.1	3.2	3.9	4.2
September	6.7	3.7	3.5	4.1	3.8	3.8	3.5	4.8	4.7
December	6.5	3.4	4.4	4.0	3.9	3.1	5.0	4.9	4.8
CHANGE FROM PREVIOUS QUARTER (%)									
2001									
December	0.4	0.4	0.3	2.0	0.8	0.4	3.0	0.6	0.6
2002									
March	1.6	1.3	0.5	0.6	1.0	1.4	0.3	0.4	1.1
June	0.1	1.1	0.9	0.1	0.3	0.5	0.1	0.4	0.4
September	0.9	1.0	1.0	1.4	1.6	1.0	0.7	1.5	1.1
December	0.8	0.9	0.3	1.6	0.5	1.1	0.3	1.0	0.8
2003									
March	3.1	0.7	1.5	0.3	1.5	0.2	2.0	1.0	1.7
June	0.4	1.2	0.2	0.3	0.3	0.8	0.2	0.3	0.6
September	2.3	0.9	1.5	1.7	1.3	1.7	1.0	2.4	1.6
December	0.6	0.7	1.1	1.5	0.7	0.5	1.8	1.2	0.8

(a) Reference base of each index: September quarter 1997=100.0.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector by Industry—Index numbers(a): **Original**

Industry	FINANCIAL YEAR				QUARTER				
	1999-2000	2000-01	2001-02	2002-03	Dec Qtr 2002	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE									
Mining	106.4	109.6	113.4	117.6	117.4	117.9	118.4	119.6	120.6
Manufacturing	107.8	111.6	115.4	119.6	119.3	120.1	120.9	122.2	123.6
Electricity, gas and water supply	108.1	111.3	116.3	120.8	120.5	120.8	122.3	123.6	125.4
Construction	108.1	112.8	116.7	120.8	120.1	121.5	121.9	123.8	124.2
Wholesale trade	106.2	110.0	113.1	117.0	116.7	117.3	118.0	119.3	120.0
Retail trade	105.7	108.5	111.2	114.8	114.5	115.2	115.6	116.7	118.2
Accommodation, cafes and restaurants	105.7	109.1	112.2	116.1	116.0	116.8	117.0	118.5	119.1
Transport and storage	106.4	109.3	112.1	115.5	115.3	116.3	116.6	118.3	119.2
Communication services	107.3	111.1	116.1	119.0	118.7	119.2	119.5	121.4	121.6
Finance and insurance	108.5	112.5	117.0	121.0	120.9	121.4	122.3	123.2	124.4
Property and business services	108.4	113.2	117.1	121.1	120.7	121.3	122.2	124.2	125.2
Education	107.2	111.2	115.1	119.6	118.4	120.6	121.4	122.0	122.4
Health and community services	106.5	109.4	113.4	116.9	116.6	117.4	118.0	119.6	121.5
Cultural and recreational services	105.2	108.8	112.5	116.8	116.4	117.7	117.9	119.3	120.1
Personal and other services	105.6	108.7	113.0	116.2	116.0	116.7	117.0	118.1	119.0
All industries	107.1	110.9	114.5	118.4	118.1	118.9	119.5	120.9	122.0
PUBLIC									
Government administration and defence	107.8	111.1	114.8	118.7	118.1	119.7	120.0	122.1	124.1
Education	108.0	112.0	116.6	121.9	121.0	122.8	123.7	124.9	125.3
Health and community services	109.7	113.1	116.6	120.8	119.0	122.7	123.1	126.5	127.0
Cultural and recreational services	107.3	110.3	113.2	117.0	116.5	117.7	118.3	121.7	122.4
Personal and other services	109.5	113.1	116.6	121.3	120.0	122.6	123.0	124.8	126.5
All industries(b)	108.2	111.9	115.7	120.1	119.1	121.1	121.8	123.8	124.8
ALL SECTORS									
Mining	106.4	109.6	113.3	117.6	117.4	117.9	118.4	119.7	120.7
Manufacturing	107.8	111.6	115.4	119.6	119.3	120.1	120.8	122.2	123.6
Electricity, gas and water supply	108.7	112.9	117.8	122.8	122.3	123.3	124.6	126.0	127.3
Construction	108.2	112.9	116.6	120.6	119.9	121.4	122.0	123.8	124.2
Wholesale trade	106.2	110.0	113.1	117.0	116.7	117.3	118.0	119.3	120.0
Retail trade	105.7	108.5	111.3	114.8	114.6	115.2	115.6	116.7	118.2
Accommodation, cafes and restaurants	105.7	109.1	112.2	116.1	116.0	116.7	116.9	118.4	119.0
Transport and storage	106.4	109.7	112.6	116.3	115.9	117.2	117.6	119.1	119.8
Communication services	107.0	110.6	114.6	117.4	117.1	117.5	118.4	120.2	120.8
Finance and insurance	108.5	112.4	116.8	120.8	120.6	121.3	122.1	123.1	124.3
Property and business services	108.5	113.2	117.1	121.1	120.7	121.3	122.1	124.2	125.2
Government administration and defence	107.8	111.1	114.8	118.7	118.1	119.7	120.0	122.1	124.1
Education	107.7	111.8	116.1	121.2	120.2	122.1	123.0	124.0	124.4
Health and community services	107.9	111.0	114.8	118.7	117.7	119.8	120.3	122.7	123.9
Cultural and recreational services	105.9	109.3	112.7	116.9	116.5	117.7	118.1	120.0	120.8
Personal and other services	107.3	110.6	114.6	118.5	117.8	119.4	119.7	121.2	122.4
All industries	107.4	111.1	114.8	118.8	118.3	119.4	120.1	121.6	122.7

(a) Reference base of each index: September quarter 1997=100.0.

(b) Includes those industries not separately listed.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector by Industry—Percentage changes: **Original**

Industry	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2000-01	2001-02	2002-03	Dec Qtr 2001	Dec Qtr 2002	Dec Qtr 2003	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE										
Mining	3.0	3.5	3.7	3.6	4.2	2.7	0.4	0.4	1.0	0.8
Manufacturing	3.5	3.4	3.6	3.5	3.7	3.6	0.7	0.7	1.1	1.1
Electricity, gas and water supply	3.0	4.5	3.9	4.4	3.9	4.1	0.2	1.2	1.1	1.5
Construction	4.3	3.5	3.5	3.8	3.3	3.4	1.2	0.3	1.6	0.3
Wholesale trade	3.6	2.8	3.4	2.9	3.4	2.8	0.5	0.6	1.1	0.6
Retail trade	2.6	2.5	3.2	2.5	3.2	3.2	0.6	0.3	1.0	1.3
Accommodation, cafes and restaurants	3.2	2.8	3.5	2.6	3.7	2.7	0.7	0.2	1.3	0.5
Transport and storage	2.7	2.6	3.0	2.4	3.2	3.4	0.9	0.3	1.5	0.8
Communication services	3.5	4.5	2.5	5.0	2.4	2.4	0.4	0.3	1.6	0.2
Finance and insurance	3.7	4.0	3.4	4.4	3.5	2.9	0.4	0.7	0.7	1.0
Property and business services	4.4	3.4	3.4	3.5	3.5	3.7	0.5	0.7	1.6	0.8
Education	3.7	3.5	3.9	3.6	3.4	3.4	1.9	0.7	0.5	0.3
Health and community services	2.7	3.7	3.1	3.6	3.2	4.2	0.7	0.5	1.4	1.6
Cultural and recreational services	3.4	3.4	3.8	3.6	3.9	3.2	1.1	0.2	1.2	0.7
Personal and other services	2.9	4.0	2.8	4.1	2.8	2.6	0.6	0.3	0.9	0.8
<i>All industries</i>	3.5	3.2	3.4	3.4	3.5	3.3	0.7	0.5	1.2	0.9
PUBLIC										
Government administration and defence	3.1	3.3	3.4	3.2	3.1	5.1	1.4	0.3	1.8	1.6
Education	3.7	4.1	4.5	4.9	4.1	3.6	1.5	0.7	1.0	0.3
Health and community services	3.1	3.1	3.6	2.9	2.8	6.7	3.1	0.3	2.8	0.4
Cultural and recreational services	2.8	2.6	3.4	2.5	3.3	5.1	1.0	0.5	2.9	0.6
Personal and other services	3.3	3.1	4.0	2.2	4.1	5.4	2.2	0.3	1.5	1.4
<i>All industries(a)</i>	3.4	3.4	3.8	3.5	3.5	4.8	1.7	0.6	1.6	0.8
ALL SECTORS										
Mining	3.0	3.4	3.8	3.5	4.3	2.8	0.4	0.4	1.1	0.8
Manufacturing	3.5	3.4	3.6	3.5	3.7	3.6	0.7	0.6	1.2	1.1
Electricity, gas and water supply	3.9	4.3	4.2	4.1	4.6	4.1	0.8	1.1	1.1	1.0
Construction	4.3	3.3	3.4	3.7	3.1	3.6	1.3	0.5	1.5	0.3
Wholesale trade	3.6	2.8	3.4	2.9	3.4	2.8	0.5	0.6	1.1	0.6
Retail trade	2.6	2.6	3.1	2.4	3.2	3.1	0.5	0.3	1.0	1.3
Accommodation, cafes and restaurants	3.2	2.8	3.5	2.7	3.7	2.6	0.6	0.2	1.3	0.5
Transport and storage	3.1	2.6	3.3	2.7	3.3	3.4	1.1	0.3	1.3	0.6
Communication services	3.4	3.6	2.4	3.8	3.0	3.2	0.3	0.8	1.5	0.5
Finance and insurance	3.6	3.9	3.4	4.2	3.5	3.1	0.6	0.7	0.8	1.0
Property and business services	4.3	3.4	3.4	3.6	3.5	3.7	0.5	0.7	1.7	0.8
Government administration and defence	3.1	3.3	3.4	3.2	3.1	5.1	1.4	0.3	1.8	1.6
Education	3.8	3.8	4.4	4.4	4.0	3.5	1.6	0.7	0.8	0.3
Health and community services	2.9	3.4	3.4	3.3	3.1	5.3	1.8	0.4	2.0	1.0
Cultural and recreational services	3.2	3.1	3.7	3.3	3.7	3.7	1.0	0.3	1.6	0.7
Personal and other services	3.1	3.6	3.4	3.3	3.4	3.9	1.4	0.3	1.3	1.0
All industries	3.4	3.3	3.5	3.4	3.4	3.7	0.9	0.6	1.2	0.9

(a) Includes those industries not separately listed.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector by Occupation—Index numbers(a): **Original**

Occupation	FINANCIAL YEAR				QUARTER				
	1999-2000	2000-01	2001-02	2002-03	Dec Qtr 2002	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE									
Managers and administrators	108.2	112.2	116.0	120.0	119.8	120.3	121.1	122.0	123.1
Professionals	107.9	112.2	116.5	120.8	120.3	121.3	122.1	123.7	124.6
Associate professionals	106.9	110.9	114.3	117.9	117.5	118.3	119.1	120.1	121.1
Tradespersons and related workers	107.2	110.8	114.4	118.4	118.0	119.0	119.5	120.7	121.8
Advanced clerical and service workers	106.9	110.3	113.0	116.4	116.2	116.9	117.5	119.8	120.7
Intermediate clerical, sales and service workers	106.3	109.6	113.0	117.0	116.8	117.5	118.1	119.6	120.8
Intermediate production and transport workers	106.6	110.0	113.3	116.9	116.8	117.3	117.9	119.4	120.7
Elementary clerical, sales and service workers	105.6	109.0	111.8	115.6	115.3	116.2	116.4	118.0	118.8
Labourers and related workers	106.5	109.8	113.2	117.0	116.9	117.5	117.8	119.3	120.7
<i>All occupations</i>	<i>107.1</i>	<i>110.9</i>	<i>114.5</i>	<i>118.4</i>	<i>118.1</i>	<i>118.9</i>	<i>119.5</i>	<i>120.9</i>	<i>122.0</i>
PUBLIC									
Managers and administrators	107.9	111.6	115.1	119.5	118.3	120.9	121.5	123.3	124.4
Professionals	108.1	112.0	116.4	121.3	120.2	122.4	123.2	125.2	125.7
Associate professionals	108.8	112.5	116.1	120.2	119.3	121.3	121.6	123.6	125.2
Tradespersons and related workers	108.0	111.8	115.7	119.9	119.3	120.6	121.6	123.6	124.7
Advanced clerical and service workers	109.3	112.4	116.1	120.2	119.5	121.2	121.6	123.4	125.1
Intermediate clerical, sales and service workers	108.3	111.6	115.0	118.7	117.9	119.8	120.2	122.7	124.0
Intermediate production and transport workers	107.4	110.9	114.6	119.3	118.4	120.4	121.2	122.5	123.3
Elementary clerical, sales and service workers	109.1	112.0	115.6	119.0	118.0	119.2	121.6	123.1	123.6
Labourers and related workers	109.6	113.0	116.4	120.5	119.8	121.7	122.1	123.7	125.2
<i>All occupations</i>	<i>108.2</i>	<i>111.9</i>	<i>115.7</i>	<i>120.1</i>	<i>119.1</i>	<i>121.1</i>	<i>121.8</i>	<i>123.8</i>	<i>124.8</i>
ALL SECTORS									
Managers and administrators	108.2	112.1	115.8	119.9	119.5	120.5	121.2	122.3	123.4
Professionals	108.0	112.1	116.5	120.9	120.2	121.7	122.5	124.3	125.0
Associate professionals	107.4	111.3	114.8	118.6	118.0	119.2	119.8	121.1	122.2
Tradespersons and related workers	107.3	110.9	114.6	118.6	118.1	119.2	119.7	121.1	122.2
Advanced clerical and service workers	107.2	110.6	113.4	116.9	116.6	117.5	118.0	120.3	121.3
Intermediate clerical, sales and service workers	106.8	110.1	113.5	117.4	117.0	118.0	118.6	120.4	121.6
Intermediate production and transport workers	106.7	110.1	113.4	117.2	117.0	117.6	118.3	119.8	120.9
Elementary clerical, sales and service workers	106.3	109.7	112.6	116.3	115.9	116.8	117.4	119.0	119.8
Labourers and related workers	106.9	110.2	113.6	117.4	117.3	118.0	118.3	119.9	121.3
All occupations	107.4	111.1	114.8	118.8	118.3	119.4	120.1	121.6	122.7

(a) Reference base of each index: September quarter 1997=100.0

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector by Occupation—Percentage changes: **Original**

Occupation	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2000-01	2001-02	2002-03	Dec Qtr 2001	Dec Qtr 2002	Dec Qtr 2003	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE										
Managers and administrators	3.7	3.4	3.4	3.7	3.7	2.8	0.4	0.7	0.7	0.9
Professionals	4.0	3.8	3.7	4.0	3.6	3.6	0.8	0.7	1.3	0.7
Associate professionals	3.7	3.1	3.1	2.8	3.3	3.1	0.7	0.7	0.8	0.8
Tradespersons and related workers	3.4	3.2	3.5	3.6	3.2	3.2	0.8	0.4	1.0	0.9
Advanced clerical and service workers	3.2	2.4	3.0	2.5	3.1	3.9	0.6	0.5	2.0	0.8
Intermediate clerical, sales and service workers	3.1	3.1	3.5	3.1	3.6	3.4	0.6	0.5	1.3	1.0
Intermediate production and transport workers	3.2	3.0	3.2	3.0	3.4	3.3	0.4	0.5	1.3	1.1
Elementary clerical, sales and service workers	3.2	2.6	3.4	2.6	3.4	3.0	0.8	0.2	1.4	0.7
Labourers and related workers	3.1	3.1	3.4	3.0	3.6	3.3	0.5	0.3	1.3	1.2
<i>All occupations</i>	3.5	3.2	3.4	3.4	3.5	3.3	0.7	0.5	1.2	0.9
PUBLIC										
Managers and administrators	3.4	3.1	3.8	3.1	3.1	5.2	2.2	0.5	1.5	0.9
Professionals	3.6	3.9	4.2	4.2	3.8	4.6	1.8	0.7	1.6	0.4
Associate professionals	3.4	3.2	3.5	2.9	3.6	4.9	1.7	0.2	1.6	1.3
Tradespersons and related workers	3.5	3.5	3.6	3.7	3.7	4.5	1.1	0.8	1.6	0.9
Advanced clerical and service workers	2.8	3.3	3.5	3.4	3.2	4.7	1.4	0.3	1.5	1.4
Intermediate clerical, sales and service workers	3.0	3.0	3.2	3.0	3.1	5.2	1.6	0.3	2.1	1.1
Intermediate production and transport workers	3.3	3.3	4.1	3.3	3.9	4.1	1.7	0.7	1.1	0.7
Elementary clerical, sales and service workers	2.7	3.2	2.9	3.1	3.0	4.7	1.0	2.0	1.2	0.4
Labourers and related workers	3.1	3.0	3.5	3.0	3.1	4.5	1.6	0.3	1.3	1.2
<i>All occupations</i>	3.4	3.4	3.8	3.5	3.5	4.8	1.7	0.6	1.6	0.8
ALL SECTORS										
Managers and administrators	3.6	3.3	3.5	3.6	3.6	3.3	0.8	0.6	0.9	0.9
Professionals	3.8	3.9	3.8	4.1	3.6	4.0	1.2	0.7	1.5	0.6
Associate professionals	3.6	3.1	3.3	2.8	3.4	3.6	1.0	0.5	1.1	0.9
Tradespersons and related workers	3.4	3.3	3.5	3.5	3.3	3.5	0.9	0.4	1.2	0.9
Advanced clerical and service workers	3.2	2.5	3.1	2.5	3.1	4.0	0.8	0.4	1.9	0.8
Intermediate clerical, sales and service workers	3.1	3.1	3.4	3.1	3.4	3.9	0.9	0.5	1.5	1.0
Intermediate production and transport workers	3.2	3.0	3.4	3.0	3.4	3.3	0.5	0.6	1.3	0.9
Elementary clerical, sales and service workers	3.2	2.6	3.3	2.7	3.3	3.4	0.8	0.5	1.4	0.7
Labourers and related workers	3.1	3.1	3.3	3.0	3.6	3.4	0.6	0.3	1.4	1.2
All occupations	3.4	3.3	3.5	3.4	3.4	3.7	0.9	0.6	1.2	0.9

HOURLY RATES OF PAY INCLUDING BONUSES,
Sector: **Original**

Period	ORDINARY TIME HOURLY RATES			TOTAL HOURLY RATES		
	Private	Public	All Sectors	Private	Public	All Sectors
INDEX NUMBERS (a)						
1999-2000	107.3	108.4	107.6	107.3	108.4	107.5
2000-01	111.1	112.1	111.4	111.1	112.1	111.3
2001-02	114.5	116.0	114.9	114.5	116.0	114.8
2002-03	118.4	120.3	118.9	118.4	120.3	118.9
2000						
December	110.7	111.4	110.9	110.7	111.4	110.8
2001						
March	111.6	112.8	111.9	111.5	112.8	111.9
June	112.3	113.5	112.6	112.2	113.5	112.5
September	113.5	114.7	113.8	113.4	114.7	113.7
December	114.2	115.4	114.5	114.2	115.4	114.4
2002						
March	114.8	116.6	115.2	114.8	116.6	115.2
June	115.5	117.2	115.9	115.5	117.2	115.9
September	117.0	118.5	117.3	117.0	118.5	117.3
December	118.1	119.3	118.4	118.1	119.3	118.4
2003						
March	118.9	121.4	119.5	118.9	121.4	119.5
June	119.6	122.0	120.2	119.6	122.0	120.2
September	121.0	124.0	121.7	121.0	124.0	121.7
December	122.3	125.1	123.0	122.3	125.1	123.0
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)						
2000-01	3.5	3.4	3.5	3.5	3.4	3.5
2001-02	3.1	3.5	3.1	3.1	3.5	3.1
2002-03	3.4	3.7	3.5	3.4	3.7	3.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)						
2001						
December	3.2	3.6	3.2	3.2	3.6	3.2
2002						
March	2.9	3.4	2.9	3.0	3.4	2.9
June	2.8	3.3	2.9	2.9	3.3	3.0
September	3.1	3.3	3.1	3.2	3.3	3.2
December	3.4	3.4	3.4	3.4	3.4	3.5
2003						
March	3.6	4.1	3.7	3.6	4.1	3.7
June	3.5	4.1	3.7	3.5	4.1	3.7
September	3.4	4.6	3.8	3.4	4.6	3.8
December	3.6	4.9	3.9	3.6	4.9	3.9
CHANGE FROM PREVIOUS QUARTER (%)						
2001						
December	0.6	0.6	0.6	0.7	0.6	0.6
2002						
March	0.5	1.0	0.6	0.5	1.0	0.7
June	0.6	0.5	0.6	0.6	0.5	0.6
September	1.3	1.1	1.2	1.3	1.1	1.2
December	0.9	0.7	0.9	0.9	0.7	0.9
2003						
March	0.7	1.8	0.9	0.7	1.8	0.9
June	0.6	0.5	0.6	0.6	0.5	0.6
September	1.2	1.6	1.2	1.2	1.6	1.2
December	1.1	0.9	1.1	1.1	0.9	1.1

(a) Reference base of each index: September quarter 1997 = 100.0.

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS (a)									
1999-2000	107.9	107.1	107.3	107.1	107.2	106.2	106.9	106.3	107.4
2000-01	111.9	110.8	110.7	110.6	111.1	109.2	109.9	110.1	111.1
2001-02	115.6	114.6	114.3	114.2	114.6	112.6	113.4	113.6	114.8
2002-03	119.6	118.7	117.9	118.6	118.8	116.2	116.8	117.4	118.8
2000									
December	111.3	110.3	110.4	110.2	110.2	108.9	110.0	109.8	110.6
2001									
March	112.5	111.2	111.3	111.2	111.9	109.5	110.4	110.6	111.7
June	113.1	112.1	112.0	111.7	112.7	110.3	110.6	111.0	112.4
September	114.5	113.5	113.2	112.7	113.4	111.5	111.7	112.7	113.7
December	115.1	114.2	114.0	114.0	114.1	112.1	113.4	113.3	114.4
2002									
March	116.1	114.9	114.7	114.9	115.1	113.1	114.0	113.9	115.2
June	116.6	115.9	115.4	115.3	115.9	113.6	114.3	114.4	115.9
September	118.1	117.5	116.4	117.0	117.7	114.9	115.7	116.0	117.4
December	118.9	118.4	117.5	118.5	118.4	116.1	116.2	117.0	118.3
2003									
March	120.5	119.1	118.5	119.2	119.3	116.5	117.6	118.1	119.4
June	121.0	119.9	119.1	119.8	119.9	117.3	117.8	118.4	120.1
September	122.7	121.4	120.3	121.7	121.5	118.9	119.0	120.8	121.6
December	123.8	122.2	121.8	123.1	122.3	120.0	120.2	122.3	122.7
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2000-01	3.7	3.5	3.2	3.3	3.6	2.8	2.8	3.6	3.4
2001-02	3.3	3.4	3.3	3.3	3.2	3.1	3.2	3.2	3.3
2002-03	3.5	3.6	3.1	3.9	3.7	3.2	3.0	3.3	3.5
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2001									
December	3.4	3.5	3.3	3.4	3.5	2.9	3.1	3.2	3.4
2002									
March	3.2	3.3	3.1	3.3	2.9	3.3	3.3	3.0	3.1
June	3.1	3.4	3.0	3.2	2.8	3.0	3.3	3.1	3.1
September	3.1	3.5	2.8	3.8	3.8	3.0	3.6	2.9	3.3
December	3.3	3.7	3.1	3.9	3.8	3.6	2.5	3.3	3.4
2003									
March	3.8	3.7	3.3	3.7	3.6	3.0	3.2	3.7	3.6
June	3.8	3.5	3.2	3.9	3.5	3.3	3.1	3.5	3.6
September	3.9	3.3	3.4	4.0	3.2	3.5	2.9	4.1	3.6
December	4.1	3.2	3.7	3.9	3.3	3.4	3.4	4.5	3.7
CHANGE FROM PREVIOUS QUARTER (%)									
2001									
December	0.5	0.6	0.7	1.2	0.6	0.5	1.5	0.5	0.6
2002									
March	0.9	0.6	0.6	0.8	0.9	0.9	0.5	0.5	0.7
June	0.4	0.9	0.6	0.3	0.7	0.4	0.3	0.4	0.6
September	1.3	1.4	0.9	1.5	1.6	1.1	1.2	1.4	1.3
December	0.7	0.8	0.9	1.3	0.6	1.0	0.4	0.9	0.8
2003									
March	1.3	0.6	0.9	0.6	0.8	0.3	1.2	0.9	0.9
June	0.4	0.7	0.5	0.5	0.5	0.7	0.2	0.3	0.6
September	1.4	1.3	1.0	1.6	1.3	1.4	1.0	2.0	1.2
December	0.9	0.7	1.2	1.2	0.7	0.9	1.0	1.2	0.9

(a) Reference base of each index: September quarter 1997=100.0.

Industry	FINANCIAL YEAR				QUARTER				
	1999-2000	2000-01	2001-02	2002-03	Dec Qtr 2002	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE									
Mining	106.4	109.7	113.3	117.5	117.4	117.9	118.4	119.6	120.6
Manufacturing	107.9	111.7	115.4	119.7	119.4	120.2	120.9	122.2	123.5
Electricity, gas and water supply	108.2	111.4	116.5	121.0	120.7	121.0	122.5	123.8	125.5
Construction	107.9	112.6	116.5	120.6	119.9	121.3	121.7	123.6	124.1
Wholesale trade	106.2	110.0	113.1	117.0	116.7	117.3	118.0	119.3	120.0
Retail trade	105.8	108.5	111.3	114.8	114.5	115.2	115.6	116.6	118.1
Accommodation, cafes and restaurants	105.8	109.2	112.3	116.3	116.1	116.9	117.2	118.6	119.2
Transport and storage	106.4	109.3	112.0	115.4	115.1	116.2	116.5	118.2	119.1
Communication services	107.3	111.3	116.2	119.1	118.8	119.4	119.6	121.5	121.7
Finance and insurance	108.6	112.5	117.0	121.0	120.9	121.5	122.3	123.3	124.5
Property and business services	108.5	113.2	117.2	121.1	120.8	121.3	122.2	124.3	125.2
Education	107.2	111.2	115.1	119.6	118.4	120.7	121.4	122.0	122.4
Health and community services	106.5	109.4	113.4	116.9	116.6	117.4	118.0	119.6	121.5
Cultural and recreational services	105.2	108.8	112.4	116.8	116.3	117.6	117.9	119.2	120.1
Personal and other services	105.5	108.6	112.9	116.2	115.9	116.6	116.9	118.0	118.8
All industries	107.2	110.9	114.5	118.4	118.1	118.9	119.5	120.9	122.0
PUBLIC									
Government administration and defence	107.7	111.1	114.8	118.6	118.1	119.6	120.0	122.1	124.1
Education	108.1	112.0	116.6	121.9	121.0	122.8	123.7	124.9	125.3
Health and community services	109.6	113.0	116.5	120.8	119.0	122.7	123.1	126.5	127.0
Cultural and recreational services	107.3	110.3	113.2	117.1	116.5	117.8	118.3	121.7	122.4
Personal and other services	109.6	113.2	116.8	121.5	120.2	122.7	123.2	124.9	126.6
All industries(b)	108.2	111.9	115.7	120.0	119.1	121.1	121.7	123.8	124.8
ALL SECTORS									
Mining	106.5	109.7	113.4	117.6	117.4	117.9	118.4	119.7	120.7
Manufacturing	107.9	111.7	115.4	119.7	119.4	120.1	120.9	122.2	123.5
Electricity, gas and water supply	108.8	113.0	117.8	122.8	122.3	123.4	124.6	126.0	127.3
Construction	108.1	112.7	116.5	120.5	119.7	121.3	121.8	123.6	124.1
Wholesale trade	106.2	110.0	113.1	117.0	116.7	117.3	118.0	119.3	120.0
Retail trade	105.8	108.5	111.3	114.8	114.5	115.2	115.6	116.7	118.2
Accommodation, cafes and restaurants	105.8	109.1	112.3	116.2	116.1	116.8	117.1	118.5	119.1
Transport and storage	106.3	109.6	112.6	116.2	115.8	117.1	117.5	119.0	119.7
Communication services	106.9	110.5	114.5	117.3	117.0	117.5	118.4	120.1	120.8
Finance and insurance	108.5	112.4	116.8	120.8	120.7	121.3	122.2	123.1	124.3
Property and business services	108.5	113.2	117.2	121.1	120.7	121.3	122.2	124.3	125.3
Government administration and defence	107.7	111.1	114.8	118.6	118.1	119.6	120.0	122.1	124.1
Education	107.8	111.8	116.1	121.2	120.2	122.1	123.0	124.0	124.4
Health and community services	107.9	111.0	114.8	118.7	117.6	119.8	120.3	122.7	123.9
Cultural and recreational services	105.9	109.3	112.7	116.9	116.4	117.7	118.0	119.9	120.8
Personal and other services	107.3	110.7	114.6	118.5	117.8	119.4	119.7	121.2	122.4
All industries	107.4	111.1	114.8	118.8	118.3	119.4	120.1	121.6	122.7

(a) Reference base of each index: September quarter 1997=100.0.

(b) Includes those industries not separately listed.

ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES,
Sector by Industry—Percentage changes: **Original**

Industry	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2000-01	2001-02	2002-03	Dec Qtr 2001	Dec Qtr 2002	Dec Qtr 2003	Mar Qtr 2003	Jun Qtr 2003	Sep Qtr 2003	Dec Qtr 2003
PRIVATE										
Mining	3.1	3.3	3.7	3.5	4.2	2.7	0.4	0.4	1.0	0.8
Manufacturing	3.5	3.3	3.7	3.5	3.7	3.4	0.7	0.6	1.1	1.1
Electricity, gas and water supply	3.0	4.6	3.9	4.6	3.9	4.0	0.2	1.2	1.1	1.4
Construction	4.4	3.5	3.5	3.8	3.3	3.5	1.2	0.3	1.6	0.4
Wholesale trade	3.6	2.8	3.4	2.9	3.4	2.8	0.5	0.6	1.1	0.6
Retail trade	2.6	2.6	3.1	2.4	3.2	3.1	0.6	0.3	0.9	1.3
Accommodation, cafes and restaurants	3.2	2.8	3.6	2.7	3.7	2.7	0.7	0.3	1.2	0.5
Transport and storage	2.7	2.5	3.0	2.4	3.1	3.5	1.0	0.3	1.5	0.8
Communication services	3.7	4.4	2.5	5.0	2.4	2.4	0.5	0.2	1.6	0.2
Finance and insurance	3.6	4.0	3.4	4.4	3.5	3.0	0.5	0.7	0.8	1.0
Property and business services	4.3	3.5	3.3	3.5	3.5	3.6	0.4	0.7	1.7	0.7
Education	3.7	3.5	3.9	3.6	3.4	3.4	1.9	0.6	0.5	0.3
Health and community services	2.7	3.7	3.1	3.6	3.2	4.2	0.7	0.5	1.4	1.6
Cultural and recreational services	3.4	3.3	3.9	3.6	3.8	3.3	1.1	0.3	1.1	0.8
Personal and other services	2.9	4.0	2.9	4.2	2.7	2.5	0.6	0.3	0.9	0.7
<i>All industries</i>	3.5	3.2	3.4	3.3	3.4	3.3	0.7	0.5	1.2	0.9
PUBLIC										
Government administration and defence	3.2	3.3	3.3	3.2	3.1	5.1	1.3	0.3	1.8	1.6
Education	3.6	4.1	4.5	4.9	4.1	3.6	1.5	0.7	1.0	0.3
Health and community services	3.1	3.1	3.7	2.8	2.9	6.7	3.1	0.3	2.8	0.4
Cultural and recreational services	2.8	2.6	3.4	2.5	3.3	5.1	1.1	0.4	2.9	0.6
Personal and other services	3.3	3.2	4.0	2.3	4.1	5.3	2.1	0.4	1.4	1.4
<i>All industries(a)</i>	3.4	3.4	3.7	3.5	3.5	4.8	1.7	0.5	1.7	0.8
ALL SECTORS										
Mining	3.0	3.4	3.7	3.6	4.1	2.8	0.4	0.4	1.1	0.8
Manufacturing	3.5	3.3	3.7	3.4	3.8	3.4	0.6	0.7	1.1	1.1
Electricity, gas and water supply	3.9	4.2	4.2	4.0	4.6	4.1	0.9	1.0	1.1	1.0
Construction	4.3	3.4	3.4	3.6	3.1	3.7	1.3	0.4	1.5	0.4
Wholesale trade	3.6	2.8	3.4	2.9	3.4	2.8	0.5	0.6	1.1	0.6
Retail trade	2.6	2.6	3.1	2.4	3.2	3.2	0.6	0.3	1.0	1.3
Accommodation, cafes and restaurants	3.1	2.9	3.5	2.7	3.7	2.6	0.6	0.3	1.2	0.5
Transport and storage	3.1	2.7	3.2	2.7	3.3	3.4	1.1	0.3	1.3	0.6
Communication services	3.4	3.6	2.4	3.8	3.0	3.2	0.4	0.8	1.4	0.6
Finance and insurance	3.6	3.9	3.4	4.3	3.5	3.0	0.5	0.7	0.7	1.0
Property and business services	4.3	3.5	3.3	3.5	3.4	3.8	0.5	0.7	1.7	0.8
Government administration and defence	3.2	3.3	3.3	3.2	3.1	5.1	1.3	0.3	1.8	1.6
Education	3.7	3.8	4.4	4.5	3.9	3.5	1.6	0.7	0.8	0.3
Health and community services	2.9	3.4	3.4	3.3	3.0	5.4	1.9	0.4	2.0	1.0
Cultural and recreational services	3.2	3.1	3.7	3.2	3.7	3.8	1.1	0.3	1.6	0.8
Personal and other services	3.2	3.5	3.4	3.4	3.3	3.9	1.4	0.3	1.3	1.0
All industries	3.4	3.3	3.5	3.4	3.4	3.7	0.9	0.6	1.2	0.9

(a) Includes those industries not separately listed.

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains indexes measuring quarterly changes in wage and salary costs for employee jobs. These indexes were compiled for the first time for the December quarter 1997 (with a reference base of September quarter 1997 = 100.0).

2 The methodology used to construct the component indexes of the Wage Cost Index (WCI) is similar to that used for other price indexes such as the Consumer Price Index. In the WCI, index numbers are compiled from hourly wage and salary rates of pay for a representative sample of employee jobs within a sample of employing organisations. Individual indexes are compiled for various combinations of state/territory, sector (private/public), broad industry group and broad occupation group. For more detailed information on the methodology used in the construction of the WCI, refer to *Information Paper: Wage Cost Index, Australia, 2000* (cat. no. 6346.0).

PUBLISHED INDEXES

3 There are four sets of quarterly base-period weighted indexes in this publication, which together comprise the WCI:

- ordinary time hourly rates of pay—excluding bonuses
- ordinary time hourly rates of pay—including bonuses
- total hourly rates of pay—excluding bonuses
- total hourly rates of pay—including bonuses.

DESIGN OF THE INDEXES

BROAD DESCRIPTION

4 The WCI is a price index which measures changes over time in wage and salary costs for employee jobs, unaffected by changes in the quality or quantity of work performed. Changes in wages and salaries resulting from changes in the composition of the labour market are excluded from the WCI movements. This is achieved by combining average *price* movements for each segment of the labour market (defined by state/territory, sector, industry and occupation) using *expenditure weights* that remain constant between successive *weighting base* periods.

5 Every effort is made to price jobs in the sample to constant quality. Price determining characteristics of the jobs are detailed in fixed pricing specifications, and any changes in wage and salary payments due to changes in the pricing specifications are removed from index movements. The following are examples of changes in price determining characteristics which are not reflected in index movements:

- changes in the nature of work performed (e.g. different tasks or responsibilities)
- changes in the quantity of work performed (e.g. the number of hours worked)
- changes in the characteristics of the job occupant (e.g. age, apprenticeship year, successful completion of training or a qualification, grade or level, experience, length of service, fitness, etc.)
- changes in location where the work is performed.

6 Identifying and measuring quality changes for jobs can be difficult. However, in the WCI, a range of procedures has been developed to achieve this, and to ensure that only pure price changes are reflected in the indexes.

7 The *ordinary time* indexes that *exclude* bonuses measure quarterly changes in ordinary time hourly wage and salary rates. Changes in rates of pay reflected in these indexes (i.e. pure price changes) arise from a range of sources including award variations, enterprise and workplace agreements, centralised wage fixation, individual contracts and informal arrangements.

EXPLANATORY NOTES *continued*

BROAD DESCRIPTION *continued*

8 These indexes are not affected by changes in penalty payments (which fluctuate depending on the number of hours paid at penalty rates), changes in allowances (which fluctuate according to how much work is performed under special work conditions e.g. height, dirt, heat allowances) or changes in bonus payments (which may, or may not, relate to an individual's work performance). Specifically, the following costs are excluded when computing ordinary time hourly wage and salary rates:

- penalty payments for overtime, shifts, weekends and public holidays
- ordinary time and overtime allowances
- bonus payments.

9 The effect of rolling ordinary time penalty payments and allowances into ordinary time hourly rates is excluded from these indexes. However, when overtime penalty payments are rolled into ordinary time hourly rates, the ordinary time indexes will increase accordingly.

10 The *total hourly* indexes that *exclude* bonuses are based on a weighted combination of ordinary time hourly rates (described in paragraphs 7, 8 and 9) and overtime hourly rates. The total hourly rates reflect changes in ordinary time hourly rates as well as changes in overtime hourly rates. The effect of changes in the amount of overtime paid at each overtime rate is not shown in these indexes except when overtime penalty payments are rolled into ordinary time hourly rates. When this occurs, the increase in the ordinary time hourly rate will tend to be offset by the elimination of the higher overtime hourly rate, leaving the total hourly indexes largely unchanged.

11 Only those indexes that *exclude* bonuses are pure price indexes. This is because bonus payments tend to reflect changes in the quality of work performed.

SCOPE AND COVERAGE

12 The target population of employers for the WCI is all employing organisations in Australia (private and public sectors) except:

- enterprises primarily engaged in agriculture, forestry or fishing
- private households employing staff
- foreign embassies, consulates, etc.

13 All *employee* jobs in the target population of employers are in scope of the WCI, except the following:

- Australian permanent defence force jobs
- non-salaried directors
- proprietors/partners of unincorporated businesses
- persons paid by commission only
- working proprietors/owner managers of Pty Ltd companies
- employees on workers' compensation who are not paid through the payroll
- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

14 As such, full-time, part-time, permanent, casual, managerial and non-managerial jobs are in scope of the WCI. Costs incurred by employers for work undertaken by self-employed persons such as consultants and subcontractors are out-of-scope of the WCI, as they do not relate to employee jobs.

EXPLANATORY NOTES *continued*

CHANGES TO THE ABS BUSINESS REGISTER

15 The introduction of The New Tax System had a number of significant implications for ABS business statistics, and these are discussed in the Information Papers: *ABS Statistics And The New Tax System* (cat. no. 1358.0) and *Information Paper: Improvements in ABS Economic Statistics [Arising from the New Tax System]* (cat.no. 1372.0). However, due to the methodology used to construct the WCI, these changes will not affect the index numbers or period-to-period movements.

DATA COLLECTION

16 Information for the WCI is collected each quarter by mail questionnaires from a sample survey of approximately 4,800 private and public sector employers selected from the ABS Business Register. In the first quarter they participate in the survey, each employer selects a sample of jobs from their workplace(s) using sampling instructions provided by the ABS, and provides information for these jobs, including detailed pricing specifications. In subsequent quarters they are asked to provide details of payments made to the current occupants of these same jobs. It is essential that the same *jobs* are priced in successive quarters, whether the individual job occupants are the same or not. Approximately 20,000 matched jobs are priced each quarter from the selected employers.

17 The sampling method retains the highest possible common sample of employers over time, and retains the same sampled jobs within those employers where possible. However, it is also necessary to ensure the WCI continues to be relevant and representative over time. For these reasons, the employer sample is refreshed annually (for the September quarter) in a way that ensures a high proportion of common selections while allowing new employers to be represented in the sample. Refreshing the sample also allows the ABS to control the length of time that small businesses in particular are included in the survey. The sample refresh coincides with updating of expenditure weights (see paragraph 19).

18 Between each annual refresh of the employer sample, a small number of employee jobs will be lost from the survey sample because of the closure of some businesses. In addition, some jobs in continuing businesses will be replaced in the sample because of restructuring and other job changes.

WEIGHTING

19 In the WCI, as with other price indexes, expenditure weights are used to combine elementary aggregate indexes into publication indexes. These weights are derived from independent estimates of total weekly wages and salaries for elementary aggregates. The independent estimates are sourced from the quarterly Survey of Employment and Earnings (SEE), the biennial Employee Earnings and Hours (EEH) survey and the five-yearly Census of Population and Housing. The weights are updated for the September quarter each year to take account of changing wage and salary expenditure patterns among the elementary aggregates. The first percentage changes that can be calculated using the updated weights will occur in respect of the December quarter each year. Updated expenditure weights reflect changes in the distribution of the number of employee jobs among occupations, industries, states/territories and sectors, as well as changes in wage rate relativities. The Appendix shows the distribution of employers' expenditure on wages and salaries, for the September quarter 2003.

20 To facilitate comparison of index numbers over time, the published indexes will not be re-referenced (i.e. reset) to 100.0 each time this re-weighting occurs. This will provide a continuous series from the original reference base of September quarter 1997 = 100.0, while incorporating the updated expenditure weights.

EXPLANATORY NOTES *continued*

PERCENTAGE CHANGE AND ROUNDING

21 The published index numbers have been rounded to one decimal place, and the percentage changes (also rounded to one decimal place) are calculated from the rounded index numbers. In some cases, this can result in the percentage change for the total level of a group of indexes being outside the range of the percentage changes for the component level indexes. Seasonally adjusted and trend estimates are calculated from unrounded original indexes and then rounded to one decimal place.

INTERPRETATION OF INDEX NUMBERS

22 Index numbers in this publication measure changes in hourly rates of pay between the reference base period (September quarter 1997 = 100.0) and a later period. Index number levels cannot be compared across states/territories as they do not provide comparative information on levels of hourly rates of pay. Similarly, index number levels cannot be compared across sectors, industries, or occupations. The usefulness of index numbers stems from the fact that index numbers for any two periods can be used to directly calculate the change or movement in hourly rates of pay between the two periods. These *movements* can be compared across states/territories, sectors, industries, or occupations.

INDEX MOVEMENTS

23 Index numbers in this publication are constructed on a quarterly basis with a reference base of September quarter 1997 = 100.0. Movements in indexes from one period to another can be expressed either as changes in *index points* or as percentage changes. In this publication, percentage changes are calculated to illustrate three different kinds of movements in indexes:

- movements between consecutive quarters
- movements between corresponding quarters of consecutive years
- movements between consecutive financial years.

24 The following example illustrates the method of calculating changes in index points and percentage changes between any two periods:

	Index numbers (See table 2)
December quarter 2003	122.7
<i>less</i> September quarter 2003	121.6
Change in index points	1.1
Percentage change =	$\frac{1.1}{121.6} \times 100 = 0.9\%$

FINANCIAL YEAR INDEXES

25 Index numbers for financial years are calculated as simple (arithmetic) averages of the four quarterly index numbers for the financial year. As the Wage Cost Index was first published with a reference base of September quarter 1997 = 100.0, the first financial year index number that can be calculated is for 1997–98. Consequently, the first percentage change between financial years that can be calculated is between 1997–98 and 1998–99. The following example illustrates the method of calculating the most recent financial year index numbers:

	Index numbers (See table 2)
September quarter 2002	117.4
<i>plus</i> December quarter 2002	118.3
<i>plus</i> March quarter 2003	119.4
<i>plus</i> June quarter 2003	120.1
Financial year 2002-03 =	$\frac{475.2}{4} = 118.8$

26 Percentage changes between any two financial year index numbers can be calculated using the method outlined in paragraph 24 above.

EXPLANATORY NOTES *continued*

SEASONALLY ADJUSTED INDEXES BACKGROUND

27 The ABS released experimental seasonally adjusted estimates of the WCI in the April 2002 issue of *Australian Economic Indicators* (cat. no. 1350.0). At that time the seasonal analysis was based on a very short time series containing only 17 quarterly observations. However, because of user interest in the seasonally adjusted estimates, these experimental indexes were published in an appendix in the WCI publication each quarter from June 2002 to June 2003. The seasonally adjusted indexes published in that appendix were for total hourly rates of pay excluding bonuses for each of the private and public sectors and for all sectors. Now that a longer time series is available, the seasonal pattern can be derived with a greater degree of certainty and so the experimental label has been removed.

28 Seasonally adjusted and trend indexes are presented in Table 1. Time series data are available on the ABS website or by contacting Tim Landrigan (phone (08) 9360 5151 or e-mail <tim.landrigan@abs.gov.au>).

SEASONAL ADJUSTMENT

29 Seasonally adjusted estimates are derived by estimating and removing systematic calendar related effects from the original series. In most economic data these calendar related effects are a combination of the classical seasonal influences (e.g. the effect of the weather, social traditions or administrative practices) plus other kinds of calendar related variation, such as trading day, Easter or the proximity of significant days in the year (e.g. Christmas). In the seasonal adjustment process, both seasonal and other calendar related factors evolve over time to reflect changes in activity patterns. The seasonally adjusted estimates still reflect the sampling and non-sampling errors to which the original estimates are subject.

SEASONALLY ADJUSTED WCI

30 Institutional effects largely drive the seasonality of the WCI. Important factors in determining the seasonality of the WCI are the timing of effect of Australian workplace agreements and certified agreements, the length of these agreements, and the timing of significant centralised wage hearings that impact on award rates of pay such as the "Safety Net Review" conducted by the Australian Industrial Relations Commission. A significant future change in wage setting arrangements, such as that which occurred during the mid to late 1990s, could affect the seasonality of the WCI. The ABS does monitor the effects of any such change and will advise users of the reliability of the seasonally adjusted WCI estimates during any transition period.

CONCURRENT SEASONAL ANALYSIS

31 The WCI series uses a concurrent seasonal adjustment methodology to derive the adjustment factors. This method uses the original time series available at each reference period to estimate seasonal factors for the current and previous quarters. Concurrent seasonal adjustment is technically superior to the more traditional method of reanalysing seasonal patterns once each year because it uses all available data to fine tune the estimates of the seasonal component each quarter. With concurrent analysis, the seasonally adjusted series are subject to revision each quarter as the estimates of the seasonal factors are improved. It eliminates the need to use projected seasonal factors, and results in substantial gains in accuracy and consistency of the seasonally adjusted series. In most instances, the only noticeable revisions will be to the combined adjustment factors for the previous quarter and for the same quarter in the preceding year as the reference quarter (i.e. if the latest quarter is Q_t then the most significant revisions will be to Q_{t-1} and Q_{t-4}).

EXPLANATORY NOTES *continued*

TREND ESTIMATES

32 Trend is a measure of the underlying direction of a series. The ABS trend estimates are derived by applying a 7-term Henderson-weighted moving average to all quarters of the respective seasonally adjusted indexes except the first three and last three quarters. Trend estimates are created for these quarters by applying surrogates of the 7-term Henderson weighted moving average to the seasonally adjusted indexes, tailored to each time series. In general, trend estimates give a better indication of underlying behaviour than the seasonally adjusted estimates. Please refer to the ABS information paper, *A Guide to Interpreting Time Series - Monitoring Trends* (cat. no. 1349.0).

REFERENCE BASE

33 The reference base of an index series is most commonly a year but can also be a different length of time, ranging from two or three years down to a single quarter. It often coincides with the weighting base for the series, but this is not essential. The September quarter 1997 used as the base period for the original (i.e. non-seasonally adjusted) WCI series was chosen arbitrarily—it was the first quarter for which WCI data were available.

34 Seasonal adjustment is a statistical estimation process that is principally designed to help analysts identify the underlying movements in the series involved by removing the estimated seasonal patterns. The evolving seasonal patterns reflect the changes in activities. However, the relationship between the original and seasonally adjusted series is also useful in terms of indicating which quarters are 'seasonally high' and those which are 'seasonally low'. Therefore, it has been decided to show the seasonally adjusted series exactly as they have been derived from the original series and not to re-reference the seasonally adjusted data to 100.0 in September quarter 1997.

RELIABILITY OF THE INDEXES

35 Since the index numbers are based on information relating to a sample of employee jobs, they are subject to *sampling error*. That is, they may differ from figures that would have resulted had all the in-scope employee jobs in the labour market been included in the collection. Estimates of the magnitude of the sampling error of the index numbers will not be available until the WCI has been operating for a sufficient number of quarters to enable meaningful estimates to be calculated.

36 Inaccuracies in the data may also occur because of imperfections in reporting by respondents or in processing by the ABS. This kind of inaccuracy is referred to as *non-sampling error*. Every effort has been made to minimise non-sampling error, for example:

- by careful design and testing of questionnaires and processing systems
- by providing instructions to employers on how to select a sample of employee jobs
- by detailed checking of completed survey forms
- by instituting a range of procedures for ensuring that jobs are priced to constant quality.

REVISIONS TO INDEXES

37 Original index numbers will be released as final figures at the time they are first published. Revisions will only occur in exceptional circumstances.

EXPLANATORY NOTES *continued*

RELATED PUBLICATIONS

38 Users may also wish to refer to the following publications which are available on request:

Australian Labour Market Statistics, cat. no. 6105.0

Average Weekly Earnings, Australia, cat. no. 6302.0

Consumer Price Index, Australia, cat. no. 6401.0

House Price Indexes: Eight Capital Cities, cat. no. 6416.0

Information Paper: Wage Cost Index, Australia, 2000, cat. no. 6346.0

International Trade Price Indexes, Australia, cat. no. 6457.0

Producer Price Indexes, Australia, cat. no. 6427.0

39 Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products* (cat. no. 1101.0). The Catalogue is available from any ABS office or the ABS web site <<http://www.abs.gov.au>>. The ABS also issues a daily *Release Advice* on the web site which details products to be released in the week ahead.

ABS DATA AVAILABLE ON REQUEST

40 As well as the statistics included in this and related publications, the ABS may have other relevant data available on request. Inquiries should be made to Tim Landrigan on Perth (08) 9360 5151 or the National Information and Referral Service on 1300 135 070.

APPENDIX DISTRIBUTION OF EXPENDITURE ON WAGES

SEPTEMBER QUARTER 2003

DISTRIBUTION OF EMPLOYERS' TOTAL EXPENDITURE ON WAGES AND SALARIES (a)

	Private	Public	All Sectors
	%	%	%
Sector by State/Territory			
New South Wales	37.0	33.6	36.1
Victoria	26.4	20.8	25.1
Queensland	16.2	19.7	17.1
South Australia	6.6	7.2	6.8
Western Australia	9.8	8.4	9.5
Tasmania	1.6	2.2	1.7
Northern Territory	0.9	2.1	1.2
Australian Capital Territory	1.4	6.0	2.5
Australia	100.0	100.0	100.0
Sector by broad occupation group (b)			
Managers and administrators	12.4	10.9	12.0
Professionals	20.2	41.2	25.3
Associate professionals	12.2	14.9	12.9
Tradepersons and related workers	13.5	6.1	11.7
Advanced clerical and service workers	3.7	2.2	3.3
Intermediate clerical, sales and service workers	14.7	14.5	14.6
Intermediate production and transport workers	10.1	3.3	8.4
Elementary clerical, sales and service workers	6.5	4.0	5.9
Labourers and related workers	6.7	2.9	5.8
All occupations	100.0	100.0	100.0
Sector by broad industry group (c)			
Mining	3.2	(d)	2.4
Manufacturing	20.9	(d)	15.8
Electricity, gas and water supply	1.0	(d)	1.5
Construction	6.1	(d)	5.1
Wholesale trade	8.1	(d)	6.2
Retail trade	11.5	(d)	8.8
Accommodation, cafes and restaurants	4.0	(d)	3.1
Transport and storage	5.6	(d)	5.1
Communication services	1.7	(d)	2.6
Finance and insurance	8.3	(d)	6.5
Property and business services	14.8	(d)	12.1
Government administration and defence	. .	26.8	6.6
Education	3.7	24.1	8.8
Health and community services	7.1	19.2	10.0
Cultural and recreational services	2.0	2.4	2.2
Personal and other services	2.1	6.7	3.2
All industries	100.0	100.0	100.0

. . not applicable

(a) Components may not sum to 100.0 due to rounding.

(b) Classified according to the *Australian Standard Classification of Occupations (ASCO), Second Edition* (cat. no. 1220.0).

(c) Classified according to *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

(d) For the public sector, these industries are combined and included in the 'All industries' total.

GLOSSARY

Bonuses	Payments made to a job occupant that are in addition to regular wages and salaries and which generally relate to the job occupant's, or the organisation's performance.
Elementary aggregates	The finest aggregations of jobs, in terms of state/territory, sector, industry group and occupation group, for which expenditure weights are available.
Employee job	A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates.
Employer	Organisation with one or more employees.
Expenditure weights	A measure of the relative importance of each elementary aggregate, based on employers' total expenditure on wages and salaries. Expenditure weights are used to combine elementary aggregate indexes into broader level indexes.
Index number	Measures the ratio of hourly rates of pay between the reference base period and a later period. The index number for the base quarter = 100.0.
Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
Occupation	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (cat. no. 1220.0).
Ordinary time hourly rates of pay index	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 7, 8 and 9).
Ordinary time hours	Award, standard or agreed hours of work paid for at the ordinary rate.
Overtime hours	The number of hours paid for in excess of ordinary time hours, based on the data for the first quarter a selected job is included in the survey.
Reference base period	The period for which an index series is given the value of 100.0.
Sector	Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or state/territory parliaments. The private sector comprises all organisations not classified as public sector.
Total hourly rates of pay index	Measures quarterly change in combined ordinary time and overtime hourly rates of pay (see Explanatory Notes paragraph 10).
Weighting base	The period to which the expenditure weights relate.

FOR MORE INFORMATION . . .

- INTERNET* **www.abs.gov.au** the ABS web site is the best place to start for access to summary data from our latest publications, information about the ABS, advice about upcoming releases, our catalogue, and Australia Now—a statistical profile.
- LIBRARY* A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
- CPI INFOLINE* For current and historical Consumer Price Index data, call 1902 981 074 (call cost 77c per minute).
- DIAL-A-STATISTIC* For the latest figures for National Accounts, Balance of Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 77c per minute).

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2634500012034

ISSN 1327 5356

RRP \$21.00