

**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: W271-06

Question:

Senator Marshall provided in writing:

Please provide both the numbers and percentages in quarters from 1996 to current (detailing both active and inactive AWAs) and differentiating between managerial/executive AWAs and non-managerial/non-executive AWAs.

Answer:

Below are tables for each calendar year by quarter (from 1998) for the proportion and numbers of managerial and non-managerial AWAs that have been approved.

Managerial AWAs are those identified as being for employees classified as Managers and Administrators as per the Australian Standard Classification of Occupations (ASCO).

1998

| | Proportion (%) of Total AWAs 1998 | | | |
|---------------------|--|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 57.1 | 48.8 | 16.1 | 6.2 |
| Non-Managerial AWAs | 42.9 | 51.2 | 83.9 | 93.8 |

| | Total AWAs Approved 1998 | | | |
|---------------------|---------------------------------|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 3520 | 5482 | 2024 | 637 |
| Non-Managerial AWAs | 2645 | 5752 | 10545 | 9639 |

1999

| | Proportion (%) of Total AWAs 1999 | | | |
|---------------------|--|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 5 | 9.2 | 8 | 6.6 |
| Non-Managerial AWAs | 95 | 90.8 | 92 | 93.4 |

| | Total AWAs Approved 1999 | | | |
|---------------------|---------------------------------|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 404 | 831 | 906 | 875 |
| Non-Managerial AWAs | 7668 | 8205 | 10414 | 12385 |

2000

| | Proportion (%) of Total AWAs 2000 | | | |
|---------------------|--|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 11 | 10.8 | 10.9 | 12.7 |
| Non-Managerial AWAs | 89 | 89.2 | 89.1 | 87.3 |

| | Total AWAs Approved 2000 | | | |
|---------------------|---------------------------------|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 1349 | 1570 | 1779 | 1993 |
| Non-Managerial AWAs | 10918 | 12966 | 14541 | 13702 |

2001

| | Proportion (%) of Total AWAs 2001 | | | |
|---------------------|--|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 13.5 | 9 | 5.1 | 5.3 |
| Non-Managerial AWAs | 86.5 | 91 | 94.9 | 94.7 |

| | Total AWAs Approved 2001 | | | |
|---------------------|---------------------------------|----------------|----------------|----------------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 2033 | 1427 | 955 | 1126 |
| Non-Managerial AWAs | 13023 | 14434 | 17761 | 20122 |

2002

| | Proportion (%) of Total AWAs 2002 | | | |
|---------------------|-----------------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 7.2 | 4.4 | 3.8 | 4.3 |
| Non-Managerial AWAs | 92.8 | 95.6 | 96.2 | 95.7 |

| | Total AWAs Approved 2002 | | | |
|---------------------|--------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 1225 | 743 | 893 | 1022 |
| Non-Managerial AWAs | 15795 | 16141 | 22616 | 22743 |

2003

| | Proportion (%) of Total AWAs 2003 | | | |
|---------------------|-----------------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 3.2 | 3.1 | 1.7 | 2.2 |
| Non-Managerial AWAs | 96.8 | 96.9 | 98.3 | 97.8 |

| | Total AWAs Approved 2003 | | | |
|---------------------|--------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 876 | 864 | 593 | 813 |
| Non-Managerial AWAs | 26499 | 26994 | 34311 | 36121 |

2004

| | Proportion (%) of Total AWAs 2004 | | | |
|---------------------|-----------------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 1.7 | 2 | 2.6 | 1.3 |
| Non-Managerial AWAs | 98.3 | 98 | 97.4 | 98.7 |

| | Total AWAs Approved 2004 | | | |
|---------------------|--------------------------|---------|---------|---------|
| | Jan-Mar | Apr-Jun | Jul-Sep | Oct-Dec |
| Managerial AWAs | 576 | 907 | 1127 | 755 |
| Non-Managerial AWAs | 33279 | 44421 | 42206 | 57349 |

2005

| Proportion (%) of Total AWAs 2005 | | |
|--|----------------|----------------|
| | Jan-Mar | Apr-Jun |
| Managerial AWAs | 0.8 | 0.8 |
| Non-Managerial AWAs | 99.2 | 99.2 |

| Total AWAs Approved 2005 | | |
|---------------------------------|----------------|----------------|
| | Jan-Mar | Apr-Jun |
| Managerial AWAs | 399 | 294 |
| Non-Managerial AWAs | 49439 | 36400 |

The OEA takes as its estimate of active AWA the number of agreements approved in the last three years: the most common nominal expiry date is three years. The breakdown of active AWAs by occupation is in the table below.

| ASCO Code (Occupation) | AWAs Approved | Proportion (%) |
|--|----------------------|-----------------------|
| Managers and Administrators | 9,293 | 2 |
| Professionals | 10,336 | 2 |
| Associate Professionals | 16,791 | 4 |
| Tradespersons and Related Workers | 46,635 | 10 |
| Advanced Clerical and Service Workers | 34,382 | 8 |
| Intermediate Clerical, Sales and Service Workers | 121,295 | 27 |
| Intermediate Production and Transport Workers | 56,811 | 13 |
| Elementary Clerical, Sales and Service Workers | 105,068 | 23 |
| Labourers and Related Workers | 46,743 | 10 |
| Total | 447,355 | 100 |