



# WAGE COST INDEX

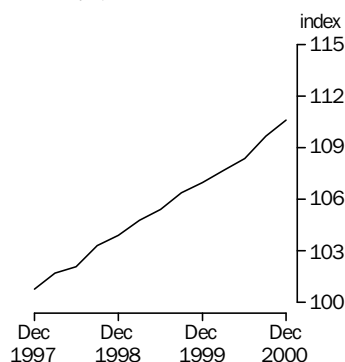
AUSTRALIA

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## DECEMBER QUARTER 2000 KEY FIGURES

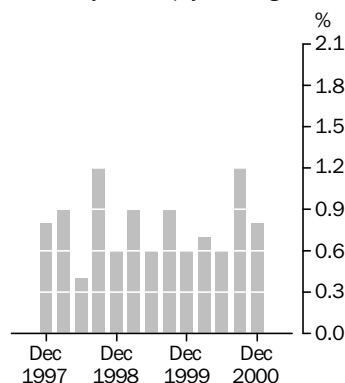
### Quarterly index numbers

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



### Quarterly percentage change

Total hourly rates of pay excluding bonuses



<i>Total hourly rates of pay excluding bonuses</i>	<i>% change</i>	<i>% change</i>
	<i>Sep Qtr 2000 to Dec Qtr 2000</i>	<i>Dec Qtr 1999 to Dec Qtr 2000</i>
Australia	0.8	3.4
Sector		
Private sector	0.8	3.5
Public sector	0.8	3.1
States and Territories		
New South Wales	0.5	3.5
Victoria	0.9	3.4
Queensland	1.2	3.0
South Australia	0.9	3.1
Western Australia	0.6	3.1
Tasmania	0.7	2.7
Northern Territory	1.2	3.0
Australian Capital Territory	0.8	3.6

## DECEMBER QUARTER 2000 KEY POINTS

### INDEXES OF TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

#### QUARTERLY CHANGES (Sep Qtr 2000 to Dec Qtr 2000)

- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 0.8%.
- The increases in the indexes at the industry level ranged from 0.4% for Mining, and Education, to 1.1% for Property and business services, and Government administration and defence.
- The increases in the indexes at the occupation level ranged from 0.6% for Intermediate clerical, sales and service workers, and Elementary clerical, sales and service workers, to 1.0% for Associate Professionals.

#### ANNUAL CHANGES (Dec Qtr 1999 to Dec Qtr 2000)

- The index of total hourly rates of pay excluding bonuses for all employee jobs in Australia increased by 3.4%.
- The increases in the indexes at the industry level ranged from 2.5% for Mining, to 4.4% for Construction.

- 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.

# NOTES

## FORTHCOMING ISSUES

*ISSUE (Quarter)*

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## CHANGES IN THIS ISSUE

December quarter 2000 index numbers and associated percentage changes have been calculated using updated expenditure weights. For further information, refer to paragraphs 16 and 17 of the Explanatory notes and to the *Appendix* at the back of this publication.



## UNPUBLISHED STATISTICS

Indexes are compiled for various combinations of State/Territory, sector (private/public), broad industry group and broad occupation group. Indexes not included in this publication may be made available on request by telephoning Perth 08 9360 5151.



## FURTHER INFORMATION

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



Dennis Trewin  
Australian Statistician

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## TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	<b>Australia</b>
INDEX NUMBERS(a)									
<b>1997-1998</b>	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	<b>101.2</b>
<b>1998-1999</b>	104.7	104.2	104.2	104.1	104.4	103.5	104.2	103.7	<b>104.4</b>
<b>1999-2000</b>	107.9	107.2	107.3	107.1	107.1	106.2	106.8	106.3	<b>107.4</b>
<b>1997</b>									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	<b>100.0</b>
December	100.7	100.7	100.9	100.8	100.9	100.4	101.2	100.2	<b>100.8</b>
<b>1998</b>									
March	101.8	101.6	101.7	101.5	102.0	101.1	101.8	101.1	<b>101.7</b>
June	102.1	102.1	102.2	101.9	102.6	101.4	102.2	101.4	<b>102.1</b>
September	103.6	103.2	103.2	103.2	103.4	102.4	103.0	102.8	<b>103.3</b>
December	104.1	103.8	103.9	103.8	104.0	102.9	104.0	103.3	<b>103.9</b>
<b>1999</b>									
March	105.3	104.5	104.6	104.6	104.7	103.9	104.7	104.1	<b>104.8</b>
June	105.9	105.1	105.1	104.7	105.4	104.6	105.0	104.4	<b>105.4</b>
September	107.0	106.1	106.3	105.9	106.1	105.5	105.8	105.6	<b>106.4</b>
December	107.5	106.8	107.1	106.8	106.7	106.0	106.7	106.0	<b>107.0</b>
<b>2000</b>									
March	108.2	107.6	107.6	107.4	107.5	106.5	107.2	106.6	<b>107.7</b>
June	109.0	108.3	108.0	108.1	108.0	106.9	107.5	107.0	<b>108.4</b>
September	110.7	109.4	109.0	109.1	109.3	108.1	108.6	108.9	<b>109.7</b>
December	111.3	110.4	110.3	110.1	110.0	108.9	109.9	109.8	<b>110.6</b>
PERCENTAGE CHANGE (from previous financial year)									
<b>1998-1999</b>	3.5	3.1	3.0	3.0	3.0	2.8	2.9	3.0	<b>3.2</b>
<b>1999-2000</b>	3.1	2.9	3.0	2.9	2.6	2.6	2.5	2.5	<b>2.9</b>
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
<b>1998</b>									
December	3.4	3.1	3.0	3.0	3.1	2.5	2.8	3.1	<b>3.1</b>
<b>1999</b>									
December	3.3	2.9	3.1	2.9	2.6	3.0	2.6	2.6	<b>3.0</b>
<b>2000</b>									
December	3.5	3.4	3.0	3.1	3.1	2.7	3.0	3.6	<b>3.4</b>
PERCENTAGE CHANGE (from previous quarter)									
<b>1997</b>									
December	0.7	0.7	0.9	0.8	0.9	0.4	1.2	0.2	<b>0.8</b>
<b>1998</b>									
March	1.1	0.9	0.8	0.7	1.1	0.7	0.6	0.9	<b>0.9</b>
June	0.3	0.5	0.5	0.4	0.6	0.3	0.4	0.3	<b>0.4</b>
September	1.5	1.1	1.0	1.3	0.8	1.0	0.8	1.4	<b>1.2</b>
December	0.5	0.6	0.7	0.6	0.6	0.5	1.0	0.5	<b>0.6</b>
<b>1999</b>									
March	1.2	0.7	0.7	0.8	0.7	1.0	0.7	0.8	<b>0.9</b>
June	0.6	0.6	0.5	0.1	0.7	0.7	0.3	0.3	<b>0.6</b>
September	1.0	1.0	1.1	1.1	0.7	0.9	0.8	1.1	<b>0.9</b>
December	0.5	0.7	0.8	0.8	0.6	0.5	0.9	0.4	<b>0.6</b>
<b>2000</b>									
March	0.7	0.7	0.5	0.6	0.7	0.5	0.5	0.6	<b>0.7</b>
June	0.7	0.7	0.4	0.7	0.5	0.4	0.3	0.4	<b>0.6</b>
September	1.6	1.0	0.9	0.9	1.2	1.1	1.0	1.8	<b>1.2</b>
December	0.5	0.9	1.2	0.9	0.6	0.7	1.2	0.8	<b>0.8</b>

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

## TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, Private Sector

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
INDEX NUMBERS(a)									
<b>1997-1998</b>	101.1	101.1	101.2	101.1	101.5	100.8	100.9	100.9	<b>101.2</b>
<b>1998-1999</b>	104.2	104.1	104.1	104.2	104.6	103.6	103.6	103.3	<b>104.2</b>
<b>1999-2000</b>	107.4	107.2	106.8	106.9	107.1	106.2	106.0	106.8	<b>107.1</b>
<b>1997</b>									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	<b>100.0</b>
December	100.7	100.7	101.1	100.9	101.0	100.3	100.5	100.5	<b>100.8</b>
<b>1998</b>									
March	101.7	101.7	101.6	101.5	102.2	101.2	101.2	101.3	<b>101.7</b>
June	102.0	102.1	102.2	101.9	102.7	101.6	101.7	101.6	<b>102.1</b>
September	103.2	103.2	103.1	103.3	103.6	102.5	102.8	102.5	<b>103.2</b>
December	103.8	103.8	103.8	104.0	104.2	103.1	103.2	102.8	<b>103.8</b>
<b>1999</b>									
March	104.5	104.4	104.4	104.6	104.9	104.0	103.9	103.7	<b>104.5</b>
June	105.1	105.1	105.0	104.7	105.6	104.7	104.3	104.3	<b>105.1</b>
September	106.5	106.1	106.0	105.8	106.3	105.5	105.3	105.9	<b>106.2</b>
December	106.9	106.8	106.6	106.5	106.7	106.0	105.7	106.2	<b>106.7</b>
<b>2000</b>									
March	107.7	107.6	107.1	107.3	107.5	106.5	106.2	107.2	<b>107.5</b>
June	108.5	108.3	107.5	107.8	108.0	106.8	106.8	107.8	<b>108.1</b>
September	110.3	109.5	108.6	108.9	109.5	107.8	108.3	110.1	<b>109.5</b>
December	111.0	110.5	109.8	109.8	110.2	108.7	109.0	110.7	<b>110.4</b>
PERCENTAGE CHANGE (from previous financial year)									
<b>1998-1999</b>	3.1	3.0	2.9	3.1	3.1	2.8	2.7	2.4	<b>3.0</b>
<b>1999-2000</b>	3.1	3.0	2.6	2.6	2.4	2.5	2.3	3.4	<b>2.8</b>
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
<b>1998</b>									
December	3.1	3.1	2.7	3.1	3.2	2.8	2.7	2.3	<b>3.0</b>
<b>1999</b>									
December	3.0	2.9	2.7	2.4	2.4	2.8	2.4	3.3	<b>2.8</b>
<b>2000</b>									
December	3.8	3.5	3.0	3.1	3.3	2.5	3.1	4.2	<b>3.5</b>
PERCENTAGE CHANGE (from previous quarter)									
<b>1997</b>									
December	0.7	0.7	1.1	0.9	1.0	0.3	0.5	0.5	<b>0.8</b>
<b>1998</b>									
March	1.0	1.0	0.5	0.6	1.2	0.9	0.7	0.8	<b>0.9</b>
June	0.3	0.4	0.6	0.4	0.5	0.4	0.5	0.3	<b>0.4</b>
September	1.2	1.1	0.9	1.4	0.9	0.9	1.1	0.9	<b>1.1</b>
December	0.6	0.6	0.7	0.7	0.6	0.6	0.4	0.3	<b>0.6</b>
<b>1999</b>									
March	0.7	0.6	0.6	0.6	0.7	0.9	0.7	0.9	<b>0.7</b>
June	0.6	0.7	0.6	0.1	0.7	0.7	0.4	0.6	<b>0.6</b>
September	1.3	1.0	1.0	1.1	0.7	0.8	1.0	1.5	<b>1.0</b>
December	0.4	0.7	0.6	0.7	0.4	0.5	0.4	0.3	<b>0.5</b>
<b>2000</b>									
March	0.7	0.7	0.5	0.8	0.7	0.5	0.5	0.9	<b>0.7</b>
June	0.7	0.7	0.4	0.5	0.5	0.3	0.6	0.6	<b>0.6</b>
September	1.7	1.1	1.0	1.0	1.4	0.9	1.4	2.1	<b>1.3</b>
December	0.6	0.9	1.1	0.8	0.6	0.8	0.6	0.5	<b>0.8</b>

(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 NUMBERS(a)									
<b>1997-1998</b>	101.4	101.1	101.3	101.1	100.9	100.6	102.1	100.6	<b>101.2</b>
<b>1998-1999</b>	106.7	104.3	104.5	103.9	103.8	103.3	105.3	103.9	<b>105.0</b>
<b>1999-2000</b>	109.7	107.1	108.5	107.6	106.9	106.3	108.2	106.0	<b>108.2</b>
<b>1997</b>									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	<b>100.0</b>
December	101.0	100.8	100.5	100.7	100.5	100.5	102.4	100.1	<b>100.7</b>
<b>1998</b>									
March	102.1	101.5	102.1	101.8	101.1	100.7	102.9	100.9	<b>101.7</b>
June	102.4	101.9	102.4	102.0	101.9	101.1	103.0	101.3	<b>102.2</b>
September	104.8	103.2	103.3	102.9	103.0	102.2	103.5	103.0	<b>103.7</b>
December	105.4	103.8	104.3	103.5	103.3	102.7	105.5	103.5	<b>104.3</b>
<b>1999</b>									
March	108.2	104.9	105.0	104.5	104.0	103.8	106.1	104.4	<b>105.9</b>
June	108.5	105.1	105.3	104.8	105.0	104.3	106.1	104.5	<b>106.2</b>
September	109.0	106.0	107.4	106.3	105.6	105.7	106.5	105.4	<b>107.2</b>
December	109.3	106.9	108.4	107.4	106.5	106.1	108.5	105.8	<b>107.9</b>
<b>2000</b>									
March	109.9	107.6	108.9	107.8	107.6	106.5	108.7	106.3	<b>108.5</b>
June	110.7	108.0	109.3	109.0	107.8	107.0	108.9	106.6	<b>109.1</b>
September	112.1	109.2	110.3	109.8	108.5	108.7	109.2	108.2	<b>110.3</b>
December	112.7	110.0	111.5	110.9	109.4	109.3	111.5	109.1	<b>111.2</b>
PERCENTAGE CHANGE (from previous financial year)									
<b>1998-1999</b>	5.2	3.2	3.2	2.8	2.9	2.7	3.1	3.3	<b>3.8</b>
<b>1999-2000</b>	2.8	2.7	3.8	3.6	3.0	2.9	2.8	2.0	<b>3.0</b>
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
<b>1998</b>									
December	4.4	3.0	3.8	2.8	2.8	2.2	3.0	3.4	<b>3.6</b>
<b>1999</b>									
December	3.7	3.0	3.9	3.8	3.1	3.3	2.8	2.2	<b>3.5</b>
<b>2000</b>									
December	3.1	2.9	2.9	3.3	2.7	3.0	2.8	3.1	<b>3.1</b>
PERCENTAGE CHANGE (from previous quarter)									
<b>1997</b>									
December	1.0	0.8	0.5	0.7	0.5	0.5	2.4	0.1	<b>0.7</b>
<b>1998</b>									
March	1.1	0.7	1.6	1.1	0.6	0.2	0.5	0.8	<b>1.0</b>
June	0.3	0.4	0.3	0.2	0.8	0.4	0.1	0.4	<b>0.5</b>
September	2.3	1.3	0.9	0.9	1.1	1.1	0.5	1.7	<b>1.5</b>
December	0.6	0.6	1.0	0.6	0.3	0.5	1.9	0.5	<b>0.6</b>
<b>1999</b>									
March	2.7	1.1	0.7	1.0	0.7	1.1	0.6	0.9	<b>1.5</b>
June	0.3	0.2	0.3	0.3	1.0	0.5	0.0	0.1	<b>0.3</b>
September	0.5	0.9	2.0	1.4	0.6	1.3	0.4	0.9	<b>0.9</b>
December	0.3	0.8	0.9	1.0	0.9	0.4	1.9	0.4	<b>0.7</b>
<b>2000</b>									
March	0.5	0.7	0.5	0.4	1.0	0.4	0.2	0.5	<b>0.6</b>
June	0.7	0.4	0.4	1.1	0.2	0.5	0.2	0.3	<b>0.6</b>
September	1.3	1.1	0.9	0.7	0.6	1.6	0.3	1.5	<b>1.1</b>
December	0.5	0.7	1.1	1.0	0.8	0.6	2.1	0.8	<b>0.8</b>

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

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

Industry	FINANCIAL YEAR.....			QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE								
Mining	101.0	103.7	106.4	106.1	106.7	107.2	108.4	108.8
Manufacturing	101.5	104.8	107.8	107.4	108.1	108.9	110.0	111.1
Electricity, gas and water supply	101.2	104.5	108.1	107.5	108.4	109.6	110.2	111.1
Construction	101.6	105.0	108.1	107.3	108.6	109.6	111.5	112.0
Wholesale trade	100.8	103.5	106.2	105.9	106.6	106.8	108.8	109.7
Retail trade	101.0	103.3	105.7	105.4	106.1	106.5	107.6	108.3
Accommodation, cafes and restaurants	101.1	103.3	105.7	105.6	106.0	106.2	108.2	109.1
Transport and storage	101.1	103.7	106.4	106.2	106.6	106.9	108.3	109.1
Communication services	100.4	102.9	107.3	106.5	107.8	108.3	110.2	110.4
Finance and insurance	101.5	105.0	108.5	107.9	108.9	109.9	110.8	111.9
Property and business services	101.2	104.4	108.4	108.1	108.7	109.4	111.4	112.7
Education	100.8	103.8	107.2	106.1	107.6	109.3	110.1	110.5
Health and community services	100.7	104.2	106.5	106.3	106.7	107.1	108.5	109.1
Cultural and recreational services	100.9	103.2	105.2	104.6	105.7	106.3	107.4	108.1
Personal and other services	100.7	102.8	105.6	105.4	105.6	106.4	107.5	108.4
<i>All industries</i>	<i>101.2</i>	<i>104.2</i>	<i>107.1</i>	<i>106.7</i>	<i>107.5</i>	<i>108.1</i>	<i>109.5</i>	<i>110.4</i>
PUBLIC								
Government administration and defence	100.9	104.7	107.8	107.7	108.0	108.5	109.7	110.9
Education	101.3	105.3	108.0	107.9	108.1	108.7	110.4	110.8
Health and community services	101.8	106.4	109.7	109.5	109.8	110.6	111.3	112.5
Cultural and recreational services	101.0	105.1	107.3	107.1	107.4	107.6	109.6	110.0
Personal and other services	101.0	105.5	109.5	108.8	110.3	110.8	111.9	112.8
<i>All industries(b)</i>	<i>101.2</i>	<i>105.0</i>	<i>108.2</i>	<i>107.9</i>	<i>108.5</i>	<i>109.1</i>	<i>110.3</i>	<i>111.2</i>
PRIVATE AND PUBLIC								
Mining	101.0	103.7	106.4	106.1	106.7	107.2	108.4	108.8
Manufacturing	101.5	104.8	107.8	107.4	108.1	108.9	110.0	111.1
Electricity, gas and water supply	101.5	104.6	108.7	108.1	109.4	109.9	111.3	112.3
Construction	101.6	105.1	108.2	107.5	108.8	109.8	111.5	112.2
Wholesale trade	100.8	103.5	106.2	105.9	106.6	106.8	108.8	109.7
Retail trade	101.0	103.3	105.7	105.4	106.1	106.6	107.6	108.4
Accommodation, cafes and restaurants	101.1	103.3	105.7	105.6	106.0	106.2	108.2	109.0
Transport and storage	101.0	103.7	106.4	106.1	106.6	107.1	108.5	109.3
Communication services	100.7	102.9	107.0	106.2	107.9	108.4	108.7	109.5
Finance and insurance	101.5	105.0	108.5	107.9	108.9	109.9	110.8	111.8
Property and business services	101.1	104.5	108.5	108.2	108.7	109.4	111.4	112.6
Government administration and defence	100.9	104.7	107.8	107.7	108.0	108.5	109.7	110.9
Education	101.1	104.8	107.7	107.3	107.9	108.8	110.3	110.7
Health and community services	101.2	105.2	107.9	107.7	108.0	108.6	109.7	110.6
Cultural and recreational services	100.9	103.8	105.9	105.4	106.3	106.7	108.1	108.7
Personal and other services	100.9	104.0	107.3	106.9	107.7	108.3	109.5	110.3
<b>All industries</b>	<b>101.2</b>	<b>104.4</b>	<b>107.4</b>	<b>107.0</b>	<b>107.7</b>	<b>108.4</b>	<b>109.7</b>	<b>110.6</b>

(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.



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

Industry	FROM PREVIOUS FINANCIAL YEAR		FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	Dec Qtr 1998	Dec Qtr 1999	Dec Qtr 2000	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE									
Mining	2.7	2.6	2.3	3.0	2.5	0.6	0.5	1.1	0.4
Manufacturing	3.3	2.9	3.5	2.8	3.4	0.7	0.7	1.0	1.0
Electricity, gas and water supply	3.3	3.4	2.7	4.0	3.3	0.8	1.1	0.5	0.8
Construction	3.3	3.0	3.7	2.5	4.4	1.2	0.9	1.7	0.4
Wholesale trade	2.7	2.6	3.0	2.5	3.6	0.7	0.2	1.9	0.8
Retail trade	2.3	2.3	2.0	2.3	2.8	0.7	0.4	1.0	0.7
Accommodation, cafes and restaurants	2.2	2.3	2.3	2.5	3.3	0.4	0.2	1.9	0.8
Transport and storage	2.6	2.6	2.3	2.8	2.7	0.4	0.3	1.3	0.7
Communication services	2.5	4.3	2.5	3.6	3.7	1.2	0.5	1.8	0.2
Finance and insurance	3.4	3.3	3.6	3.2	3.7	0.9	0.9	0.8	1.0
Property and business services	3.2	3.8	3.3	3.9	4.3	0.6	0.6	1.8	1.2
Education	3.0	3.3	2.7	2.9	4.1	1.4	1.6	0.7	0.4
Health and community services	3.5	2.2	3.5	2.1	2.6	0.4	0.4	1.3	0.6
Cultural and recreational services	2.3	1.9	2.5	1.6	3.3	1.1	0.6	1.0	0.7
Personal and other services	2.1	2.7	2.2	2.8	2.8	0.2	0.8	1.0	0.8
<i>All industries</i>	3.0	2.8	3.0	2.8	3.5	0.7	0.6	1.3	0.8
PUBLIC									
Government administration and defence	3.8	3.0	3.8	3.4	3.0	0.3	0.5	1.1	1.1
Education	3.9	2.6	3.9	3.1	2.7	0.2	0.6	1.6	0.4
Health and community services	4.5	3.1	4.2	3.5	2.7	0.3	0.7	0.6	1.1
Cultural and recreational services	4.1	2.1	3.9	2.6	2.7	0.3	0.2	1.9	0.4
Personal and other services	4.5	3.8	4.1	4.1	3.7	1.4	0.5	1.0	0.8
<i>All industries(a)</i>	3.8	3.0	3.6	3.5	3.1	0.6	0.6	1.1	0.8
PRIVATE AND PUBLIC									
Mining	2.7	2.6	2.3	3.0	2.5	0.6	0.5	1.1	0.4
Manufacturing	3.3	2.9	3.6	2.7	3.4	0.7	0.7	1.0	1.0
Electricity, gas and water supply	3.1	3.9	2.8	3.9	3.9	1.2	0.5	1.3	0.9
Construction	3.4	2.9	3.8	2.6	4.4	1.2	0.9	1.5	0.6
Wholesale trade	2.7	2.6	3.0	2.5	3.6	0.7	0.2	1.9	0.8
Retail trade	2.3	2.3	2.0	2.4	2.8	0.7	0.5	0.9	0.7
Accommodation, cafes and restaurants	2.2	2.3	2.3	2.5	3.2	0.4	0.2	1.9	0.7
Transport and storage	2.7	2.6	2.4	2.8	3.0	0.5	0.5	1.3	0.7
Communication services	2.2	4.0	1.0	4.4	3.1	1.6	0.5	0.3	0.7
Finance and insurance	3.4	3.3	3.7	3.1	3.6	0.9	0.9	0.8	0.9
Property and business services	3.4	3.8	3.3	4.0	4.1	0.5	0.6	1.8	1.1
Government administration and defence	3.8	3.0	3.8	3.4	3.0	0.3	0.5	1.1	1.1
Education	3.7	2.8	3.5	3.0	3.2	0.6	0.8	1.4	0.4
Health and community services	4.0	2.6	3.9	2.7	2.7	0.3	0.6	1.0	0.8
Cultural and recreational services	2.9	2.0	3.0	1.8	3.1	0.9	0.4	1.3	0.6
Personal and other services	3.1	3.2	2.9	3.5	3.2	0.7	0.6	1.1	0.7
<b>All industries</b>	<b>3.2</b>	<b>2.9</b>	<b>3.1</b>	<b>3.0</b>	<b>3.4</b>	<b>0.7</b>	<b>0.6</b>	<b>1.2</b>	<b>0.8</b>

(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.

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

Occupation	FINANCIAL YEAR.....			QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE								
Managers and administrators	101.6	104.9	108.2	107.6	108.5	109.6	110.7	111.4
Professionals	101.2	104.8	107.9	107.6	108.1	108.9	110.5	111.6
Associate professionals	101.3	104.0	106.9	106.4	107.3	108.0	109.5	110.6
Tradespersons and related workers	101.3	104.4	107.2	106.8	107.6	108.2	109.4	110.3
Advanced clerical and service workers	101.0	104.1	106.9	106.8	107.0	107.4	109.3	110.0
Intermediate clerical, sales and service workers	101.0	103.4	106.3	106.1	106.7	107.2	108.7	109.3
Intermediate production and transport workers	101.1	104.1	106.6	106.2	106.9	107.6	108.8	109.7
Elementary clerical, sales and service workers	100.8	103.2	105.6	105.3	105.9	106.3	108.1	108.7
Labourers and related workers	101.2	103.9	106.5	106.3	106.8	107.2	108.5	109.5
<i>All occupations</i>	<i>101.2</i>	<i>104.2</i>	<i>107.1</i>	<i>106.7</i>	<i>107.5</i>	<i>108.1</i>	<i>109.5</i>	<i>110.4</i>
PUBLIC								
Managers and administrators	101.1	104.7	107.9	107.8	108.2	108.7	110.2	111.3
Professionals	101.1	105.2	108.1	107.9	108.2	108.8	110.2	111.1
Associate professionals	101.1	105.2	108.8	108.3	109.3	109.8	111.1	111.9
Tradespersons and related workers	101.3	104.4	108.0	107.5	108.6	109.2	110.5	110.9
Advanced clerical and service workers	101.9	106.6	109.3	109.1	109.6	110.1	110.9	112.0
Intermediate clerical, sales and service workers	101.1	105.0	108.3	108.0	108.5	109.3	110.1	111.0
Intermediate production and transport workers	101.2	104.6	107.4	106.9	107.7	108.8	109.3	110.4
Elementary clerical, sales and service workers	101.6	105.0	109.1	108.3	109.9	110.1	110.4	111.2
Labourers and related workers	102.1	106.4	109.6	109.3	109.8	110.8	111.6	112.8
<i>All occupations</i>	<i>101.2</i>	<i>105.0</i>	<i>108.2</i>	<i>107.9</i>	<i>108.5</i>	<i>109.1</i>	<i>110.3</i>	<i>111.2</i>
PRIVATE AND PUBLIC								
Managers and administrators	101.5	104.8	108.2	107.7	108.5	109.4	110.6	111.4
Professionals	101.2	104.9	108.0	107.7	108.2	108.9	110.4	111.4
Associate professionals	101.2	104.4	107.4	106.9	107.9	108.5	109.9	111.0
Tradespersons and related workers	101.3	104.4	107.3	106.9	107.7	108.3	109.6	110.4
Advanced clerical and service workers	101.1	104.5	107.2	107.1	107.3	107.7	109.5	110.3
Intermediate clerical, sales and service workers	101.0	103.8	106.8	106.6	107.2	107.7	109.0	109.7
Intermediate production and transport workers	101.1	104.1	106.7	106.3	107.0	107.8	108.9	109.8
Elementary clerical, sales and service workers	101.0	103.6	106.3	106.0	106.7	107.1	108.6	109.2
Labourers and related workers	101.3	104.3	106.9	106.7	107.2	107.7	109.0	109.9
<b>All occupations</b>	<b>101.2</b>	<b>104.4</b>	<b>107.4</b>	<b>107.0</b>	<b>107.7</b>	<b>108.4</b>	<b>109.7</b>	<b>110.6</b>

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

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

Occupation	FROM PREVIOUS FINANCIAL YEAR		FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	Dec Qtr 1998	Dec Qtr 1999	Dec Qtr 2000	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE									
Managers and administrators	3.2	3.1	3.5	2.9	3.5	0.8	1.0	1.0	0.6
Professionals	3.6	3.0	3.5	3.2	3.7	0.5	0.7	1.5	1.0
Associate professionals	2.7	2.8	2.6	2.6	3.9	0.8	0.7	1.4	1.0
Tradespersons and related workers	3.1	2.7	3.3	2.6	3.3	0.7	0.6	1.1	0.8
Advanced clerical and service workers	3.1	2.7	3.2	2.8	3.0	0.2	0.4	1.8	0.6
Intermediate clerical, sales and service workers	2.4	2.8	2.4	2.9	3.0	0.6	0.5	1.4	0.6
Intermediate production and transport workers	3.0	2.4	3.1	2.3	3.3	0.7	0.7	1.1	0.8
Elementary clerical, sales and service workers	2.4	2.3	2.2	2.3	3.2	0.6	0.4	1.7	0.6
Labourers and related workers	2.7	2.5	2.9	2.5	3.0	0.5	0.4	1.2	0.9
<i>All occupations</i>	3.0	2.8	3.0	2.8	3.5	0.7	0.6	1.3	0.8
PUBLIC									
Managers and administrators	3.6	3.1	3.2	3.6	3.2	0.4	0.5	1.4	1.0
Professionals	4.1	2.8	3.8	3.3	3.0	0.3	0.6	1.3	0.8
Associate professionals	4.1	3.4	3.8	3.8	3.3	0.9	0.5	1.2	0.7
Tradespersons and related workers	3.1	3.4	2.9	3.6	3.2	1.0	0.6	1.2	0.4
Advanced clerical and service workers	4.6	2.5	4.5	2.8	2.7	0.5	0.5	0.7	1.0
Intermediate clerical, sales and service workers	3.9	3.1	3.7	3.5	2.8	0.5	0.7	0.7	0.8
Intermediate production and transport workers	3.4	2.7	3.3	2.8	3.3	0.7	1.0	0.5	1.0
Elementary clerical, sales and service workers	3.3	3.9	3.3	3.5	2.7	1.5	0.2	0.3	0.7
Labourers and related workers	4.2	3.0	4.2	3.3	3.2	0.5	0.9	0.7	1.1
<i>All occupations</i>	3.8	3.0	3.6	3.5	3.1	0.6	0.6	1.1	0.8
PRIVATE AND PUBLIC									
Managers and administrators	3.3	3.2	3.4	3.1	3.4	0.7	0.8	1.1	0.7
Professionals	3.7	3.0	3.5	3.3	3.4	0.5	0.6	1.4	0.9
Associate professionals	3.2	2.9	3.0	2.9	3.8	0.9	0.6	1.3	1.0
Tradespersons and related workers	3.1	2.8	3.3	2.7	3.3	0.7	0.6	1.2	0.7
Advanced clerical and service workers	3.4	2.6	3.4	2.8	3.0	0.2	0.4	1.7	0.7
Intermediate clerical, sales and service workers	2.8	2.9	2.7	3.1	2.9	0.6	0.5	1.2	0.6
Intermediate production and transport workers	3.0	2.5	3.1	2.4	3.3	0.7	0.7	1.0	0.8
Elementary clerical, sales and service workers	2.6	2.6	2.5	2.6	3.0	0.7	0.4	1.4	0.6
Labourers and related workers	3.0	2.5	3.1	2.6	3.0	0.5	0.5	1.2	0.8
<b>All occupations</b>	<b>3.2</b>	<b>2.9</b>	<b>3.1</b>	<b>3.0</b>	<b>3.4</b>	<b>0.7</b>	<b>0.6</b>	<b>1.2</b>	<b>0.8</b>

## 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 NUMBERS(a)									
<b>1997-1998</b>	101.2	101.1	101.2	101.1	101.4	100.7	101.3	100.7	<b>101.2</b>
<b>1998-1999</b>	104.7	104.1	104.2	104.1	104.4	103.5	104.3	103.6	<b>104.4</b>
<b>1999-2000</b>	107.9	107.1	107.3	107.1	107.2	106.2	106.9	106.3	<b>107.4</b>
<b>1997</b>									
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	<b>100.0</b>
December	100.7	100.7	100.9	100.8	100.9	100.4	101.2	100.2	<b>100.8</b>
<b>1998</b>									
March	101.8	101.6	101.7	101.5	102.0	101.1	101.8	101.1	<b>101.7</b>
June	102.1	102.1	102.2	101.9	102.6	101.4	102.2	101.4	<b>102.1</b>
September	103.5	103.2	103.2	103.2	103.4	102.4	103.1	102.8	<b>103.3</b>
December	104.1	103.8	104.0	103.9	104.0	103.0	104.1	103.2	<b>103.9</b>
<b>1999</b>									
March	105.3	104.5	104.6	104.6	104.8	104.0	104.8	104.1	<b>104.8</b>
June	105.9	105.0	105.1	104.8	105.5	104.6	105.1	104.4	<b>105.4</b>
September	107.0	106.1	106.4	106.0	106.2	105.5	105.9	105.6	<b>106.4</b>
December	107.4	106.7	107.1	106.8	106.7	106.0	106.8	106.0	<b>107.0</b>
<b>2000</b>									
March	108.1	107.5	107.7	107.5	107.6	106.5	107.2	106.6	<b>107.7</b>
June	109.0	108.2	108.1	108.2	108.1	106.9	107.6	107.1	<b>108.4</b>
September	110.6	109.4	109.1	109.2	109.5	108.1	108.7	108.9	<b>109.7</b>
December	111.3	110.3	110.4	110.2	110.2	108.9	110.0	109.8	<b>110.6</b>
PERCENTAGE CHANGE (from previous financial year)									
<b>1998-1999</b>	3.5	3.0	3.0	3.0	3.0	2.8	3.0	2.9	<b>3.2</b>
<b>1999-2000</b>	3.1	2.9	3.0	2.9	2.7	2.6	2.5	2.6	<b>2.9</b>
PERCENTAGE CHANGE (from corresponding quarter of previous year)									
<b>1998</b>									
December	3.4	3.1	3.1	3.1	3.1	2.6	2.9	3.0	<b>3.1</b>
<b>1999</b>									
December	3.2	2.8	3.0	2.8	2.6	2.9	2.6	2.7	<b>3.0</b>
<b>2000</b>									
December	3.6	3.4	3.1	3.2	3.3	2.7	3.0	3.6	<b>3.4</b>
PERCENTAGE CHANGE (from previous quarter)									
<b>1997</b>									
December	0.7	0.7	0.9	0.8	0.9	0.4	1.2	0.2	<b>0.8</b>
<b>1998</b>									
March	1.1	0.9	0.8	0.7	1.1	0.7	0.6	0.9	<b>0.9</b>
June	0.3	0.5	0.5	0.4	0.6	0.3	0.4	0.3	<b>0.4</b>
September	1.4	1.1	1.0	1.3	0.8	1.0	0.9	1.4	<b>1.2</b>
December	0.6	0.6	0.8	0.7	0.6	0.6	1.0	0.4	<b>0.6</b>
<b>1999</b>									
March	1.2	0.7	0.6	0.7	0.8	1.0	0.7	0.9	<b>0.9</b>
June	0.6	0.5	0.5	0.2	0.7	0.6	0.3	0.3	<b>0.6</b>
September	1.0	1.0	1.2	1.1	0.7	0.9	0.8	1.1	<b>0.9</b>
December	0.4	0.6	0.7	0.8	0.5	0.5	0.8	0.4	<b>0.6</b>
<b>2000</b>									
March	0.7	0.7	0.6	0.7	0.8	0.5	0.4	0.6	<b>0.7</b>
June	0.8	0.7	0.4	0.7	0.5	0.4	0.4	0.5	<b>0.6</b>
September	1.5	1.1	0.9	0.9	1.3	1.1	1.0	1.7	<b>1.2</b>
December	0.6	0.8	1.2	0.9	0.6	0.7	1.2	0.8	<b>0.8</b>

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

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

Industry	FINANCIAL YEAR.....			QUARTER.....				
	1997– 1998	1998– 1999	1999– 2000	Dec Qtr 1999	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE								
Mining	101.0	103.7	106.4	106.1	106.6	107.2	108.5	108.9
Manufacturing	101.5	104.9	107.9	107.4	108.2	109.0	110.1	111.2
Electricity, gas and water supply	101.3	104.7	108.2	107.7	108.6	109.6	110.4	111.1
Construction	101.6	104.8	107.9	107.1	108.5	109.4	111.4	111.9
Wholesale trade	100.8	103.5	106.2	105.9	106.6	106.8	108.8	109.7
Retail trade	101.0	103.3	105.8	105.5	106.2	106.6	107.6	108.4
Accommodation, cafes and restaurants	101.1	103.4	105.8	105.7	106.0	106.3	108.2	109.1
Transport and storage	101.1	103.8	106.4	106.2	106.6	106.9	108.3	109.0
Communication services	100.4	103.0	107.3	106.5	107.8	108.4	110.3	110.5
Finance and insurance	101.5	105.0	108.6	107.9	108.9	110.0	110.8	111.9
Property and business services	101.2	104.4	108.5	108.1	108.8	109.5	111.5	112.7
Education	100.8	103.8	107.2	106.1	107.6	109.3	110.1	110.5
Health and community services	100.7	104.2	106.5	106.3	106.7	107.1	108.5	109.1
Cultural and recreational services	100.8	103.2	105.2	104.5	105.7	106.2	107.3	108.1
Personal and other services	100.7	102.7	105.5	105.4	105.6	106.4	107.5	108.3
<i>All industries</i>	<i>101.2</i>	<i>104.2</i>	<i>107.2</i>	<i>106.7</i>	<i>107.5</i>	<i>108.2</i>	<i>109.6</i>	<i>110.5</i>
PUBLIC								
Government administration and defence	100.8	104.7	107.7	107.6	108.0	108.5	109.6	110.9
Education	101.3	105.3	108.1	107.9	108.1	108.7	110.4	110.8
Health and community services	101.8	106.4	109.6	109.5	109.7	110.5	111.2	112.5
Cultural and recreational services	101.0	105.1	107.3	107.1	107.4	107.6	109.6	110.1
Personal and other services	101.0	105.5	109.6	108.8	110.4	110.8	112.0	112.9
<i>All industries(b)</i>	<i>101.1</i>	<i>105.0</i>	<i>108.2</i>	<i>107.9</i>	<i>108.5</i>	<i>109.1</i>	<i>110.3</i>	<i>111.2</i>
PRIVATE AND PUBLIC								
Mining	101.0	103.7	106.5	106.1	106.7	107.3	108.5	108.9
Manufacturing	101.5	104.9	107.9	107.4	108.2	109.0	110.1	111.2
Electricity, gas and water supply	101.5	104.7	108.8	108.2	109.5	110.0	111.5	112.4
Construction	101.6	104.9	108.1	107.3	108.6	109.7	111.5	112.1
Wholesale trade	100.8	103.5	106.2	105.9	106.6	106.8	108.8	109.7
Retail trade	101.0	103.3	105.8	105.4	106.2	106.6	107.6	108.4
Accommodation, cafes and restaurants	101.1	103.4	105.8	105.7	106.1	106.3	108.2	109.1
Transport and storage	101.0	103.8	106.3	106.0	106.6	107.1	108.4	109.2
Communication services	100.7	102.9	106.9	106.1	107.9	108.3	108.6	109.4
Finance and insurance	101.5	105.0	108.5	107.9	108.9	109.9	110.8	111.8
Property and business services	101.1	104.5	108.5	108.2	108.7	109.4	111.5	112.7
Government administration and defence	100.8	104.7	107.7	107.6	108.0	108.5	109.6	110.9
Education	101.1	104.9	107.8	107.3	107.9	108.9	110.3	110.7
Health and community services	101.2	105.1	107.9	107.7	108.0	108.6	109.7	110.6
Cultural and recreational services	100.9	103.8	105.9	105.4	106.2	106.7	108.1	108.7
Personal and other services	100.9	104.0	107.3	106.9	107.7	108.3	109.5	110.3
<b>All industries</b>	<b>101.2</b>	<b>104.4</b>	<b>107.4</b>	<b>107.0</b>	<b>107.7</b>	<b>108.4</b>	<b>109.7</b>	<b>110.6</b>

(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

Industry	FROM PREVIOUS FINANCIAL YEAR		FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER.....			
	1998–1999	1999–2000	Dec Qtr 1998	Dec Qtr 1999	Dec Qtr 2000	Mar Qtr 2000	Jun Qtr 2000	Sep Qtr 2000	Dec Qtr 2000
PRIVATE									
Mining	2.7	2.6	2.4	2.9	2.6	0.5	0.6	1.2	0.4
Manufacturing	3.3	2.9	3.5	2.8	3.5	0.7	0.7	1.0	1.0
Electricity, gas and water supply	3.4	3.3	2.9	4.0	3.2	0.8	0.9	0.7	0.6
Construction	3.1	3.0	3.6	2.4	4.5	1.3	0.8	1.8	0.4
Wholesale trade	2.7	2.6	3.0	2.5	3.6	0.7	0.2	1.9	0.8
Retail trade	2.3	2.4	2.0	2.4	2.7	0.7	0.4	0.9	0.7
Accommodation, cafes and restaurants	2.3	2.3	2.4	2.5	3.2	0.3	0.3	1.8	0.8
Transport and storage	2.7	2.5	2.3	2.7	2.6	0.4	0.3	1.3	0.6
Communication services	2.6	4.2	2.6	3.5	3.8	1.2	0.6	1.8	0.2
Finance and insurance	3.4	3.4	3.6	3.2	3.7	0.9	1.0	0.7	1.0
Property and business services	3.2	3.9	3.3	3.9	4.3	0.6	0.6	1.8	1.1
Education	3.0	3.3	2.7	2.9	4.1	1.4	1.6	0.7	0.4
Health and community services	3.5	2.2	3.5	2.1	2.6	0.4	0.4	1.3	0.6
Cultural and recreational services	2.4	1.9	2.5	1.5	3.4	1.1	0.5	1.0	0.7
Personal and other services	2.0	2.7	2.1	2.9	2.8	0.2	0.8	1.0	0.7
<i>All industries</i>	3.0	2.9	3.0	2.8	3.6	0.7	0.7	1.3	0.8
PUBLIC									
Government administration and defence	3.9	2.9	3.8	3.3	3.1	0.4	0.5	1.0	1.2
Education	3.9	2.7	3.9	3.1	2.7	0.2	0.6	1.6	0.4
Health and community services	4.5	3.0	4.1	3.6	2.7	0.2	0.7	0.6	1.2
Cultural and recreational services	4.1	2.1	3.9	2.6	2.8	0.3	0.2	1.9	0.5
Personal and other services	4.5	3.9	4.1	4.1	3.8	1.5	0.4	1.1	0.8
<i>All industries(a)</i>	3.9	3.0	3.6	3.5	3.1	0.6	0.6	1.1	0.8
PRIVATE AND PUBLIC									
Mining	2.7	2.7	2.4	2.9	2.6	0.6	0.6	1.1	0.4
Manufacturing	3.3	2.9	3.5	2.8	3.5	0.7	0.7	1.0	1.0
Electricity, gas and water supply	3.2	3.9	2.8	4.0	3.9	1.2	0.5	1.4	0.8
Construction	3.2	3.1	3.6	2.6	4.5	1.2	1.0	1.6	0.5
Wholesale trade	2.7	2.6	3.0	2.5	3.6	0.7	0.2	1.9	0.8
Retail trade	2.3	2.4	2.0	2.4	2.8	0.8	0.4	0.9	0.7
Accommodation, cafes and restaurants	2.3	2.3	2.4	2.5	3.2	0.4	0.2	1.8	0.8
Transport and storage	2.8	2.4	2.5	2.6	3.0	0.6	0.5	1.2	0.7
Communication services	2.2	3.9	0.9	4.4	3.1	1.7	0.4	0.3	0.7
Finance and insurance	3.4	3.3	3.7	3.1	3.6	0.9	0.9	0.8	0.9
Property and business services	3.4	3.8	3.4	3.9	4.2	0.5	0.6	1.9	1.1
Government administration and defence	3.9	2.9	3.8	3.3	3.1	0.4	0.5	1.0	1.2
Education	3.8	2.8	3.5	3.0	3.2	0.6	0.9	1.3	0.4
Health and community services	3.9	2.7	3.8	2.8	2.7	0.3	0.6	1.0	0.8
Cultural and recreational services	2.9	2.0	2.9	1.9	3.1	0.8	0.5	1.3	0.6
Personal and other services	3.1	3.2	2.9	3.5	3.2	0.7	0.6	1.1	0.7
<b>All industries</b>	<b>3.2</b>	<b>2.9</b>	<b>3.1</b>	<b>3.0</b>	<b>3.4</b>	<b>0.7</b>	<b>0.6</b>	<b>1.2</b>	<b>0.8</b>

(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

Period	ORDINARY TIME HOURLY RATES.....			TOTAL HOURLY RATES.....		
	Private	Public	Private and public	Private	Public	Private and public
INDEX NUMBERS(a)						
<b>1997-1998</b>	101.2	101.2	101.2	101.2	101.2	101.2
<b>1998-1999</b>	104.2	105.0	104.4	104.2	105.1	104.4
<b>1999-2000</b>	107.3	108.4	107.6	107.3	108.4	107.5
<b>1997</b>						
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
<b>1998</b>						
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
<b>1999</b>						
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
<b>2000</b>						
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
December	110.7	111.4	110.9	110.7	111.4	110.8
PERCENTAGE CHANGE (from previous financial year)						
<b>1998-1999</b>	3.0	3.8	3.2	3.0	3.9	3.2
<b>1999-2000</b>	3.0	3.2	3.1	3.0	3.1	3.0
PERCENTAGE CHANGE (from corresponding quarter of previous year)						
<b>1998</b>						
December	3.1	3.5	3.2	3.1	3.6	3.2
<b>1999</b>						
December	2.9	3.6	3.1	2.9	3.5	3.1
<b>2000</b>						
December	3.6	3.1	3.5	3.6	3.1	3.4
PERCENTAGE CHANGE (from previous quarter)						
<b>1997</b>						
December	0.8	0.8	0.8	0.8	0.8	0.8
<b>1998</b>						
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
<b>1999</b>						
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
<b>2000</b>						
March	0.7	0.6	0.7	0.7	0.6	0.7
June	0.7	0.6	0.6	0.7	0.6	0.6
September	1.4	1.1	1.3	1.4	1.1	1.3
December	0.8	0.8	0.8	0.8	0.8	0.8

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

# 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 *Information Paper: Wage Cost Index, Australia, 2000* (Cat. no. 6346.0).

## PUBLISHED INDEXES

**3** There are four sets of quarterly base-period weighted indexes in this publication:

- 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 *price* movements for each segment of the labour market (defined by State/Territory, sector, industry and occupation) using *expenditure weights* that remain constant between successive *weighting base* periods.

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

- changes in the nature of work performed (e.g. different tasks or responsibilities);
- changes in the quantity of work performed (e.g. the number of hours worked);
- changes in the characteristics of the job occupant (e.g. age, apprenticeship year, successful completion of training or a qualification, grade or level, experience, length of service, fitness, etc.); 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 *ordinary time* indexes that *exclude* bonuses measure quarterly changes in ordinary time hourly wage and salary rates. Changes in rates of pay reflected in these indexes (i.e. pure price changes) arise from a range of sources including award variations, enterprise and workplace agreements, centralised wage fixation, individual contracts and informal arrangements.



**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 independent estimates are sourced from the quarterly Survey of Employment and Earnings (SEE), the biennial Employee Earnings and Hours (EEH) survey and the five-yearly Census of Population and Housing. The weights are updated for the September quarter each year to take account of changing wage and salary expenditure patterns among the elementary aggregates. The first percentage changes that can be calculated using the updated weights will occur in respect of the December quarter each year. Updated expenditure weights reflect changes in the distribution of the number of employee jobs among occupations, industries, States/Territories and sectors, as well as changes in wage rate relativities. The *Appendix* shows the distribution of employers' expenditure on wages and salaries, for the September quarter 2000.

**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 ROUNDING

**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 NUMBERS

**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	
December quarter 2000	110.6	(see Table 1)
<i>less</i> September quarter 2000	109.7	(see Table 1)
Change in index points	0.9	
Percentage change =	$\frac{0.9}{109.7} \times 100 = 0.8\%$	

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)
<i>plus</i> December quarter 1999	107.0	(see Table 1)
<i>plus</i> March quarter 2000	107.7	(see Table 1)
<i>plus</i> June quarter 2000	108.4	(see Table 1)
Financial year 1999–2000 =	$\frac{429.5}{4} = 107.4$	

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

## EXPLANATORY NOTES *continued*

### 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.

### RELIABILITY OF THE INDEXES

**23** Since the index numbers are based on information relating to a sample of employee jobs, they are subject to *sampling error*. That is, they may differ from figures that would have resulted had all the in-scope employee jobs in the labour market been included in the collection. Estimates of the magnitude of 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 *non-sampling error*. 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)

*Average Weekly Earnings, Australia* (Cat. no. 6302.0)—issued quarterly

**26** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (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 or from the ABS web site [www.abs.gov.au](http://www.abs.gov.au).

### 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.

# APPENDIX

DISTRIBUTION OF EMPLOYERS' TOTAL  
EXPENDITURE ON WAGES AND  
SALARIES, SEPTEMBER QUARTER 2000

## 1 SECTOR BY STATE/TERRITORY

<i>State/Territory</i>	<i>Private</i> %	<i>Public</i> %	<i>Private and public</i> %
New South Wales	36.0	34.6	35.7
Victoria	27.2	19.6	25.4
Queensland	16.4	18.3	16.9
South Australia	6.4	8.4	6.9
Western Australia	10.1	8.5	9.7
Tasmania	1.7	2.7	2.0
Northern Territory	1.0	1.7	1.2
Australian Capital Territory	1.1	6.1	2.3
<b>Australia(a)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

## 2 SECTOR BY BROAD OCCUPATION GROUP

<i>Occupation(a)</i>	<i>Private</i> %	<i>Public</i> %	<i>Private and public</i> %
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
<b>All occupations(b)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

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

**3** SECTOR BY BROAD INDUSTRY GROUP

<i>Industry(a)</i>	<i>Private</i>	<i>Public</i>	<i>Private and public</i>
	%	%	%
Mining	3.5	(b)	2.7
Manufacturing	21.1	(b)	16.0
Electricity, gas and water supply	0.7	(b)	1.4
Construction	8.1	(b)	6.4
Wholesale trade	9.3	(b)	7.0
Retail trade	11.9	(b)	9.0
Accommodation, cafes and restaurants	3.8	(b)	3.0
Transport and storage	5.8	(b)	5.7
Communication services	0.8	(b)	2.6
Finance and insurance	7.6	(b)	6.0
Property and business services	13.5	(b)	11.2
Government administration and defence	..	26.0	6.4
Education	3.2	22.1	8.0
Health and community services	6.6	17.4	9.4
Cultural and recreational services	1.6	2.7	1.9
Personal and other services	2.4	6.0	3.4
<b>All industries(c)</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

.. 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.

## GLOSSARY

<b>Base period</b>	The period for which an index series is given the value of 100.0.
<b>Bonuses</b>	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.
<b>Elementary aggregates</b>	The finest aggregations of jobs, in terms of State/Territory, sector, industry group and occupation group, for which expenditure weights are available.
<b>Employee job</b>	A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates.
<b>Employer</b>	Organisation with one or more employees.
<b>Expenditure weights</b>	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.
<b>Index number</b>	Measures change in hourly rates of pay between the base period and a later period. The index number for the base quarter = 100.0.
<b>Industry</b>	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0).
<b>Occupation</b>	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (Cat. no. 1220.0).
<b>Ordinary time hourly rates of pay index</b>	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 6 and 7).
<b>Ordinary time hours</b>	Award, standard or agreed hours of work paid for at the ordinary rate.
<b>Overtime hours</b>	The number of hours paid for in excess of ordinary time hours, based on the first quarter's data.
<b>Sector</b>	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.
<b>Total hourly rates of pay index</b>	Measures quarterly change in combined ordinary time and overtime hourly rates of pay (see Explanatory Notes paragraph 8).
<b>Weighting base</b>	The period to which the expenditure weights relate.

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