



New
Issue

Information Paper

Labour Price Index

Australia

2004

Dennis Trewin
Australian Statistician

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INTRODUCTION

INTRODUCTION

This Information Paper outlines changes to be made to the publication Wage Cost Index, Australia (cat. no. 6345.0) which will be released under the new title, Labour Price Index, Australia from the September quarter 2004 edition onwards. The new name identifies the publication as one of the price indexes produced by the ABS and also reflects the inclusion of non-wage and labour price indexes. The content and ordering of all tables previously published in cat. no. 6345.0 will not change.

The paper provides a brief description of the new indexes to be included in the publication and a 'mock-up' of the September quarter 2004 edition to be released on 17 November 2004.

CHANGES TO PUBLICATION 6345.0

NEW REFERENCE BASE

The reference base of an index series is that period for which the value of the index is set to 100.0. For the quarterly wage price indexes (previously known as the wage cost indexes), the September quarter 1997 was used as the original reference base, as it was the first quarter for which data was available. With the introduction of the non-wage price indexes, all index numbers will be presented on a reference base of 2003-04.

Details about the re-referencing process, including the effect on the existing index numbers and how to convert the quarterly series back to the previous reference base, can be found in Appendix 2 of the 'mock-up' of the September quarter 2004 publication.

A consequence of re-referencing price indexes can be that the period to period percentage changes calculated using re-referenced index numbers may differ slightly from those calculated using the original series. These differences do not constitute a revision of the index but simply reflect the effect of rounding.

NON-WAGE PRICE INDEXES

The ABS has produced quarterly wage price indexes (Wage Cost Index, Australia cat. no. 6345.0), since September 1997. Non-wage price indexes and labour price indexes will be published for the first time in November 2004. These indexes will be available on an annual basis.

The non-wage price indexes will include annual and public holiday leave, employer funded superannuation, payroll tax, and workers' compensation. Like the wage price indexes, the non-wage price indexes are Laspeyres-type price indexes, which measure changes in the price of labour using fixed weights. The price changes recorded are unaffected by changes in the quality and quantity of the work performed.

Annual and Public Holiday Leave Index

As is the case for the wage price indexes, the Annual and public holiday leave index (and the Superannuation index discussed below) are calculated using data collected from a sample of individual jobs common to consecutive time periods.

The annual and public holiday leave price is derived using both wage data (in the form of an hourly rate of pay) and the amount of annual and public holiday leave that is offered by the employer. The index is then constructed by comparing this price to that in the previous year. Changes in the price will result from changes in the hourly rate of pay, and/or the amount of leave offered by the employer.

Superannuation Index

The superannuation price is derived using both wage data (again in the form of an hourly rate of pay) and the rate of superannuation that is paid by the employer. Changes in the price from one year to the next will result from changes in the hourly rate of pay, and/or the rate of superannuation paid by the employer.

Payroll Tax Index

The methodology used to calculate the payroll tax index (and the workers' compensation index discussed below) differs from that used for annual and public holiday leave and superannuation. As payroll tax and workers' compensation are both levied at the employer level, the price is also determined at this level. Therefore, rather than calculating the indexes from a sample of individual jobs, the Payroll tax and Workers' compensation indexes are calculated using an employer's total payroll.

Payroll Tax Index continued

Utilising data from both ABS and non-ABS sources, the payroll tax price is modelled by applying the appropriate payroll tax variables (rate and threshold) to employers' payroll data. Changes in the price from one period to the next will result from changes in the payroll tax variables, and/or the employer's payroll (excluding payroll changes resulting from quantity and quality shifts such as changes in the number and experience of the staff employed).

Workers' Compensation Index

The workers' compensation price is modelled by applying the appropriate workers' compensation premium rate to employers' payroll data. Where applicable, the price of excesses payable and excess buy-out options are also modelled. Changes in the price from one year to the next will result from changes in the range of workers' compensation variables, and/or the employer's payroll (again, excluding payroll changes resulting from quantity and quality shifts).

Labour Price Index

A labour price index can be constructed by combining the individual wage and non-wage components. Two versions of the labour price index will be produced, one excluding bonuses and the other including them. As is the case for the wage price indexes, only the labour price index that excludes bonuses is considered to be a pure price index as bonus payments often reflect changes in the quality of work performed.

DATA AVAILABILITY

Eleven additional tables will be included in the September quarter 2004 publication, presenting non-wage and labour price indexes. These will include state/territory, sector and industry information. The layout of each of the new tables is shown in the 'mock-up' of the publication included at the end of this information paper.

The new indexes will all be financial year indexes. They will be published annually in November, as part of the September quarter LPI publication. In November 2004, data for three financial years will be released; 2001–02, 2002–03 and 2003–04. The wage price indexes will continue to be published quarterly as in the past.

Indexes will be available for various combinations of state/territory, sector and industry classifications. Unlike the wage price indexes, no occupation data will be available for the non-wage or labour price indexes.

FURTHER INFORMATION

The first Labour Price Index, Concepts, Sources and Methods publication (6351.0.55.001) will be available on the ABS website from 17 November 2004. It will provide comprehensive information about the concepts underlying the labour price index, as well as the data sources and methods used to compile all of the wage and non-wage price indexes.

If you have any questions regarding these changes, please contact Tim Landrigan on (08) 9360 5151 or by using the email address tim.landrigan@abs.gov.au.

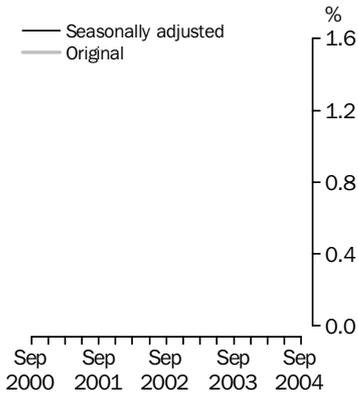
LABOUR PRICE INDEX

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) WED 17 NOV 2004

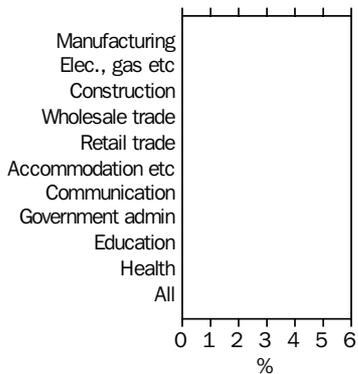
Quarterly changes

Total hourly rates of pay excluding bonuses



Annual change: original

Total hourly rates of pay excluding bonuses
For selected industries



KEY FIGURES

	Jun Qtr 2004 to Sep Qtr 2004 % change	Sep Qtr 2003 to Sep Qtr 2004 % change
Total hourly rates of pay excluding bonuses		
Seasonally Adjusted		
Australia	—	—
Sector		
Private	—	—
Public	—	—
Original		
Australia	—	—
Sector		
Private	—	—
Public	—	—

— nil or rounded to zero (including null cells)

	2001-02 to 2002-03 % change	2002-03 to 2003-04 % change
Labour price index excluding bonuses		
Australia	—	—
Sector		
Private	—	—
Public	—	—

— nil or rounded to zero (including null cells)

KEY POINTS

TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

QUARTERLY CHANGES (JUN QTR 2004 TO SEP QTR 2004)

- The index for all employee jobs in Australia increased by x.x%, seasonally adjusted.

ANNUAL CHANGES (SEP QTR 2003 TO SEP QTR 2004)

- The seasonally adjusted increase through the year to September 2004 for all employee jobs in Australia was x.x% (in trend terms, x.x%).

LABOUR PRICE INDEX EXCLUDING BONUSES

FINANCIAL YEAR CHANGE (2002-03 TO 2003-04)

- The increase in the Labour Price Index for the 2003-04 financial year was x.x%.

INQUIRIES

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

NOTES

FORTHCOMING ISSUES

<i>ISSUE (Quarter)</i>	<i>RELEASE DATE</i>
December 2004	23 February 2005
March 2005	18 May 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

The title of this publication has changed from *Wage Cost Index, Australia* to *Labour Price Index, Australia*. The new name identifies the publication as one of the price indexes produced by the ABS and also reflects the inclusion of non-wage and labour price indexes. The content and ordering of all tables previously published in this publication have not changed. Eleven new tables are included in this issue presenting non-wage and labour price indexes.

New price indexes covering selected non-wage costs have been included in respect of annual and public holiday leave, superannuation, payroll tax, and workers' compensation. In addition, two labour price indexes have been constructed (one including bonuses and one excluding bonuses) from the wage and non-wage components. The non-wage and labour price indexes are available for financial years from 2001–02 onwards. The new indexes will be published in November each year as part of the September quarter *Labour Price Index, Australia* (cat. no. 6345.0).

All index numbers have been released on a new reference base of 2003–04; i.e. the numbers in each index series have been reset to equal 100.0 for the financial year 2003–04. Details about the re-referencing process and how to convert the rebased quarterly series of index numbers back to the previous reference base of September quarter 1997 = 100.0 are provided in Appendix 2.

FURTHER INFORMATION

More detailed information on the Labour Price Index 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

Dennis Trewin
Australian Statistician

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COMMENTARY

THIS PAGE WILL CONTAIN
COMMENTARY.

Sample

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									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2002									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

(a) Reference base of each index: 2003–04 (in original terms) = 100.0. See paragraphs 38 and 39 of the Explanatory Notes for an explanation of the reference base.

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

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
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INDEX NUMBERS (a)

2000-01	—	—	—	—	—	—	—	—	—
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
2001									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2002									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

CHANGE FROM PREVIOUS FINANCIAL YEAR (%)

2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—

CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)

2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

CHANGE FROM PREVIOUS QUARTER (%)

2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

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

<i>Period</i>	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
INDEX NUMBERS (a)									
2000-01	—	—	—	—	—	—	—	—	—
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
2001									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2002									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

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>	<i>Australia</i>
INDEX NUMBERS (a)									
2000-01	—	—	—	—	—	—	—	—	—
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
2001									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2002									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)									
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
CHANGE FROM PREVIOUS QUARTER (%)									
2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

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	Sep Qtr 2003	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004
	PRIVATE								
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	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—	—	—	—	—
PUBLIC									
Government administration and defence	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
<i>All industries(b)</i>	—	—	—	—	—	—	—	—	—
ALL SECTORS									
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	—	—	—	—	—	—	—	—	—
Government administration and defence	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
All industries	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

(b) Includes those industries not separately listed.

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

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	Sep Qtr 2002	Sep Qtr 2003	Sep Qtr 2004	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004
PRIVATE										
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	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—	—	—	—	—	—
PUBLIC										
Government administration and defence	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
<i>All industries (a)</i>	—	—	—	—	—	—	—	—	—	—
ALL SECTORS										
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	—	—	—	—	—	—	—	—	—	—
Government administration and defence	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
All industries	—	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

(a) Includes those industries not separately listed.

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

Occupation	FINANCIAL YEAR				QUARTER					
	2000-01	2001-02	2002-03	2003-04	Sep	Dec	Mar	Jun	Sep	
					Qtr	Qtr	Qtr	Qtr	Qtr	
					2003	2003	2004	2004	2004	
PRIVATE										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
<i>All occupations</i>	—	—	—	—	—	—	—	—	—	—
PUBLIC										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
<i>All occupations</i>	—	—	—	—	—	—	—	—	—	—
ALL SECTORS										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
All occupations	—	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

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

Occupation	FROM PREVIOUS FINANCIAL YEAR			FROM CORRESPONDING QUARTER OF PREVIOUS YEAR			FROM PREVIOUS QUARTER			
	2001-02	2002-03	2003-04	Sep Qtr 2002	Sep Qtr 2003	Sep Qtr 2004	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004
PRIVATE										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
All occupations	—	—	—	—	—	—	—	—	—	—
PUBLIC										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
All occupations	—	—	—	—	—	—	—	—	—	—
ALL SECTORS										
Managers and administrators	—	—	—	—	—	—	—	—	—	—
Professionals	—	—	—	—	—	—	—	—	—	—
Associate professionals	—	—	—	—	—	—	—	—	—	—
Tradespersons and related workers	—	—	—	—	—	—	—	—	—	—
Advanced clerical and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Intermediate production and transport workers	—	—	—	—	—	—	—	—	—	—
Elementary clerical, sales and service workers	—	—	—	—	—	—	—	—	—	—
Labourers and related workers	—	—	—	—	—	—	—	—	—	—
All occupations	—	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

Period	ORDINARY TIME HOURLY RATES			TOTAL HOURLY RATES		
	Private	Public	All Sectors	Private	Public	All Sectors
INDEX NUMBERS (a)						
2000-01	—	—	—	—	—	—
2001-02	—	—	—	—	—	—
2002-03	—	—	—	—	—	—
2003-04	—	—	—	—	—	—
2001						
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2002						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2003						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2004						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
CHANGE FROM PREVIOUS FINANCIAL YEAR (%)						
2001-02	—	—	—	—	—	—
2002-03	—	—	—	—	—	—
2003-04	—	—	—	—	—	—
CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)						
2002						
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2003						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2004						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
CHANGE FROM PREVIOUS QUARTER (%)						
2002						
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2003						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—
December	—	—	—	—	—	—
2004						
March	—	—	—	—	—	—
June	—	—	—	—	—	—
September	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Period	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
--------	-----------------	----------	------------	-----------------	-------------------	----------	--------------------	------------------------------	-----------

INDEX NUMBERS (a)

2000-01	—	—	—	—	—	—	—	—	—
2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—
2001									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2002									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

CHANGE FROM PREVIOUS FINANCIAL YEAR (%)

2001-02	—	—	—	—	—	—	—	—	—
2002-03	—	—	—	—	—	—	—	—	—
2003-04	—	—	—	—	—	—	—	—	—

CHANGE FROM CORRESPONDING QUARTER OF PREVIOUS YEAR (%)

2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

CHANGE FROM PREVIOUS QUARTER (%)

2002									
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2003									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—
December	—	—	—	—	—	—	—	—	—
2004									
March	—	—	—	—	—	—	—	—	—
June	—	—	—	—	—	—	—	—	—
September	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	FINANCIAL YEAR				QUARTER				
	2000-01	2001-02	2002-03	2003-04	Sep Qtr 2003	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004
	PRIVATE								
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	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—	—	—	—	—
PUBLIC									
Government administration and defence	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
<i>All industries(b)</i>	—	—	—	—	—	—	—	—	—
ALL SECTORS									
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	—	—	—	—	—	—	—	—	—
Government administration and defence	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—
All industries	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

(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	Sep Qtr 2002	Sep Qtr 2003	Sep Qtr 2004	Dec Qtr 2003	Mar Qtr 2004	Jun Qtr 2004	Sep Qtr 2004
PRIVATE										
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	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—	—	—	—	—	—
PUBLIC										
Government administration and defence	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
<i>All industries (a)</i>	—	—	—	—	—	—	—	—	—	—
ALL SECTORS										
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	—	—	—	—	—	—	—	—	—	—
Government administration and defence	—	—	—	—	—	—	—	—	—	—
Education	—	—	—	—	—	—	—	—	—	—
Health and community services	—	—	—	—	—	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—	—	—	—	—	—
Personal and other services	—	—	—	—	—	—	—	—	—	—
All industries	—	—	—	—	—	—	—	—	—	—

— nil or rounded to zero (including null cells)

(a) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
				
PRIVATE					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
PUBLIC					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
ALL SECTORS					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
PRIVATE					
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	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—
PUBLIC					
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries(b)</i>	—	—	—	—	—
ALL SECTORS					
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	—	—	—	—	—
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

(b) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
				
PRIVATE					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
PUBLIC					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
ALL SECTORS					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
PRIVATE					
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	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—
PUBLIC					
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries(b)</i>	—	—	—	—	—
ALL SECTORS					
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	—	—	—	—	—
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

(b) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
				
PRIVATE					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
PUBLIC					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
<i>Australia</i>	—	—	—	—	—
.....					
ALL SECTORS					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
PRIVATE					
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	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries</i>	—	—	—	—	—
PUBLIC					
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
<i>All industries(b)</i>	—	—	—	—	—
ALL SECTORS					
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	—	—	—	—	—
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

(b) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
				
PRIVATE					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—
.....					
PUBLIC					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—
.....					
ALL SECTORS					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
PRIVATE					
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	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—
PUBLIC					
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries(b)	—	—	—	—	—
ALL SECTORS					
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	—	—	—	—	—
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

(b) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
	PRIVATE				
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—
PUBLIC					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—
ALL SECTORS					
New South Wales	—	—	—	—	—
Victoria	—	—	—	—	—
Queensland	—	—	—	—	—
South Australia	—	—	—	—	—
Western Australia	—	—	—	—	—
Tasmania	—	—	—	—	—
Northern Territory	—	—	—	—	—
Australian Capital Territory	—	—	—	—	—
Australia	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

Industry	INDEX NUMBERS (a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
PRIVATE					
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	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—
PUBLIC					
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries(b)	—	—	—	—	—
ALL SECTORS					
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	—	—	—	—	—
Government administration and defence	—	—	—	—	—
Education	—	—	—	—	—
Health and community services	—	—	—	—	—
Cultural and recreational services	—	—	—	—	—
Personal and other services	—	—	—	—	—
All industries	—	—	—	—	—

— nil or rounded to zero (including null cells)

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

(b) Includes those industries not separately listed.

	INDEX NUMBERS(a)			CHANGE FROM PREVIOUS FINANCIAL YEAR (%)	
	2001-02	2002-03	2003-04	2002-03	2003-04
Private	—	—	—	—	—
Public	—	—	—	—	—
All Sectors	—	—	—	—	—

— nil or rounded to zero (including null cells)
(a) Reference base of each index: 2003-04 = 100.0

Sample

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. They are published annually in the September quarter LPI 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); or
- 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.

LABOUR PRICE INDEXES

17 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.

EXPLANATORY NOTES *continued*

SCOPE AND COVERAGE

18 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.

19 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).

20 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

21 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.

22 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.

23 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.

24 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 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

EXPLANATORY NOTES *continued*

DATA COLLECTION *continued*

superannuation index compared with the matched jobs underlying the wage price indexes.

25 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

26 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 Survey of Employment and Earnings (SEE), 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 2003.

27 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

28 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

29 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.

INDEX MOVEMENTS

30 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.

EXPLANATORY NOTES *continued*

INDEX MOVEMENTS *continued*

31 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 (sample data only)
June quarter	124.3
<i>less</i> March quarter	123.7
Change in index points	0.6
Percentage change	$0.6/123.7 \times 100 = 0.5\%$

FINANCIAL YEAR INDEXES

32 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 most recent financial year index numbers:

Total hourly rates of pay excluding bonuses, Australia

	Index numbers (sample data only)
September quarter	121.6
<i>plus</i> December quarter	122.7
<i>plus</i> March quarter	123.7
<i>plus</i> June quarter	124.3
Financial year	$492.3/4 = 123.1$

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

SEASONALLY ADJUSTED INDEXES

34 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.

35 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

36 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

37 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

38 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.

39 With the introduction of the non-wage price indexes, all indexes will be presented on a reference base of 2003–04. As this is the most recent financial year that can be calculated, all previous financial year index numbers will be less than 100. An explanation of the re-referencing process is included in Appendix 2.

RELIABILITY OF THE INDEXES

40 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.

41 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

42 Original index numbers will be released as final figures at the time they are first published. Revisions will only occur in exceptional circumstances. Trend and seasonally adjusted indexes for some quarters will be revised as extra quarters are included in the series analysed for seasonal influences (see paragraph 36).

RELATED PUBLICATIONS

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

Australian Labour Market Statistics, cat. no. 6105.0

Average Weekly Earnings, Australia, cat. no. 6302.0

Consumer Price Index, Australia, cat. no. 6401.0

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

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

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

44 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

45 As well as the statistics included in this and related publications, the ABS may have other relevant data available on request. Inquiries should be made to 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 2003

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

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

. . not applicable

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

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

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

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

APPENDIX 2 RE-REFERENCING THE WAGE PRICE INDEX

REFERENCE BASE

The reference base of an index series is that period for which the value of the index is set to 100.0. For the wage price indexes, the September quarter 1997 was used as the original reference base, as it was the first quarter for which data was available. With the introduction of the non-wage and labour price indexes, all indexes are now presented on a reference base of 2003–04.

CONVERTING A SERIES TO THE NEW REFERENCE BASE

The conversion of series from the old base to the new base also involves a rescaling of the index numbers. The scaling factor that should be applied to the index numbers is calculated by obtaining the ratio of the index numbers on the old and new bases for the new reference period.

For example, for the *total hourly rates of pay excluding bonuses index* for Australia, an arithmetic conversion factor is obtained as follows:

Index number for year 2003–04 (on base September quarter 1997 = 100.0) is 123.1

Index number for year 2003–04 (on base 2003–04 = 100.0) is 100.0

Conversion factor $100/123.1 = 0.8123$

The factor 0.8123 may be multiplied by any *total hourly rates of pay excluding bonuses index* number for Australia on the old reference base to give the corresponding number on the new reference base. The procedure shown in the above example may be followed in respect of any specific index series for which index numbers have been published on the old reference base.

ROUNDING

Index numbers and percentage changes are always published to one decimal place, with the percentage changes being calculated from the rounded index numbers. Index numbers for periods longer than a single quarter (e.g. for financial years) are calculated as the simple arithmetic average of the relevant rounded quarterly index numbers. The conversion factor described above is applied to the rounded index numbers.

A consequence of re-referencing price indexes can be that period to period percentage changes calculated using re-referenced index number series may differ slightly from those calculated using the original series. These differences do not constitute a revision of the index but simply reflect the effect of rounding.

CONVERTING THE RE-REFERENCED SERIES BACK TO THE PREVIOUS BASE

The conversion of series from the new base to the old base involves a rescaling of the index numbers. The rescaling factor is obtained by taking the inverse of the previously described scaling factor.

For example, for the *total hourly rates of pay excluding bonuses index* for Australia, the rescaling factor is obtained as follows:

Index number for year 2003–04 (on base September quarter 1997 = 100.0) is 123.1

Index number for year 2003–04 (on base 2003–04 = 100.0) is 100.0

Conversion factor $123.1/100 = 1.2310$

The factor 1.2310 may be multiplied by any *total hourly rates of pay excluding bonuses index* number for Australia on the new reference base to give the corresponding number on the old reference base.

Conversion factors for most of the published *total hourly rates of pay excluding bonuses indexes* are provided in Table A2. Additional factors can be obtained using the formulas above or by contacting Tim Landrigan on Perth (08) 9360 5151.

APPENDIX 2 RE-REFERENCING THE WAGE PRICE INDEX *continued*

CONVERSION FACTORS

A2 FACTORS USED TO CONVERT INDEX NUMBERS,
From old reference base (September quarter 1997=100.0) to
new (2003-04=100.0)

	Private	Public	All sectors
Australia	—	—	—
Sector by State/Territory			
New South Wales	—	—	—
Victoria	—	—	—
Queensland	—	—	—
South Australia	—	—	—
Western Australia	—	—	—
Tasmania	—	—	—
Northern Territory	—	—	—
Australian Capital Territory	—	—	—
Sector by Industry(a)			
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	—	..	—
Government administration and defence	..	—	—
Education	—	—	—
Health and community services	—	—	—
Cultural and recreational services	—	—	—
Personal and other services	—	—	—
Sector by occupation(b)			
Managers and administrators	—	—	—
Professionals	—	—	—
Associate professionals	—	—	—
Tradespersons	—	—	—
Advanced clerical and service workers	—	—	—
Intermediate clerical, sales and service workers	—	—	—
Intermediate production and transport workers	—	—	—
Elementary clerical, sales and service workers	—	—	—
Labourers and related workers	—	—	—

.. not applicable

— nil or rounded to zero (including null cells)

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

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

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 Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (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 17).
Occupation	Classified according to the Australian Standard Classification of Occupations (ASCO), Second Edition (cat. no. 1220.0).
Ordinary time hourly rates of pay index	Measures quarterly change in ordinary time hourly rates of pay (see Explanatory Notes paragraphs 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 34–36).
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 37).
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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