

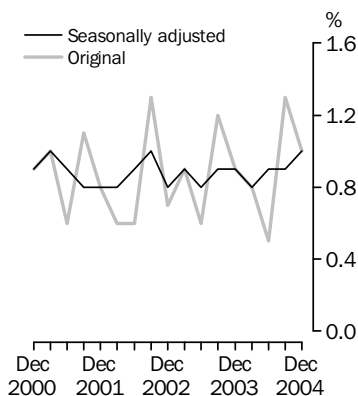
LABOUR PRICE INDEX

AUSTRALIA

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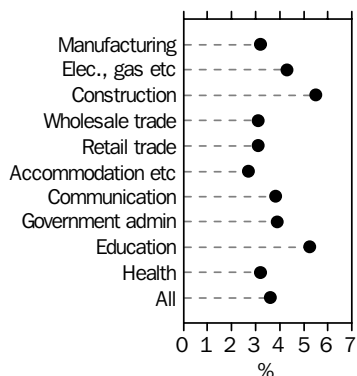
WPI-Quarterly changes

Total hourly rates of pay excluding bonuses



WPI-Annual change: original

Total hourly rates of pay excluding bonuses
For selected industries



INQUIRIES

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

KEY FIGURES

	Sep Qtr 2004 to Dec Qtr 2004 % change	Dec Qtr 2003 to Dec Qtr 2004 % change
Wage Price Index (WPI)		
Total hourly rates of pay excluding bonuses		
Seasonally Adjusted		
Australia	1.0	3.6
Sector		
Private	0.9	3.3
Public	1.3	4.2
Original		
Australia	1.0	3.6
Sector		
Private	0.9	3.5
Public	1.1	4.2

KEY POINTS

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGES (SEP QTR 2004 TO DEC QTR 2004)

- The index for all employee jobs in Australia increased by 1.0%, seasonally adjusted.
- The increases in the indexes (in original terms) at the industry level ranged from 0.6% for Manufacturing and Property and business services to 1.6% for Government administration and defence.
- The increases in the indexes (in original terms) at the occupation level ranged from 0.9% for Managers and administrators, Associate professionals and Intermediate production and transport workers to 1.5% for Labourers and related workers.

ANNUAL CHANGES (DEC QTR 2003 TO DEC QTR 2004)

- The seasonally adjusted increase through the year to December 2004 for all employee jobs in Australia was 3.6% (in trend terms, 3.5%).
- Increases in the original indexes through the year to December 2004 at the industry level ranged from 2.7% for Accommodation, cafes and restaurants to 5.5% for Construction, compared with 3.6% for all industries.

NOTES

FORTHCOMING ISSUES

<i>ISSUE (Quarter)</i>	<i>RELEASE DATE</i>
March 2005	18 May 2005
June 2005	17 August 2005

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ABS DATA AVAILABLE ON REQUEST

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

CHANGES IN THIS ISSUE

A new appendix containing a summary of the annual non-wage and labour price indexes has been added to the publication. The full set of indexes is constructed and published in November each year as part of the September quarter *Labour Price Index, Australia* (cat. no. 6345.0).

FURTHER INFORMATION

More detailed information on the Labour Price Index (LPI) is available in *Information Paper: Labour Price Index, Australia 2004* (cat. no. 6363.0) and *Labour Price Index, Concepts, Sources and Methods, Australia* (cat. no. 6351.0.55.001).

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ABBREVIATIONS

ABS Australian Bureau of Statistics
LPI labour price index
WPI wage price index

Dennis Trewin
Australian Statistician

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COMMENTARY

WAGE PRICE INDEXES

Safety Net Review (SNR)

The Australian Industrial Relations Commission handed down its latest SNR decision on 5 May 2004. As indicated in the September quarter 2004 issue of this publication (Labour Price Index, Australia), all states and territories handed down decisions to pass on the same increase to workers being paid under the relevant Awards within their jurisdictions. The date of effect of the pay increases varied across the states and territories but with all except Queensland being sufficiently early to be passed on by at least some of the businesses concerned in time to be recorded in the September quarter 2004 wage price index. The date of effect in Queensland was 1 September 2004, which was after the reference period for the September quarter 2004 wage price index (i.e. the pay period ending on or before 20 August 2004). The outcome is that pay increases under the SNR have flowed on more fully in the December quarter 2004 in all states and territories, including Queensland. It is not possible to determine the relative contribution of the SNR to the increase in the wage price index in either the September or the December quarters.

Timing of pay changes

Award-based increases generally continue to occur with similar timing each year. However, Collective Agreements are showing evidence of changed timing. This is because new agreements are often not put in place until after the anniversary of the increases paid under previous agreements due to delays in the negotiation process (even though actual pays could be backdated to the previous anniversary in some cases).

Index movements

PUBLIC SECTOR

The new South Australian Government (Public Sector Salaried Employees) Salaries Award was ratified at a time that resulted in some, but not all, jobs concerned to contribute to increases in the December quarter 2004 wage price index. The remaining jobs will contribute to increases in the March quarter 2005 wage price index

CONSTRUCTION INDUSTRY

The recent growth in the Construction industry index has continued this quarter with a through the year movement of 5.5%. The index represents only those jobs undertaken by wage and salary employees of selected employers. Subcontractors not paid through an employer's payroll systems are outside the scope of the WPI and so changes in subcontractor prices are not reflected in the Construction industry index.

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

Period	ORIGINAL			SEASONALLY ADJUSTED			TREND		
	Private	Public	All Sectors	Private	Public	All Sectors	Private	Public	All Sectors
INDEX NUMBERS (a)									
2001									
December	93.3	91.8	93.0	93.2	91.9	92.9	93.2	91.9	92.9
2002									
March	93.9	92.8	93.6	93.9	92.6	93.6	93.9	92.6	93.6
June	94.5	93.2	94.2	94.7	93.5	94.4	94.8	93.4	94.4
September	95.8	94.3	95.4	95.6	94.2	95.3	95.6	94.2	95.3
December	96.5	95.0	96.1	96.4	95.1	96.1	96.4	95.2	96.1
2003									
March	97.2	96.6	97.0	97.2	96.4	97.0	97.2	96.3	97.0
June	97.7	97.1	97.6	97.9	97.3	97.8	98.0	97.5	97.8
September	98.8	98.7	98.8	98.7	98.7	98.7	98.8	98.6	98.7
December	99.7	99.5	99.7	99.7	99.6	99.6	99.6	99.6	99.6
2004									
March	100.4	100.7	100.5	100.4	100.5	100.4	100.5	100.5	100.4
June	101.0	101.0	101.0	101.3	101.2	101.3	101.3	101.4	101.3
September	102.3	102.6	102.3	102.1	102.5	102.2	102.1	102.5	102.2
December	103.2	103.7	103.3	103.0	103.8	103.2	103.0	103.6	103.1
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
December	3.4	3.5	3.3	3.4	3.5	3.4	3.4	3.6	3.4
2003									
March	3.5	4.1	3.6	3.5	4.1	3.6	3.5	4.0	3.6
June	3.4	4.2	3.6	3.4	4.1	3.6	3.4	4.4	3.6
September	3.1	4.7	3.6	3.2	4.8	3.6	3.3	4.7	3.6
December	3.3	4.7	3.7	3.4	4.7	3.6	3.3	4.6	3.6
2004									
March	3.3	4.2	3.6	3.3	4.3	3.5	3.4	4.4	3.5
June	3.4	4.0	3.5	3.5	4.0	3.6	3.4	4.0	3.6
September	3.5	4.0	3.5	3.4	3.9	3.5	3.3	4.0	3.5
December	3.5	4.2	3.6	3.3	4.2	3.6	3.4	4.0	3.5
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
December	0.7	0.7	0.7	0.8	1.0	0.8	0.8	1.1	0.8
2003									
March	0.7	1.7	0.9	0.8	1.4	0.9	0.8	1.2	0.9
June	0.5	0.5	0.6	0.7	0.9	0.8	0.8	1.2	0.8
September	1.1	1.6	1.2	0.8	1.4	0.9	0.8	1.1	0.9
December	0.9	0.8	0.9	1.0	0.9	0.9	0.8	1.0	0.9
2004									
March	0.7	1.2	0.8	0.7	0.9	0.8	0.9	0.9	0.8
June	0.6	0.3	0.5	0.9	0.7	0.9	0.8	0.9	0.9
September	1.3	1.6	1.3	0.8	1.3	0.9	0.8	1.1	0.9
December	0.9	1.1	1.0	0.9	1.3	1.0	0.9	1.1	0.9

(a) Reference base of each index: 2003-04 (in original terms) = 100.0. See paragraphs 39 and 40 of the Explanatory Notes for an explanation of the reference base.

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

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
2000-01	90.1	90.4	90.6	89.7	90.6	90.9	91.1	90.0	90.3
2001-02	93.0	93.5	93.6	92.7	93.5	93.7	94.0	92.8	93.3
2002-03	96.3	96.9	96.5	96.3	96.9	96.8	96.8	95.9	96.5
2003-04	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2001									
December	92.7	93.1	93.3	92.5	93.1	93.3	94.0	92.6	93.0
2002									
March	93.4	93.7	93.9	93.2	93.8	94.1	94.5	93.0	93.6
June	93.8	94.6	94.4	93.5	94.5	94.6	94.7	93.4	94.2
September	95.1	95.9	95.3	94.9	96.0	95.7	95.9	94.8	95.4
December	95.7	96.6	96.2	96.2	96.5	96.7	96.3	95.5	96.1
2003									
March	97.0	97.2	97.0	96.7	97.3	97.0	97.4	96.5	97.0
June	97.4	97.8	97.5	97.2	97.8	97.7	97.6	96.8	97.6
September	98.8	99.0	98.5	98.7	99.0	99.0	98.6	98.7	98.8
December	99.6	99.7	99.7	99.9	99.8	99.8	99.7	99.9	99.7
2004									
March	100.5	100.3	100.7	100.6	100.3	100.3	100.5	100.6	100.5
June	101.1	101.0	101.1	100.8	100.8	100.8	101.2	100.8	101.0
September	102.2	102.4	102.4	102.0	102.5	102.7	102.0	102.4	102.3
December	102.8	103.4	103.5	103.3	103.9	103.3	102.7	104.2	103.3
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	3.2	3.4	3.3	3.3	3.2	3.1	3.2	3.1	3.3
2002-03	3.5	3.6	3.1	3.9	3.6	3.3	3.0	3.3	3.4
2003-04	3.8	3.2	3.6	3.8	3.2	3.3	3.3	4.3	3.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
December	3.2	3.8	3.1	4.0	3.7	3.6	2.4	3.1	3.3
2003									
March	3.9	3.7	3.3	3.8	3.7	3.1	3.1	3.8	3.6
June	3.8	3.4	3.3	4.0	3.5	3.3	3.1	3.6	3.6
September	3.9	3.2	3.4	4.0	3.1	3.4	2.8	4.1	3.6
December	4.1	3.2	3.6	3.8	3.4	3.2	3.5	4.6	3.7
2004									
March	3.6	3.2	3.8	4.0	3.1	3.4	3.2	4.2	3.6
June	3.8	3.3	3.7	3.7	3.1	3.2	3.7	4.1	3.5
September	3.4	3.4	4.0	3.3	3.5	3.7	3.4	3.7	3.5
December	3.2	3.7	3.8	3.4	4.1	3.5	3.0	4.3	3.6
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
December	0.6	0.7	0.9	1.4	0.5	1.0	0.4	0.7	0.7
2003									
March	1.4	0.6	0.8	0.5	0.8	0.3	1.1	1.0	0.9
June	0.4	0.6	0.5	0.5	0.5	0.7	0.2	0.3	0.6
September	1.4	1.2	1.0	1.5	1.2	1.3	1.0	2.0	1.2
December	0.8	0.7	1.2	1.2	0.8	0.8	1.1	1.2	0.9
2004									
March	0.9	0.6	1.0	0.7	0.5	0.5	0.8	0.7	0.8
June	0.6	0.7	0.4	0.2	0.5	0.5	0.7	0.2	0.5
September	1.1	1.4	1.3	1.2	1.7	1.9	0.8	1.6	1.3
December	0.6	1.0	1.1	1.3	1.4	0.6	0.7	1.8	1.0

(a) Reference base of each index: 2003-04 = 100.0.

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

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
2000-01	90.7	90.5	90.9	89.9	90.6	91.1	91.8	90.7	90.6
2001-02	93.7	93.6	93.7	92.7	93.5	93.7	94.5	93.6	93.6
2002-03	96.9	96.9	96.7	96.3	96.9	96.7	97.4	96.6	96.8
2003-04	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2001									
December	93.4	93.3	93.5	92.4	93.1	93.4	94.3	93.2	93.3
2002									
March	94.0	93.8	94.1	93.2	93.9	94.0	94.8	93.9	93.9
June	94.5	94.6	94.5	93.6	94.5	94.4	95.1	94.4	94.5
September	95.9	96.0	95.4	95.0	96.1	95.7	96.7	95.7	95.8
December	96.5	96.7	96.5	96.1	96.6	96.6	97.1	96.2	96.5
2003									
March	97.3	97.2	97.1	96.7	97.2	97.0	97.7	97.1	97.2
June	97.7	97.8	97.7	97.3	97.8	97.6	97.9	97.3	97.7
September	98.9	99.0	98.5	98.8	99.0	98.9	98.9	98.9	98.8
December	99.8	99.7	99.8	99.8	99.7	99.9	99.3	100.0	99.7
2004									
March	100.4	100.2	100.6	100.5	100.4	100.4	100.5	100.3	100.4
June	101.0	101.1	101.1	100.8	100.9	100.9	101.2	100.8	101.0
September	102.1	102.4	102.1	102.1	102.5	102.5	102.2	102.4	102.3
December	102.8	103.2	103.4	103.0	104.0	103.2	103.1	103.1	103.2
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	3.3	3.4	3.1	3.1	3.2	2.9	2.9	3.2	3.3
2002-03	3.4	3.5	3.2	3.9	3.6	3.2	3.1	3.2	3.4
2003-04	3.2	3.2	3.4	3.8	3.2	3.4	2.7	3.5	3.3
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
December	3.3	3.6	3.2	4.0	3.8	3.4	3.0	3.2	3.4
2003									
March	3.5	3.6	3.2	3.8	3.5	3.2	3.1	3.4	3.5
June	3.4	3.4	3.4	4.0	3.5	3.4	2.9	3.1	3.4
September	3.1	3.1	3.2	4.0	3.0	3.3	2.3	3.3	3.1
December	3.4	3.1	3.4	3.9	3.2	3.4	2.3	4.0	3.3
2004									
March	3.2	3.1	3.6	3.9	3.3	3.5	2.9	3.3	3.3
June	3.4	3.4	3.5	3.6	3.2	3.4	3.4	3.6	3.4
September	3.2	3.4	3.7	3.3	3.5	3.6	3.3	3.5	3.5
December	3.0	3.5	3.6	3.2	4.3	3.3	3.8	3.1	3.5
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
December	0.6	0.7	1.2	1.2	0.5	0.9	0.4	0.5	0.7
2003									
March	0.8	0.5	0.6	0.6	0.6	0.4	0.6	0.9	0.7
June	0.4	0.6	0.6	0.6	0.6	0.6	0.2	0.2	0.5
September	1.2	1.2	0.8	1.5	1.2	1.3	1.0	1.6	1.1
December	0.9	0.7	1.3	1.0	0.7	1.0	0.4	1.1	0.9
2004									
March	0.6	0.5	0.8	0.7	0.7	0.5	1.2	0.3	0.7
June	0.6	0.9	0.5	0.3	0.5	0.5	0.7	0.5	0.6
September	1.1	1.3	1.0	1.3	1.6	1.6	1.0	1.6	1.3
December	0.7	0.8	1.3	0.9	1.5	0.7	0.9	0.7	0.9

(a) Reference base of each index: 2003-04 = 100.0.

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

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
2000-01	88.0	89.8	89.9	89.2	90.2	90.3	90.3	89.4	89.2
2001-02	90.8	93.1	93.2	92.6	93.2	93.6	93.4	92.2	92.3
2002-03	94.6	96.9	96.1	96.1	96.7	96.7	96.1	95.4	95.8
2003-04	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2001									
December	90.2	92.3	92.8	92.8	92.8	92.9	93.9	92.1	91.8
2002									
March	91.5	93.5	93.3	93.3	93.7	94.2	94.2	92.4	92.8
June	91.6	94.6	94.1	93.4	94.1	94.7	94.2	92.7	93.2
September	92.5	95.6	95.1	94.7	95.5	95.7	94.9	94.1	94.3
December	93.2	96.5	95.3	96.2	96.0	96.7	95.2	95.1	95.0
2003									
March	96.1	97.1	96.8	96.5	97.5	96.9	97.1	96.1	96.6
June	96.4	98.2	97.0	96.9	97.8	97.6	97.3	96.3	97.1
September	98.7	99.1	98.4	98.5	99.1	99.3	98.2	98.6	98.7
December	99.2	99.8	99.5	100.1	99.8	99.8	100.0	99.7	99.5
2004									
March	100.9	100.4	100.9	100.6	100.3	100.1	100.5	100.7	100.7
June	101.1	100.7	101.2	100.8	100.8	100.8	101.2	101.0	101.0
September	102.5	102.3	103.4	101.6	102.4	103.2	101.8	102.4	102.6
December	103.1	104.0	104.0	104.2	103.6	103.6	102.2	104.8	103.7
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	3.2	3.7	3.7	3.8	3.3	3.7	3.4	3.1	3.5
2002-03	4.2	4.1	3.1	3.8	3.8	3.3	2.9	3.5	3.8
2003-04	5.7	3.2	4.1	4.1	3.4	3.4	4.1	4.8	4.4
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
December	3.3	4.6	2.7	3.7	3.4	4.1	1.4	3.3	3.5
2003									
March	5.0	3.9	3.8	3.4	4.1	2.9	3.1	4.0	4.1
June	5.2	3.8	3.1	3.7	3.9	3.1	3.3	3.9	4.2
September	6.7	3.7	3.5	4.0	3.8	3.8	3.5	4.8	4.7
December	6.4	3.4	4.4	4.1	4.0	3.2	5.0	4.8	4.7
2004									
March	5.0	3.4	4.2	4.2	2.9	3.3	3.5	4.8	4.2
June	4.9	2.5	4.3	4.0	3.1	3.3	4.0	4.9	4.0
September	3.9	3.2	5.1	3.1	3.3	3.9	3.7	3.9	4.0
December	3.9	4.2	4.5	4.1	3.8	3.8	2.2	5.1	4.2
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
December	0.8	0.9	0.2	1.6	0.5	1.0	0.3	1.1	0.7
2003									
March	3.1	0.6	1.6	0.3	1.6	0.2	2.0	1.1	1.7
June	0.3	1.1	0.2	0.4	0.3	0.7	0.2	0.2	0.5
September	2.4	0.9	1.4	1.7	1.3	1.7	0.9	2.4	1.6
December	0.5	0.7	1.1	1.6	0.7	0.5	1.8	1.1	0.8
2004									
March	1.7	0.6	1.4	0.5	0.5	0.3	0.5	1.0	1.2
June	0.2	0.3	0.3	0.2	0.5	0.7	0.7	0.3	0.3
September	1.4	1.6	2.2	0.8	1.6	2.4	0.6	1.4	1.6
December	0.6	1.7	0.6	2.6	1.2	0.4	0.4	2.3	1.1

(a) Reference base of each index: 2003-04 = 100.0.

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

Industry	FINANCIAL YEAR				QUARTER				
	2000-01	2001-02	2002-03	2003-04	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE									
Mining	90.7	93.8	97.3	100.0	99.8	100.3	101.0	102.3	103.6
Manufacturing	90.2	93.2	96.7	100.0	99.8	100.4	101.1	102.5	103.1
Electricity, gas and water supply	88.5	92.4	96.0	100.0	99.7	100.6	101.5	103.2	104.5
Construction	90.0	93.1	96.4	100.0	99.1	100.4	101.7	103.3	104.7
Wholesale trade	91.3	93.9	97.2	100.0	99.6	100.4	100.9	101.9	102.7
Retail trade	91.7	94.1	97.1	100.0	100.0	100.5	100.9	102.0	103.0
Accommodation, cafes and restaurants	91.5	94.1	97.4	100.0	99.9	100.3	100.5	101.7	102.6
Transport and storage	91.5	93.8	96.7	100.0	99.8	100.5	100.7	101.8	102.5
Communication services	91.2	95.3	97.6	100.0	99.7	100.2	100.5	102.2	102.3
Finance and insurance	90.1	93.7	96.9	100.0	99.6	100.4	101.5	102.3	103.6
Property and business services	90.3	93.5	96.6	100.0	99.9	100.2	100.7	102.0	102.6
Education	89.8	92.9	96.6	100.0	98.8	101.0	101.7	102.8	103.7
Health and community services	90.2	93.4	96.3	100.0	100.1	100.4	100.9	102.2	103.7
Cultural and recreational services	90.2	93.3	96.8	100.0	99.6	100.6	100.9	101.9	102.9
Personal and other services	91.2	94.8	97.5	100.0	99.8	100.5	100.6	101.6	102.1
<i>All industries</i>	90.6	93.6	96.8	100.0	99.7	100.4	101.0	102.3	103.2
PUBLIC									
Government administration and defence	89.5	92.4	95.6	100.0	100.0	100.8	100.9	102.3	103.9
Education	88.6	92.2	96.4	100.0	99.1	100.9	101.2	103.7	104.4
Health and community services	88.6	91.4	94.7	100.0	99.5	100.5	100.8	101.4	102.2
Cultural and recreational services	90.2	92.5	95.7	100.0	100.1	100.1	100.3	102.4	103.1
Personal and other services	89.3	92.1	95.9	100.0	99.9	100.6	100.8	103.1	104.6
<i>All industries(b)</i>	89.2	92.3	95.8	100.0	99.5	100.7	101.0	102.6	103.7
ALL SECTORS									
Mining	90.6	93.7	97.2	100.0	99.8	100.3	101.0	102.3	103.6
Manufacturing	90.2	93.2	96.6	100.0	99.9	100.3	101.1	102.5	103.1
Electricity, gas and water supply	88.1	91.9	95.8	100.0	99.3	100.6	101.8	102.9	103.6
Construction	90.1	93.1	96.3	100.0	99.1	100.3	101.7	103.2	104.6
Wholesale trade	91.3	93.9	97.2	100.0	99.6	100.4	100.9	101.9	102.7
Retail trade	91.8	94.1	97.0	100.0	99.9	100.4	101.0	102.0	103.0
Accommodation, cafes and restaurants	91.5	94.2	97.4	100.0	99.9	100.4	100.4	101.7	102.6
Transport and storage	91.2	93.7	96.7	100.0	99.6	100.5	100.8	101.8	102.6
Communication services	91.0	94.3	96.6	100.0	99.4	100.8	100.9	102.1	103.2
Finance and insurance	90.1	93.6	96.8	100.0	99.6	100.3	101.4	102.3	103.5
Property and business services	90.3	93.5	96.6	100.0	99.9	100.2	100.7	102.1	102.7
Government administration and defence	89.5	92.4	95.6	100.0	100.0	100.8	100.9	102.3	103.9
Education	89.0	92.4	96.5	100.0	99.0	100.9	101.3	103.4	104.2
Health and community services	89.4	92.5	95.6	100.0	99.8	100.5	100.9	101.9	103.0
Cultural and recreational services	90.2	93.1	96.6	100.0	99.7	100.5	100.7	102.0	103.0
Personal and other services	90.3	93.5	96.7	100.0	99.9	100.6	100.7	102.4	103.4
All industries	90.3	93.3	96.5	100.0	99.7	100.5	101.0	102.3	103.3

(a) Reference base of each index: 2003-04 = 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			
	2001-02	2002-03	2003-04	Dec Qtr 2002	Dec Qtr 2003	Dec Qtr 2004	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE										
Mining	3.4	3.7	2.8	4.2	2.8	3.8	0.5	0.7	1.3	1.3
Manufacturing	3.3	3.8	3.4	3.8	3.5	3.3	0.6	0.7	1.4	0.6
Electricity, gas and water supply	4.4	3.9	4.2	3.9	4.1	4.8	0.9	0.9	1.7	1.3
Construction	3.4	3.5	3.7	3.2	3.4	5.7	1.3	1.3	1.6	1.4
Wholesale trade	2.8	3.5	2.9	3.3	2.8	3.1	0.8	0.5	1.0	0.8
Retail trade	2.6	3.2	3.0	3.1	3.3	3.0	0.5	0.4	1.1	1.0
Accommodation, cafes and restaurants	2.8	3.5	2.7	3.7	2.7	2.7	0.4	0.2	1.2	0.9
Transport and storage	2.5	3.1	3.4	3.2	3.4	2.7	0.7	0.2	1.1	0.7
Communication services	4.5	2.4	2.5	2.4	2.4	2.6	0.5	0.3	1.7	0.1
Finance and insurance	4.0	3.4	3.2	3.5	2.9	4.0	0.8	1.1	0.8	1.3
Property and business services	3.5	3.3	3.5	3.4	3.7	2.7	0.3	0.5	1.3	0.6
Education	3.5	4.0	3.5	3.5	3.3	5.0	2.2	0.7	1.1	0.9
Health and community services	3.5	3.1	3.8	3.2	4.2	3.6	0.3	0.5	1.3	1.5
Cultural and recreational services	3.4	3.8	3.3	4.0	3.2	3.3	1.0	0.3	1.0	1.0
Personal and other services	3.9	2.8	2.6	2.9	2.6	2.3	0.7	0.1	1.0	0.5
All industries	3.3	3.4	3.3	3.4	3.3	3.5	0.7	0.6	1.3	0.9
PUBLIC										
Government administration and defence	3.2	3.5	4.6	3.1	5.2	3.9	0.8	0.1	1.4	1.6
Education	4.1	4.6	3.7	4.1	3.6	5.3	1.8	0.3	2.5	0.7
Health and community services	3.2	3.6	5.6	2.8	6.6	2.7	1.0	0.3	0.6	0.8
Cultural and recreational services	2.5	3.5	4.5	3.3	5.1	3.0	0.0	0.2	2.1	0.7
Personal and other services	3.1	4.1	4.3	4.1	5.4	4.7	0.7	0.2	2.3	1.5
All industries(a)	3.5	3.8	4.4	3.5	4.7	4.2	1.2	0.3	1.6	1.1
ALL SECTORS										
Mining	3.4	3.7	2.9	4.3	2.8	3.8	0.5	0.7	1.3	1.3
Manufacturing	3.3	3.6	3.5	3.8	3.6	3.2	0.4	0.8	1.4	0.6
Electricity, gas and water supply	4.3	4.2	4.4	4.6	4.1	4.3	1.3	1.2	1.1	0.7
Construction	3.3	3.4	3.8	3.1	3.6	5.5	1.2	1.4	1.5	1.4
Wholesale trade	2.8	3.5	2.9	3.3	2.8	3.1	0.8	0.5	1.0	0.8
Retail trade	2.5	3.1	3.1	3.2	3.1	3.1	0.5	0.6	1.0	1.0
Accommodation, cafes and restaurants	3.0	3.4	2.7	3.6	2.7	2.7	0.5	0.0	1.3	0.9
Transport and storage	2.7	3.2	3.4	3.3	3.3	3.0	0.9	0.3	1.0	0.8
Communication services	3.6	2.4	3.5	3.0	3.1	3.8	1.4	0.1	1.2	1.1
Finance and insurance	3.9	3.4	3.3	3.4	3.1	3.9	0.7	1.1	0.9	1.2
Property and business services	3.5	3.3	3.5	3.4	3.7	2.8	0.3	0.5	1.4	0.6
Government administration and defence	3.2	3.5	4.6	3.1	5.2	3.9	0.8	0.1	1.4	1.6
Education	3.8	4.4	3.6	4.0	3.4	5.3	1.9	0.4	2.1	0.8
Health and community services	3.5	3.4	4.6	3.0	5.3	3.2	0.7	0.4	1.0	1.1
Cultural and recreational services	3.2	3.8	3.5	3.8	3.6	3.3	0.8	0.2	1.3	1.0
Personal and other services	3.5	3.4	3.4	3.4	4.0	3.5	0.7	0.1	1.7	1.0
All industries	3.3	3.4	3.6	3.3	3.7	3.6	0.8	0.5	1.3	1.0

(a) Includes those industries not separately listed.

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

Occupation	FINANCIAL YEAR				QUARTER				
	2000-01	2001-02	2002-03	2003-04	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE									
Managers and administrators	90.9	94.0	97.2	100.0	99.7	100.4	101.1	102.1	103.0
Professionals	89.7	93.2	96.6	100.0	99.7	100.4	101.0	102.2	103.1
Associate professionals	91.3	94.1	97.1	100.0	99.8	100.4	100.9	101.9	102.6
Tradespersons and related workers	90.7	93.7	97.0	100.0	99.7	100.4	101.1	102.4	103.4
Advanced clerical and service workers	91.2	93.5	96.2	100.0	99.8	100.2	101.0	102.0	103.0
Intermediate clerical, sales and service workers	90.4	93.3	96.6	100.0	99.7	100.6	101.0	102.2	103.2
Intermediate production and transport workers	90.9	93.6	96.6	100.0	99.7	100.5	101.2	102.7	103.5
Elementary clerical, sales and service workers	91.5	93.8	97.0	100.0	99.7	100.5	100.7	102.2	103.0
Labourers and related workers	90.9	93.7	96.9	100.0	99.9	100.4	100.9	102.4	103.8
All occupations	90.6	93.6	96.8	100.0	99.7	100.4	101.0	102.3	103.2
PUBLIC									
Managers and administrators	89.2	92.1	95.6	100.0	99.5	100.8	101.1	102.9	104.0
Professionals	88.4	91.9	95.8	100.0	99.3	100.8	101.1	102.8	103.7
Associate professionals	89.7	92.5	95.8	100.0	99.8	100.8	100.9	102.8	104.1
Tradespersons and related workers	89.1	92.2	95.6	100.0	99.4	100.8	101.3	102.8	103.7
Advanced clerical and service workers	89.9	92.9	96.1	100.0	100.0	100.5	100.8	101.9	104.2
Intermediate clerical, sales and service workers	89.8	92.6	95.6	100.0	99.9	100.5	100.8	102.1	103.2
Intermediate production and transport workers	89.5	92.5	96.2	100.0	99.5	100.7	101.1	101.6	103.8
Elementary clerical, sales and service workers	90.0	92.9	95.7	100.0	99.3	100.8	101.0	101.7	104.0
Labourers and related workers	90.2	92.9	96.1	100.0	99.9	100.5	100.9	101.7	103.8
All occupations	89.2	92.3	95.8	100.0	99.5	100.7	101.0	102.6	103.7
ALL SECTORS									
Managers and administrators	90.5	93.6	96.9	100.0	99.7	100.5	101.1	102.3	103.2
Professionals	89.3	92.7	96.3	100.0	99.5	100.6	101.0	102.4	103.4
Associate professionals	90.8	93.7	96.8	100.0	99.7	100.5	100.9	102.1	103.0
Tradespersons and related workers	90.5	93.5	96.7	100.0	99.7	100.4	101.1	102.4	103.4
Advanced clerical and service workers	91.0	93.4	96.2	100.0	99.8	100.2	101.0	102.0	103.2
Intermediate clerical, sales and service workers	90.3	93.1	96.3	100.0	99.8	100.5	100.9	102.1	103.2
Intermediate production and transport workers	90.7	93.5	96.6	100.0	99.6	100.5	101.2	102.6	103.5
Elementary clerical, sales and service workers	91.3	93.7	96.7	100.0	99.7	100.5	100.8	102.1	103.2
Labourers and related workers	90.8	93.6	96.8	100.0	99.9	100.4	100.9	102.3	103.8
All occupations	90.3	93.3	96.5	100.0	99.7	100.5	101.0	102.3	103.3

(a) Reference base of each index: 2003-04 = 100.0

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

Occupation	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2001-02	2002-03	2003-04	Dec Qtr 2002	Dec Qtr 2003	Dec Qtr 2004	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE										
Managers and administrators	3.4	3.4	2.9	3.6	2.8	3.3	0.7	0.7	1.0	0.9
Professionals	3.9	3.6	3.5	3.6	3.6	3.4	0.7	0.6	1.2	0.9
Associate professionals	3.1	3.2	3.0	3.3	3.1	2.8	0.6	0.5	1.0	0.7
Tradespersons and related workers	3.3	3.5	3.1	3.2	3.2	3.7	0.7	0.7	1.3	1.0
Advanced clerical and service workers	2.5	2.9	4.0	3.1	3.9	3.2	0.4	0.8	1.0	1.0
Intermediate clerical, sales and service workers	3.2	3.5	3.5	3.7	3.4	3.5	0.9	0.4	1.2	1.0
Intermediate production and transport workers	3.0	3.2	3.5	3.4	3.3	3.8	0.8	0.7	1.5	0.8
Elementary clerical, sales and service workers	2.5	3.4	3.1	3.4	3.0	3.3	0.8	0.2	1.5	0.8
Labourers and related workers	3.1	3.4	3.2	3.6	3.2	3.9	0.5	0.5	1.5	1.4
<i>All occupations</i>	3.3	3.4	3.3	3.4	3.3	3.5	0.7	0.6	1.3	0.9
PUBLIC										
Managers and administrators	3.3	3.8	4.6	3.2	5.2	4.5	1.3	0.3	1.8	1.1
Professionals	4.0	4.2	4.4	3.8	4.6	4.4	1.5	0.3	1.7	0.9
Associate professionals	3.1	3.6	4.4	3.6	4.9	4.3	1.0	0.1	1.9	1.3
Tradespersons and related workers	3.5	3.7	4.6	3.7	4.5	4.3	1.4	0.5	1.5	0.9
Advanced clerical and service workers	3.3	3.4	4.1	3.2	4.6	4.2	0.5	0.3	1.1	2.3
Intermediate clerical, sales and service workers	3.1	3.2	4.6	3.2	5.3	3.3	0.6	0.3	1.3	1.1
Intermediate production and transport workers	3.4	4.0	4.0	3.8	4.2	4.3	1.2	0.4	0.5	2.2
Elementary clerical, sales and service workers	3.2	3.0	4.5	2.9	4.7	4.7	1.5	0.2	0.7	2.3
Labourers and related workers	3.0	3.4	4.1	3.1	4.5	3.9	0.6	0.4	0.8	2.1
<i>All occupations</i>	3.5	3.8	4.4	3.5	4.7	4.2	1.2	0.3	1.6	1.1
ALL SECTORS										
Managers and administrators	3.4	3.5	3.2	3.5	3.3	3.5	0.8	0.6	1.2	0.9
Professionals	3.8	3.9	3.8	3.7	4.0	3.9	1.1	0.4	1.4	1.0
Associate professionals	3.2	3.3	3.3	3.4	3.5	3.3	0.8	0.4	1.2	0.9
Tradespersons and related workers	3.3	3.4	3.4	3.3	3.5	3.7	0.7	0.7	1.3	1.0
Advanced clerical and service workers	2.6	3.0	4.0	3.1	4.0	3.4	0.4	0.8	1.0	1.2
Intermediate clerical, sales and service workers	3.1	3.4	3.8	3.4	4.0	3.4	0.7	0.4	1.2	1.1
Intermediate production and transport workers	3.1	3.3	3.5	3.4	3.3	3.9	0.9	0.7	1.4	0.9
Elementary clerical, sales and service workers	2.6	3.2	3.4	3.2	3.4	3.5	0.8	0.3	1.3	1.1
Labourers and related workers	3.1	3.4	3.3	3.5	3.4	3.9	0.5	0.5	1.4	1.5
All occupations	3.3	3.4	3.6	3.3	3.7	3.6	0.8	0.5	1.3	1.0

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)						
2000-01	90.7	89.2	90.4	90.7	89.2	90.3
2001-02	93.5	92.3	93.2	93.5	92.3	93.2
2002-03	96.7	95.8	96.5	96.7	95.8	96.5
2003-04	100.0	100.0	100.0	100.0	100.0	100.0
2001						
December	93.2	91.9	92.9	93.2	91.9	92.8
2002						
March	93.7	92.8	93.5	93.7	92.8	93.5
June	94.3	93.3	94.1	94.3	93.3	94.1
September	95.5	94.3	95.2	95.5	94.3	95.2
December	96.4	95.0	96.1	96.4	95.0	96.1
2003						
March	97.1	96.7	97.0	97.1	96.7	97.0
June	97.7	97.1	97.6	97.7	97.1	97.5
September	98.8	98.7	98.8	98.8	98.7	98.8
December	99.9	99.6	99.8	99.9	99.6	99.8
2004						
March	100.4	100.7	100.5	100.4	100.7	100.5
June	100.9	101.0	100.9	100.9	101.0	101.0
September	102.2	102.5	102.3	102.2	102.5	102.3
December	103.2	103.6	103.4	103.2	103.6	103.3
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)						
2001-02	3.1	3.5	3.1	3.1	3.5	3.2
2002-03	3.4	3.8	3.5	3.4	3.8	3.5
2003-04	3.4	4.4	3.6	3.4	4.4	3.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)						
2002						
December	3.4	3.4	3.4	3.4	3.4	3.6
2003						
March	3.6	4.2	3.7	3.6	4.2	3.7
June	3.6	4.1	3.7	3.6	4.1	3.6
September	3.5	4.7	3.8	3.5	4.7	3.8
December	3.6	4.8	3.9	3.6	4.8	3.9
2004						
March	3.4	4.1	3.6	3.4	4.1	3.6
June	3.3	4.0	3.4	3.3	4.0	3.6
September	3.4	3.9	3.5	3.4	3.9	3.5
December	3.3	4.0	3.6	3.3	4.0	3.5
CHANGE FROM PREVIOUS QUARTER (%)						
2002						
December	0.9	0.7	0.9	0.9	0.7	0.9
2003						
March	0.7	1.8	0.9	0.7	1.8	0.9
June	0.6	0.4	0.6	0.6	0.4	0.5
September	1.1	1.6	1.2	1.1	1.6	1.3
December	1.1	0.9	1.0	1.1	0.9	1.0
2004						
March	0.5	1.1	0.7	0.5	1.1	0.7
June	0.5	0.3	0.4	0.5	0.3	0.5
September	1.3	1.5	1.4	1.3	1.5	1.3
December	1.0	1.1	1.1	1.0	1.1	1.0

(a) Reference base of each index: 2003-04 = 100.0.

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	Australia
INDEX NUMBERS (a)									
2000-01	90.1	90.4	90.6	89.7	90.6	90.9	91.1	89.9	90.3
2001-02	93.1	93.5	93.6	92.7	93.5	93.7	94.0	92.8	93.3
2002-03	96.3	96.9	96.5	96.3	96.9	96.7	96.9	95.9	96.5
2003-04	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2001									
December	92.7	93.2	93.3	92.5	93.0	93.3	94.0	92.5	93.0
2002									
March	93.5	93.7	93.9	93.2	93.8	94.1	94.5	93.0	93.6
June	93.9	94.6	94.5	93.6	94.5	94.5	94.8	93.4	94.2
September	95.1	95.9	95.3	94.9	96.0	95.6	95.9	94.7	95.4
December	95.7	96.6	96.2	96.2	96.5	96.6	96.4	95.6	96.1
2003									
March	97.0	97.2	97.0	96.7	97.3	97.0	97.5	96.5	97.0
June	97.4	97.8	97.5	97.2	97.8	97.6	97.7	96.7	97.6
September	98.8	99.0	98.5	98.8	99.1	99.0	98.7	98.7	98.8
December	99.7	99.7	99.7	99.9	99.7	99.9	99.7	99.9	99.7
2004									
March	100.5	100.3	100.7	100.5	100.4	100.3	100.5	100.5	100.5
June	101.0	101.0	101.1	100.8	100.9	100.9	101.2	100.9	101.0
September	102.1	102.4	102.5	102.0	102.5	102.7	102.0	102.4	102.3
December	102.8	103.3	103.6	103.3	103.9	103.3	102.7	104.2	103.3
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	3.3	3.4	3.3	3.3	3.2	3.1	3.2	3.2	3.3
2002-03	3.4	3.6	3.1	3.9	3.6	3.2	3.1	3.3	3.4
2003-04	3.8	3.2	3.6	3.8	3.2	3.4	3.2	4.3	3.6
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
December	3.2	3.6	3.1	4.0	3.8	3.5	2.6	3.4	3.3
2003									
March	3.7	3.7	3.3	3.8	3.7	3.1	3.2	3.8	3.6
June	3.7	3.4	3.2	3.8	3.5	3.3	3.1	3.5	3.6
September	3.9	3.2	3.4	4.1	3.2	3.6	2.9	4.2	3.6
December	4.2	3.2	3.6	3.8	3.3	3.4	3.4	4.5	3.7
2004									
March	3.6	3.2	3.8	3.9	3.2	3.4	3.1	4.1	3.6
June	3.7	3.3	3.7	3.7	3.2	3.4	3.6	4.3	3.5
September	3.3	3.4	4.1	3.2	3.4	3.7	3.3	3.7	3.5
December	3.1	3.6	3.9	3.4	4.2	3.4	3.0	4.3	3.6
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
December	0.6	0.7	0.9	1.4	0.5	1.0	0.5	1.0	0.7
2003									
March	1.4	0.6	0.8	0.5	0.8	0.4	1.1	0.9	0.9
June	0.4	0.6	0.5	0.5	0.5	0.6	0.2	0.2	0.6
September	1.4	1.2	1.0	1.6	1.3	1.4	1.0	2.1	1.2
December	0.9	0.7	1.2	1.1	0.6	0.9	1.0	1.2	0.9
2004									
March	0.8	0.6	1.0	0.6	0.7	0.4	0.8	0.6	0.8
June	0.5	0.7	0.4	0.3	0.5	0.6	0.7	0.4	0.5
September	1.1	1.4	1.4	1.2	1.6	1.8	0.8	1.5	1.3
December	0.7	0.9	1.1	1.3	1.4	0.6	0.7	1.8	1.0

(a) Reference base of each index: 2003-04 = 100.0.

Industry	FINANCIAL YEAR				QUARTER				
	2000-01	2001-02	2002-03	2003-04	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE									
Mining	90.8	93.8	97.2	100.0	99.8	100.3	101.0	102.3	103.6
Manufacturing	90.3	93.3	96.7	100.0	99.8	100.4	101.1	102.4	103.1
Electricity, gas and water supply	88.4	92.4	96.1	100.0	99.6	100.6	101.5	103.2	104.6
Construction	90.0	93.1	96.4	100.0	99.2	100.4	101.7	103.2	104.5
Wholesale trade	91.3	93.9	97.2	100.0	99.6	100.4	101.0	101.9	102.7
Retail trade	91.9	94.1	97.1	100.0	99.9	100.4	101.0	102.0	103.0
Accommodation, cafes and restaurants	91.5	94.1	97.4	100.0	99.9	100.3	100.5	101.7	102.6
Transport and storage	91.6	93.9	96.7	100.0	99.8	100.5	100.7	101.8	102.5
Communication services	91.2	95.3	97.6	100.0	99.7	100.2	100.5	102.2	102.3
Finance and insurance	90.0	93.6	96.8	100.0	99.6	100.3	101.4	102.3	103.5
Property and business services	90.3	93.5	96.6	100.0	99.9	100.3	100.7	102.0	102.6
Education	89.8	92.9	96.6	100.0	98.8	101.0	101.7	102.8	103.7
Health and community services	90.2	93.4	96.3	100.0	100.1	100.4	100.9	102.2	103.7
Cultural and recreational services	90.2	93.3	96.9	100.0	99.6	100.6	100.9	101.8	102.9
Personal and other services	91.3	94.8	97.5	100.0	99.8	100.5	100.6	101.6	102.1
<i>All industries</i>	90.7	93.6	96.8	100.0	99.7	100.4	101.0	102.2	103.1
PUBLIC									
Government administration and defence	89.5	92.4	95.5	100.0	100.0	100.7	100.9	102.3	103.9
Education	88.6	92.2	96.4	100.0	99.1	100.9	101.2	103.7	104.4
Health and community services	88.5	91.3	94.7	100.0	99.5	100.5	100.8	101.4	102.2
Cultural and recreational services	90.2	92.5	95.7	100.0	100.1	100.1	100.3	102.4	103.1
Personal and other services	89.3	92.2	95.9	100.0	99.9	100.7	100.8	103.1	104.6
<i>All industries(b)</i>	89.2	92.3	95.8	100.0	99.5	100.7	101.0	102.5	103.7
ALL SECTORS									
Mining	90.7	93.7	97.2	100.0	99.8	100.3	101.0	102.3	103.6
Manufacturing	90.3	93.3	96.7	100.0	99.8	100.4	101.0	102.4	103.1
Electricity, gas and water supply	88.2	91.9	95.8	100.0	99.3	100.5	101.8	102.9	103.6
Construction	90.1	93.1	96.3	100.0	99.2	100.3	101.6	103.2	104.5
Wholesale trade	91.3	93.9	97.2	100.0	99.6	100.4	101.0	101.9	102.7
Retail trade	91.8	94.1	97.0	100.0	99.9	100.4	101.0	101.9	103.0
Accommodation, cafes and restaurants	91.5	94.2	97.4	100.0	99.9	100.4	100.4	101.7	102.6
Transport and storage	91.2	93.7	96.8	100.0	99.6	100.5	100.8	101.9	102.6
Communication services	91.0	94.3	96.6	100.0	99.5	100.8	100.9	102.1	103.2
Finance and insurance	90.0	93.6	96.8	100.0	99.6	100.4	101.4	102.3	103.5
Property and business services	90.3	93.5	96.6	100.0	99.9	100.3	100.7	102.1	102.7
Government administration and defence	89.5	92.4	95.5	100.0	100.0	100.7	100.9	102.3	103.9
Education	89.0	92.4	96.5	100.0	99.0	100.9	101.4	103.4	104.2
Health and community services	89.4	92.5	95.6	100.0	99.8	100.5	100.9	101.9	103.0
Cultural and recreational services	90.3	93.1	96.5	100.0	99.8	100.5	100.7	102.0	103.0
Personal and other services	90.3	93.5	96.7	100.0	99.9	100.6	100.7	102.4	103.4
All industries	90.3	93.3	96.5	100.0	99.7	100.5	101.0	102.3	103.3

(a) Reference base of each index: 2003-04 = 100.0.

(b) Includes those industries not separately listed.

Industry	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2001-02	2002-03	2003-04	Dec Qtr 2002	Dec Qtr 2003	Dec Qtr 2004	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004	Dec Qtr 2004
PRIVATE										
Mining	3.3	3.6	2.9	4.2	2.8	3.8	0.5	0.7	1.3	1.3
Manufacturing	3.3	3.6	3.4	3.8	3.4	3.3	0.6	0.7	1.3	0.7
Electricity, gas and water supply	4.5	4.0	4.1	3.9	4.0	5.0	1.0	0.9	1.7	1.4
Construction	3.4	3.5	3.7	3.2	3.5	5.3	1.2	1.3	1.5	1.3
Wholesale trade	2.8	3.5	2.9	3.4	2.8	3.1	0.8	0.6	0.9	0.8
Retail trade	2.4	3.2	3.0	3.2	3.1	3.1	0.5	0.6	1.0	1.0
Accommodation, cafes and restaurants	2.8	3.5	2.7	3.7	2.7	2.7	0.4	0.2	1.2	0.9
Transport and storage	2.5	3.0	3.4	3.1	3.5	2.7	0.7	0.2	1.1	0.7
Communication services	4.5	2.4	2.5	2.4	2.4	2.6	0.5	0.3	1.7	0.1
Finance and insurance	4.0	3.4	3.3	3.5	3.0	3.9	0.7	1.1	0.9	1.2
Property and business services	3.5	3.3	3.5	3.5	3.6	2.7	0.4	0.4	1.3	0.6
Education	3.5	4.0	3.5	3.5	3.3	5.0	2.2	0.7	1.1	0.9
Health and community services	3.5	3.1	3.8	3.2	4.2	3.6	0.3	0.5	1.3	1.5
Cultural and recreational services	3.4	3.9	3.2	3.9	3.2	3.3	1.0	0.3	0.9	1.1
Personal and other services	3.8	2.8	2.6	2.7	2.6	2.3	0.7	0.1	1.0	0.5
All industries	3.2	3.4	3.3	3.3	3.3	3.4	0.7	0.6	1.2	0.9
PUBLIC										
Government administration and defence	3.2	3.4	4.7	3.1	5.2	3.9	0.7	0.2	1.4	1.6
Education	4.1	4.6	3.7	4.1	3.6	5.3	1.8	0.3	2.5	0.7
Health and community services	3.2	3.7	5.6	2.9	6.6	2.7	1.0	0.3	0.6	0.8
Cultural and recreational services	2.5	3.5	4.5	3.3	5.1	3.0	0.0	0.2	2.1	0.7
Personal and other services	3.2	4.0	4.3	4.1	5.3	4.7	0.8	0.1	2.3	1.5
All industries(a)	3.5	3.8	4.4	3.5	4.7	4.2	1.2	0.3	1.5	1.2
ALL SECTORS										
Mining	3.3	3.7	2.9	4.1	2.9	3.8	0.5	0.7	1.3	1.3
Manufacturing	3.3	3.6	3.4	3.9	3.4	3.3	0.6	0.6	1.4	0.7
Electricity, gas and water supply	4.2	4.2	4.4	4.6	4.1	4.3	1.2	1.3	1.1	0.7
Construction	3.3	3.4	3.8	3.1	3.7	5.3	1.1	1.3	1.6	1.3
Wholesale trade	2.8	3.5	2.9	3.4	2.8	3.1	0.8	0.6	0.9	0.8
Retail trade	2.5	3.1	3.1	3.1	3.2	3.1	0.5	0.6	0.9	1.1
Accommodation, cafes and restaurants	3.0	3.4	2.7	3.6	2.7	2.7	0.5	0.0	1.3	0.9
Transport and storage	2.7	3.3	3.3	3.3	3.3	3.0	0.9	0.3	1.1	0.7
Communication services	3.6	2.4	3.5	3.0	3.3	3.7	1.3	0.1	1.2	1.1
Finance and insurance	4.0	3.4	3.3	3.5	3.0	3.9	0.8	1.0	0.9	1.2
Property and business services	3.5	3.3	3.5	3.4	3.7	2.8	0.4	0.4	1.4	0.6
Government administration and defence	3.2	3.4	4.7	3.1	5.2	3.9	0.7	0.2	1.4	1.6
Education	3.8	4.4	3.6	3.9	3.4	5.3	1.9	0.5	2.0	0.8
Health and community services	3.5	3.4	4.6	2.9	5.4	3.2	0.7	0.4	1.0	1.1
Cultural and recreational services	3.1	3.7	3.6	3.8	3.7	3.2	0.7	0.2	1.3	1.0
Personal and other services	3.5	3.4	3.4	3.3	4.0	3.5	0.7	0.1	1.7	1.0
All industries	3.3	3.4	3.6	3.3	3.7	3.6	0.8	0.5	1.3	1.0

(a) Includes those industries not separately listed.

EXPLANATORY NOTES

INTRODUCTION

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

2 The methodology used to construct the wage, non-wage and labour price indexes is similar to that used for other price indexes such as the Consumer Price Index. In the LPI, 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), broad industry group and broad occupation group (wage price indexes only). For more detailed information on the methodology used in the construction of the LPI, refer to *Labour Price Index: Concepts, Sources and Methods* (cat. no. 6351.0.55.001).

PUBLISHED INDEXES

3 Four wage price indexes are constructed and published quarterly. These indexes were first compiled for the September quarter 1997:

- 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.

4 Four non-wage price indexes are constructed. These are financial year indexes and were first compiled for the 2001–02 financial year. The full set are updated annually in the September quarter LPI publication. In all other quarters a summary table is published as an appendix to the publication.

- annual and public holiday leave index
- superannuation index
- payroll tax index
- workers' compensation index.

5 From the individual wage and non-wage components a labour price index can be constructed. Two versions of the labour price index are produced and, like the non-wage price indexes, they are financial year indexes (first compiled for 2001–02):

- labour price index excluding bonuses
- labour price index including bonuses.

DESIGN OF THE INDEXES

BROAD DESCRIPTION

6 The wage, non-wage and labour price indexes measure changes over time in the price of labour 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.

7 Price determining characteristics of the jobs are detailed in fixed pricing specifications and any changes in labour 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, etc.)
- changes in location where the work is performed.

8 Changes in the price of labour resulting from changes in the composition of the labour market are also excluded from index movements. To achieve this, price movements for each segment of the labour market (defined by state/territory, sector, industry and occupation) are combined using expenditure weights that remain constant between successive weighting base periods.

EXPLANATORY NOTES *continued*

WAGE PRICE INDEXES

9 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, centralised wage fixation, individual contracts and informal arrangements.

10 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 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.

11 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.

12 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 9 and 10) and overtime hourly rates. As a result, the total hourly 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.

13 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.

NON-WAGE PRICE INDEXES

14 The *annual and public holiday leave index* is calculated using both ordinary time hourly wage and salary rates, and the amount of annual and public holiday leave offered by employers. Pure price changes in either of these variables will reflect in the index. The index specifically prices leave *entitlements* and therefore will not show changes due to fluctuations in the actual amount of leave taken by job occupants.

15 The *superannuation index* is calculated using ordinary time hourly wage and salary rates, and the rate of superannuation that is paid by employers. Pure price changes in either of these variables will be reflected in the index. Superannuation payments equal to and above the legislated minimum specified in the *Superannuation Guarantee Act 1992*, are included in the index. Amounts that are salary sacrificed to superannuation are included in the wage price indexes and not the superannuation index.

16 The *payroll tax and workers' compensation indexes* are calculated differently to the other wage and non-wage indexes. As these costs are both levied at the employer level, the indexes are calculated using total payroll information rather than rates of pay data. The separate indexes are derived by applying either payroll tax rates/thresholds or workers' compensation premium rates to the total payroll data. The indexes reflect both pure price changes in total payroll and either changes in the payroll tax rates/thresholds or workers' compensation premium rates.

17 Data quality concerns exist in relation to the workers' compensation premium rates for the ACT private sector. Until these concerns are resolved, this data will be imputed based on industry averages across Australia. However, separate workers' compensation index numbers for the ACT private sector will not be available.

EXPLANATORY NOTES *continued*

LABOUR PRICE INDEXES

18 Two labour price indexes (one including bonuses and one excluding them) are constructed from the individual wage and non-wage components. As with the wage price indexes, only the labour price index that excludes bonuses is a pure price index because bonuses tend to reflect changes in the quality of work performed.

SCOPE AND COVERAGE

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

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

20 All employee jobs in the target population of employers are in scope of the LPI, except the following:

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

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

DATA COLLECTION

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

23 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 LPI continues 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.

24 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.

EXPLANATORY NOTES *continued*

DATA COLLECTION *continued*

25 Annual leave and superannuation information is collected from the same job sample as that used to construct the wage price indexes. However, data are only collected annually as part of the June quarter LPI survey. Changes in the job sample due to factors such as the annual refreshing of the employer sample, together with the requirement of pricing the same jobs in successive years, reduces the number of matched jobs used to calculate the annual and public holiday leave index and the superannuation index compared with the matched jobs underlying the wage price indexes.

26 Information from administrative and other ABS data sources is used to construct the payroll tax and workers' compensation indexes, as well as the public holiday component of the annual and public holiday leave index.

WEIGHTING

27 In the LPI, as with other price indexes, expenditure weights are used to combine elementary aggregates into broader level indexes. These weights are derived from independent estimates of labour costs for each elementary aggregate. The estimates are sourced from the Major Labour Costs Survey (MLC), the Employee Earnings and Hours (EEH) survey and the Census of Population and Housing. The weights are updated for the December quarter each year to take account of changing employer expenditure patterns for labour among each segment of the labour market (elementary aggregates). They reflect changes in the distribution of the number of employee jobs among occupations, industries, states/territories and sectors, as well as changes in labour cost relativities. Appendix 1 shows the distribution of employers' expenditure on wages and salaries, for the September quarter 2004.

28 To facilitate comparison of index numbers over time, the published indexes are not re-referenced (i.e. reset to 100.0) each time this re-weighting occurs. Instead, the series based on the old expenditure weights and that based on the new weights are linked via an arithmetic calculation, which is referred to as chaining. This provides a continuous series from the commencement of the index, while incorporating the updated expenditure weights.

INTERPRETATION OF INDEX NUMBERS

29 Index numbers in this publication measure changes in the price of labour 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, 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 the price of labour between the two periods. These *movements* can be compared across states/territories, sectors, industries, or occupations.

PERCENTAGE CHANGE AND ROUNDING

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

EXPLANATORY NOTES *continued*

INDEX MOVEMENTS

31 Movements in indexes from one period to another can be expressed either as changes in index points or as percentage changes. In this publication, percentage changes are calculated to illustrate three different kinds of movements in indexes:

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

32 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 (see table 2)
December quarter 2004	103.3
<i>less</i> December quarter 2003	99.7
Change in index points	3.6
Percentage change	$3.6/99.7 \times 100 = 3.6\%$

FINANCIAL YEAR INDEXES

33 Index numbers for financial years are calculated as simple (arithmetic) averages of the four quarterly index numbers for the financial year. As the wage price indexes 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 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 2002–03:

Total hourly rates of pay excluding bonuses, Australia

	Index numbers (see table 2)
September quarter 2002	95.4
<i>plus</i> December quarter 2002	96.1
<i>plus</i> March quarter 2003	97.0
<i>plus</i> June quarter 2003	97.6
Financial year 2002–03	$386.1/4 = 96.5$

34 Percentage changes between the index numbers for any two financial years can be calculated using the method outlined in paragraph 32 above.

SEASONALLY ADJUSTED INDEXES

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

36 The *total hourly rates of pay excluding bonuses index* is the only index of the LPI 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 Australian workplace agreements and certified agreements, the length of these agreements, and the timing of significant centralised wage hearings that impact on award rates of pay such as the 'Safety Net Review' conducted by the Australian Industrial Relations Commission. A significant future change in wage setting arrangements, such as that which occurred during the mid to late 1990s, could affect the seasonality of the index. The ABS does monitor the effects of any such change and will advise users of the reliability of the seasonally adjusted series during any transition period.

EXPLANATORY NOTES *continued*

CONCURRENT SEASONAL ANALYSIS

37 The LPI 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. It eliminates the need to use projected seasonal factors, and results in substantial gains in accuracy and consistency of the seasonally adjusted series. 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 noticeable revisions will be to the combined adjustment factors for the previous quarter and for the same quarter in the preceding year as the reference quarter (i.e. if the latest quarter is Q_t , then the most significant revisions will be to Q_{t-1} and Q_{t-4}).

TREND ESTIMATES

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

REFERENCE BASE PERIOD

39 The reference base period of an index series is that period for which the value of the index is set to 100.0. It is most commonly a year but can also be a different length of time, ranging from two or three years down to a single quarter. It often coincides with the weighting base for the series, but this is not essential. The September quarter 1997 was used as the original reference base for the wage price indexes as it was the first quarter for which data was available.

40 With the introduction of the non-wage price indexes, all indexes are presented on a reference base of 2003–04. As this is the most recent financial year that can be calculated, most previous financial year index numbers will be less than or equal to 100. An explanation of the re-referencing process was included in the September quarter 2004 issue of this publication.

RELIABILITY OF THE INDEXES

41 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. The ABS has not published any estimates of sampling error for the LPI. While it is reasonably straightforward to calculate sampling errors for a level estimate such as the total number of employee jobs produced by a sample survey, it is not so straightforward a process for the LPI, which is a product of sample and index methodologies. Research is underway into an appropriately robust method of estimating sampling errors for the survey.

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

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

EXPLANATORY NOTES *continued*

REVISIONS TO INDEXES

43 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 for some quarters will be revised as extra quarters are included in the series analysed for seasonal influences (see paragraph 37).

RELATED PUBLICATIONS

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

Information Paper: Labour Price Index, Australia, 2004, cat. no. 6363.0

Labour Price Index: Concepts, Sources and Methods, cat. no. 6351.0.55.001

Australian Labour Market Statistics, cat. no. 6105.0

Average Weekly Earnings, Australia, cat. no. 6302.0

Consumer Price Index, Australia, cat. no. 6401.0

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

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. 6461.0.80.001

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

ABS DATA AVAILABLE ON REQUEST

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

APPENDIX 1 DISTRIBUTION OF EXPENDITURE ON WAGES

SEPTEMBER QUARTER 2004

A1 DISTRIBUTION OF EMPLOYERS' TOTAL EXPENDITURE ON WAGES AND SALARIES (a)

	Private	Public	All Sectors
	%	%	%
Sector by State/Territory			
New South Wales	36.7	34.0	36.0
Victoria	27.0	20.5	25.3
Queensland	16.2	19.3	17.0
South Australia	7.0	6.7	6.9
Western Australia	9.5	8.8	9.3
Tasmania	1.6	2.4	1.8
Northern Territory	0.8	1.9	1.1
Australian Capital Territory	1.2	6.3	2.6
Australia	100.0	100.0	100.0
Sector by broad occupation group(b)			
Managers and administrators	13.6	11.8	13.1
Professionals	19.5	42.1	25.3
Associate professionals	13.0	15.6	13.6
Tradespersons and related workers	12.7	5.3	10.8
Advanced clerical, sales and service workers	3.6	2.1	3.2
Intermediate clerical, sales and service workers	14.5	14.3	14.5
Intermediate production and transport workers	10.1	3.2	8.3
Elementary clerical, sales and service workers	6.2	3.4	5.5
Labourers and related workers	6.8	2.2	5.6
All occupations	100.0	100.0	100.0
Sector by broad industry group(c)			
Mining	3.1	(d)	2.3
Manufacturing	20.8	(d)	15.5
Electricity, gas and water supply	1.0	(d)	1.5
Construction	6.0	(d)	4.8
Wholesale trade	8.0	(d)	6.0
Retail trade	12.1	(d)	9.0
Accommodation, cafes and restaurants	4.0	(d)	3.1
Transport and storage	5.5	(d)	5.0
Communication services	1.5	(d)	2.9
Finance and insurance	7.5	(d)	5.9
Property and business services	14.3	(d)	11.5
Government administration and defence	. .	25.8	6.8
Education	3.7	24.6	9.1
Health and community services	8.3	19.0	11.3
Cultural and recreational services	1.9	2.2	1.9
Personal and other services	2.2	6.4	3.3
All industries	100.0	100.0	100.0

. . not applicable

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

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

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

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

APPENDIX 2 SUMMARY OF NON-WAGE & LABOUR PRICE INDEXES

NON-WAGE AND LABOUR
PRICE INDEXES

A2 LPI AND NON-WAGE INDEXES (a), Sector

	INDEX NUMBERS(b)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
ANNUAL AND PUBLIC HOLIDAY LEAVE					
Private	94.6	97.8	100.0	3.4	2.2
Public	93.0	96.6	100.0	3.9	3.5
All sectors	94.2	97.5	100.0	3.5	2.6
SUPERANNUATION					
Private	85.1	96.6	100.0	13.5	3.5
Public	90.2	95.9	100.0	6.3	4.3
All sectors	86.2	96.4	100.0	11.8	3.7
PAYROLL TAX					
Private	94.3	96.9	100.0	2.8	3.2
Public	94.5	96.5	100.0	2.1	3.6
All sectors	94.3	96.8	100.0	2.7	3.3
WORKERS' COMPENSATION					
Private	92.4	97.4	100.0	5.4	2.7
Public	89.5	94.3	100.0	5.4	6.0
All sectors	91.8	96.8	100.0	5.4	3.3
LABOUR PRICE INDEX EXCLUDING BONUSES					
Private	92.9	96.9	100.0	4.3	3.2
Public	92.2	95.8	100.0	3.9	4.4
All sectors	92.8	96.6	100.0	4.1	3.5

(a) Refer to paragraphs 4 and 5 of Explanatory Notes for a description of the indexes.

(b) Reference base of each index: 2003-04 = 100.0.

GLOSSARY

Annual and public holiday leave index	Measures changes in the price of annual and public holiday leave (see Explanatory Notes paragraph 14).
Bonuses	Payments made to a job occupant that are in addition to regular wages and salaries and which generally relate to the job occupant's, or the organisation's performance.
Elementary aggregates	The finest aggregations of jobs, in terms of state/territory, sector, industry group and occupation group, for which expenditure weights are available.
Employee job	A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates.
Employer	Organisation with one or more employees.
Expenditure weights	A measure of the relative importance of each elementary aggregate, based on employers' total expenditure on the LPI component being considered (e.g. wages and salaries, superannuation, etc.). 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.
Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
Labour price index	Measures changes in the price of labour. Includes wages and salaries, overtime, bonuses (only in the labour price including bonuses index), annual and public holiday leave, superannuation, payroll tax and workers' compensation (see Explanatory Notes paragraph 18).
Occupation	Classified according to the <i>Australian Standard Classification of Occupations (ASCO), Second Edition</i> (cat. no. 1220.0).
Ordinary time hourly rates of pay index	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 9 and 10).
Ordinary time hours	Award, standard or agreed hours of work paid for at the ordinary rate.
Overtime hours	The number of hours paid for in excess of ordinary time hours, based on the data for the first quarter a selected job is included in the survey.
Payroll tax index	Measures changes in the price of payroll tax (see Explanatory Notes paragraph 16).
Reference base period	The period for which an index series is given the value of 100.0. The current reference base for the LPI is the 2003–04 financial year.
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 35–37).
Superannuation index	Measures changes in the price of superannuation (see Explanatory Notes paragraph 15).
Total hourly rates of pay index	Measures quarterly change in combined ordinary time and overtime hourly rates of pay (see Explanatory Notes paragraph 12).
Trend	A measure of the underlying direction of a series. (see Explanatory Notes paragraph 38).
Weighting base	The period to which the expenditure weights relate.
Workers' Compensation index	Measures changes in the price of workers' compensation (see Explanatory Notes paragraph 16).

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- LIBRARY* A range of ABS publications is available from public and tertiary libraries Australia-wide. Contact your nearest library to determine whether it has the ABS statistics you require, or visit our web site for a list of libraries.
- CPI INFOLINE* For current and historical Consumer Price Index data, call 1902 981 074 (call cost 77c per minute).
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