

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION  
LEGISLATION COMMITTEE**

**2005-2006 BUDGET SENATE ESTIMATES HEARING  
30, 31 MAY and 3 JUNE 2005**

**EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Office of the Employment Advocate**

**Question Number: W259-06**

**Question:**

Senator Marshall provided in writing:

Can the OEA please provide up-to-date figures outlining the comparative average weekly wage for workers (expressed as managers and non-managers, males and females, public sector and private sector) covered by awards, individual contracts, AWAs and enterprise bargaining agreements?

**Answer:**

The following data is sourced from the ABS Employee Earnings and Hours survey (May 2004), Cat No. 6306.0. Note that ABS data is not available in each of the employment instrument categories specified in the question. In the case of enterprise bargaining agreements, ABS data is presented as Certified Agreements (i.e. federal registered collective agreements) and State registered collective agreements. In addition, individual contracts data is included in the category 'unregistered individual arrangements'. Average weekly total earnings (AWTE) data has been used to compare the weekly wages of employees under the different arrangements.

Managerial Status

**Table 1 - AWTE by Managerial Status**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
Managerial	\$1,543.21	\$1,577.26	\$1,553.73	\$1,843.28	\$1,011.75
Non-managerial	\$761.19	\$800.18	\$775.53	\$798.81	\$442.87

## AWTE by Gender

**Table 2a - AWTE for Males by Managerial Status**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
Managerial	\$1,668.20	\$1,723.14	\$1,636.90	\$1,974.01	\$976.10
Non-managerial	\$902.88	\$916.74	\$886.43	\$934.69	\$508.94

**Table 2b - AWTE for Males by Sector**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
All	\$935.85	\$958.46	\$1,000.73	\$1,049.88	\$509.96
Private	\$903.09	\$783.15	\$993.36	\$960.42	\$508.37
Public	\$1,001.14	\$1,032.99	\$1,287.78	\$1,461.80	\$699.04

**Table 3a- AWTE for Females by Managerial Status**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
Managerial	\$1,330.26	\$1,345.08	\$1,325.92	\$1,389.51	\$1,026.60
Non-managerial	\$627.55	\$716.08	\$640.36	\$593.88	\$398.91

**Table 3b - AWTE for Females by Sector**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
All	\$644.64	\$731.26	\$691.10	\$634.80	\$401.10
Private	\$550.12	\$542.75	\$685.09	\$560.78	\$397.94
Public	\$781.89	\$798.79	\$931.82	\$1,178.67	\$489.86

## Sector

**Table 4 - AWTE by Sector**

	<b>Certified Agreements</b>	<b>State Registered Collective</b>	<b>Unregistered Individual Arrangements</b>	<b>AWA</b>	<b>Award</b>
All	\$787.40	\$828.07	\$867.92	\$890.93	\$444.55
Private	\$733.50	\$652.48	\$861.08	\$800.73	\$442.72
Public	\$878.50	\$895.84	\$1,137.42	\$1,378.47	\$518.99