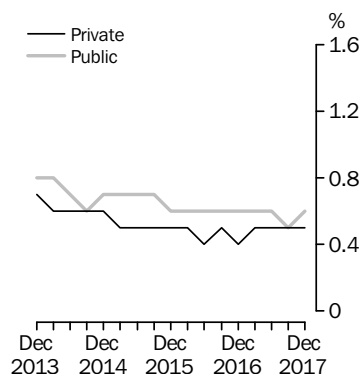


WAGE PRICE INDEX

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) WED 21 FEB 2018

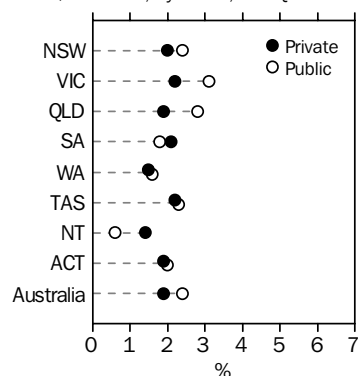
WPI—Quarterly changes: Trend(a)



(a) See Explanatory Notes paras 39–40, 42

WPI—Annual change: original

Total hourly rates of pay excluding bonuses
States/Territories, by sector, Dec Qtr 2017



INQUIRIES

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

KEY FIGURES

Wage Price Index (WPI)

Total hourly rates of pay excluding bonuses

Trend(a)

	Sep Qtr 2017 to Dec Qtr 2017 % change	Dec Qtr 2016 to Dec Qtr 2017 % change
Australia	0.6	2.1
Sector		
Private	0.5	1.9
Public	0.6	2.4

Seasonally Adjusted(b)

Australia	0.6	2.1
Sector		
Private	0.5	1.9
Public	0.6	2.4

Original

Australia	0.5	2.1
Sector		
Private	0.4	1.9
Public	0.6	2.4

(a) See Explanatory Notes paragraphs 39–40, 42. (b) See Explanatory Notes paragraphs 32–38, 42.

KEY POINTS

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGE (SEP QTR 2017 TO DEC QTR 2017)

- The trend and seasonally adjusted indexes for Australia both rose 0.6% in the December quarter 2017. This continued the moderate rate of wage growth recorded by the series over the last two years.
- The Private and Public sector rose 0.5% and 0.6% respectively, seasonally adjusted.
- The rises in indexes at industry level (in original terms) ranged from 0.1% for Accommodation and food services to 1.0% for Information, media and telecommunications.

ANNUAL CHANGE (DEC QTR 2016 TO DEC QTR 2017)

- The trend and seasonally adjusted indexes for Australia both rose 2.1% through the year to the December quarter 2017. This was marginally higher through the year growth than has been recorded for both series during 2017.
- Rises in the original indexes through the year to the December quarter 2017 at the industry level ranged from 1.4% for Mining to 2.8% for Health care and social assistance.

NOTES

FORTHCOMING ISSUES

ISSUE (Quarter)

RELEASE DATE

March 2018

16 May 2018

June 2018

15 August 2018

September 2018

14 November 2018

December 2018

20 February 2019

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CHANGES IN THIS ISSUE

In December quarter 2017 20% of WPI providers completed the survey using an online form. A detailed statistical impact assessment was conducted which found no effects to either data quality or survey response rates. The online form will be offered to all providers from March quarter 2018.

DATA REFERENCES

Data referenced in the Key Points and Commentary are available from the tables shown in this publication or in the corresponding tables of this publication on the ABS website <<http://www.abs.gov.au>>.

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ABBREVIATIONS

ABS Australian Bureau of Statistics

WPI Wage Price Index

David W. Kalisch

Australian Statistician

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COMMENTARY

WAGE PRICE INDEXES

*Australia/Sector
(seasonally adjusted)*

In the December quarter 2017 the Private sector index rose 0.5% and the Public sector index rose 0.6%. The All sectors quarterly rise was also 0.6%.

Through the year, the Private sector rise to the December quarter 2017 was 1.9%, the Public sector rose 2.4%, and All sectors rose 2.1%.

Australia/Sector (original)

In the December quarter 2017, wages rose 0.5% for All sectors. Private and Public sector wages grew 0.4% and 0.6% respectively.

The All sectors through the year rise was 2.1%. Through the year Private sector growth (1.9%) continues to track below Public sector growth (2.4%).

Wage increases in jobs covered by enterprise bargaining agreements made the largest contribution to growth, as was the case in December quarter 2016.

State/Territory (original)

In the December quarter 2017, Victoria and Queensland recorded the highest quarterly rise of 0.6%. Tasmania and the Northern Territory recorded the lowest quarterly rise of 0.2%.

Rises through the year ranged from 1.1% for the Northern Territory to 2.4% for Victoria.

In the Private sector, the quarterly rise of 0.6% for Victoria was the highest rise of all states and territories. The equal lowest quarterly rise of 0.2% was recorded by Queensland, Western Australia, Tasmania, Northern Territory and Australian Capital Territory.

Rises through the year in the Private sector ranged from 1.4% for the Northern Territory to 2.2% for Victoria and Tasmania.

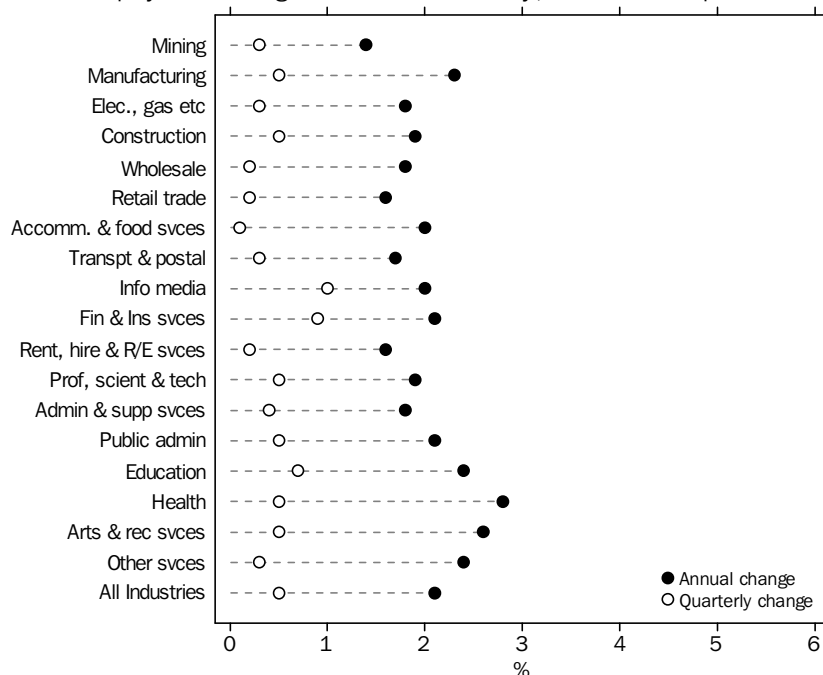
In the Public sector, Queensland recorded the highest quarterly rise of all the states and territories (1.3%). The Northern Territory recorded the lowest of 0.1%.

Through the year, Victoria recorded the highest Public sector rise of 3.1%, and the Northern Territory recorded the lowest (0.6%). The through the year rise for the Northern Territory was the lowest recorded for any state, or territory in the history of the series.

COMMENTARY *continued*

Industry (original)

WPI—ANNUAL AND QUARTERLY CHANGES: ORIGINAL, Total hourly rates of pay excluding bonuses—Industry, December quarter 2017



Wage growth for jobs in the Education and training, and Health care and social assistance industries were the main contributors to the Australia level quarterly index growth.

In the Private sector, Wholesale trade, Retail trade, Accommodation and food services, Rental, hiring and real estate services and Public administration and safety industries all recorded the equal lowest growth over the quarter (0.2%). The Information, media and telecommunications industry recorded the highest quarterly rise of 1.0%.

Rises through the year in the Private sector ranged from 1.4% for Mining to 2.6% for Health care and social assistance.

In the Public sector, Electricity, gas, water and waste services recorded the lowest quarterly wages growth of 0.3%. Professional, scientific and technical services recorded the highest quarterly rise of 1.0%.

Rises through the year in the Public sector ranged from 1.9% for Professional, scientific and technical services to 2.9% for Health care and social assistance.

WAGE PRICE INDEX: TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Sector

Period	ORIGINAL			SEASONALLY ADJUSTED(a)			TREND(b)		
	Private	Public	All Sectors	Private	Public	All Sectors	Private	Public	All Sectors
INDEX NUMBERS (c)									
2014									
December	119.9	121.3	120.2	119.8	121.2	120.1	119.8	121.2	120.1
2015									
March	120.3	122.1	120.7	120.4	122.0	120.8	120.4	122.0	120.8
June	120.8	122.5	121.2	121.0	122.7	121.4	121.0	122.8	121.4
September	121.8	123.7	122.2	121.6	123.6	122.1	121.6	123.6	122.1
December	122.3	124.3	122.7	122.2	124.3	122.7	122.2	124.3	122.7
2016									
March	122.7	125.0	123.2	122.8	124.9	123.3	122.8	125.0	123.3
June	123.1	125.4	123.7	123.4	125.7	123.9	123.3	125.7	123.9
September	124.1	126.5	124.6	123.9	126.4	124.4	123.9	126.4	124.4
December	124.5	127.2	125.1	124.4	127.1	125.0	124.4	127.1	125.0
2017									
March	124.9	128.0	125.6	125.0	127.9	125.7	125.0	127.9	125.6
June	125.4	128.5	126.1	125.6	128.7	126.3	125.6	128.7	126.3
September	126.4	129.5	127.1	126.2	129.4	126.9	126.2	129.4	126.9
December	126.9	130.3	127.7	126.8	130.2	127.6	126.8	130.2	127.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2015									
December	2.0	2.5	2.1	2.0	2.6	2.2	2.0	2.6	2.2
2016									
March	2.0	2.4	2.1	2.0	2.4	2.1	2.0	2.5	2.1
June	1.9	2.4	2.1	2.0	2.4	2.1	1.9	2.4	2.1
September	1.9	2.3	2.0	1.9	2.3	1.9	1.9	2.3	1.9
December	1.8	2.3	2.0	1.8	2.3	1.9	1.8	2.3	1.9
2017									
March	1.8	2.4	1.9	1.8	2.4	1.9	1.8	2.3	1.9
June	1.9	2.5	1.9	1.8	2.4	1.9	1.9	2.4	1.9
September	1.9	2.4	2.0	1.9	2.4	2.0	1.9	2.4	2.0
December	1.9	2.4	2.1	1.9	2.4	2.1	1.9	2.4	2.1
CHANGE FROM PREVIOUS QUARTER (%)									
2015									
December	0.4	0.5	0.4	0.5	0.6	0.5	0.5	0.6	0.5
2016									
March	0.3	0.6	0.4	0.5	0.5	0.5	0.5	0.6	0.5
June	0.3	0.3	(d)0.4	0.5	0.6	0.5	0.4	0.6	0.5
September	0.8	0.9	(d)0.7	0.4	0.6	0.4	0.5	0.6	(d)0.4
December	0.3	0.6	0.4	0.4	0.6	0.5	0.4	0.6	0.5
2017									
March	0.3	0.6	0.4	0.5	0.6	0.6	0.5	0.6	0.5
June	0.4	0.4	0.4	0.5	0.6	0.5	0.5	0.6	0.6
September	0.8	0.8	0.8	0.5	0.5	0.5	0.5	0.5	0.5
December	0.4	0.6	0.5	0.5	0.6	0.6	0.5	0.6	0.6

(a) See Explanatory notes paragraphs 32–38,42.

(b) See Explanatory notes paragraphs 39–40,42.

(c) Reference base of each index: 2008–09 = 100.0.

(d) See Explanatory Notes paragraph 27.

WAGE PRICE INDEX: TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, All Sectors: **Original**

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS (a)									
2013-14	117.1	117.1	117.7	117.4	119.8	117.2	118.3	117.6	117.6
2014-15	119.8	120.3	120.5	120.4	122.4	120.0	121.4	119.7	120.4
2015-16	122.4	123.1	122.8	123.1	124.7	122.7	124.1	121.7	123.0
2016-17	124.9	125.6	125.1	125.8	126.5	125.4	126.7	124.0	125.4
2014									
December	119.6	120.0	120.3	120.2	122.3	119.6	121.1	119.5	120.2
2015									
March	120.1	120.5	120.8	120.9	122.7	120.3	121.7	119.8	120.7
June	120.5	121.3	121.1	121.1	123.1	120.9	122.2	120.3	121.2
September	121.7	122.3	122.0	122.2	123.9	122.1	123.3	120.9	122.2
December	122.1	122.9	122.6	123.0	124.5	122.2	124.0	121.4	122.7
2016									
March	122.6	123.4	123.1	123.5	125.1	123.0	124.3	122.0	123.2
June	123.1	123.9	123.4	123.8	125.3	123.5	124.6	122.6	123.7
September	124.2	124.7	124.3	125.0	126.0	124.8	126.0	123.2	124.6
December	124.7	125.2	125.0	125.7	126.2	125.1	126.6	123.7	125.1
2017									
March	125.2	125.9	125.4	126.2	126.6	125.8	126.9	124.2	125.6
June	125.6	126.4	125.8	126.4	127.0	126.0	127.2	124.9	126.1
September	126.8	127.4	127.0	127.5	127.7	127.6	127.8	125.5	127.1
December	127.2	128.2	127.7	128.1	128.1	127.9	128.0	126.1	127.7
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2014-15	2.3	2.7	2.4	2.6	2.2	2.4	2.6	1.8	2.4
2015-16	2.2	2.3	1.9	2.2	1.9	2.3	2.2	1.7	2.2
2016-17	2.0	2.0	1.9	2.2	1.4	2.2	2.1	1.9	2.0
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2015									
December	2.1	2.4	1.9	2.3	1.8	2.2	2.4	1.6	2.1
2016									
March	2.1	2.4	1.9	2.2	2.0	2.2	2.1	1.8	2.1
June	2.2	2.1	1.9	2.2	1.8	2.2	2.0	1.9	2.1
September	2.1	2.0	1.9	2.3	1.7	2.2	2.2	1.9	2.0
December	2.1	1.9	2.0	2.2	1.4	2.4	2.1	1.9	2.0
2017									
March	2.1	2.0	1.9	2.2	1.2	2.3	2.1	1.8	1.9
June	2.0	2.0	1.9	2.1	1.4	2.0	2.1	1.9	1.9
September	2.1	2.2	2.2	2.0	1.3	2.2	1.4	1.9	2.0
December	2.0	2.4	2.2	1.9	1.5	2.2	1.1	1.9	2.1
CHANGE FROM PREVIOUS QUARTER (%)									
2015									
December	0.3	0.5	0.5	0.7	0.5	0.1	0.6	0.4	0.4
2016									
March	0.4	0.4	0.4	0.4	0.5	0.7	0.2	0.5	0.4
June	0.4	0.4	0.2	0.2	0.2	0.4	0.2	0.5	0.4
September	0.9	0.6	0.7	1.0	0.6	1.1	1.1	0.5	0.7
December	0.4	0.4	0.6	0.6	0.2	0.2	0.5	0.4	0.4
2017									
March	0.4	0.6	0.3	0.4	0.3	0.6	0.2	0.4	0.4
June	0.3	0.4	0.3	0.2	0.3	0.2	0.2	0.6	0.4
September	1.0	0.8	1.0	0.9	0.6	1.3	0.5	0.5	0.8
December	0.3	0.6	0.6	0.5	0.3	0.2	0.2	0.5	0.5

(a) Reference period of each index: 2008-09 = 100.0.

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

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS (a)									
2013–14	116.8	117.2	117.4	117.4	119.2	116.9	118.2	116.1	117.3
2014–15	119.4	120.2	120.2	120.4	121.5	120.0	121.0	118.8	120.1
2015–16	122.0	122.9	122.4	123.1	123.4	122.8	123.2	121.2	122.5
2016–17	124.4	125.2	124.5	125.6	124.8	125.6	125.2	123.7	124.7
2014									
December	119.2	120.0	120.0	120.3	121.3	119.6	120.8	118.5	119.9
2015									
March	119.7	120.3	120.5	120.8	121.8	120.2	121.1	119.0	120.3
June	120.1	121.2	120.8	121.0	122.1	120.7	121.8	119.4	120.8
September	121.3	122.1	121.7	122.4	122.7	122.2	122.7	120.4	121.8
December	121.7	122.7	122.2	122.8	123.1	122.5	123.0	120.9	122.3
2016									
March	122.1	123.2	122.6	123.4	123.7	123.0	123.3	121.5	122.7
June	122.7	123.7	122.9	123.6	124.0	123.6	123.7	121.8	123.1
September	123.6	124.5	123.9	124.9	124.5	125.1	124.6	123.0	124.1
December	124.1	124.9	124.3	125.3	124.6	125.4	125.0	123.3	124.5
2017									
March	124.6	125.5	124.8	125.9	124.9	125.8	125.4	124.0	124.9
June	125.1	126.0	125.1	126.1	125.3	126.0	125.8	124.5	125.4
September	126.2	126.9	126.4	127.4	126.2	127.9	126.5	125.4	126.4
December	126.6	127.7	126.7	127.9	126.5	128.2	126.7	125.7	126.9
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2014–15	2.2	2.6	2.4	2.6	1.9	2.7	2.4	2.3	2.4
2015–16	2.2	2.2	1.8	2.2	1.6	2.3	1.8	2.0	2.0
2016–17	2.0	1.9	1.7	2.0	1.1	2.3	1.6	2.1	1.8
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2015									
December	2.1	2.3	1.8	2.1	1.5	2.4	1.8	2.0	2.0
2016									
March	2.0	2.4	1.7	2.2	1.6	2.3	1.8	2.1	2.0
June	2.2	2.1	1.7	2.1	1.6	2.4	1.6	2.0	1.9
September	1.9	2.0	1.8	2.0	1.5	2.4	1.5	2.2	1.9
December	2.0	1.8	1.7	2.0	1.2	2.4	1.6	2.0	1.8
2017									
March	2.0	1.9	1.8	2.0	1.0	2.3	1.7	2.1	1.8
June	2.0	1.9	1.8	2.0	1.0	1.9	1.7	2.2	1.9
September	2.1	1.9	2.0	2.0	1.4	2.2	1.5	2.0	1.9
December	2.0	2.2	1.9	2.1	1.5	2.2	1.4	1.9	1.9
CHANGE FROM PREVIOUS QUARTER (%)									
2015									
December	0.3	0.5	0.4	0.3	0.3	0.2	0.2	0.4	0.4
2016									
March	0.3	0.4	0.3	0.5	0.5	0.4	0.2	0.5	0.3
June	0.5	0.4	0.2	0.2	0.2	0.5	0.3	0.2	0.3
September	0.7	0.6	0.8	1.1	0.4	1.2	0.7	1.0	0.8
December	0.4	0.3	0.3	0.3	0.1	0.2	0.3	0.2	0.3
2017									
March	0.4	0.5	0.4	0.5	0.2	0.3	0.3	0.6	0.3
June	0.4	0.4	0.2	0.2	0.3	0.2	0.3	0.4	0.4
September	0.9	0.7	1.0	1.0	0.7	1.5	0.6	0.7	0.8
December	0.3	0.6	0.2	0.4	0.2	0.2	0.2	0.2	0.4

(a) Reference period of each index: 2008–09 = 100.0.

WAGE PRICE INDEX: 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)									
2013–14	118.0	116.8	118.7	117.7	122.1	117.6	118.3	118.5	118.5
2014–15	121.0	120.5	121.5	120.6	125.7	120.2	122.0	120.1	121.6
2015–16	123.8	124.0	124.5	123.6	129.9	122.4	125.8	121.9	124.6
2016–17	126.9	126.9	127.5	126.7	132.6	124.9	129.7	124.1	127.6
2014									
December	120.7	120.1	121.4	120.2	125.8	119.6	121.8	120.0	121.3
2015									
March	121.4	121.3	122.1	121.3	126.2	120.6	122.7	120.1	122.1
June	121.6	121.9	122.4	121.5	126.9	121.3	122.8	120.7	122.5
September	123.3	123.3	123.1	121.9	128.8	121.6	124.3	121.0	123.7
December	123.5	123.7	123.9	123.9	129.8	121.7	126.1	121.6	124.3
2016									
March	124.1	124.3	125.2	124.2	130.4	122.9	126.3	122.1	125.0
June	124.3	124.8	125.6	124.5	130.7	123.2	126.3	123.0	125.4
September	126.2	125.7	125.9	125.3	131.7	124.0	128.8	123.2	126.5
December	126.4	126.3	127.5	126.8	132.2	124.4	129.8	123.8	127.2
2017									
March	127.3	127.5	127.9	127.2	133.2	125.4	130.0	124.2	128.0
June	127.5	128.1	128.6	127.4	133.4	125.6	130.1	125.0	128.5
September	129.2	129.1	129.4	128.1	133.8	126.9	130.5	125.5	129.5
December	129.4	130.2	131.1	129.1	134.3	127.2	130.6	126.3	130.3
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2014–15	2.5	3.2	2.4	2.5	2.9	2.2	3.1	1.4	2.6
2015–16	2.3	2.9	2.5	2.5	3.3	1.8	3.1	1.5	2.5
2016–17	2.5	2.3	2.4	2.5	2.1	2.0	3.1	1.8	2.4
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2015									
December	2.3	3.0	2.1	3.1	3.2	1.8	3.5	1.3	2.5
2016									
March	2.2	2.5	2.5	2.4	3.3	1.9	2.9	1.7	2.4
June	2.2	2.4	2.6	2.5	3.0	1.6	2.9	1.9	2.4
September	2.4	1.9	2.3	2.8	2.3	2.0	3.6	1.8	2.3
December	2.3	2.1	2.9	2.3	1.8	2.2	2.9	1.8	2.3
2017									
March	2.6	2.6	2.2	2.4	2.1	2.0	2.9	1.7	2.4
June	2.6	2.6	2.4	2.3	2.1	1.9	3.0	1.6	2.5
September	2.4	2.7	2.8	2.2	1.6	2.3	1.3	1.9	2.4
December	2.4	3.1	2.8	1.8	1.6	2.3	0.6	2.0	2.4
CHANGE FROM PREVIOUS QUARTER (%)									
2015									
December	0.2	0.3	0.6	1.6	0.8	0.1	1.4	0.5	0.5
2016									
March	0.5	0.5	1.0	0.2	0.5	1.0	0.2	0.4	0.6
June	0.2	0.4	0.3	0.2	0.2	0.2	0.0	0.7	0.3
September	1.5	0.7	0.2	0.6	0.8	0.6	2.0	0.2	0.9
December	0.2	0.5	1.3	1.2	0.4	0.3	0.8	0.5	0.6
2017									
March	0.7	1.0	0.3	0.3	0.8	0.8	0.2	0.3	0.6
June	0.2	0.5	0.5	0.2	0.2	0.2	0.1	0.6	0.4
September	1.3	0.8	0.6	0.5	0.3	1.0	0.3	0.4	0.8
December	0.2	0.9	1.3	0.8	0.4	0.2	0.1	0.6	0.6

(a) Reference period of each index: 2008–09 = 100.0.

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

Industry	FINANCIAL YEAR				QUARTER				
	2013-14	2014-15	2015-16	2016-17	Dec Qtr 2016	Mar Qtr 2017	Jun Qtr 2017	Sep Qtr 2017	Dec Qtr 2017
PRIVATE									
Mining	121.1	123.9	125.9	127.0	126.7	126.9	127.9	128.1	128.5
Manufacturing	116.9	120.1	123.0	125.4	125.0	125.7	126.3	127.3	127.9
Electricity, gas, water and waste services	120.7	124.6	127.9	130.8	130.4	131.3	131.5	132.3	132.7
Construction	118.9	121.5	123.3	125.5	125.3	125.8	126.2	127.0	127.7
Wholesale trade	118.0	120.6	122.9	125.1	124.7	125.2	126.0	126.8	127.0
Retail trade	115.0	117.5	120.3	122.6	122.4	122.9	123.0	124.1	124.4
Accommodation and food services	114.5	117.4	120.1	122.8	122.8	122.9	123.0	125.1	125.3
Transport, postal and warehousing	118.2	121.0	123.4	125.6	125.4	125.8	126.1	126.9	127.4
Information media and telecommunications	114.8	117.7	120.4	122.7	122.9	123.1	123.3	124.1	125.3
Financial and insurance services	117.9	121.2	124.2	126.8	126.6	127.4	127.8	128.2	129.3
Rental, hiring and real estate services	115.5	118.1	120.0	121.5	121.4	121.6	121.8	123.2	123.4
Professional, scientific and technical services	118.2	120.4	122.3	124.1	123.8	124.2	124.6	125.5	126.0
Administrative and support services	115.7	117.9	119.5	121.1	120.9	121.1	121.5	122.7	123.1
Public administration and safety	116.8	119.8	122.1	124.3	124.2	124.8	124.8	126.7	126.9
Education and training	119.1	122.4	125.1	127.8	127.5	128.3	128.6	129.6	130.3
Health care and social assistance	117.8	120.9	123.8	126.8	126.5	127.1	127.5	129.4	129.8
Arts and recreation services	116.5	120.4	123.3	125.7	125.5	126.2	126.4	128.2	128.6
Other services	116.4	118.8	121.5	123.8	123.5	124.0	124.4	126.1	126.5
<i>All industries</i>	<i>117.3</i>	<i>120.1</i>	<i>122.5</i>	<i>124.7</i>	<i>124.5</i>	<i>124.9</i>	<i>125.4</i>	<i>126.4</i>	<i>126.9</i>
PUBLIC									
Electricity, gas, water and waste services	121.5	124.5	127.2	130.0	129.7	130.1	131.2	131.9	132.3
Professional, scientific and technical services	119.5	121.2	123.0	124.8	124.7	125.0	125.3	125.9	127.1
Public administration and safety	118.5	121.0	123.7	126.4	126.3	126.7	126.9	128.4	128.9
Education and training	118.7	122.5	126.0	129.1	128.6	129.9	130.2	130.9	131.9
Health care and social assistance	118.0	121.4	124.5	127.5	127.3	127.8	128.6	129.8	131.0
<i>All industries(b)</i>	<i>118.5</i>	<i>121.6</i>	<i>124.6</i>	<i>127.6</i>	<i>127.2</i>	<i>128.0</i>	<i>128.5</i>	<i>129.5</i>	<i>130.3</i>
ALL SECTORS									
Mining	121.1	123.9	125.9	127.0	126.7	126.9	127.9	128.1	128.5
Manufacturing	116.9	120.1	123.0	125.4	125.0	125.7	126.3	127.3	127.9
Electricity, gas, water and waste services	121.1	124.5	127.5	130.4	130.0	130.6	131.3	132.0	132.4
Construction	118.9	121.4	123.3	125.5	125.2	125.7	126.2	127.0	127.6
Wholesale trade	118.0	120.6	122.9	125.1	124.7	125.2	126.0	126.8	127.0
Retail trade	115.0	117.5	120.3	122.6	122.4	122.9	123.0	124.1	124.4
Accommodation and food services	114.5	117.5	120.2	122.8	122.8	123.0	123.0	125.2	125.3
Transport, postal and warehousing	117.9	120.7	123.3	125.8	125.5	126.2	126.6	127.2	127.6
Information media and telecommunications	115.0	117.9	120.5	122.8	122.9	123.2	123.4	124.2	125.4
Financial and insurance services	117.9	121.1	124.2	126.9	126.7	127.4	127.8	128.2	129.3
Rental, hiring and real estate services	115.9	118.5	120.5	122.0	121.9	122.1	122.3	123.7	123.9
Professional, scientific and technical services	118.3	120.4	122.3	124.1	123.8	124.3	124.7	125.5	126.1
Administrative and support services	115.8	118.0	119.6	121.2	121.1	121.2	121.6	122.8	123.3
Public administration and safety	118.4	120.9	123.6	126.3	126.1	126.6	126.8	128.2	128.8
Education and training	118.8	122.4	125.7	128.7	128.2	129.3	129.7	130.4	131.3
Health care and social assistance	117.9	121.1	124.1	127.1	126.8	127.4	128.0	129.6	130.3
Arts and recreation services	116.7	120.1	122.9	125.3	125.1	125.7	126.1	127.8	128.4
Other services	116.4	118.9	121.6	123.9	123.5	124.1	124.5	126.1	126.5
All industries	117.6	120.4	123.0	125.4	125.1	125.6	126.1	127.1	127.7

(a) Reference period of each index: 2008-09 = 100.0.

(b) Includes those industries not separately listed.

WAGE PRICE INDEX: 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			
	2014-15	2015-16	2016-17	Dec Qtr 2015	Dec Qtr 2016	Dec Qtr 2017	Mar Qtr 2017	Jun Qtr 2017	Sep Qtr 2017	Dec Qtr 2017
PRIVATE										
Mining	2.3	1.6	0.9	1.5	1.0	1.4	0.2	0.8	0.2	0.3
Manufacturing	2.7	2.4	2.0	2.5	1.8	2.3	0.6	0.5	0.8	0.5
Electricity, gas, water and waste services	3.2	2.6	2.3	2.7	2.3	1.8	0.7	0.2	0.6	0.3
Construction	2.2	1.5	1.8	1.6	1.8	1.9	0.4	0.3	0.6	0.6
Wholesale trade	2.2	1.9	1.8	1.7	1.7	1.8	0.4	0.6	0.6	0.2
Retail trade	2.2	2.4	1.9	2.5	1.8	1.6	0.4	0.1	0.9	0.2
Accommodation and food services	2.5	2.3	2.2	2.3	2.3	2.0	0.1	0.1	1.7	0.2
Transport, postal and warehousing	2.4	2.0	1.8	2.0	1.9	1.6	0.3	0.2	0.6	0.4
Information media and telecommunications	2.5	2.3	1.9	2.2	2.0	2.0	0.2	0.2	0.6	1.0
Financial and insurance services	2.8	2.5	2.1	2.7	2.0	2.1	0.6	0.3	0.3	0.9
Rental, hiring and real estate services	2.3	1.6	1.3	1.6	1.3	1.6	0.2	0.2	1.1	0.2
Professional, scientific and technical services	1.9	1.6	1.5	1.6	1.3	1.8	0.3	0.3	0.7	0.4
Administrative and support services	1.9	1.4	1.3	1.4	1.3	1.8	0.2	0.3	1.0	0.3
Public administration and safety	2.6	1.9	1.8	1.9	2.0	2.2	0.5	0.0	1.5	0.2
Education and training	2.8	2.2	2.2	2.0	2.4	2.2	0.6	0.2	0.8	0.5
Health care and social assistance	2.6	2.4	2.4	2.3	2.4	2.6	0.5	0.3	1.5	0.3
Arts and recreation services	3.3	2.4	1.9	2.3	1.9	2.5	0.6	0.2	1.4	0.3
Other services	2.1	2.3	1.9	2.3	1.9	2.4	0.4	0.3	1.4	0.3
<i>All industries</i>	2.4	2.0	1.8	2.0	1.8	1.9	0.3	0.4	0.8	0.4
PUBLIC										
Electricity, gas, water and waste services	2.5	2.2	2.2	2.1	2.1	2.0	0.3	0.8	0.5	0.3
Professional, scientific and technical services	1.4	1.5	1.5	1.5	1.5	1.9	0.2	0.2	0.5	1.0
Public administration and safety	2.1	2.2	2.2	2.2	2.3	2.1	0.3	0.2	1.2	0.4
Education and training	3.2	2.9	2.5	2.9	2.5	2.6	1.0	0.2	0.5	0.8
Health care and social assistance	2.9	2.6	2.4	2.5	2.4	2.9	0.4	0.6	0.9	0.9
<i>All industries(a)</i>	2.6	2.5	2.4	2.5	2.3	2.4	0.6	0.4	0.8	0.6
ALL SECTORS										
Mining	2.3	1.6	0.9	1.5	1.0	1.4	0.2	0.8	0.2	0.3
Manufacturing	2.7	2.4	2.0	2.5	1.8	2.3	0.6	0.5	0.8	0.5
Electricity, gas, water and waste services	2.8	2.4	2.3	2.3	2.2	1.8	0.5	0.5	0.5	0.3
Construction	2.1	1.6	1.8	1.6	1.7	1.9	0.4	0.4	0.6	0.5
Wholesale trade	2.2	1.9	1.8	1.7	1.7	1.8	0.4	0.6	0.6	0.2
Retail trade	2.2	2.4	1.9	2.5	1.8	1.6	0.4	0.1	0.9	0.2
Accommodation and food services	2.6	2.3	2.2	2.4	2.2	2.0	0.2	0.0	1.8	0.1
Transport, postal and warehousing	2.4	2.2	2.0	2.2	2.1	1.7	0.6	0.3	0.5	0.3
Information media and telecommunications	2.5	2.2	1.9	2.3	1.8	2.0	0.2	0.2	0.6	1.0
Financial and insurance services	2.7	2.6	2.2	2.8	2.1	2.1	0.6	0.3	0.3	0.9
Rental, hiring and real estate services	2.2	1.7	1.2	1.7	1.2	1.6	0.2	0.2	1.1	0.2
Professional, scientific and technical services	1.8	1.6	1.5	1.6	1.3	1.9	(b)0.4	0.3	0.6	0.5
Administrative and support services	1.9	1.4	1.3	1.4	1.3	1.8	0.1	0.3	1.0	0.4
Public administration and safety	2.1	2.2	2.2	2.2	2.2	2.1	0.4	0.2	(b)1.1	(b)0.5
Education and training	3.0	2.7	2.4	2.6	2.4	2.4	0.9	(b)0.3	0.5	0.7
Health care and social assistance	2.7	2.5	2.4	2.4	2.4	2.8	0.5	0.5	1.3	0.5
Arts and recreation services	2.9	2.3	2.0	2.3	1.9	2.6	0.5	0.3	1.3	0.5
Other services	2.1	2.3	1.9	2.3	1.8	2.4	0.5	0.3	1.3	0.3
All industries	2.4	2.2	2.0	2.1	2.0	2.1	0.4	0.4	0.8	0.5

(a) Includes those industries not separately listed.

(b) See Explanatory Notes paragraph 27.

WAGE PRICE INDEX: 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)						
2013–14	117.0	118.4	117.3	117.0	118.4	117.3
2014–15	120.1	121.4	120.4	120.1	121.5	120.4
2015–16	122.7	124.6	123.2	122.7	124.6	123.1
2016–17	124.8	127.4	125.4	124.8	127.4	125.4
2014						
December	120.1	121.2	120.3	120.0	121.2	120.3
2015						
March	120.0	121.9	120.5	120.0	121.9	120.5
June	120.9	122.3	121.2	120.9	122.4	121.2
September	122.0	123.6	122.4	122.0	123.7	122.4
December	122.6	124.3	123.0	122.6	124.3	123.0
2016						
March	123.1	125.0	123.5	123.1	125.0	123.5
June	123.2	125.3	123.7	123.1	125.3	123.6
September	124.0	126.4	124.5	124.0	126.4	124.5
December	124.8	127.0	125.4	124.8	127.1	125.3
2017						
March	124.7	127.8	125.4	124.7	127.9	125.4
June	125.7	128.2	126.3	125.7	128.2	126.3
September	126.5	129.2	127.2	126.5	129.3	127.2
December	127.3	130.2	128.0	127.3	130.2	127.9
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)						
2014–15	2.6	2.5	2.6	2.6	2.6	2.6
2015–16	2.2	2.6	2.3	2.2	2.6	2.2
2016–17	1.7	2.2	1.8	1.7	2.2	1.9
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)						
2015						
December	2.1	2.6	2.2	2.2	2.6	2.2
2016						
March	2.6	2.5	2.5	2.6	2.5	2.5
June	1.9	2.5	2.1	1.8	2.4	2.0
September	1.6	2.3	1.7	1.6	2.2	1.7
December	1.8	2.2	2.0	1.8	2.3	1.9
2017						
March	1.3	2.2	1.5	1.3	2.3	1.5
June	2.0	2.3	2.1	2.1	2.3	2.2
September	2.0	2.2	2.2	2.0	2.3	2.2
December	2.0	2.5	2.1	2.0	2.4	2.1
CHANGE FROM PREVIOUS QUARTER (%)						
2015						
December	0.5	0.6	0.5	0.5	0.5	0.5
2016						
March	0.4	0.6	0.4	0.4	0.6	0.4
June	0.1	0.2	0.2	0.0	0.2	0.1
September	0.6	0.9	0.6	0.7	0.9	0.7
December	0.6	0.5	(b) 0.7	0.6	0.6	0.6
2017						
March	–0.1	0.6	0.0	–0.1	0.6	0.1
June	0.8	0.3	0.7	0.8	0.2	0.7
September	0.6	0.8	0.7	0.6	0.9	0.7
December	0.6	0.8	0.6	0.6	0.7	0.6

(a) Reference period of each index: 2008–09 = 100.0.

(b) See Explanatory Notes paragraph 27.

WAGE PRICE INDEX: ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, All Sectors: **Original**

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS (a)									
2013–14	117.2	117.1	117.7	117.5	119.9	117.1	118.4	117.6	117.6
2014–15	119.9	120.3	120.5	120.4	122.5	120.0	121.5	119.7	120.4
2015–16	122.5	123.1	122.9	123.2	124.8	122.7	124.2	121.8	123.0
2016–17	125.0	125.5	125.3	125.8	126.5	125.4	126.9	124.0	125.4
2014									
December	119.7	120.0	120.3	120.3	122.3	119.6	121.3	119.5	120.2
2015									
March	120.2	120.5	120.9	120.9	122.8	120.3	121.8	119.8	120.7
June	120.6	121.3	121.2	121.1	123.2	120.9	122.3	120.3	121.2
September	121.8	122.3	122.1	122.2	124.0	122.0	123.4	120.9	122.2
December	122.2	122.9	122.7	123.1	124.5	122.2	124.2	121.5	122.7
2016									
March	122.7	123.3	123.2	123.6	125.1	123.0	124.4	122.0	123.2
June	123.2	123.8	123.5	123.8	125.4	123.4	124.7	122.6	123.7
September	124.3	124.6	124.4	125.0	126.0	124.8	126.1	123.2	124.6
December	124.7	125.1	125.1	125.7	126.2	125.1	126.8	123.7	125.1
2017									
March	125.3	125.8	125.6	126.2	126.6	125.7	127.1	124.2	125.6
June	125.7	126.3	126.0	126.4	127.0	125.9	127.4	124.9	126.1
September	126.9	127.3	127.1	127.6	127.7	127.6	128.0	125.5	127.1
December	127.3	128.1	127.8	128.2	128.1	127.9	128.2	126.2	127.7
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2014–15	2.3	2.7	2.4	2.5	2.2	2.5	2.6	1.8	2.4
2015–16	2.2	2.3	2.0	2.3	1.9	2.3	2.2	1.8	2.2
2016–17	2.0	1.9	2.0	2.1	1.4	2.2	2.2	1.8	2.0
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2015									
December	2.1	2.4	2.0	2.3	1.8	2.2	2.4	1.7	2.1
2016									
March	2.1	2.3	1.9	2.2	1.9	2.2	2.1	1.8	2.1
June	2.2	2.1	1.9	2.2	1.8	2.1	2.0	1.9	2.1
September	2.1	1.9	1.9	2.3	1.6	2.3	2.2	1.9	2.0
December	2.0	1.8	2.0	2.1	1.4	2.4	2.1	1.8	2.0
2017									
March	2.1	2.0	1.9	2.1	1.2	2.2	2.2	1.8	1.9
June	2.0	2.0	2.0	2.1	1.3	2.0	2.2	1.9	1.9
September	2.1	2.2	2.2	2.1	1.3	2.2	1.5	1.9	2.0
December	2.1	2.4	2.2	2.0	1.5	2.2	1.1	2.0	2.1
CHANGE FROM PREVIOUS QUARTER (%)									
2015									
December	0.3	0.5	0.5	0.7	0.4	0.2	0.6	0.5	0.4
2016									
March	0.4	0.3	0.4	0.4	0.5	0.7	0.2	0.4	0.4
June	0.4	0.4	0.2	0.2	0.2	0.3	0.2	0.5	0.4
September	0.9	0.6	0.7	1.0	0.5	1.1	1.1	0.5	0.7
December	0.3	0.4	0.6	0.6	0.2	0.2	0.6	0.4	0.4
2017									
March	0.5	0.6	0.4	0.4	0.3	0.5	0.2	0.4	0.4
June	0.3	0.4	0.3	0.2	0.3	0.2	0.2	0.6	0.4
September	1.0	0.8	0.9	0.9	0.6	1.4	0.5	0.5	0.8
December	0.3	0.6	0.6	0.5	0.3	0.2	0.2	0.6	0.5

(a) Reference period of each index: 2008–09 = 100.0.

WAGE PRICE INDEX: ORDINARY TIME HOURLY RATES OF PAY EXCLUDING BONUSES, Sector by Industry—Index numbers(a): **Original**

Industry	FINANCIAL YEAR				QUARTER				
	2013-14	2014-15	2015-16	2016-17	Dec Qtr 2016	Mar Qtr 2017	Jun Qtr 2017	Sep Qtr 2017	Dec Qtr 2017
PRIVATE									
Mining	121.1	123.9	125.9	127.1	126.8	126.9	127.9	128.2	128.5
Manufacturing	117.0	120.1	123.0	125.4	125.0	125.7	126.2	127.2	127.9
Electricity, gas, water and waste services	120.8	124.7	128.1	131.0	130.5	131.5	131.7	132.4	132.8
Construction	119.0	121.5	123.3	125.5	125.2	125.7	126.2	126.9	127.6
Wholesale trade	118.3	120.9	123.2	125.5	125.1	125.5	126.3	127.1	127.3
Retail trade	115.0	117.5	120.4	122.6	122.5	122.9	123.0	124.1	124.4
Accommodation and food services	114.5	117.4	120.1	122.8	122.7	122.9	122.9	125.1	125.3
Transport, postal and warehousing	118.2	121.0	123.3	125.5	125.3	125.7	126.1	126.8	127.3
Information media and telecommunications	114.8	117.6	120.3	122.7	122.9	123.0	123.2	124.1	125.2
Financial and insurance services	117.9	121.2	124.3	126.8	126.6	127.4	127.8	128.2	129.3
Rental, hiring and real estate services	115.4	118.0	119.9	121.4	121.3	121.5	121.8	123.1	123.3
Professional, scientific and technical services	118.5	120.7	122.6	124.3	124.0	124.5	124.9	125.8	126.3
Administrative and support services	115.8	118.0	119.6	121.2	121.0	121.2	121.6	122.8	123.2
Public administration and safety	116.7	119.7	121.9	124.2	124.1	124.6	124.6	126.5	126.8
Education and training	119.1	122.5	125.2	127.9	127.6	128.4	128.7	129.7	130.4
Health care and social assistance	117.8	120.9	123.8	126.8	126.5	127.0	127.5	129.4	129.7
Arts and recreation services	116.5	120.4	123.3	125.7	125.5	126.1	126.4	128.1	128.6
Other services	116.3	118.8	121.5	123.8	123.4	124.0	124.3	126.0	126.4
<i>All industries</i>	117.4	120.2	122.6	124.8	124.5	125.0	125.4	126.5	127.0
PUBLIC									
Electricity, gas, water and waste services	121.4	124.5	127.2	130.0	129.6	130.0	131.1	131.8	132.3
Professional, scientific and technical services	119.5	121.2	123.0	124.9	124.8	125.1	125.3	126.0	127.1
Public administration and safety	118.4	121.0	123.7	126.3	126.2	126.6	126.9	128.3	128.8
Education and training	118.7	122.4	126.0	129.1	128.6	129.9	130.2	130.9	131.9
Health care and social assistance	117.9	121.3	124.4	127.4	127.2	127.7	128.5	129.7	130.9
<i>All industries(b)</i>	118.4	121.5	124.6	127.5	127.2	127.9	128.4	129.4	130.2
ALL SECTORS									
Mining	121.1	123.9	125.9	127.1	126.8	126.9	127.9	128.2	128.5
Manufacturing	117.0	120.1	123.0	125.4	125.0	125.7	126.3	127.2	127.9
Electricity, gas, water and waste services	121.1	124.5	127.5	130.3	129.9	130.6	131.3	132.0	132.4
Construction	118.9	121.4	123.3	125.5	125.2	125.7	126.2	126.9	127.6
Wholesale trade	118.3	120.9	123.2	125.5	125.1	125.5	126.3	127.1	127.3
Retail trade	115.0	117.4	120.3	122.6	122.4	122.8	123.0	124.1	124.3
Accommodation and food services	114.5	117.4	120.1	122.8	122.8	122.9	123.0	125.1	125.3
Transport, postal and warehousing	117.8	120.6	123.2	125.7	125.4	126.1	126.5	127.1	127.6
Information media and telecommunications	115.0	117.8	120.5	122.7	122.8	123.1	123.3	124.2	125.3
Financial and insurance services	117.9	121.1	124.2	126.8	126.6	127.4	127.8	128.2	129.3
Rental, hiring and real estate services	115.8	118.5	120.4	121.9	121.8	122.0	122.2	123.6	123.8
Professional, scientific and technical services	118.5	120.7	122.6	124.4	124.1	124.5	124.9	125.8	126.3
Administrative and support services	115.9	118.1	119.7	121.4	121.2	121.4	121.8	123.0	123.4
Public administration and safety	118.3	120.9	123.5	126.2	126.0	126.5	126.7	128.1	128.7
Education and training	118.8	122.4	125.7	128.7	128.2	129.3	129.7	130.4	131.3
Health care and social assistance	117.9	121.1	124.1	127.1	126.8	127.4	127.9	129.6	130.3
Arts and recreation services	116.6	120.1	122.9	125.3	125.1	125.7	126.1	127.8	128.3
Other services	116.4	118.9	121.5	123.8	123.5	124.0	124.4	126.1	126.5
All industries	117.6	120.4	123.0	125.4	125.1	125.6	126.1	127.1	127.7

(a) Reference period of each index: 2008-09 = 100.0.

(b) Includes those industries not separately listed.

WAGE PRICE INDEX: 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			
	2014–15	2015–16	2016–17	Dec Qtr 2015	Dec Qtr 2016	Dec Qtr 2017	Mar Qtr 2017	Jun Qtr 2017	Sep Qtr 2017	Dec Qtr 2017
PRIVATE										
Mining	2.3	1.6	1.0	1.5	1.0	1.3	0.1	0.8	0.2	0.2
Manufacturing	2.6	2.4	2.0	2.5	1.8	2.3	0.6	0.4	0.8	0.6
Electricity, gas, water and waste services	3.2	2.7	2.3	2.6	2.3	1.8	0.8	0.2	0.5	0.3
Construction	2.1	1.5	1.8	1.5	1.7	1.9	0.4	0.4	0.6	0.6
Wholesale trade	2.2	1.9	1.9	1.7	1.8	1.8	0.3	0.6	0.6	0.2
Retail trade	2.2	2.5	1.8	2.5	1.9	1.6	0.3	0.1	0.9	0.2
Accommodation and food services	2.5	2.3	2.2	2.3	2.3	2.1	0.2	0.0	1.8	0.2
Transport, postal and warehousing	2.4	1.9	1.8	2.0	1.8	1.6	0.3	0.3	0.6	0.4
Information media and telecommunications	2.4	2.3	2.0	2.3	2.0	1.9	0.1	0.2	0.7	0.9
Financial and insurance services	2.8	2.6	2.0	2.7	2.0	2.1	0.6	0.3	0.3	0.9
Rental, hiring and real estate services	2.3	1.6	1.3	1.6	1.3	1.6	0.2	0.2	1.1	0.2
Professional, scientific and technical services	1.9	1.6	1.4	1.7	1.2	1.9	0.4	0.3	0.7	0.4
Administrative and support services	1.9	1.4	1.3	1.4	1.3	1.8	0.2	0.3	1.0	0.3
Public administration and safety	2.6	1.8	1.9	1.8	2.1	2.2	0.4	0.0	1.5	0.2
Education and training	2.9	2.2	2.2	2.1	2.4	2.2	0.6	0.2	0.8	0.5
Health care and social assistance	2.6	2.4	2.4	2.4	2.4	2.5	0.4	0.4	1.5	0.2
Arts and recreation services	3.3	2.4	1.9	2.3	1.9	2.5	0.5	0.2	1.3	0.4
Other services	2.1	2.3	1.9	2.3	1.8	2.4	0.5	0.2	1.4	0.3
<i>All industries</i>	2.4	2.0	1.8	2.0	1.8	2.0	0.4	0.3	0.9	0.4
PUBLIC										
Electricity, gas, water and waste services	2.6	2.2	2.2	2.0	2.1	2.1	0.3	0.8	0.5	0.4
Professional, scientific and technical services	1.4	1.5	1.5	1.5	1.5	1.8	0.2	0.2	0.6	0.9
Public administration and safety	2.2	2.2	2.1	2.2	2.2	2.1	0.3	0.2	1.1	0.4
Education and training	3.1	2.9	2.5	2.9	2.5	2.6	1.0	0.2	0.5	0.8
Health care and social assistance	2.9	2.6	2.4	2.5	2.4	2.9	0.4	0.6	0.9	0.9
<i>All industries(a)</i>	2.6	2.6	2.3	2.5	2.3	2.4	0.6	0.4	0.8	0.6
ALL SECTORS										
Mining	2.3	1.6	1.0	1.5	1.0	1.3	0.1	0.8	0.2	0.2
Manufacturing	2.6	2.4	2.0	2.5	1.8	2.3	0.6	0.5	0.7	0.6
Electricity, gas, water and waste services	2.8	2.4	2.2	2.3	2.1	1.9	0.5	0.5	0.5	0.3
Construction	2.1	1.6	1.8	1.6	1.7	1.9	0.4	0.4	0.6	0.6
Wholesale trade	2.2	1.9	1.9	1.7	1.8	1.8	0.3	0.6	0.6	0.2
Retail trade	2.1	2.5	1.9	2.5	1.8	1.6	0.3	0.2	0.9	0.2
Accommodation and food services	2.5	2.3	2.2	2.3	2.3	2.0	0.1	0.1	1.7	0.2
Transport, postal and warehousing	2.4	2.2	2.0	2.2	2.0	1.8	0.6	0.3	0.5	0.4
Information media and telecommunications	2.4	2.3	1.8	2.2	1.8	2.0	0.2	0.2	0.7	0.9
Financial and insurance services	2.7	2.6	2.1	2.8	2.0	2.1	0.6	0.3	0.3	0.9
Rental, hiring and real estate services	2.3	1.6	1.2	1.7	1.2	1.6	0.2	0.2	1.1	0.2
Professional, scientific and technical services	1.9	1.6	1.5	1.6	1.3	1.8	0.3	0.3	0.7	0.4
Administrative and support services	1.9	1.4	1.4	1.4	1.3	1.8	0.2	0.3	1.0	0.3
Public administration and safety	2.2	2.2	(b)2.2	2.2	(b)2.2	2.1	0.4	0.2	1.1	0.5
Education and training	3.0	2.7	2.4	2.6	2.4	2.4	0.9	0.3	0.5	0.7
Health care and social assistance	2.7	2.5	2.4	2.4	2.4	2.8	(b)0.5	0.4	1.3	0.5
Arts and recreation services	3.0	2.3	2.0	2.3	1.9	2.6	0.5	0.3	1.3	0.4
Other services	2.1	2.2	1.9	2.3	1.9	2.4	0.4	0.3	1.4	0.3
All industries	2.4	2.2	2.0	2.1	2.0	2.1	0.4	0.4	0.8	0.5

(a) Includes those industries not separately listed.

(b) See Explanatory Notes paragraph 27.

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains indexes measuring changes in the price of wages and salaries in the Australian labour market.

2 The methodology used to construct the WPIs is similar to that used for other price indexes such as the Consumer Price Index. In the WPI, index numbers are compiled using information collected from 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) and industry division. Industry is classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006* (cat. no. 1292.0). For more detailed information on the methodology used in the construction of the WPI, refer to *Wage Price Index: Concepts, Sources and Methods* (cat. no. 6351.0.55.001).

CURRENT PUBLISHED INDEXES

3 Four WPIs are constructed and published quarterly. These indexes were first compiled for the September quarter 1997, and cover:

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

In these indexes the term 'bonuses' refers to bonuses and commissions.

DESIGN OF THE INDEXES BROAD DESCRIPTION

4 The WPIs measure changes over time in the price of wages and salaries unaffected by changes in the quality or quantity of work performed. A range of procedures have been developed to identify and measure quality and quantity changes and ensure that only pure price changes are reflected in the indexes.

5 Price-determining characteristics of the jobs are fixed to ensure that changes in these characteristics do not contribute toward 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, etc.)
- changes in the location where the work is performed.

6 Changes in the price of wages and salaries resulting from changes in the composition of the labour market are also excluded from index movements. To achieve this, a longitudinal survey methodology is used to measure a similar sample of jobs over time. Once a business is selected in the sample, it will be expected to provide data for a sample of jobs for a minimum of five years.

WAGE PRICE INDEXES

7 The *ordinary time hourly rates of pay 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, minimum wage setting, individual contracts and informal arrangements.

8 These indexes are not affected by changes in:

- penalty payments for overtime, shifts, weekends and public holidays (which fluctuate depending on the number of hours paid at penalty rates)
- allowances which fluctuate (such as those paid according to how much work is performed under special work conditions e.g. height, dirt, heat allowances)
- bonus payments (which may, or may not, relate to an individual's work performance). These payments are specifically excluded when calculating ordinary time hourly wage and salary rates.

EXPLANATORY NOTES *continued*

WAGE PRICE INDEXES *continued*

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 and non-separable shift allowances are rolled into ordinary time hourly rates, the ordinary time indexes will increase accordingly.

10 The *total hourly rates of pay indexes* that *exclude* bonuses are based on a weighted combination of ordinary time hourly wage and salary rates (described in paragraphs 7 and 8) and overtime hourly rates. As a result, the total hourly rates of pay indexes reflect changes in both the ordinary time and overtime hourly rates. However, the effect of changes in the amount of overtime paid at each overtime rate is not shown in these indexes.

11 Only those indexes that exclude bonuses and commissions are pure price indexes because bonus and commission payments can reflect changes in the quality of work performed. No attempt is made to remove this quality element from the indexes that include bonuses and commissions.

SCOPE AND COVERAGE

12 The target population of employers for the WPIs are 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 A sample redesign was undertaken and the outcome implemented from the December quarter 2009. A result of this review was to stop collecting data on a quarterly basis from micro businesses (0-4 employment). The size and frequency of pay changes for jobs in micro businesses was found to be the same as businesses with employment of five or more. Therefore, micro businesses are now treated as being out of coverage but remain in scope through their continued inclusion in the expenditure weights used in compiling the WPIs. The introduction of this change does not impact what the indexes are measuring.

14 All employee jobs in the target population of employers are in scope of the WPIs, 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, or jobs where the remuneration is set in a foreign country).

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

EXPLANATORY NOTES *continued*

DATA COLLECTION

16 Information for the WPI is collected each quarter by mail and online questionnaires from a sample survey of private and public sector employers selected from the ABS Business Register. The survey reference date is the last pay period ending on or before the third Friday of the middle month of the quarter. Data for bonuses are collected in respect to those bonuses paid during the three month period ending on the third Friday of the middle month of the quarter.

17 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 survey respondents 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 18,000 matched jobs are priced each quarter from the selected employers.

18 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 WPIs continue to be relevant and representative over time. For these reasons, the employer sample is refreshed annually (for the December 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 are included in the sample.

19 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

20 Expenditure weights are a measure of the relative importance of each elementary aggregate (EA), based on employers' expenditure on wages and salaries. Below the EA level, sample weights applied to each job on the WPI survey indicate the number of jobs in the Australian labour market a particular sampled job represents.

21 Businesses selected in the WPI are assigned sample weights according to the number of similar businesses they represent in their state, industry and sector. Jobs are assigned sample weights according to the number of jobs they represent in that business. The total sample weight for a job is determined by multiplying business and job sample weights together. This total sample weight is the number of jobs in the Australian labour market a particular sampled job represents.

22 The total employment figures for each business in the WPI survey are obtained from providers each September quarter. Job weights are updated based on these employment data and applied to the WPI sample each December quarter. These actions ensure the WPI sample remains representative.

23 Expenditure weights are updated every two years to reflect structural changes in the Australian economy. Once updated, the weights are fixed again, and a new weighting reference period is created. In the following quarters, prices will be compared using this new weighting reference period. This process is referred to as reweighting. Reweighting ensures the index remains relevant.

24 The December quarter 2016 weight update uses wages and salaries expenditure sourced from the 2016 Survey of Employee Earnings and Hours (EEH). The EEH data items used in the December quarter 2016 weight update are: ordinary time earnings and total earnings. These data are price updated to represent current period values for each index. Prior to the December quarter 2016 only EEH total earnings was used in weighting

EXPLANATORY NOTES *continued*

WEIGHTING *continued*

all indexes. This is the item which aligns most closely with the headline WPI series. The use of EEH ordinary time earnings to weight the ordinary time hourly rates of pay indexes improves the conceptual alignment of the expenditure weight to the index. This improvement in alignment has not impacted the indexes. The new weights are available in the Appendix in the publication and as a data cube on the ABS website. The next weight update will occur in the December quarter 2018.

25 When the expenditure weights are updated, the published index numbers will not recommence at 100.0. The series based on the old expenditure weights and that based on the new weights are linked to form a continuous series.

INTERPRETATION OF INDEX NUMBERS

26 Index numbers in this publication measure changes in the price of wages and salaries between the commencement of the series and a later period. Index number levels cannot be compared across states/territories as they do not provide comparative information on the relative levels of labour costs. Similarly, index number levels cannot be compared across sectors or industries. 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 the price of labour between the two periods. These *movements* can be compared across states/territories, sectors or industries.

PERCENTAGE CHANGE AND ROUNDING

27 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 quarterly estimates are calculated from unrounded original indexes. The percentage changes (rounded to one decimal place) are calculated from the rounded index numbers.

INDEX MOVEMENTS

28 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 (i.e. changes 'through the year')
- movements between consecutive financial years.

29 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, All Sectors, Australia

Index numbers, trend (see table 1)

December quarter 2017	127.6
less December quarter 2016	125.0
Change in index points	2.6
Percentage change	$2.6/125.0 \times 100 = 2.1\%$

FINANCIAL YEAR INDEXES

30 Index numbers for financial years are calculated as simple (arithmetic) averages of the four quarterly index numbers for the financial year. As the WPIs were first produced for the September quarter 1997, the first financial year index number that can be calculated is for 1997–98. Consequently, the first percentage change between financial

EXPLANATORY NOTES *continued*

FINANCIAL YEAR INDEXES

continued

years that can be calculated is between 1997–98 and 1998–99. The following example illustrates the method of calculating the financial year index number for 2016–17:

<i>Total hourly rates of pay excluding bonuses</i> , All Sectors, Australia	
	Index numbers, original (see table 2)
September quarter 2016	124.6
<i>plus</i> December quarter 2016	125.1
<i>plus</i> March quarter 2017	125.6
<i>plus</i> June quarter 2017	126.1
Financial year 2016–17	$501.4/4 = 125.4$

31 Percentage changes between the index numbers for any two financial years can be calculated using the method outlined in paragraph 29 above.

SEASONALLY ADJUSTED INDEXES

32 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 variations, such as the number of trading days, 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 reflect the sampling and non-sampling errors to which the original estimates are subject.

33 The *total hourly rates of pay excluding bonuses index* is the only index of the WPI that is seasonally adjusted. Institutional effects largely drive the seasonality of this index. Important factors in determining this seasonality are the timing of effect of agreements, the length of these agreements, and the timing of the implementation of significant wage determinations that impact on rates of pay. A significant institutional change in wage setting arrangements can affect the relative level (or trend) and seasonality of the index.

34 Prior to 2006, the Australian Industrial Relations Commission (AIRC) handed down annual Safety Net Review (SNR) decisions which set federal full-time minimum award rates. Since the commencement of the WPI, the SNR has contributed to the level of the index. Most of its impact on the WPI was in the September quarter with some residual effect in the December quarter each year. This impact contributed to the level of seasonality for those quarters. As a result of industrial relations changes associated with Work Choices there was no SNR decision in 2006. The setting of federal minimum wage rates became the responsibility of the Australian Fair Pay Commission (AFPC).

35 The AFPC's first decision was handed down on 26 October 2006 with a date of effect of 1 December 2006. The impact on the WPI of the first AFPC ruling was mainly in the March quarter 2007. From 2007 to 2009, AFPC determinations impacted the December quarter WPI.

36 On 1 July 2009 Fair Work Australia (FWA) began operations as part of a new national workplace relations system underpinned by the Fair Work Act 2009. In June 2010 FWA announced its first annual minimum wage decision and the increase impacted the WPI in the September quarter 2010. Since 2010, minimum wage decisions have taken effect in the September quarter of each year and have resulted in a change of seasonality. To account for the change in timing, the seasonally adjusted and trend series were reanalysed in the September quarter 2010 to remove the influence of the different timing of minimum wage decisions in any year on the WPI.

EXPLANATORY NOTES *continued*

CONCURRENT SEASONAL ANALYSIS

37 The WPI 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. In most instances, the only significant 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}). Seasonal patterns are also reanalysed when there are known changes to regular events. This can lead to additional revisions.

ARIMA MODELLING

38 The ABS uses Autoregressive Integrated Moving Averages (ARIMA) modelling techniques to produce seasonally adjusted estimates. ARIMA modelling is a technique that can be used to extend original estimates beyond the end of a time series. The extended values are temporary, intermediate values that are used internally to improve seasonal adjustment. They do not affect the original estimates and are discarded at the end of the seasonal adjustment process. The use of ARIMA modelling generally results in a reduction in revisions to the seasonally adjusted estimates when subsequent data becomes available. ARIMA modelling in the WPI was introduced in the June quarter 2008. For more information on the details of ARIMA modelling see the feature article 'Use of ARIMA modelling to reduce revisions' in the October 2004 issue of *Australian Economic Indicators* (cat. no. 1350.0).

TREND ESTIMATES

39 The trend is a measure of the underlying direction of a series. The ABS trend estimates for the WPI 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).

40 Increases in minimum wage rates contribute to the relative level (or trend) of the WPI. A review of the seasonally adjusted series was undertaken in the September quarter 2010 to remove the impacts of the different timing of the increases in minimum wage rates. A trend break correction has been applied between the June quarter and the September quarter 2009 to remove the shift in the underlying level as a result of no increase to minimum wage rates being awarded in 2009.

INDEX REFERENCE PERIOD

41 The index reference period of an index series is that period for which the value of the index is set to 100.0. From the September quarter 2009 issue of this publication the wage price indexes are calculated on an index reference period of 2008-09 = 100.0.

REVISIONS TO INDEXES

42 Original index numbers will be released as final figures at the time they are first published. Revisions will only occur in exceptional circumstances. Trend and seasonally adjusted indexes may be revised as extra quarters are included and analysed for seasonal influences (see paragraphs 32 to 40).

EXPLANATORY NOTES *continued*

RELATED PUBLICATIONS

43 Users may also wish to refer to the following publications which are available free on the ABS website <<http://www.abs.gov.au>>:

Wage Price Index: Concepts, Sources and Methods, (cat. no. 6351.0.55.001)

Information Paper: Update on ANZSIC 2006 Implementation for Labour Price Index, Australia, 2009, (cat. no. 6345.0.55.001)

Consumer Price Index, Australia, (cat. no. 6401.0)

House Price Indexes, Eight Capital Cities, (cat. no. 6416.0)

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

Producer Price Indexes, Australia, (cat. no. 6427.0)

Australian Consumer Price Index: Concepts, Sources and Methods,
(cat. no. 6461.0)

Producer and International Trade Price Indexes: Concepts, Sources and Methods,
(cat no. 6429.0)

Australian Labour Market Statistics, (cat. no. 6105.0)

44 Current publications and other products released by the ABS are listed on the ABS website <<http://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

ABS DATA AVAILABLE ON REQUEST

45 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 WPI on Perth (08) 9360 5151 or the National Information and Referral Service on 1300 135 070.

APPENDIX DISTRIBUTION OF EXPENDITURE ON WAGES

AS UPDATED DECEMBER
QUARTER 2016

A1 DISTRIBUTION OF EMPLOYERS' EXPENDITURE ON WAGES, TOTAL EARNINGS (a) (b)

	Private	Public	Total
	%	%	%
Australia by sector			
Australia	76.9	23.1	100.0
Sector by State/Territory			
New South Wales	33.7	29.6	32.7
Victoria	26.1	22.4	25.2
Queensland	18.2	18.5	18.3
South Australia	5.1	6.8	5.5
Western Australia	12.9	12.3	12.8
Tasmania	1.3	2.4	1.6
Northern Territory	1.2	2.0	1.4
Australian Capital Territory	1.5	6.1	2.6
Australia	100.0	100.0	100.0
Sector by broad industry group (c)			
Mining	4.4	(d)	3.4
Manufacturing	10.5	(d)	8.1
Electricity, gas, water and waste services	1.0	3.6	1.6
Construction	10.9	(d)	8.4
Wholesale trade	6.7	(d)	5.1
Retail trade	8.7	(d)	6.7
Accommodation and food services	4.4	(d)	3.4
Transport, postal and warehousing	4.9	(d)	4.9
Information media and telecommunications	2.3	(d)	2.1
Financial and insurance services	7.1	(d)	5.7
Rental, hiring and real estate services	2.2	(d)	1.7
Professional, scientific and technical services	12.1	1.7	9.7
Administrative and support services	6.8	(d)	5.3
Public administration and safety	0.6	33.2	8.1
Education and training	3.8	28.4	9.5
Health care and social assistance	8.8	24.1	12.3
Arts and recreation services	1.2	(d)	1.0
Other services	3.7	(d)	2.9
All industries	100.0	100.0	100.0

(a) See paragraphs 20-25 of the Explanatory Notes.

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

(c) Classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0).

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

APPENDIX DISTRIBUTION OF EXPENDITURE ON WAGES *continued*

AS UPDATED DECEMBER
QUARTER 2016 *continued*

A2 DISTRIBUTION OF EMPLOYERS' EXPENDITURE ON WAGES, ORDINARY TIME EARNINGS (a)(b)

	Private	Public	Total
	%	%	%
Australia by sector			
Australia	76.7	23.3	100.0
Sector by State/Territory			
New South Wales	34.0	29.5	33.0
Victoria	26.2	22.4	25.3
Queensland	18.1	18.5	18.2
South Australia	5.0	6.8	5.5
Western Australia	12.6	12.2	12.5
Tasmania	1.3	2.4	1.6
Northern Territory	1.1	2.0	1.3
Australian Capital Territory	1.5	6.1	2.6
Australia	100.0	100.0	100.0
Sector by broad industry group (c)			
Mining	4.4	(d)	3.4
Manufacturing	10.3	(d)	7.9
Electricity, gas, water and waste services	0.9	3.4	1.5
Construction	10.1	(d)	7.9
Wholesale trade	6.7	(d)	5.2
Retail trade	8.8	(d)	6.8
Accommodation and food services	4.5	(d)	3.5
Transport, postal and warehousing	4.6	(d)	4.7
Information media and telecommunications	2.4	(d)	2.1
Financial and insurance services	7.4	(d)	5.9
Rental, hiring and real estate services	2.2	(d)	1.8
Professional, scientific and technical services	12.3	1.7	9.8
Administrative and support services	6.9	(d)	5.3
Public administration and safety	0.6	33.0	8.2
Education and training	3.9	29.0	9.7
Health care and social assistance	9.0	23.9	12.5
Arts and recreation services	1.2	(d)	1.1
Other services	3.7	(d)	2.8
All industries	100.0	100.0	100.0

(a) See paragraphs 20-25 of the Explanatory Notes.

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

(c) Classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC)*, 2006 (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. In the WPI, the term 'bonuses' refers to bonuses and commissions.
Elementary aggregates	The finest aggregations of jobs, in terms of state/territory, sector and industry 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 the price of labour between the commencement of the index series and a later period.
Index reference period	The period for which an index series is given the value of 100.0. The current index reference period for the WPI is the 2008–09 financial year.
Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Ordinary time hourly rates of pay index	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 7 and 8).
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.
Reference date	The reference date for this survey is the last pay period ending on or before the third Friday of the middle month of the quarter, except for bonuses which are collected in respect to those paid during the three month period ending on the third Friday of the middle month of the quarter.
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.
Seasonal adjustment	Process of removing systematic calendar related effects from the original series (see Explanatory Notes paragraphs 32–38, 42).
Total hourly rates of pay index	Measures quarterly change in combined ordinary time and overtime hourly rates of pay (see Explanatory Notes paragraph 10).
Trend	A measure of the underlying direction of a series (see Explanatory Notes paragraphs 39–40, 42).
Wage price index	Measures changes in the price of wages.
Weight reference period	The period to which the expenditure weights relate.

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