

WAGE COST INDEX

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) THURS 23 NOV 2000

SEPTEMBER QUARTER 2000 KEY FIGURES

Total hourly rates of pay excluding bonuses	% change Jun Qtr 2000 to Sep Qtr 2000	% change Sep Qtr 1999 to Sep Qtr 2000
Australia	1.2	3.1
Sector		
Private sector	1.3	3.1
Public sector	1.1	2.9
States and Territories		
New South Wales	1.6	3.5
Victoria	1.0	3.1
Queensland	0.9	2.5
South Australia	0.9	3.0
Western Australia	1.2	3.0
Tasmania	1.1	2.5
Northern Territory	1.0	2.6
Australian Capital Territory	1.8	3.1

SEPTEMBER QUARTER 2000 KEY POINTS

INDEXES OF TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGES (Jun Qtr 2000 to Sep Qtr 2000)

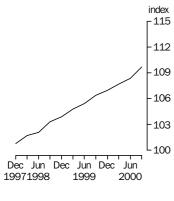
- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 1.2%.
- The increases in the indexes at the industry level ranged from 0.3% for Communication services, to 1.9% for Wholesale trade, and Accommodation, cafes and restaurants.
- The increases in the indexes at the occupation level ranged from 1.0% for Intermediate production and transport workers, to 1.7% for Advanced clerical and service workers.

ANNUAL CHANGES (Sep Qtr 1999 to Sep Qtr 2000)

- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 3.1%.
- The increases in the indexes at the industry level ranged from 2.3% for Health and community services, to 4.4% for Construction.

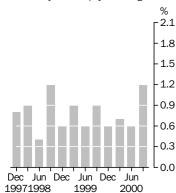
Quarterly index numbers

Total hourly rates of pay excluding bonuses Base: Sep Qtr 1997 = 100.0



Quarterly percentage change

Total hourly rates of pay excluding bonuses



 For further information about these and related statistics, contact Rory Carle on Perth 08 9360 5151, or the National Information Service on 1300 135 070.

N O T E S

FORTHCOMING ISSUES	ISSUE (Quarter) December 2000	EXPECTED RELEASE DATE 1 March 2001
	March 2001	24 May 2001
	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •
CHANGES IN THIS ISSUE	There are no changes in this issue.	
	• • • • • • • • • • • • • • • • • • • •	
UNPUBLISHED STATISTICS	Indexes are compiled for various comb	•
	(private/public), broad industry group Indexes not included in this publicatio	
	by telephoning Perth 08 9360 5151.	in may be made available on request
	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •
FURTHER INFORMATION	More detailed information on the Wag	e Cost Index is available in
	Information Paper: Wage Cost Index,	Australia, 2000 (Cat. no. 6346.0).
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Dennis Trewin Australian Statistician

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TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES .

Period	New Souti Wales	h Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
• • • • • • • • • • • • • • • • • • • •			INDEX N	UMBERS(a)				
1997–1998	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	101.2
1998–1999	104.7	104.2	104.2	104.1	104.4	103.5	104.2	103.7	104.4
1999–2000	107.9	107.2	107.3	107.1	107.1	106.2	106.8	106.3	107.4
1997									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December	100.7	100.7	100.9	100.8	100.9	100.4	101.2	100.2	100.8
1998									
March	101.8	101.6	101.7	101.5	102.0	101.1	101.8	101.1	101.7
June	102.1	102.1	102.2	101.9	102.6	101.4	102.2	101.4	102.1
September	103.6	103.2	103.2	103.2	103.4	102.4	103.0	102.8	103.3
December	104.1	103.8	103.9	103.8	104.0	102.9	104.0	103.3	103.9
1999	105.0	101 5	101.0	1010	1017	102.0	101 7	1011	101.0
March June	105.3	104.5 105 1	104.6 105.1	104.6 104.7	104.7 105 4	103.9 104.6	104.7 105.0	104.1	104.8 105.4
September	105.9 107.0	105.1 106.1	105.1 106.3	104.7 105.9	105.4 106.1	104.6 105.5	105.0 105.8	104.4 105.6	105.4 106.4
December				105.9	106.1	105.5			106.4
2000	107.5	106.8	107.1	100.0	100.1	100.0	106.7	106.0	107.0
March	108.2	107.6	107.6	107.4	107.5	106.5	107.2	106.6	107.7
June	109.0	108.3	108.0	107.4	107.0	106.9	107.5	107.0	108.4
September	110.7	109.4	109.0	109.1	109.3	108.1	108.6	108.9	109.7
Coptomoor	110.1	100.1	100.0	100.1	100.0	100.1	100.0	100.0	10011
	Ρ	ERCENTAG	E CHANGE (f	rom previ	ous financi	al year)			
1998–1999	3.5	3.1	3.0	3.0	3.0	2.8	2.9	3.0	3.2
1999–2000	3.1	2.9	3.0	2.9	2.6	2.6	2.5	2.5	2.9
• • • • • • • • • • • • • • • • • • • •						f	•••••	• • • • • • • • •	••••
	PERCENT	AGE CHAN	GE (from cori	respondin	g quarter o	i previous y	ear)		
1998 Soptombor	2.6	3.2	3.2	3.2	2.4	2.4	2.0	2.8	2.2
September 1999	3.6	3.2	3.2	3.2	3.4	2.4	3.0	2.8	3.3
September	3.3	2.8	3.0	2.6	2.6	3.0	2.7	2.7	3.0
2000	5.5	2.0	5.0	2.0	2.0	5.0	2.1	2.1	5.0
September	3.5	3.1	2.5	3.0	3.0	2.5	2.6	3.1	3.1
•••••	• • • • • • • • • • •			• • • • • • •	• • • • • • • • •	•••••	• • • • • • • •		•••••
		PERCENT	AGE CHANG	E (from pr	evious qua	rter)			
1997									
December	0.7	0.7	0.9	0.8	0.9	0.4	1.2	0.2	0.8
1998									
March	1.1	0.9	0.8	0.7	1.1	0.7	0.6	0.9	0.9
June	0.3	0.5	0.5	0.4	0.6	0.3	0.4	0.3	0.4
September	1.5	1.1	1.0	1.3	0.8	1.0	0.8	1.4	1.2
December	0.5	0.6	0.7	0.6	0.6	0.5	1.0	0.5	0.6
1999									- ·
March	1.2	0.7	0.7	0.8	0.7	1.0	0.7	0.8	0.9
June	0.6	0.6	0.5	0.1	0.7	0.7	0.3	0.3	0.6
September	1.0	1.0	1.1	1.1	0.7	0.9	0.8	1.1	0.9
December	0.5	0.7	0.8	0.8	0.6	0.5	0.9	0.4	0.6
2000 March	0.7	0.7	0.5	0.6	0.7	0.5	0.5	0.6	0.7
June	0.7	0.7	0.5	0.6	0.7	0.5 0.4	0.5	0.8	0.7
September	1.6	1.0	0.4	0.7	0.5 1.2	0.4 1.1	1.0	0.4 1.8	1.2
Coptornisor	1.0	1.0	0.0	0.0	<u></u>		1.0	1.0	
(a) Base of each index: Senter	nbor Quartor 1007	- 100.0							

(a) Base of each index: September Quarter 1997 = 100.0



TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Private Sector

Period	New South Wales	n Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
• • • • • • • • • • • • • • • • • • • •	• • • • • • • •	• • • • • • • •	• • • • • • • • •	• • • • • • • •		• • • • • • • •	• • • • • • • •		• • • • • • • •
			INDEX I	NUMBERS	(a)				
1997–1998	101.1	101.1	101.2	101.1	101.5	100.8	100.9	100.9	101.2
1998–1999	104.2	104.1	104.1	104.2	104.6	103.6	103.6	103.3	104.2
1999–2000	107.4	107.2	106.8	106.9	107.1	106.2	106.0	106.8	107.1
1997	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
September December	100.0 100.7	100.0 100.7	100.0 101.1	100.0 100.9	100.0 101.0	100.0 100.3	100.0 100.5	100.0 100.5	100.0 100.8
1998	100.7	100.7	101.1	100.9	101.0	100.5	100.5	100.5	100.8
March	101.7	101.7	101.6	101.5	102.2	101.2	101.2	101.3	101.7
June	102.0	102.1	102.2	101.9	102.2	101.6	101.7	101.6	102.1
September	103.2	103.2	103.1	103.3	103.6	102.5	102.8	102.5	103.2
December	103.8	103.8	103.8	104.0	104.2	103.1	103.2	102.8	103.8
1999									
March	104.5	104.4	104.4	104.6	104.9	104.0	103.9	103.7	104.5
June	105.1	105.1	105.0	104.7	105.6	104.7	104.3	104.3	105.1
September	106.5	106.1	106.0	105.8	106.3	105.5	105.3	105.9	106.2
December	106.9	106.8	106.6	106.5	106.7	106.0	105.7	106.2	106.7
2000									
March	107.7	107.6	107.1	107.3	107.5	106.5	106.2	107.2	107.5
June	108.5	108.3	107.5	107.8	108.0	106.8	106.8	107.8	108.1
September	110.3	109.5	108.6	108.9	109.5	107.8	108.3	110.1	109.5
• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • •	PERCENTAG	E CHANGE (ous financi		• • • • • • • •		• • • • • • •
1998–1999	3.1	3.0	2.9	3.1	3.1	2.8	2.7	2.4	3.0
1999–2000	3.1	3.0	2.9	2.6	2.4	2.5	2.3	3.4	2.8
• • • • • • • • • • • • • • • • • • • •									• • • • • • •
	PERCENT	AGE CHAN	GE (from co	rrespondin	g quarter o	or previous	year)		
1998									
September	3.2	3.2	3.1	3.3	3.6	2.5	2.8	2.5	3.2
1999									
September	3.2	2.8	2.8	2.4	2.6	2.9	2.4	3.3	2.9
2000									
September	3.6	3.2	2.5	2.9	3.0	2.2	2.8	4.0	3.1
	• • • • • • • •	PERCEN	TAGE CHANG	GE (from p	revious qua	arter)	• • • • • • • • •		• • • • • • •
1997									
December	0.7	0.7	1.1	0.9	1.0	0.3	0.5	0.5	0.8
1998									
March	1.0	1.0	0.5	0.6	1.2	0.9	0.7	0.8	0.9
June	0.3	0.4	0.6	0.4	0.5	0.4	0.5	0.3	0.4
September	1.2	1.1	0.9	1.4	0.9	0.9	1.1	0.9	1.1
December	0.6	0.6	0.7	0.7	0.6	0.6	0.4	0.3	0.6
1999									
March	0.7	0.6	0.6	0.6	0.7	0.9	0.7	0.9	0.7
June	0.6	0.7	0.6	0.1	0.7	0.7	0.4	0.6	0.6
September	1.3	1.0	1.0	1.1	0.7	0.8	1.0	1.5	1.0
December	0.4	0.7	0.6	0.7	0.4	0.5	0.4	0.3	0.5
2000	c =	o =	0 -	0.0	o -	o -	o -	0.0	<u> </u>
March	0.7	0.7	0.5	0.8	0.7	0.5	0.5	0.9	0.7
June	0.7	0.7	0.4	0.5	0.5	0.3	0.6	0.6	0.6
September	1.7	1.1	1.0	1.0	1.4	0.9	1.4	2.1	1.3
(a) Base of each index: Sentember 0			• • • • • • • • •	• • • • • • • •		• • • • • • • •	• • • • • • • • •		• • • • • • •

(a) Base of each index: September Quarter 1997 = 100.0



TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Public Sector

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
• • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • •		INDEX N	UMBERS(a	a)	••••	• • • • • • • •	• • • • • • • • •	
1997–1998	101.4	101.1	101.3	101.1	100.9	100.6	102.1	100.6	101.2
1998–1999	106.7	104.3	104.5	103.9	103.8	103.3	105.3	103.9	105.0
1999–2000	109.7	107.1	108.5	107.6	106.9	106.3	108.2	106.0	108.2
1997									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December	101.0	100.8	100.5	100.7	100.5	100.5	102.4	100.1	100.7
L998									
March	102.1	101.5	102.1	101.8	101.1	100.7	102.9	100.9	101.7
June	102.4	101.9	102.4	102.0	101.9	101.1	103.0	101.3	102.2
September	104.8	103.2	103.3	102.9	103.0	102.2	103.5	103.0	103.7
December	105.4	103.8	104.3	103.5	103.3	102.7	105.5	103.5	104.3
L999									
March	108.2	104.9	105.0	104.5	104.0	103.8	106.1	104.4	105.9
June	108.5	105.1	105.3	104.8	105.0	104.3	106.1	104.5	106.2
September	109.0	106.0	107.4	106.3	105.6	105.7	106.5	105.4	107.2
December	109.3	106.9	108.4	107.4	106.5	106.1	108.5	105.8	107.9
000									
March	109.9	107.6	108.9	107.8	107.6	106.5	108.7	106.3	108.5
June	110.7	108.0	109.3	109.0	107.8	107.0	108.9	106.6	109.1
September	112.1	109.2	110.3	109.8	108.5	108.7	109.2	108.2	110.3
	PEI	RCENTAGI	E CHANGE (fr	rom previc	ous financia	al year)		• • • • • • • • •	•••••
1998–1999	5.0	0.0		2.8		0.7	0.4		3.8
	5.2 2.8	3.2 2.7	3.2 3.8	3.6	2.9 3.0	2.7 2.9	3.1 2.8	3.3 2.0	3.0
	2.8	2.7	3.8	3.6	3.0	2.9	2.8		
1999–2000	2.8	2.7	3.8	3.6	3.0	2.9	2.8		
1999–2000 1 998 September	2.8	2.7	3.8	3.6	3.0	2.9	2.8		
L999–2000 L998 September L999 September	2.8 PERCENTAC	2.7 Ge chang	3.8 GE (from corr	3.6 esponding	3.0 g quarter of	2.9 previous ye	2.8 ear)	2.0	3.0
1999–2000 1998 September 1999	2.8 PERCENTAC 4.8	2.7 GE CHANG 3.2	3.8 E (from corr 3.3	3.6 esponding 2.9	3.0 g quarter of 3.0	2.9 previous ye 2.2	2.8 ear) 3.5	2.0 3.0	3.0 3.7
L999–2000 L998 September L999 September 2000	2.8 PERCENTAC 4.8 4.0 2.8	2.7 GE CHANG 3.2 2.7 3.0	3.8 GE (from corr 3.3 4.0 2.7	3.6 esponding 2.9 3.3 3.3	3.0 g quarter of 3.0 2.5 2.7	2.9 7 previous ye 2.2 3.4 2.8	2.8 ear) 3.5 2.9	2.0 3.0 2.3	3.0 3.7 3.4
1999–2000 1998 September 1999 September 2000 September	2.8 PERCENTAC 4.8 4.0 2.8	2.7 GE CHANG 3.2 2.7 3.0	3.8 E (from corr 3.3 4.0	3.6 esponding 2.9 3.3 3.3	3.0 g quarter of 3.0 2.5 2.7	2.9 7 previous ye 2.2 3.4 2.8	2.8 ear) 3.5 2.9	2.0 3.0 2.3	3.0 3.7 3.4
1999–2000 1998 September 1999 September 2000 September	2.8 PERCENTAC 4.8 4.0 2.8	2.7 GE CHANG 3.2 2.7 3.0 PERCENT	3.8 GE (from corr 3.3 4.0 2.7 AGE CHANGE	3.6 esponding 2.9 3.3 3.3 E (from pre	3.0 g quarter of 3.0 2.5 2.7 evious quar	2.9 7 previous ye 2.2 3.4 2.8 tter)	2.8 ear) 3.5 2.9 2.5	2.0 3.0 2.3 2.7	3.0 3.7 3.4 2.9
L999–2000 L998 September L999 September 2000 September	2.8 PERCENTAC 4.8 4.0 2.8	2.7 GE CHANG 3.2 2.7 3.0	3.8 GE (from corr 3.3 4.0 2.7	3.6 esponding 2.9 3.3 3.3	3.0 g quarter of 3.0 2.5 2.7	2.9 7 previous ye 2.2 3.4 2.8	2.8 ear) 3.5 2.9	2.0 3.0 2.3	3.0 3.7 3.4
999–2000 998 September 999 September 2000 September 997 December 998	2.8 PERCENTAC 4.8 4.0 2.8 1.0	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5	3.6 esponding 2.9 3.3 3.3 : (from pre	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5	2.9 previous ye 2.2 3.4 2.8 ter) 0.5	2.8 ear) 3.5 2.9 2.5 2.4	2.0 3.0 2.3 2.7 0.1	3.0 3.7 3.4 2.9 0.7
999–2000 998 September 999 September 000 September 997 December 998 March	2.8 PERCENTAC 4.8 4.0 2.8 1.0 1.1	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6	3.6 esponding 2.9 3.3 3.3 E (from pre 0.7 1.1	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2	2.8 ear) 3.5 2.9 2.5 2.4 0.5	2.0 3.0 2.3 2.7 0.1 0.8	3.0 3.7 3.4 2.9 0.7 1.0
999–2000 998 September 999 September 000 September 997 December 998 March June	2.8 PERCENTAC 4.8 4.0 2.8 1.0 1.1 0.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1	2.0 3.0 2.3 2.7 0.1 0.8 0.4	3.0 3.7 3.4 2.9 0.7 1.0 0.5
999–2000 998 September 999 September 000 September 997 December 998 March June September	2.8 PERCENTAC 4.8 4.0 2.8 1.0 1.1 0.3 2.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5
999–2000 998 September 999 September 000 September 997 December 998 March June September December	2.8 PERCENTAC 4.8 4.0 2.8 1.0 1.1 0.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1	2.0 3.0 2.3 2.7 0.1 0.8 0.4	3.0 3.7 3.4 2.9 0.7 1.0 0.5
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999	2.8 PERCENTAC 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1 0.5	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999 March	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1 0.5 1.1	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5 0.9	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999 March June	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7 0.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1 0.2	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7 0.3	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0 0.3	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7 1.0	2.9 previous ye 2.2 3.4 2.8 (ter) 0.5 0.2 0.4 1.1 0.5 1.1 0.5	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6 0.0	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5 0.9 0.1	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5 0.3
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999 March June September	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1 0.5 1.1	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5 0.9	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5
1999–2000 1998 September 1999 September 1000 September 1997 December 1998 March June September December 1999 March June	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7 0.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1 0.2	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7 0.3	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0 0.3	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7 1.0	2.9 previous ye 2.2 3.4 2.8 (ter) 0.5 0.2 0.4 1.1 0.5 1.1 0.5	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6 0.0	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5 0.9 0.1	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5 0.3
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999 March June September December	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7 0.3 0.5	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1 0.2 0.9	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7 0.3 2.0	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0 0.3 1.4	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7 1.0 0.6	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1 0.5 1.1 0.5 1.3	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6 0.0 0.4	2.0 3.0 2.3 2.7 0.1 0.4 1.7 0.5 0.9 0.1 0.9	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5 0.6 1.5 0.3 0.9
999–2000 998 September 999 September 000 September 997 December 998 March June September December 999 March June September December	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7 0.3 0.5	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1 0.2 0.9	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7 0.3 2.0	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0 0.3 1.4	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7 1.0 0.6	2.9 previous ye 2.2 3.4 2.8 ter) 0.5 0.2 0.4 1.1 0.5 1.1 0.5 1.3	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6 0.0 0.4	2.0 3.0 2.3 2.7 0.1 0.4 1.7 0.5 0.9 0.1 0.9	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5 0.6 1.5 0.3 0.9
L999–2000 L998 September 2000 September L997 December L998 March June September December L999 March June September December L999 March June	2.8 PERCENTAG 4.8 4.0 2.8 1.0 1.1 0.3 2.3 0.6 2.7 0.3 0.5 0.3	2.7 GE CHANG 3.2 2.7 3.0 PERCENT 0.8 0.7 0.4 1.3 0.6 1.1 0.2 0.9 0.8	3.8 E (from corr 3.3 4.0 2.7 AGE CHANGE 0.5 1.6 0.3 0.9 1.0 0.7 0.3 2.0 0.9	3.6 esponding 2.9 3.3 3.3 5 (from pre 0.7 1.1 0.2 0.9 0.6 1.0 0.3 1.4 1.0	3.0 g quarter of 3.0 2.5 2.7 evious quar 0.5 0.6 0.8 1.1 0.3 0.7 1.0 0.6 0.9	2.9 previous ye 2.2 3.4 2.8 (ter) 0.5 0.2 0.4 1.1 0.5 1.1 0.5 1.3 0.4	2.8 ear) 3.5 2.9 2.5 2.4 0.5 0.1 0.5 1.9 0.6 0.0 0.4 1.9	2.0 3.0 2.3 2.7 0.1 0.8 0.4 1.7 0.5 0.9 0.1 0.9 0.4	3.0 3.7 3.4 2.9 0.7 1.0 0.5 1.5 0.6 1.5 0.6 1.5 0.3 0.9 0.7

(a) Base of each index: September Quarter 1997 = 100.0

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TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Index Numbers(a)

Industry 1997- 1998 1999- 2000 1999- 2000 Sep Qr 1999 Mr Qr 2000 Mr Qr 2000 Non Qr 2000 Sep Qr 2000 FILVATE Mining 101.0 103.7 106.4 106.7 106.7 107.4 108.1 106.8 110.0 Description 101.6 103.7 106.4 106.7 107.3 106.4 108.1 106.8 100.6 100.8 100.3 100.7 100.6 100.8 100.3 100.6 100.8 100.8 100.7 100.6 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.8		FINANCI	AL YEAR		QUARTE	R			
PRIVATE Mining 101.0 103.7 106.4 105.7 106.1 106.7 107.2 108.4 Beschicht, gas and water supply 101.2 104.5 106.8 107.4 108.4 109.6 100.8 100.8 100.8 100.6 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.8 100.1 100.7 100.8 100.1 100.7 100.8 100.1 100.7 100.8	Industry					-	-	-	
Mining 101.0 103.7 106.4 105.7 106.1 106.7 107.2 108.4 Manufacturing 101.5 104.8 107.8 106.8 107.4 108.4 106.9 110.0 Construction 101.6 105.0 108.1 106.7 107.3 108.6 106.6 106.8 108.8 107.3 108.6 106.6 106.8 108.8 107.3 108.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.6 106.8 106.8 106.8 106.9 107.3 106.4 106.7 106.6 106.8 106.8 106.9 107.3 108.4 107.6 108.3 100.2 107.3 108.4 107.6 108.3 100.2 108.3 100.2 108.3 100.2 108.3 100.2 108.3 100.2 108.3 100.4 108.4 107.6 108.3 100.4 108.4 107.4 108.4	•••••								
Manufacturing 101.5 104.8 107.8 106.8 107.4 108.1 106.9 110.0 Construction 101.6 105.0 108.1 106.7 107.3 108.6 109.6 111.5 Wholesale trade 100.8 103.3 105.7 104.8 105.6 106.6 106.5 106.8 108.8 108.8 Retail trade 101.1 103.3 105.7 104.8 105.6 106.6 106.5 107.6 Accommodation, cafes and restaurants 101.1 103.7 106.4 105.7 106.8 108.9 109.9 100.8 Communication services 100.4 102.9 107.3 106.4 106.5 107.4 107.9 108.9 109.9 100.8 Property and business services 100.7 104.2 106.5 107.4 107.7 108.1 108.7 106.3 107.7 108.1 108.7 106.3 107.7 108.1 108.7 106.4 107.5 108.1 108.7 108.1				PRIVATE					
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Construction 101.6 106.0 108.1 106.7 107.3 108.6 109.6 111.8 Wholesale trade 101.0 103.3 105.7 104.8 106.6 106.6 106.8 Accommodation, cafes and restaurants 101.1 103.3 105.7 104.8 106.6 106.6 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 106.2 106.8 107.3 106.4 106.5 107.8 108.3 110.2 Property and business services 101.2 104.4 106.7 106.4 106.7 107.4 109.3 111.1 108.8 107.2 106.7 106.3 106.7 107.4 109.4 111.4 Education 100.8 103.2 105.2 106.4 105.7 106.3 107.4 106.3 107.7 106.3 107.5 </td <td></td> <td>101.5</td> <td>104.8</td> <td>107.8</td> <td>106.8</td> <td>107.4</td> <td>108.1</td> <td>108.9</td> <td>110.0</td>		101.5	104.8	107.8	106.8	107.4	108.1	108.9	110.0
Wholesale trade 100.8 100.8 100.6 106.6 106.8 108.8 Petali trade 101.0 103.3 105.7 104.8 105.4 106.1 106.5 107.6 Accommodation, cafes and restaurants 101.1 103.3 105.7 106.4 105.7 106.6 106.9 106.2 106.8 106.3 Communication services 101.4 103.7 106.4 105.5 107.4 108.3 110.2 Finance and insurance 101.5 105.0 106.5 107.5 106.1 107.6 109.4 111.4 Education 100.8 107.2 105.5 106.3 106.7 107.1 108.5 Cultural and recreational services 100.7 102.2 105.6 104.8 105.4 105.6 106.4 107.7 All industries 101.2 104.2 107.1 106.2 106.7 107.5 108.1 107.4 Government administration and defence 109.9 104.7 107.8 106.8	Electricity, gas and water supply	101.2	104.5	108.1	106.9	107.5	108.4	109.6	110.2
Petail trade 101.0 103.3 105.7 104.8 105.4 106.1 106.5 107.6 Accommodation, cafes and restaurants 101.1 103.7 105.4 105.7 106.6 106.0 106.2 106.6 106.9 108.2 Transport and storage 101.1 102.7 106.4 105.7 106.4 107.9 108.9 108.3 110.2 Finance and insurance 101.2 105.4 106.5 107.4 107.7 106.1 107.6 108.3 110.1 Health and community services 100.7 104.2 106.5 105.9 106.3 106.7 106.4 107.1 108.8 107.2 104.3 104.4 105.6 106.4 107.7 106.8 107.7 106.3 106.7 107.8 106.4 107.5 108.1 108.4 106.4 107.5 108.1 107.7 108.1 107.8 106.4 107.7 108.1 108.5 107.4 107.5 108.1 108.7 104.4 107.5									
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Personal and other services 100.7 102.8 105.6 104.8 105.4 105.6 106.4 107.5 All industries 101.2 104.2 107.1 106.2 106.7 107.5 108.1 109.5 Government administration and defence 100.9 104.7 107.8 106.8 107.7 108.0 108.5 109.7 Education 101.3 105.3 108.0 107.4 107.9 108.1 108.7 110.8 Cultural and recreational services 101.0 105.1 107.3 106.9 107.1 107.4 107.6 108.8 111.9 All industries(b) 101.2 105.0 108.2 107.2 108.8 110.3 110.8 111.9 All industries(b) 101.2 105.0 108.2 107.2 107.4 107.4 107.5 108.4 Manufacturing 101.5 104.8 107.8 106.9 107.4 108.9 110.0 Construction 101.5 104.6 108.7	-								
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Minute PUBLIC Government administration and defence 100.9 104.7 107.8 106.8 107.7 108.0 108.5 109.7 Education 101.3 105.3 108.0 107.4 107.9 108.1 108.7 110.4 Health and community services 101.0 105.1 107.3 106.9 107.1 107.4 107.6 109.6 Personal and other services 101.0 105.5 109.5 108.2 108.8 110.3 110.8 111.9 All industries(b) 101.2 105.0 108.2 107.2 107.9 108.5 109.1 110.3 PRIVATE AND PUBLIC Mining 101.0 103.7 106.4 105.7 106.1 106.7 107.2 108.4 Manufacturing 101.5 104.6 108.7 107.2 108.8 101.9 111.3 Construction 101.6 105.7 106.1 106.7 107.2 108.4 Manufacturing 101.0 103.3 105.7 104.8 107.5 108.8 109.9	Personal and other services	100.7	102.8	105.6	104.8	105.4	105.6	106.4	107.5
PUBLICGovernment administration and defence Education100.9 101.3104.7 105.3107.8 107.4106.8 107.4107.7 107.9108.0 108.5108.5 109.8100.7 110.4Health and community services Cultural and recreational services 101.0101.4106.4 105.5109.5109.8 107.4107.4 107.4107.6 109.8101.6 101.6111.3 106.9All industries(b)101.2105.0106.2107.2107.9108.5109.1 109.8110.6Prisonal and other servicesIDI.0105.5109.5109.2107.2107.9108.5109.1 109.8110.8Mining Manufacturing Construction101.0103.7106.4 107.8105.7106.1 106.7106.7 107.2107.2 	All industries	101.2	104.2	107.1	106.2	106.7	107.5	108.1	109.5
Government administration and defence 100.9 104.7 107.8 106.8 107.7 108.0 108.5 109.7 Education 101.3 105.3 108.0 107.4 107.9 108.1 108.7 110.4 Health and community services 101.8 106.4 109.7 108.8 109.5 109.8 110.6 111.3 Cultural and recreational services 101.0 105.5 109.5 108.2 108.8 110.3 107.4 107.6 109.6 Personal and other services 101.0 105.5 109.5 108.2 107.2 107.9 108.5 109.1 110.8 111.9 All industries(b) 101.2 105.0 108.2 107.2 107.9 108.5 109.1 110.8 110.0 Correctively, gas and water supply 101.5 104.6 107.8 106.9 107.4 108.1 108.9 110.0 Electricity, gas and water supply 101.5 104.6 108.7 107.2 108.4 108.9 110.0 <td>••••••</td> <td>• • • • • • • •</td> <td>• • • • • • • • •</td> <td></td> <td>•••••</td> <td>•••••</td> <td>•••••</td> <td>•••••</td> <td>• • • • • • •</td>	••••••	• • • • • • • •	• • • • • • • • •		•••••	•••••	•••••	•••••	• • • • • • •
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Health and community services101.8106.4109.7108.8109.5109.8110.6111.3Cultural and recreational services101.0105.1107.3106.9107.1107.4107.6109.6Personal and other services101.0105.5109.5108.2108.8110.3110.8111.9All industries(b)101.2105.0108.2107.2107.9108.5109.1110.3PRIVATE AND PUBLICMiningMining101.0103.7106.4105.7106.1106.7107.2108.4Manufacturing101.5104.8107.8106.9107.4108.1108.9111.3Construction101.5104.6108.7107.2108.1109.4109.9111.3Construction101.6105.1108.2106.8107.5108.8109.8111.5Wholesale trade100.0103.3105.7106.8105.6106.6106.8108.8Retail trade101.0103.7106.4105.6106.1106.6107.6108.2Transport and storage100.7102.9107.0105.4106.6106.2108.2Transport and storage100.7102.9107.0105.4106.2107.1108.5Communication services100.7102.9107.0105.4106.2107.1108.5Property and business services100.7102.	Government administration and defence	100.9	104.7	107.8	106.8	107.7	108.0	108.5	109.7
Cultural and recreational services 101.0 105.1 107.3 106.9 107.1 107.4 107.6 109.6 Personal and other services 101.0 105.5 109.5 108.2 108.8 110.3 110.8 111.9 All industries(b) 101.2 105.0 108.2 107.2 107.9 108.5 109.1 110.3 Mining 101.0 103.7 106.4 105.7 106.1 106.7 107.2 108.4 Manufacturing 101.5 104.8 107.8 106.9 107.4 108.1 108.9 110.0 Electricity, gas and water supply 101.5 104.6 108.7 107.2 108.1 109.4 109.9 111.3 Construction 101.6 105.1 108.2 106.8 107.5 108.8 109.8 111.5 Wholesale trade 100.0 103.3 105.7 104.8 105.4 106.6 106.8 108.8 Retail trade 100.1 103.3 105.7 <td< td=""><td>Education</td><td>101.3</td><td>105.3</td><td>108.0</td><td>107.4</td><td>107.9</td><td>108.1</td><td>108.7</td><td>110.4</td></td<>	Education	101.3	105.3	108.0	107.4	107.9	108.1	108.7	110.4
Personal and other services101.0105.5109.5108.2108.8110.3110.8111.9All industries(b)101.2105.0108.2107.2107.9108.5109.1110.3PRIVATE AND PUBLICManufacturing101.0103.7106.4105.7106.1106.7107.2108.8Deleticity, gas and water supply101.5104.8107.8106.9107.4108.1108.9110.0Construction101.6105.1108.7107.2108.1109.4109.9111.3Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.6106.0106.2108.2Transport and storage101.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.8107.7106.8107.7108.0108.8109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9105.2105.4106.3106.7107.7	Health and community services	101.8	106.4	109.7	108.8	109.5	109.8	110.6	111.3
All industries(b)101.2105.0108.2107.2107.9108.5109.1110.3PRIVATE AND PUBLICMining Manufacturing101.0103.7106.4105.7106.1106.7107.2108.4Manufacturing Electricity, gas and water supply101.5104.6108.7107.2108.1109.9111.3Construction101.6105.1108.2106.8107.5108.8109.9111.5Wholesale trade101.0103.3105.7104.8105.3105.9106.6106.6106.8Retail trade101.0103.3105.7104.8105.6106.0106.2108.2Transport and storage Formunication services101.1103.3105.7105.6106.0106.2108.2Property and business services101.1104.5108.5107.4107.9108.9109.9110.8Government administration and defence109.9101.1107.8106.8107.7108.0108.5107.4Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Licutaria and recreational services101.2105.2107.9105.2105.4106.3106.7107.5Property and business services101.2105.2107.9107.2107.7108.0108.6109.7Licutaria and recreational services101.2105.2107.9107.2	Cultural and recreational services	101.0	105.1	107.3	106.9	107.1	107.4	107.6	109.6
Mining 101.0 103.7 106.4 105.7 106.1 106.7 107.2 108.4 Manufacturing 101.5 104.8 107.8 106.9 107.4 108.1 108.9 110.0 Electricity, gas and water supply 101.6 105.1 104.6 108.7 107.2 108.1 109.4 109.9 111.3 Construction 101.6 105.1 108.2 106.8 107.5 108.8 109.8 111.5 Wholesale trade 100.0 103.3 105.7 104.8 105.4 106.6 106.6 106.8 107.6 Accommodation, cafes and restaurants 101.1 103.3 105.7 104.8 105.6 106.6 106.6 107.6 Communication services 100.7 102.9 107.0 105.4 106.2 107.9 108.4 108.7 Finance and insurance 101.5 108.5 107.4 107.9 108.9 109.9 111.4 Property and business services 101.1 104.7 107.8 106.8 107.7 108.0 108.5 109.7 <td>Personal and other services</td> <td>101.0</td> <td>105.5</td> <td>109.5</td> <td>108.2</td> <td>108.8</td> <td>110.3</td> <td>110.8</td> <td>111.9</td>	Personal and other services	101.0	105.5	109.5	108.2	108.8	110.3	110.8	111.9
PRIVATE AND PUBLICMining101.0103.7106.4105.7106.1106.7107.2108.4Manufacturing101.5104.8107.8106.9107.4108.1108.9110.0Electricity, gas and water supply101.5104.6108.7107.2108.1109.9111.3Construction101.6105.1108.2106.8107.5108.8108.9111.5Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.6106.1106.6107.1108.5Communication services101.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.1104.5108.5107.4108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.4106.3106.7108.1106.7108.1Health and community services101.9103.8105.9105.2105.4106.3106.7108.1Health and community services <td>All industries(b)</td> <td>101.2</td> <td>105.0</td> <td>108.2</td> <td>107.2</td> <td>107.9</td> <td>108.5</td> <td>109.1</td> <td>110.3</td>	All industries(b)	101.2	105.0	108.2	107.2	107.9	108.5	109.1	110.3
Mining101.0103.7106.4105.7106.1106.7107.2108.4Manufacturing101.5104.8107.8106.9107.4108.1108.9110.0Electricity, gas and water supply101.5104.6108.7107.2108.1109.4109.9111.3Construction101.6105.1108.2106.8107.5108.8109.8111.5Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.1104.5108.5107.4108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3109.7Cultural and recreational services100.9103.810	••••••	• • • • • • • •			•••••	•••••	••••	• • • • • • • •	• • • • • • •
Manufacturing101.5104.8107.8106.9107.4108.1108.9110.0Electricity, gas and water supply101.5104.6108.7107.2108.1109.4109.9111.3Construction101.6105.1108.2106.8107.5108.8109.8111.5Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.1104.5108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.7108.0108.5109.7Cultural and recreational services101.2105.2107.9105.2105.4106.3106.7108.1Personal and other services <td></td> <td></td> <td>PRI</td> <td>VALE AND PUB</td> <td>LIC</td> <td></td> <td></td> <td></td> <td></td>			PRI	VALE AND PUB	LIC				
Electricity, gas and water supply101.5104.6108.7107.2108.1109.4109.9111.3Construction101.6105.1108.2106.8107.5108.8109.8111.5Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.1104.5108.5107.4107.9108.9109.9111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services	Mining	101.0	103.7	106.4	105.7	106.1	106.7	107.2	108.4
Construction101.6105.1108.2106.8107.5108.8109.8111.5Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.1104.5108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5	Manufacturing	101.5	104.8	107.8	106.9	107.4	108.1	108.9	110.0
Wholesale trade100.8103.5106.2105.3105.9106.6106.8108.8Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5		101.5	104.6	108.7	107.2	108.1	109.4	109.9	111.3
Retail trade101.0103.3105.7104.8105.4106.1106.6107.6Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5		101.6				107.5	108.8	109.8	
Accommodation, cafes and restaurants101.1103.3105.7105.0105.6106.0106.2108.2Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9104.0107.3106.3106.9107.7108.3109.5Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5						105.9		106.8	
Transport and storage101.0103.7106.4105.6106.1106.6107.1108.5Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9104.0107.3106.3106.9107.7108.3109.5Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5									
Communication services100.7102.9107.0105.4106.2107.9108.4108.7Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9104.0107.3106.3106.9107.7108.3109.5Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5	-								
Finance and insurance101.5105.0108.5107.4107.9108.9109.9110.8Property and business services101.1104.5108.5107.6108.2108.7109.4111.4Government administration and defence100.9104.7107.8106.8107.7108.0108.5109.7Education101.1104.8107.7106.9107.3107.9108.8110.3Health and community services101.2105.2107.9107.2107.7108.0108.6109.7Cultural and recreational services100.9104.0107.3106.3106.9107.7108.3109.5Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5									
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Cultural and recreational services100.9103.8105.9105.2105.4106.3106.7108.1Personal and other services100.9104.0107.3106.3106.9107.7108.3109.5									
Personal and other services 100.9 104.0 107.3 106.3 106.9 107.7 108.3 109.5	5								
All industries 101.2 104.4 107.4 106.4 107.0 107.7 108.4 109.7	Personal and other services	100.9	104.0	107.3	106.3	106.9	107.7	108.3	109.5
	All industries	101.2	104.4	107.4	106.4	107.0	107.7	108.4	109.7

(a) Base of each index: September Quarter 1997 = 100.0

(b) Includes Mining, Manufacturing, Electricity, gas and water supply, Construction, Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and storage. Computing and insurance.

storage, Communication services, Finance and insurance, Property and business services.

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry-Percentage Changes

		PREVIOUS IAL YEAR		ORRESPO R OF PRE	NDING VIOUS YEAR	FROM F	PREVIOUS	QUARTER.	
Industry	1998– 1999	1999– 2000	Sep Qtr 1998	Sep Qtr 1999	Sep Qtr 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000
•••••••		• • • • • • • • • •	PRIVATE				• • • • • • • •		• • • • • •
Mining	2.7	2.6	2.6	3.0	2.6	0.4	0.6	0.5	1.1
Manufacturing	3.3	2.9	3.8	2.9	3.0	0.6	0.7	0.7	1.0
Electricity, gas and water supply	3.3	3.4	3.2	3.6	3.1	0.6	0.8	1.1	0.5
Construction	3.3	3.0	4.1	2.5	4.5	0.6	1.2	0.9	1.7
Wholesale trade	2.7	2.6	2.7	2.5	3.3	0.6	0.7	0.2	1.9
Retail trade	2.3	2.3	2.5	2.2	2.7	0.6	0.7	0.4	1.0
Accommodation, cafes and restaurants	2.2	2.3	2.6	2.3	3.0	0.6	0.4	0.2	1.9
Transport and storage	2.6	2.6	2.9	2.7	2.5	0.5	0.4	0.3	1.3
Communication services	2.5	4.3	2.5	3.8	3.6	0.1	1.2	0.5	1.8
Finance and insurance	3.4	3.3	3.9	3.4	3.2	0.5	0.9	0.9	0.8
Property and business services	3.2	3.8	3.5	3.9	3.6	0.6	0.6	0.6	1.8
Education	3.0	3.3	2.9	2.7	4.2	0.4	1.4	1.6	0.7
Health and community services	3.5	2.2	2.7	3.1	2.5	0.4	0.4	0.4	1.3
Cultural and recreational services Personal and other services	2.3 2.1	1.9	2.7	1.6	3.0	0.3	1.1	0.6	1.0
reisonal and other services	2.1	2.7	1.8	2.9	2.6	0.6	0.2	0.8	1.0
All industries	3.0	2.8	3.2	2.9	3.1	0.5	0.7	0.6	1.3
• • • • • • • • • • • • • • • • • • • •									
			PUBLIC						
Government administration and defence	3.8	3.0	3.5	3.2	2.7	0.8	0.3	0.5	1.1
Education	3.9	2.6	3.9	3.4	2.8	0.5	0.2	0.6	1.6
Health and community services	4.5	3.1	4.8	3.8	2.3	0.6	0.3	0.7	0.6
Cultural and recreational services	4.1	2.1	4.1	2.7	2.5	0.2	0.3	0.2	1.9
Personal and other services	4.5	3.8	4.2	3.8	3.4	0.6	1.4	0.5	1.0
All industries(a)	3.8	3.0	3.7	3.4	2.9	0.7	0.6	0.6	1.1
• • • • • • • • • • • • • • • • • • • •	• • • • • • • •				• • • • • • • • • • •	• • • • • • • •	•••••	• • • • • • • •	• • • • •
		PRIV	ATE AND F	UBLIC					
Mining	2.7	2.6	2.6	3.0	2.6	0.4	0.6	0.5	1.1
Manufacturing	3.3	2.9	3.8	3.0	2.9	0.5	0.7	0.7	1.0
Electricity, gas and water supply	3.1	3.9	3.2	3.9	3.8	0.8	1.2	0.5	1.3
Construction	3.4	2.9	4.1	2.6	4.4	0.7	1.2	0.9	1.5
Wholesale trade	2.7	2.6	2.7	2.5	3.3	0.6	0.7	0.2	1.9
Retail trade	2.3	2.3	2.5	2.2	2.7	0.6	0.7	0.5	0.9
Accommodation, cafes and restaurants	2.2	2.3	2.6	2.3	3.0	0.6	0.4	0.2	1.9
Transport and storage	2.7	2.6	2.9	2.6	2.7	0.5	0.5	0.5	1.3
Communication services	2.2	4.0	1.5	3.8	3.1	0.8	1.6	0.5	0.3
Finance and insurance	3.4	3.3	3.9	3.4	3.2	0.5	0.9	0.9	0.8
Property and business services	3.4	3.8	3.6	3.9	3.5	0.6	0.5	0.6	1.8
Government administration and defence	3.8	3.0	3.5	3.2	2.7	0.8	0.3	0.5	1.1
Education	3.7	2.8	3.6	3.2	3.2	0.4	0.6	0.8	1.4
Health and community services	4.0	2.6	3.6	3.5	2.3	0.5	0.3	0.6	1.0
Cultural and recreational services Personal and other services	2.9	2.0 3.2	3.1	2.0	2.8	0.2	0.9	0.4	1.3
	3.1	3.2	2.9	3.3	3.0	0.6	0.7	0.6	1.1
All industries	3.2	2.9	3.3	3.0	3.1	0.6	0.7	0.6	1.2

(a) Includes Mining, Manufacturing, Electricity, gas and water supply,

Construction, Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and storage, Communication

services, Finance and insurance, Property and business services.

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TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Occupation—Index Numbers(a)

	FINANCI	AL YEAR		QUARTER	۶			
	1997–	1998-	1999–	Sep Qtr	Dec Qtr	Mar Qtr	Jun Qtr	Sep Qtr
Occupation	1998	1999	2000	1999	1999	2000	2000	2000
•••••••••••	• • • • • • • •	• • • • • • • •		• • • • • • • • • • •	••••	••••	• • • • • • • •	• • • • • • •
			PRIVATE					
Managers and administrators	101.6	104.9	108.2	107.2	107.6	108.5	109.6	110.7
Professionals	101.2	104.8	107.9	107.1	107.6	108.1	108.9	110.5
Associate professionals	101.3	104.0	106.9	105.8	106.4	107.3	108.0	109.5
Tradespersons and related workers	101.3	104.4	107.2	106.3	106.8	107.6	108.2	109.4
Advanced clerical and service workers	101.0	104.1	106.9	106.4	106.8	107.0	107.4	109.3
Intermediate clerical, sales and service workers	101.0	103.4	106.3	105.3	106.1	106.7	107.2	108.7
Intermediate production and transport workers	101.1	104.1	106.6	105.7	106.2	106.9	107.6	108.8
Elementary clerical, sales and service workers	100.8	103.2	105.6	104.8	105.3	105.9	106.3	108.1
Labourers and related workers	101.2	103.9	106.5	105.8	106.3	106.8	107.2	108.5
All occupations	101.2	104.2	107.1	106.2	106.7	107.5	108.1	109.5
••••••	• • • • • • • •	••••	•••••	•••••	•••••	•••••	• • • • • • • •	• • • • • • •
			PUBLIC					
Managers and administrators	101.1	104.7	107.9	106.7	107.8	108.2	108.7	110.2
Professionals	101.1	105.2	108.1	107.3	107.9	108.2	108.8	110.2
Associate professionals	101.1	105.2	108.8	107.6	108.3	109.3	109.8	111.1
Tradespersons and related workers	101.3	104.4	108.0	106.7	107.5	108.6	109.2	110.5
Advanced clerical and service workers	101.9	106.6	109.3	108.2	109.1	109.6	110.1	110.9
Intermediate clerical, sales and service workers	101.1	105.0	108.3	107.3	108.0	108.5	109.3	110.1
Intermediate production and transport workers	101.2	104.6	107.4	106.2	106.9	107.7	108.8	109.3
Elementary clerical, sales and service workers	101.6	105.0	109.1	108.1	108.3	109.9	110.1	110.4
Labourers and related workers	102.1	106.4	109.6	108.3	109.3	109.8	110.8	111.6
All occupations	101.2	105.0	108.2	107.2	107.9	108.5	109.1	110.3
••••••	• • • • • • •	••••	• • • • • • • • • •	•••••	•••••	•••••	• • • • • • • •	• • • • • • •
		PRIVAT	E AND PUBLI	С				
Managers and administrators	101.5	104.8	108.2	107.1	107.7	108.5	109.4	110.6
Professionals	101.2	104.9	108.0	107.2	107.7	108.2	108.9	110.4
Associate professionals	101.2	104.4	107.4	106.3	106.9	107.9	108.5	109.9
Tradespersons and related workers	101.3	104.4	107.3	106.4	106.9	107.7	108.3	109.6
Advanced clerical and service workers	101.1	104.5	107.2	106.6	107.1	107.3	107.7	109.5
Intermediate clerical, sales and service workers	101.0	103.8	106.8	105.8	106.6	107.2	107.7	109.0
Intermediate production and transport workers	101.1	104.1	106.7	105.7	106.3	107.0	107.8	108.9
Elementary clerical, sales and service workers	101.0	103.6	106.3	105.5	106.0	106.7	107.1	108.6
Labourers and related workers	101.3	104.3	106.9	106.1	106.7	107.2	107.7	109.0
All occupations	101.2	104.4	107.4	106.4	107.0	107.7	108.4	109.7
• • • • • • • • • • • • • • • • • • • •		•••••	•••••	•••••	•••••	•••••	• • • • • • • •	• • • • • • •

(a) Base of each index: September Quarter 1997 = 100.0



TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Occupation—Percentage Changes

		PREVIOUS CIAL YEAR		ORRESPO R OF PRE	NDING VIOUS YEAR	FROM F	REVIOUS	QUARTEF	R
Occupation	1998– 1999	1999– 2000	Sep Qtr 1998	Sep Qtr 1999	Sep Qtr 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000
		Р	RIVATE						
Managers and administrators	3.2	3.1	3.7	3.4	3.3	0.4	0.8	1.0	1.0
Professionals	3.6	3.0	3.6	3.4	3.2	0.5	0.5	0.7	1.5
Associate professionals	2.7	2.8	3.1	2.6	3.5	0.6	0.8	0.7	1.4
Tradespersons and related workers	3.1	2.7	3.6	2.6	2.9	0.5	0.7	0.6	1.1
Advanced clerical and service workers	3.1	2.7	3.2	3.1	2.7	0.4	0.2	0.4	1.8
Intermediate clerical, sales and service workers	2.4	2.8	2.6	2.6	3.2	0.8	0.6	0.5	1.4
Intermediate production and transport workers	3.0	2.4	3.2	2.4	2.9	0.5	0.7	0.7	1.1
Elementary clerical, sales and service workers	2.4	2.3	2.4	2.3	3.1	0.5	0.6	0.4	1.7
Labourers and related workers	2.7	2.5	3.0	2.7	2.6	0.5	0.5	0.4	1.2
All occupations	3.0	2.8	3.2	2.9	3.1	0.5	0.7	0.6	1.3
		F	PUBLIC						
Managers and administrators	3.6	3.1	3.4	3.2	3.3	1.0	0.4	0.5	1.4
Professionals	4.1	2.8	3.6	3.6	2.7	0.6	0.3	0.6	1.3
Associate professionals	4.1	3.4	3.8	3.7	3.3	0.7	0.9	0.5	1.2
Tradespersons and related workers	3.1	3.4	3.1	3.5	3.6	0.7	1.0	0.6	1.2
Advanced clerical and service workers	4.6	2.5	5.4	2.7	2.5	0.8	0.5	0.5	0.7
Intermediate clerical, sales and service workers	3.9	3.1	3.7	3.5	2.6	0.7	0.5	0.7	0.7
Intermediate production and transport workers	3.4	2.7	3.4	2.7	2.9	0.7	0.7	1.0	0.5
Elementary clerical, sales and service workers	3.3	3.9	4.3	3.6	2.1	0.2	1.5	0.2	0.3
Labourers and related workers	4.2	3.0	5.4	2.8	3.0	0.9	0.5	0.9	0.7
All occupations	3.8	3.0	3.7	3.4	2.9	0.7	0.6	0.6	1.1
• • • • • • • • • • • • • • • • • • • •	• • • • • • •	•••••	• • • • • • • •	• • • • • • • •	•••••	•••••	• • • • • • •	• • • • • • •	• • • • •
		PRIVATE	E AND PUB	LIC					
Managers and administrators	3.3	3.2	3.6	3.4	3.3	0.6	0.7	0.8	1.1
Professionals	3.7	3.0	3.6	3.5	3.0	0.5	0.5	0.6	1.4
Associate professionals	3.2	2.9	3.3	2.9	3.4	0.6	0.9	0.6	1.3
Tradespersons and related workers	3.1	2.8	3.6	2.7	3.0	0.5	0.7	0.6	1.2
Advanced clerical and service workers	3.4	2.6	3.5	3.0	2.7	0.5	0.2	0.4	1.7
Intermediate clerical, sales and service workers	2.8	2.9	2.9	2.8	3.0	0.8	0.6	0.5	1.2
Intermediate production and transport workers	3.0	2.5	3.2	2.4	3.0	0.6	0.7	0.7	1.0
Elementary clerical, sales and service workers	2.6	2.6	2.8	2.6	2.9	0.5	0.7	0.4	1.4
Labourers and related workers	3.0	2.5	3.3	2.7	2.7	0.6	0.5	0.5	1.2
All occupations	3.2	2.9	3.3	3.0	3.1	0.6	0.7	0.6	1.2
• • • • • • • • • • • • • • • • • • • •	• • • • • • •	•••••	• • • • • • • •	• • • • • • • •	•••••	• • • • • • •	• • • • • • •	• • • • • • •	• • • • •



ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES

Period	New South Wales	victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
• • • • • • • • • • • • • • • • • • • •	••••••			•••••	•••••		••••	•••••	
			INDEX N	UMBERS(a	a)				
1997–1998	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	101.2
1998–1999	104.7	104.1	104.2	104.1	104.4	103.5	104.3	103.6	104.4
1999–2000	107.9	107.1	107.3	107.1	107.2	106.2	106.9	106.3	107.4
1997									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
December	100.7	100.7	100.9	100.8	100.9	100.4	101.2	100.2	100.8
1998									
March	101.8	101.6	101.7	101.5	102.0	101.1	101.8	101.1	101.7
June	102.1	102.1	102.2	101.9	102.6	101.4	102.2	101.4	102.1
September	103.5	103.2	103.2	103.2	103.4	102.4	103.1	102.8	103.3
December	104.1	103.8	104.0	103.9	104.0	103.0	104.1	103.2	103.9
1999	104.1	100.0	104.0	100.0	104.0	100.0	104.1	100.2	10010
March	105.3	104.5	104.6	104.6	104.8	104.0	104.8	104.1	104.8
June	105.3	104.5 105.0	104.6	104.8 104.8	104.8	104.0	104.8	104.1	104.8
September									
December	107.0	106.1	106.4	106.0	106.2	105.5	105.9	105.6	106.4
	107.4	106.7	107.1	106.8	106.7	106.0	106.8	106.0	107.0
2000									
March	108.1	107.5	107.7	107.5	107.6	106.5	107.2	106.6	107.7
June	109.0	108.2	108.1	108.2	108.1	106.9	107.6	107.1	108.4
September	110.6	109.4	109.1	109.2	109.5	108.1	108.7	108.9	109.7
	Pi	ERCENTAG	E CHANGE (fi	rom previo	ous financia	al year)			
1998-1999	3.5 3.1	3.0 2.9	3.0 3.0	3.0 2.9	3.0 2.7	2.8 2.6	3.0 2.5	2.9 2.6	3.2
1999–2000	3.1				2.1	2.0	2.5	2.0	2.9
	PERCENTA		GE (from corr		g quarter of	previous y	ear)	• • • • • • • • •	
1998									
September	3.5	3.2	3.2	3.2	3.4	2.4	3.1	2.8	3.3
1999									
September	3.4	2.8	3.1	2.7	2.7	3.0	2.7	2.7	3.0
2000									
September	3.4	3.1	2.5	3.0	3.1	2.5	2.6	3.1	3.1
		PERCENT	AGE CHANGE	E (from pro	evious quar	ter)	• • • • • • • •	• • • • • • • •	• • • • • • • •
1997								0.2	0.8
	0.7	0.7	0.9	0.8	09	0.4	19	0.2	0.0
December	0.7	0.7	0.9	0.8	0.9	0.4	1.2		
December L998								0.0	0.0
December L998 March	1.1	0.9	0.8	0.7	1.1	0.7	0.6	0.9	0.9
December L 998 March June	1.1 0.3	0.9 0.5	0.8 0.5	0.7 0.4	1.1 0.6	0.7 0.3	0.6 0.4	0.3	0.4
December L 998 March June September	1.1 0.3 1.4	0.9 0.5 1.1	0.8 0.5 1.0	0.7 0.4 1.3	1.1 0.6 0.8	0.7 0.3 1.0	0.6 0.4 0.9	0.3 1.4	0.4 1.2
December L998 March June September December	1.1 0.3	0.9 0.5	0.8 0.5	0.7 0.4	1.1 0.6	0.7 0.3	0.6 0.4	0.3	0.4
December 1998 March June September December 1999	1.1 0.3 1.4 0.6	0.9 0.5 1.1 0.6	0.8 0.5 1.0 0.8	0.7 0.4 1.3 0.7	1.1 0.6 0.8 0.6	0.7 0.3 1.0 0.6	0.6 0.4 0.9 1.0	0.3 1.4 0.4	0.4 1.2 0.6
December L998 March June September December L999 March	1.1 0.3 1.4 0.6 1.2	0.9 0.5 1.1 0.6 0.7	0.8 0.5 1.0 0.8 0.6	0.7 0.4 1.3 0.7	1.1 0.6 0.8 0.6 0.8	0.7 0.3 1.0 0.6 1.0	0.6 0.4 0.9 1.0 0.7	0.3 1.4 0.4 0.9	0.4 1.2 0.6 0.9
December L998 March June September December L999 March June	1.1 0.3 1.4 0.6 1.2 0.6	0.9 0.5 1.1 0.6 0.7 0.5	0.8 0.5 1.0 0.8 0.6 0.5	0.7 0.4 1.3 0.7 0.7 0.2	1.1 0.6 0.8 0.6 0.8 0.7	0.7 0.3 1.0 0.6 1.0 0.6	0.6 0.4 0.9 1.0 0.7 0.3	0.3 1.4 0.4 0.9 0.3	0.4 1.2 0.6 0.9 0.6
December 1998 March June September December 1999 March June September	1.1 0.3 1.4 0.6 1.2 0.6 1.0	0.9 0.5 1.1 0.6 0.7 0.5 1.0	0.8 0.5 1.0 0.8 0.6 0.5 1.2	0.7 0.4 1.3 0.7 0.7 0.2 1.1	1.1 0.6 0.8 0.6 0.8 0.7 0.7	0.7 0.3 1.0 0.6 1.0 0.6 0.9	0.6 0.4 0.9 1.0 0.7 0.3 0.8	0.3 1.4 0.4 0.9 0.3 1.1	0.4 1.2 0.6 0.9 0.6 0.9
December 1998 March June September December 1999 March June September December	1.1 0.3 1.4 0.6 1.2 0.6	0.9 0.5 1.1 0.6 0.7 0.5	0.8 0.5 1.0 0.8 0.6 0.5	0.7 0.4 1.3 0.7 0.7 0.2	1.1 0.6 0.8 0.6 0.8 0.7	0.7 0.3 1.0 0.6 1.0 0.6	0.6 0.4 0.9 1.0 0.7 0.3	0.3 1.4 0.4 0.9 0.3	0.4 1.2 0.6 0.9 0.6
December 1998 March June September December 1999 March June September December	1.1 0.3 1.4 0.6 1.2 0.6 1.0	0.9 0.5 1.1 0.6 0.7 0.5 1.0	0.8 0.5 1.0 0.8 0.6 0.5 1.2	0.7 0.4 1.3 0.7 0.7 0.2 1.1	1.1 0.6 0.8 0.6 0.8 0.7 0.7	0.7 0.3 1.0 0.6 1.0 0.6 0.9	0.6 0.4 0.9 1.0 0.7 0.3 0.8	0.3 1.4 0.4 0.9 0.3 1.1	0.4 1.2 0.6 0.9 0.6 0.9
December 1998 March June September December 1999 March June September December 2000 March	1.1 0.3 1.4 0.6 1.2 0.6 1.0	0.9 0.5 1.1 0.6 0.7 0.5 1.0	0.8 0.5 1.0 0.8 0.6 0.5 1.2	0.7 0.4 1.3 0.7 0.7 0.2 1.1	1.1 0.6 0.8 0.6 0.8 0.7 0.7	0.7 0.3 1.0 0.6 1.0 0.6 0.9	0.6 0.4 0.9 1.0 0.7 0.3 0.8	0.3 1.4 0.4 0.9 0.3 1.1	0.4 1.2 0.6 0.9 0.6 0.9
December 1998 March June September December 1999 March June September December 2000	1.1 0.3 1.4 0.6 1.2 0.6 1.0 0.4	0.9 0.5 1.1 0.6 0.7 0.5 1.0 0.6	0.8 0.5 1.0 0.8 0.6 0.5 1.2 0.7	0.7 0.4 1.3 0.7 0.7 0.2 1.1 0.8	1.1 0.6 0.8 0.6 0.8 0.7 0.7 0.5	0.7 0.3 1.0 0.6 1.0 0.6 0.9 0.5	0.6 0.4 0.9 1.0 0.7 0.3 0.8 0.8	0.3 1.4 0.4 0.9 0.3 1.1 0.4	0.4 1.2 0.6 0.9 0.6 0.9 0.6
1998 March June September December 1999 March June September December 2000 March	1.1 0.3 1.4 0.6 1.2 0.6 1.0 0.4 0.7	0.9 0.5 1.1 0.6 0.7 0.5 1.0 0.6 0.7	0.8 0.5 1.0 0.8 0.6 0.5 1.2 0.7 0.6	0.7 0.4 1.3 0.7 0.7 0.2 1.1 0.8 0.7	1.1 0.6 0.8 0.6 0.8 0.7 0.7 0.7 0.5	0.7 0.3 1.0 0.6 1.0 0.6 0.9 0.5	0.6 0.4 0.9 1.0 0.7 0.3 0.8 0.8 0.4	0.3 1.4 0.4 0.9 0.3 1.1 0.4 0.6	0.4 1.2 0.6 0.9 0.6 0.9 0.6 0.7

(a) Base of each index: September Quarter 1997 = 100.0



ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry-Index Numbers(a)

	FINANC	AL YEAR		QUARTER	۶			
Industry	1997– 1998	1998– 1999	1999– 2000	Sep Qtr 1999	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000
••••••	•••••	• • • • • • • • •		• • • • • • • • • •	• • • • • • • •		• • • • • • • •	••••
			PRIVATE					
Mining	101.0	103.7	106.4	105.7	106.1	106.6	107.2	108.5
Manufacturing	101.5	104.9	107.9	106.8	107.4	108.2	109.0	110.1
Electricity, gas and water supply	101.3	104.7	108.2	107.0	107.7	108.6	109.6	110.4
Construction	101.6	104.8	107.9	106.5	107.1	108.5	109.4	111.4
Wholesale trade	100.8	103.5	106.2	105.3	105.9	106.6	106.8	108.8
Retail trade	101.0	103.3	105.8	104.8	105.5	106.2	106.6	107.6
Accommodation, cafes and restaurants	101.1	103.4	105.8	105.1	105.7	106.0	106.3	108.2
Transport and storage	101.1	103.8	106.4	105.8	106.2	106.6	106.9	108.3
Communication services	100.4	103.0	107.3	106.4	106.5	107.8	108.4	110.3
Finance and insurance	101.5	105.0	108.6	107.4	107.9	108.9	110.0	110.8
Property and business services	101.2	104.4	108.5	107.5	108.1	108.8	109.5	111.5
Education	100.8	103.8	107.2	105.7	106.1	107.6	109.3	110.1
Health and community services	100.7	104.2	106.5	105.9	106.3	106.7	107.1	108.5
Cultural and recreational services Personal and other services	100.8	103.2	105.2	104.2	104.5	105.7	106.2	107.3
Personal and other services	100.7	102.7	105.5	104.7	105.4	105.6	106.4	107.5
All industries	101.2	104.2	107.2	106.2	106.7	107.5	108.2	109.6
•••••	••••	••••		• • • • • • • • • •	• • • • • • • •	• • • • • • • • •	••••	••••
			PUBLIC					
Government administration and defence	100.8	104.7	107.7	106.7	107.6	108.0	108.5	109.6
Education	101.3	105.3	108.1	107.5	107.9	108.1	108.7	110.4
Health and community services	101.8	106.4	109.6	108.7	109.5	109.7	110.5	111.2
Cultural and recreational services	101.0	105.1	107.3	107.0	107.1	107.4	107.6	109.6
Personal and other services	101.0	105.5	109.6	108.2	108.8	110.4	110.8	112.0
All industries(b)	101.1	105.0	108.2	107.2	107.9	108.5	109.1	110.3
•••••	• • • • • • • •	•••••	• • • • • • • • • • • • •	•••••	• • • • • • • •	• • • • • • • • •	•••••	••••
		PRI	VATE AND PUBLIC	2				
Mining	101.0	103.7	106.5	105.7	106.1	106.7	107.3	108.5
Manufacturing	101.5	104.9	107.9	106.9	107.4	108.2	109.0	110.1
Electricity, gas and water supply	101.5	104.7	108.8	107.3	108.2	109.5	110.0	111.5
Construction	101.6	104.9	108.1	106.7	107.3	108.6	109.7	111.5
Wholesale trade	100.8	103.5	106.2	105.3	105.9	106.6	106.8	108.8
Retail trade	101.0	103.3	105.8	104.8	105.4	106.2	106.6	107.6
Accommodation, cafes and restaurants	101.1	103.4	105.8	105.1	105.7	106.1	106.3	108.2
Transport and storage	101.0	103.8	106.3	105.6	106.0	106.6	107.1	108.4
Communication services Finance and insurance	100.7 101.5	102.9	106.9	105.4	106.1	107.9	108.3	108.6
Property and business services	101.5	105.0 104.5	108.5 108.5	107.4 107.6	107.9 108.2	108.9 108.7	109.9 109.4	110.8 111.5
Government administration and defence	101.1	104.5	108.5	107.8	108.2	108.7	109.4 108.5	111.5 109.6
Education	100.8	104.7	107.8	106.7	107.8	108.0	108.5	109.8
Health and community services	101.1	104.9	107.9	100.9	107.3	107.9	108.9	10.3
Cultural and recreational services	101.2	103.8	107.9	107.1	107.7	106.2	106.7	103.1
Personal and other services	100.9	104.0	107.3	106.3	106.9	107.7	108.3	109.5
All industries	101.2	104.4	107.4	106.4	107.0	107.7	108.4	109.7
• • • • • • • • • • • • • • • • • • • •	•••••	•••••	• • • • • • • • • • • • •	• • • • • • • • • •	• • • • • • • •		••••	••••

(a) Base of each index: September Quarter 1997 = 100.0

(b) Includes Mining, Manufacturing, Electricity, gas and water supply, Construction, Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and

storage, Communication services, Finance and insurance, Property and business services.



ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry-Percentage Changes

	FROM PREVIOUS FROM CORRESPONDING FINANCIAL YEAR QUARTER OF PREVIOUS Y			FROM PREVIOUS QUARTER					
Industry	1998– 1999	1999– 2000	Sep Qtr 1998	Sep Qtr 1999	Sep Qtr 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000
		••••	PRIVATE	••••	• • • • • • • • • • •		• • • • • • • •	••••	• • • • • •
Mining	2.7	2.6	2.6	3.0	2.6	0.4	0.5	0.6	1.2
Manufacturing	3.3	2.9	3.8	2.9	3.1	0.6	0.7	0.7	1.0
Electricity, gas and water supply	3.4	3.3	3.3	3.6	3.2	0.7	0.8	0.9	0.7
Construction	3.1	3.0	3.9	2.5	4.6	0.6	1.3	0.8	1.8
Wholesale trade	2.7	2.6	2.6	2.6	3.3	0.6	0.7	0.2	1.9
Retail trade	2.3	2.4	2.5	2.2	2.7	0.7	0.7	0.4	0.9
Accommodation, cafes and restaurants	2.3	2.3	2.6	2.4	2.9	0.6	0.3	0.3	1.8
Transport and storage	2.7	2.5	2.9	2.8	2.4	0.4	0.4	0.3	1.3
Communication services	2.6	4.2	2.6	3.7	3.7	0.1	1.2	0.6	1.8
Finance and insurance	2.0 3.4	4.2 3.4	2.0 3.9	3.4	3.2	0.1	0.9	1.0	0.7
Property and business services	3.4 3.2	3.4 3.9	3.5	3.4 3.9	3.7	0.5	0.9	0.6	1.8
Education	3.0	3.3	2.9	2.7	4.2	0.4	1.4	1.6	0.7
Health and community services	3.5	2.2	2.7	3.1	2.5	0.4	0.4	0.4	1.3
Cultural and recreational services	2.4	1.9	2.6	1.6	3.0	0.3	1.1	0.5	1.0
Personal and other services	2.0	2.7	1.8	2.8	2.7	0.7	0.2	0.8	1.0
All industries	3.0	2.9	3.2	2.9	3.2	0.5	0.7	0.7	1.3
	• • • • • • • •	••••	PUBLIC	• • • • • • •	• • • • • • • • • • •		• • • • • • • •	••••	• • • • •
Government administration and defence	3.9	2.9	3.4	3.2	2.7	0.8	0.4	0.5	1.0
Education	3.9	2.7	3.9	3.5	2.7	0.4	0.2	0.6	1.6
Health and community services	4.5	3.0	4.8	3.7	2.3	0.7	0.2	0.7	0.6
Cultural and recreational services	4.1	2.1	4.1	2.8	2.4	0.1	0.3	0.2	1.9
Personal and other services	4.5	3.9	4.2	3.8	3.5	0.6	1.5	0.4	1.1
All industries(a)	3.9	3.0	3.7	3.4	2.9	0.7	0.6	0.6	1.1
	• • • • • • • •		VATE AND F	UBLIC	• • • • • • • • • •		• • • • • • • •	••••	• • • • •
Mining	2.7	2.7	2.6	3.0	2.6	0.4	0.6	0.6	1.1
Manufacturing	3.3	2.9	3.8	3.0	3.0	0.5	0.7	0.7	1.0
Electricity, gas and water supply	3.2	3.9	3.2	4.0	3.9	0.8	1.2	0.5	1.4
Construction	3.2	3.1	3.9	2.7	4.5	0.6	1.2	1.0	1.6
Wholesale trade	2.7	2.6	2.6	2.6	3.3	0.6	0.7	0.2	1.9
Retail trade	2.3	2.4	2.5	2.2	2.7	0.6	0.8	0.4	0.9
Accommodation, cafes and restaurants	2.3	2.3	2.6	2.4	2.9	0.6	0.4	0.2	1.8
Transport and storage	2.8	2.4	2.9	2.6	2.7	0.4	0.6	0.5	1.2
Communication services	2.2	3.9	1.5	3.8	3.0	0.7	1.7	0.4	0.3
Finance and insurance	3.4	3.3	3.9	3.4	3.2	0.5	0.9	0.9	0.8
Property and business services	3.4	3.8	3.6	3.9	3.6	0.6	0.5	0.6	1.9
Government administration and defence	3.9	2.9	3.4	3.2	2.7	0.8	0.4	0.5	1.0
Education	3.8	2.8	3.6	3.2	3.2	0.4	0.6	0.9	1.3
Health and community services	3.9	2.7	3.6	3.4	2.4	0.6	0.3	0.6	1.0
Cultural and recreational services	2.9	2.0	3.1	1.9	2.9	0.3	0.8	0.5	1.3
Personal and other services	3.1	3.2	2.9	3.3	3.0	0.6	0.7	0.6	1.1
All industries	3.2	2.9	3.3	3.0	3.1	0.6	0.7	0.6	1.2

(a) Includes Mining, Manufacturing, Electricity, gas and water supply,

Construction, Wholesale trade, Retail trade, Accommodation, cafes and restaurants, Transport and storage, Communication

services, Finance and insurance, Property and business services.



HOURLY RATES OF PAY INCLUDING BONUSES, Sector

ORDINARY TIME HOURLY RATES......

TOTAL HOURLY RATES.....

Period	Private	Public	Private and public	Private	Public	Private an public
		I	NDEX NUMBERS(a)			
1997–1998	101.2	101.2	101.2	101.2	101.2	101.2
1998–1999	104.2	105.0	104.4	104.2	105.1	104.4
L999–2000	107.3	108.4	107.6	107.3	108.4	107.5
L997						
September	100.0	100.0	100.0	100.0	100.0	100.0
December	100.8	100.8	100.8	100.8	100.8	100.8
.998						
March	101.7	101.8	101.7	101.8	101.8	101.8
June	102.2	102.2	102.2	102.2	102.2	102.2
September	103.3	103.7	103.4	103.3	103.7	103.4
December	103.9	104.3	104.0	103.9	104.4	104.0
999						
March	104.5	105.9	104.9	104.5	105.9	104.9
June	105.2	106.2	105.4	105.2	106.2	105.4
September	106.3	107.3	106.5	106.2	107.3	106.5
December	106.9	108.1	107.2	106.9	108.1	107.2
000						
March	107.6	108.7	107.9	107.6	108.7	107.9
June	108.3	109.3	108.6	108.3	109.3	108.5
September	109.8	110.5	110.0	109.8	110.5	109.9
••••••	• • • • • • • • • • • • • •		• • • • • • • • • • • • • • • • •	•••••		
	PEF	RCENTAGE CH	ANGE (from previous fin	ancial year)		
998–1999	3.0	3.8	3.2	3.0	3.9	3.2
999–2000	3.0	3.2	3.1	3.0	3.1	3.0
	PERCENTAG		om corresponding quar			• • • • • • • •
.998						
September	3.3	3.7	3.4	3.3	3.7	3.4
999						
September	2.9	3.5	3.0	2.8	3.5	3.0
2000						
September	3.3	3.0	3.3	3.4	3.0	3.2
• • • • • • • • • • • • • • • •	• • • • • • • • • • • • • •	PERCENTAGE	CHANGE (from previous	quarter)	• • • • • • • • • • •	• • • • • • • •
		EROENTAGE		quartery		
.997						
December	0.8	0.8	0.8	0.8	0.8	0.8
.998						
March	0.9	1.0	0.9	1.0	1.0	1.0
June	0.5	0.4	0.5	0.4	0.4	0.4
September	1.1	1.5	1.2	1.1	1.5	1.2
December	0.6	0.6	0.6	0.6	0.7	0.6
.999						
March	0.6	1.5	0.9	0.6	1.4	0.9
June	0.7	0.3	0.5	0.7	0.3	0.5
September	1.0	1.0	1.0	1.0	1.0	1.0
December	0.6	0.7	0.7	0.7	0.7	0.7
2000	0.0					5
March	0.7	0.6	0.7	0.7	0.6	0.7
		0.6	0.6	0.7	0.6	0.6
	117					
June September	0.7 1.4	1.1	1.3	1.4	1.1	1.3

(a) Base of each index: September Quarter 1997 = 100.0

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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 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 <i>Information Paper: Wage Cost Index, Australia,</i> <i>2000</i> (Cat. no. 6346.0).
PUBLISHED INDEXES	3 There are four sets of quarterly base-period weighted indexes in this publication:
	 ordinary time hourly rates of pay—excluding bonuses;
	 ordinary time hourly rates of pay—including bonuses;
	 total hourly rates of pay—excluding bonuses; and
	 total hourly rates of pay—including bonuses.
	The four component sets of indexes together comprise the WCI.
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 <i>price</i> movements for each segment of the labour market (defined by State/Territory, sector, industry and occupation) using <i>expenditure weights</i> that remain constant between successive <i>weighting base</i> 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.); and changes in location where the work is performed.
	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.
	6 The <i>ordinary time</i> indexes that <i>exclude</i> 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.

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continued

BROAD DESCRIPTION 7 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; and
- bonus payments.

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.

8 The total hourly indexes that exclude bonuses are based on a weighted combination of ordinary time hourly rates (described in paragraphs 6 and 7) 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.

9 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 **10** 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; and
- foreign embassies, consulates, etc.

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

- Australian permanent defence force jobs;
- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year); and
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

12 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.

DATA COLLECTION **13** Information for the WCI is collected each quarter by mail questionnaires from a sample survey of approximately 4,100 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 19,000 matched jobs are priced each quarter from the selected employers.

14 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 16).

15 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 **16** 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 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 1999.

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

PERCENTAGE CHANGE AND**18** 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.

INTERPRETATION OF INDEX**19** Index numbers in this publication measure changes in hourly rates of pay
between the base period (September quarter 1997 = 100.0) and a later period.
Index numbers cannot be compared across States/Territories as they do not provide
comparative information on levels of hourly rates of pay. Similarly, index numbers
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 **20** Index numbers in this publication are constructed on a quarterly basis with a 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; and
- movements between consecutive financial years.

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

Total hourly rates of pay excluding bonuses, Australia

	Index numbers
September quarter 2000	109.7 (see Table 1)
less June quarter 2000	108.4 (see Table 1)
Change in index points	1.3
	1.3
Percentage change =	x 100 = 1.2%
	108.4

FINANCIAL YEAR INDEXES **21** 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 base of September quarter 1997 = 100.0, the first financial year index number that can be calculated is for 1997-1998. Consequently, the first percentage change between financial years that can be calculated is between 1997-1998 and 1998-1999. The following example illustrates the method of calculating the most recent financial year index numbers:

Total hourly rates of pay excluding bonuses, Australia

	Index numbers
September quarter 1999	106.4 (see Table 1)
plus December quarter 1999	107.0 (see Table 1)
plus March quarter 2000	107.7 (see Table 1)
<i>plus</i> June quarter 2000	108.4 (see Table 1)
Financial year 1999–2000 =	$\frac{429.5}{} = 107.4$
1 mariena ; cur 1777 2000	4

Percentage changes between any two financial year index numbers can be calculated using the method outlined in paragraph 20 above.

REVISIONS TO INDEXES

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

> ABS • WAGE COST INDEX • 6345.0 • SEPTEMBER QUARTER 2000 19

EXPLANATORY NOTES continued

RELIABILITY OF THE INDEXES	23 Since the index numbers are based on information relating to a sample of employee jobs, they are subject to <i>sampling error</i> . 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 sampling error of 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.
	24 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 <i>non-sampling error</i> . Every effort has been made to reduce 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; and
	 by instituting a range of procedures for ensuring that jobs are priced to constant quality.
RELATED PUBLICATIONS	25 Users may also wish to refer to the following publications which are available on request:
	Information Paper: Wage Cost Index, Australia, 2000 (Cat. no. 6346.0)
	<i>Average Weekly Earnings, Australia, Preliminary</i> (Cat. no. 6301.0)—issued quarterly
	<i>Average Weekly Earnings, States and Australia</i> (Cat. no. 6302.0)—issued quarterly
	26 Current publications produced by the ABS are listed in the <i>Catalogue of Publications and Products</i> (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a <i>Release Advice</i> (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.
UNPUBLISHED STATISTICS	27 As well as the statistics included in this publication, the ABS may have other relevant unpublished data available. This information may be made available in one or more forms: photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Rory Carle on Perth 08 9360 5151.

DISTRIBUTION OF EMPLOYERS' TOTAL EXPENDITURE ON WAGES AND SALARIES, SEPTEMBER QUARTER 1999

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	Private	Public	Private and public
State/Territory	%	%	%
New South Wales	36.1	36.1	36.1
Victoria	27.1	19.1	25.1
Queensland	16.4	17.4	16.6
South Australia	6.5	7.9	6.8
Western Australia	10.0	9.0	9.8
Tasmania	1.8	2.7	2.0
Northern Territory	0.9	1.7	1.1
Australian Capital Territory	1.3	6.1	2.4
Australia(a)	100.0	100.0	100.0
(a) Components may not sum to 100.0 due to rounding.			

1 SECTOR BY STATE/TERRITORY

2 SECTOR BY BROAD OCCUPATION GROUP

	Private	Public	Private and public
Occupation(a)	%	%	%
Managers and administrators	14.2	10.9	13.4
Professionals	18.0	38.8	23.1
Associate professionals	12.5	15.7	13.3
Tradespersons and related workers	15.5	7.1	13.4
Advanced clerical and service workers	4.4	2.0	3.8
Intermediate clerical, sales and service workers	13.2	14.1	13.4
Intermediate production and transport workers	10.5	4.1	8.9
Elementary clerical, sales and service workers	5.4	4.3	5.1
Labourers and related workers	6.4	3.1	5.6
All occupations(b)	100.0	100.0	100.0
(a) Classified according to the Australian Standard Classification	n of Occupations	(ASCO),	

Second Edition (Cat. no. 1220.0).

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

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3 SECTOR BY BROAD INDUSTRY GROUP

Industry(a)	%	%	
			%
Mining	3.6	(b)	2.7
Manufacturing	21.0	(b)	15.9
Electricity, gas and water supply	0.8	(b)	1.3
Construction	8.2	(b)	6.5
Wholesale trade	9.4	(b)	7.1
Retail trade	11.8	(b)	8.9
Accommodation, cafes and restaurants	3.8	(b)	3.0
Transport and storage	5.7	(b)	5.5
Communication services	0.7	(b)	2.9
Finance and insurance	7.4	(b)	5.9
Property and business services	13.7	(b)	11.4
Government administration and defence		26.3	6.5
Education	3.1	22.0	7.8
Health and community services	6.8	17.1	9.4
Cultural and recreational services	1.7	2.6	1.9
Personal and other services	2.5	6.0	3.4
All industries(c)	100.0	100.0	100.0

.. not applicable

(a) Classified according to Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (Cat. no. 1292.0).

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

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

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GLOSSARY

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Base period	The period for which an index series is given the value of 100.0.
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 publication indexes.
Index number	Measures change in hourly rates of pay between the base period and a later period. The index number for the base quarter $= 100.0$.
Industry	Classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (Cat. no. 1292.0).
Occupation	Classified according to the <i>Australian Standard Classification of Occupations</i> (ASCO), Second Edition (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 6 and 7).
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 first quarter's data.
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 8).
Weighting base	The period to which the expenditure weights relate.

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