

Inquiry into Residential and Community Aged Care in Australia

Attachment to the Queensland
Nurses' Union of Employees
Submission

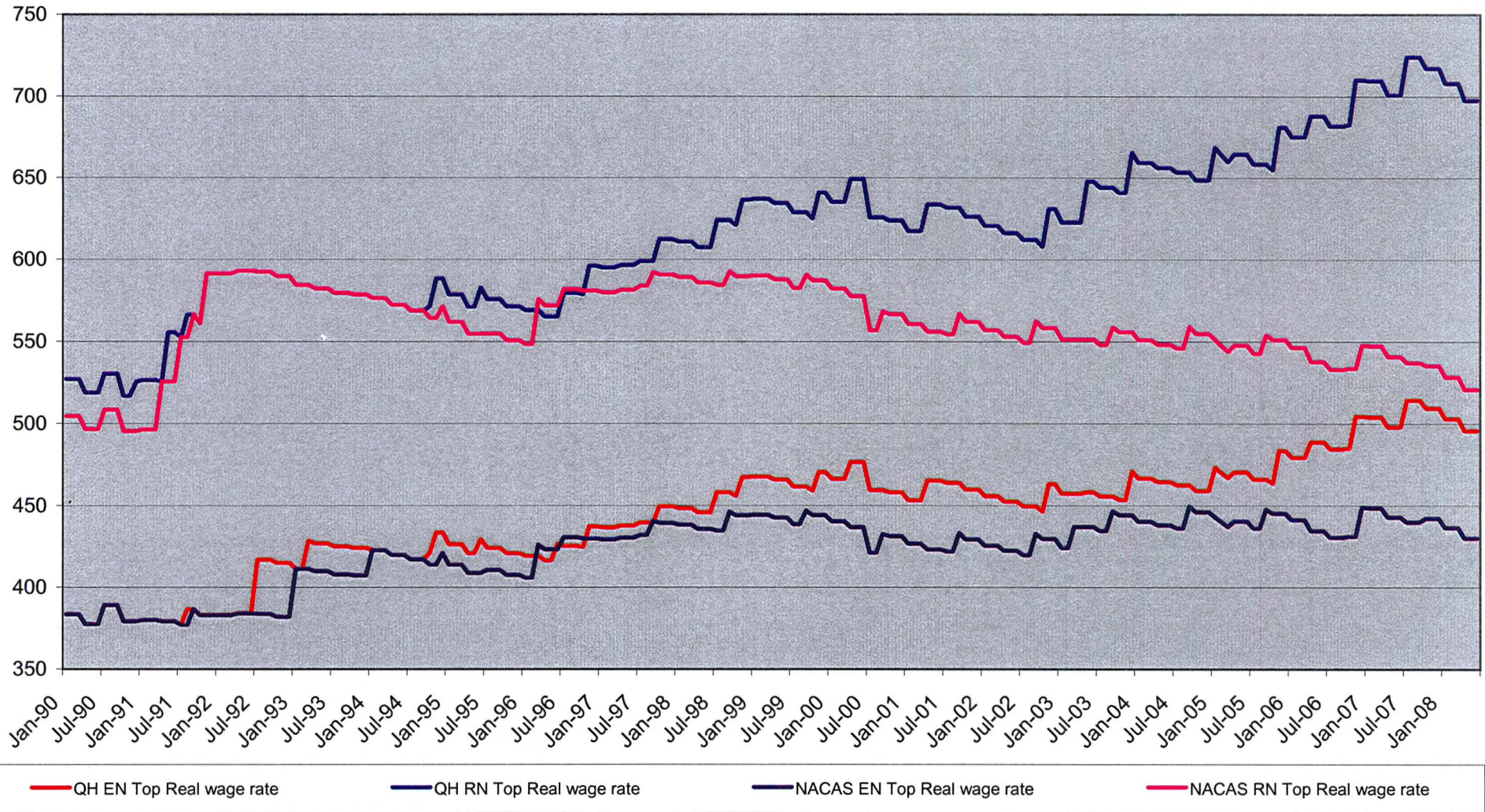
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*(NACAS v Public Sector) vs CPI
from 1990*

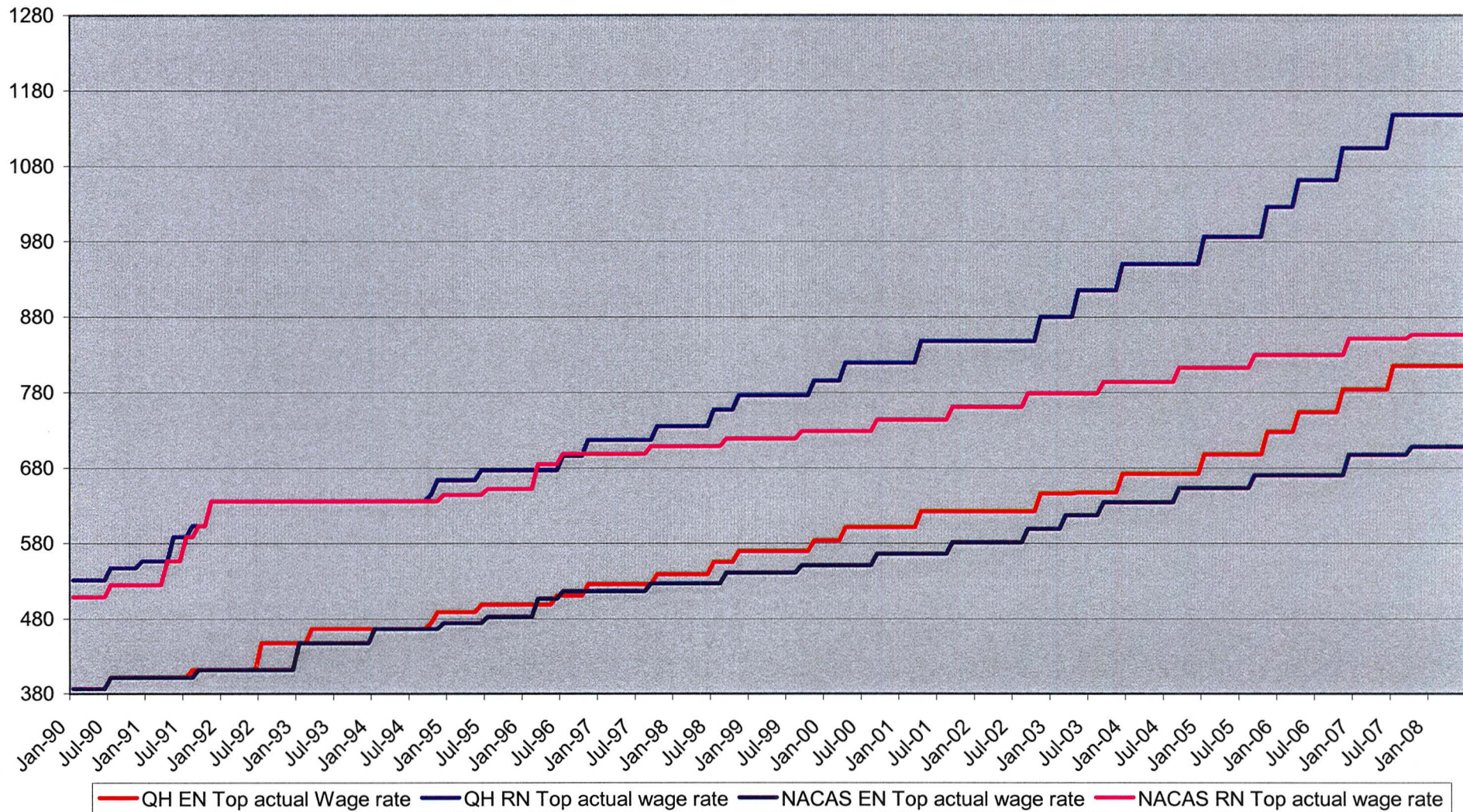
Brisbane – 7 April 2009

Real wages: 1989-90 Financial Year until June 2008

This graph takes into account wage increases and inflation and shows what people are paid when compared to 1989-90 Financial Year dollars



Actual Wage Rates Jan 1990 - June 2008



Employer	Jan-90	Feb-90	Mar-90	Apr-90	May-90	Jun-90	Jul-90	Aug-90	Sep-90	Oct-90	Nov-90	Dec-90
Q Health												
EN Top												
QH EN Top actual Wage rate	387	387	387	387	387	387	402	402	402	402	402	402
QH EN Top Real wage rate	383.5481	383.54807	383.54807	377.56098	377.56098	377.561	389.1578	389.15779	389.15779	379.24528	379.24528	379.24528
RN Top												
QH RN Top actual wage rate	532	532	532	532	532	532	548	548	548	548	548	557.2
QH RN Top Real wage rate	527.2547	527.25471	527.25471	519.02439	519.02439	519.0244	530.4937	530.49371	530.49371	516.98113	516.98113	525.66038
NACAS												
EN Top												
NACAS EN Top actual wage rate	387	387	387	387	387	387	402	402	402	402	402	402
NACAS EN Top Real wage rate	383.5481	383.54807	383.54807	377.56098	377.56098	377.561	389.1578	389.15779	389.15779	379.24528	379.24528	379.24528
RN Top												
NACAS RN Top actual wage rate	509.3	509.3	509.3	509.3	509.3	509.3	525.3	525.3	525.3	525.3	525.3	525.3
NACAS RN Top Real wage rate	504.7572	504.75719	504.75719	496.87805	496.87805	496.878	508.5189	508.51888	508.51888	495.56604	495.56604	495.56604
CPI	100.9	100.9	100.9	102.5	102.5	102.5	103.3	103.3	103.3	106	106	106
as a %	100.9%	100.9%	100.9%	102.5%	102.5%	102.5%	103.3%	103.3%	103.3%	106.0%	106.0%	106.0%
(Base of each index: 1989-90 = 100.0)	Jan-90	Feb-90	Mar-90	Apr-90	May-90	Jun-90	Jul-90	Aug-90	Sep-90	Oct-90	Nov-90	Dec-90

Employer	Jan-91	Feb-91	Mar-91	Apr-91	May-91	Jun-91	Jul-91	Aug-91	Sep-91	Oct-91	Nov-91	Dec-91	Jan-92
Q Health													
	EN Top												
QH EN Top actual Wage rate	402	402	402	402	402	402	402	412.1	412.1	412.1	412.1	412.1	412.1
QH EN Top Real wage rate	379.9622	379.9622	379.96219	379.2453	379.2453	379.2453	377.1107	386.5854	386.5854	382.9926	382.9926	382.9926	382.9926
	RN Top												
QH RN Top actual wage rate	557.2	557.2	557.2	557.2	589.1	589.1	589.1	603.8	603.8	603.8	636.5	636.5	636.5
QH RN Top Real wage rate	526.6541	526.6541	526.65406	525.6604	555.7547	555.7547	552.6266	566.4165	566.4165	561.1524	591.5428	591.5428	591.5428
NACAS													
	EN Top												
NACAS EN Top actual wage rate	402	402	402	402	402	402	402	402	412.05	412.05	412.05	412.05	412.05
NACAS EN Top Real wage rate	379.9622	379.9622	379.96219	379.2453	379.2453	379.2453	377.1107	377.1107	386.5385	382.9461	382.9461	382.9461	382.9461
	RN Top												
NACAS RN Top actual wage rate	525.3	525.3	525.3	557.2	557.2	557.2	589.1	589.1	603.85	603.85	636.55	636.55	636.55
NACAS RN Top Real wage rate	496.5028	496.5028	496.50284	525.6604	525.6604	525.6604	552.6266	552.6266	566.4634	561.1989	591.5892	591.5892	591.5892
CPI as a %	105.8	105.8	105.8	106	106	106	106.6	106.6	106.6	107.6	107.6	107.6	107.6
	105.8%	105.8%	105.8%	106.0%	106.0%	106.0%	106.6%	106.6%	106.6%	107.6%	107.6%	107.6%	107.6%
(Base of each index: 1989-90 = 100.0)	Jan-91	Feb-91	Mar-91	Apr-91	May-91	Jun-91	Jul-91	Aug-91	Sep-91	Oct-91	Nov-91	Dec-91	Jan-92

Employer	Feb-92	Mar-92	Apr-92	May-92	Jun-92	Jul-92	Aug-92	Sep-92	Oct-92	Nov-92	Dec-92	Jan-93	Feb-93
Q Health													
EN Top													
QH EN Top actual Wage rate	412.1	412.1	412.1	412.1	412.1	447.9	447.9	447.9	447.9	447.9	447.9	447.9	447.9
QH EN Top Real wage rate	382.9926	382.9926	384.0634	384.0634	384.0634	417.0391	417.0391	417.0391	415.1066	415.1066	415.1066	411.2948	411.2948
RN Top													
QH RN Top actual wage rate	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5
QH RN Top Real wage rate	591.5428	591.5428	593.1966	593.1966	593.1966	592.6443	592.6443	592.6443	589.8981	589.8981	589.8981	584.4812	584.4812
NACAS													
EN Top													
NACAS EN Top actual wage rate	412.05	412.05	412.05	412.05	412.05	412.05	412.05	412.05	412.05	412.05	412.05	447.9	447.9
NACAS EN Top Real wage rate	382.9461	382.9461	384.0168	384.0168	384.0168	383.6592	383.6592	383.6592	381.8814	381.8814	381.8814	411.2948	411.2948
RN Top													
NACAS RN Top actual wage rate	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55
NACAS RN Top Real wage rate	591.5892	591.5892	593.2432	593.2432	593.2432	592.6909	592.6909	592.6909	589.9444	589.9444	589.9444	584.5271	584.5271
CPI as a %	107.6 107.6%	107.6 107.6%	107.3 107.3%	107.3 107.3%	107.3 107.3%	107.4 107.4%	107.4 107.4%	107.4 107.4%	107.9 107.9%	107.9 107.9%	107.9 107.9%	108.9 108.9%	108.9 108.9%
(Base of each index: 1989-90 = 100.0)	Feb-92	Mar-92	Apr-92	May-92	Jun-92	Jul-92	Aug-92	Sep-92	Oct-92	Nov-92	Dec-92	Jan-93	Feb-93
	Basepoint of Apr-92		1	1	1	1.000932	1.000932	1.000932	1.005592	1.005592	1.005592	1.014911	1.014911

Employer	Mar-93	Apr-93	May-93	Jun-93	Jul-93	Aug-93	Sep-93	Oct-93	Nov-93	Dec-93	Jan-94	Feb-94	Mar-94
Q Health													
EN Top													
QH EN Top actual Wage rate	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75
QH EN Top Real wage rate	428.6042	427.0357	427.0357	427.0357	425.0911	425.0911	425.0911	424.3182	424.3182	424.3182	422.7808	422.7808	422.7808
RN Top													
QH RN Top actual wage rate	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5	636.5
QH RN Top Real wage rate	584.4812	582.3422	582.3422	582.3422	579.6903	579.6903	579.6903	578.6364	578.6364	578.6364	576.5399	576.5399	576.5399
NACAS													
EN Top													
NACAS EN Top actual wage rate	447.9	447.9	447.9	447.9	447.9	447.9	447.9	447.9	447.9	447.9	466.75	466.75	466.75
NACAS EN Top Real wage rate	411.2948	409.7896	409.7896	409.7896	407.9235	407.9235	407.9235	407.1818	407.1818	407.1818	422.7808	422.7808	422.7808
RN Top													
NACAS RN Top actual wage rate	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55
NACAS RN Top Real wage rate	584.5271	582.3879	582.3879	582.3879	579.7359	579.7359	579.7359	578.6818	578.6818	578.6818	576.5851	576.5851	576.5851
CPI													
as a %	108.9%	109.3%	109.3%	109.3%	109.8%	109.8%	109.8%	110.0%	110.0%	110.0%	110.4%	110.4%	110.4%
(Base of each index: 1989-90 = 100.0)	Mar-93	Apr-93	May-93	Jun-93	Jul-93	Aug-93	Sep-93	Oct-93	Nov-93	Dec-93	Jan-94	Feb-94	Mar-94
	1.014911	1.018639	1.018639	1.018639	1.023299	1.023299	1.023299	1.025163	1.025163	1.025163	1.028891	1.028891	1.028891

Employer	Apr-94	May-94	Jun-94	Jul-94	Aug-94	Sep-94	Oct-94	Nov-94	Dec-94	Jan-95	Feb-95	Mar-95	Apr-95
Q Health													
EN Top													
QH EN Top actual Wage rate	466.75	466.75	466.75	466.75	466.75	466.75	474.75	489	489	489	489	489	489
QH EN Top Real wage rate	419.7392	419.7392	419.7392	417.1135	417.1135	417.1135	420.8777	433.5106	433.5106	426.3296	426.3296	426.3296	420.8262
RN Top													
QH RN Top actual wage rate	636.5	636.5	636.5	636.5	636.5	636.5	644.5	663.8	663.8	663.8	663.8	663.8	663.8
QH RN Top Real wage rate	572.3921	572.3921	572.3921	568.8114	568.8114	568.8114	571.3652	588.4752	588.4752	578.7271	578.7271	578.7271	571.2565
NACAS													
EN Top													
NACAS EN Top actual wage rate	466.75	466.75	466.75	466.75	466.75	466.75	466.75	466.75	474.75	474.75	474.75	474.75	474.75
NACAS EN Top Real wage rate	419.7392	419.7392	419.7392	417.1135	417.1135	417.1135	413.7855	413.7855	420.8777	413.9058	413.9058	413.9058	408.5628
RN Top													
NACAS RN Top actual wage rate	636.55	636.55	636.55	636.55	636.55	636.55	636.55	636.55	644.55	644.55	644.55	644.55	644.55
NACAS RN Top Real wage rate	572.4371	572.4371	572.4371	568.8561	568.8561	568.8561	564.3174	564.3174	571.4096	561.9442	561.9442	561.9442	554.6902
CPI													
as a %	111.2	111.2	111.2	111.9	111.9	111.9	112.8	112.8	112.8	114.7	114.7	114.7	116.2
	111.2%	111.2%	111.2%	111.9%	111.9%	111.9%	112.8%	112.8%	112.8%	114.7%	114.7%	114.7%	116.2%
(Base of each index: 1989-90 = 100.0)	Apr-94	May-94	Jun-94	Jul-94	Aug-94	Sep-94	Oct-94	Nov-94	Dec-94	Jan-95	Feb-95	Mar-95	Apr-95
	1.036347	1.036347	1.036347	1.04287	1.04287	1.04287	1.051258	1.051258	1.051258	1.068966	1.068966	1.068966	1.082945

Employer	May-95	Jun-95	Jul-95	Aug-95	Sep-95	Oct-95	Nov-95	Dec-95	Jan-96	Feb-96	Mar-96	Apr-96	May-96
Q Health													
	EN Top												
QH EN Top actual Wage rate	489	498.8	498.8	498.8	498.8	498.8	498.8	498.8	498.8	498.8	498.8	498.8	498.8
QH EN Top Real wage rate	420.8262	429.2599	424.1497	424.1497	424.1497	420.9283	420.9283	420.9283	419.1597	419.1597	419.1597	416.3606	416.3606
	RN Top												
QH RN Top actual wage rate	663.8	677.1	677.1	677.1	677.1	677.1	677.1	677.1	677.1	677.1	677.1	677.1	677.1
QH RN Top Real wage rate	571.2565	582.7022	575.7653	575.7653	575.7653	571.3924	571.3924	571.3924	568.9916	568.9916	568.9916	565.192	565.192
NACAS													
	EN Top												
NACAS EN Top actual wage rate	474.75	474.75	482.75	482.75	482.75	482.75	482.75	482.75	482.75	482.75	506.9	506.9	506.9
NACAS EN Top Real wage rate	408.5628	408.5628	410.5017	410.5017	410.5017	407.384	407.384	407.384	405.6723	405.6723	425.9664	423.1219	423.1219
	RN Top												
NACAS RN Top actual wage rate	644.55	644.55	652.55	652.55	652.55	652.55	652.55	652.55	652.55	652.55	685.2	685.2	685.2
NACAS RN Top Real wage rate	554.6902	554.6902	554.8895	554.8895	554.8895	550.6751	550.6751	550.6751	548.3613	548.3613	575.7983	571.9533	571.9533
CPI	116.2	116.2	117.6	117.6	117.6	118.5	118.5	118.5	119	119	119	119.8	119.8
as a %	116.2%	116.2%	117.6%	117.6%	117.6%	118.5%	118.5%	118.5%	119.0%	119.0%	119.0%	119.8%	119.8%
(Base of each index: 1989-90 = 100.0)	May-95	Jun-95	Jul-95	Aug-95	Sep-95	Oct-95	Nov-95	Dec-95	Jan-96	Feb-96	Mar-96	Apr-96	May-96
	1.082945	1.082945	1.095993	1.095993	1.095993	1.10438	1.10438	1.10438	1.10904	1.10904	1.10904	1.116496	1.116496

Employer	Jun-96	Jul-96	Aug-96	Sep-96	Oct-96	Nov-96	Dec-96	Jan-97	Feb-97	Mar-97	Apr-97	May-97	Jun-97
Q Health													
	EN Top												
QH EN Top actual Wage rate	510.8	510.8	510.8	510.8	510.8	526.1	526.1	526.1	526.1	526.1	526.1	526.1	526.1
QH EN Top Real wage rate	426.3773	425.3122	425.3122	425.3122	424.6052	437.3234	437.3234	436.5975	436.5975	436.5975	437.6872	437.6872	437.6872
	RN Top												
QH RN Top actual wage rate	677.1	696.2	696.2	696.2	696.2	717.1	717.1	717.1	717.1	717.1	717.1	717.1	717.1
QH RN Top Real wage rate	565.192	579.6836	579.6836	579.6836	578.7199	596.0931	596.0931	595.1037	595.1037	595.1037	596.589	596.589	596.589
NACAS													
	EN Top												
NACAS EN Top actual wage rate	506.9	517.05	517.05	517.05	517.05	517.05	517.05	517.05	517.05	517.05	517.05	517.05	517.05
NACAS EN Top Real wage rate	423.1219	430.5162	430.5162	430.5162	429.8005	429.8005	429.8005	429.0871	429.0871	429.0871	430.1581	430.1581	430.1581
	RN Top												
NACAS RN Top actual wage rate	685.2	698.9	698.9	698.9	698.9	698.9	698.9	698.9	698.9	698.9	698.9	698.9	698.9
NACAS RN Top Real wage rate	571.9533	581.9317	581.9317	581.9317	580.9643	580.9643	580.9643	580	580	580	581.4476	581.4476	581.4476
CPI	119.8	120.1	120.1	120.1	120.3	120.3	120.3	120.5	120.5	120.5	120.2	120.2	120.2
as a %	119.8%	120.1%	120.1%	120.1%	120.3%	120.3%	120.3%	120.5%	120.5%	120.5%	120.2%	120.2%	120.2%
(Base of each index: 1989-90 = 100.0)	Jun-96	Jul-96	Aug-96	Sep-96	Oct-96	Nov-96	Dec-96	Jan-97	Feb-97	Mar-97	Apr-97	May-97	Jun-97
	1.116496	1.119292	1.119292	1.119292	1.121156	1.121156	1.121156	1.12302	1.12302	1.12302	1.120224	1.120224	1.120224

Employer	Jul-97	Aug-97	Sep-97	Oct-97	Nov-97	Dec-97	Jan-98	Feb-98	Mar-98	Apr-98	May-98	Jun-98	Jul-98
Q Health													
EN Top													
QH EN Top actual Wage rate	526.1	526.1	526.1	539.3	539.3	539.3	539.3	539.3	539.3	539.3	539.3	539.3	555.5
QH EN Top Real wage rate	439.5155	439.5155	439.5155	449.4167	449.4167	449.4167	448.2959	448.2959	448.2959	445.7025	445.7025	445.7025	457.9555
RN Top													
QH RN Top actual wage rate	717.1	717.1	717.1	735	735	735	735	735	735	735	735	735	757.1
QH RN Top Real wage rate	599.081	599.081	599.081	612.5	612.5	612.5	610.9726	610.9726	610.9726	607.438	607.438	607.438	624.155
NACAS													
EN Top													
NACAS EN Top actual wage rate	517.05	517.05	527.05	527.05	527.05	527.05	527.05	527.05	527.05	527.05	527.05	527.05	527.05
NACAS EN Top Real wage rate	431.9549	431.9549	440.3091	439.2083	439.2083	439.2083	438.1131	438.1131	438.1131	435.5785	435.5785	435.5785	434.5012
RN Top													
NACAS RN Top actual wage rate	698.9	698.9	708.9	708.9	708.9	708.9	708.9	708.9	708.9	708.9	708.9	708.9	708.9
NACAS RN Top Real wage rate	583.8764	583.8764	592.2306	590.75	590.75	590.75	589.2768	589.2768	589.2768	585.8678	585.8678	585.8678	584.4188
CPI	119.7	119.7	119.7	120	120	120	120.3	120.3	120.3	121	121	121	121.3
as a %	119.7%	119.7%	119.7%	120.0%	120.0%	120.0%	120.3%	120.3%	120.3%	121.0%	121.0%	121.0%	121.3%
(Base of each index: 1989-90 = 100.0)	Jul-97	Aug-97	Sep-97	Oct-97	Nov-97	Dec-97	Jan-98	Feb-98	Mar-98	Apr-98	May-98	Jun-98	Jul-98
	1.115564	1.115564	1.115564	1.11836	1.11836	1.11836	1.121156	1.121156	1.121156	1.127679	1.127679	1.127679	1.130475

Employer	Aug-98	Sep-98	Oct-98	Nov-98	Dec-98	Jan-99	Feb-99	Mar-99	Apr-99	May-99	Jun-99	Jul-99	Aug-99
Q Health													
EN Top													
QH EN Top actual Wage rate	555.5	555.5	555.5	569.5	569.5	569.5	569.5	569.5	569.5	569.5	569.5	569.5	569.5
QH EN Top Real wage rate	457.9555	457.9555	455.7014	467.1862	467.1862	467.5698	467.5698	467.5698	465.6582	465.6582	465.6582	461.5073	461.5073
RN Top													
QH RN Top actual wage rate	757.1	757.1	757.1	776	776	776	776	776	776	776	776	776	776
QH RN Top Real wage rate	624.155	624.155	621.0829	636.5874	636.5874	637.11	637.11	637.11	634.5053	634.5053	634.5053	628.8493	628.8493
NACAS													
EN Top													
NACAS EN Top actual wage rate	527.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05	541.05
NACAS EN Top Real wage rate	434.5012	446.0429	443.8474	443.8474	443.8474	444.2118	444.2118	444.2118	442.3957	442.3957	442.3957	438.4522	438.4522
RN Top													
NACAS RN Top actual wage rate	708.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9	718.9
NACAS RN Top Real wage rate	584.4188	592.6628	589.7457	589.7457	589.7457	590.2299	590.2299	590.2299	587.8168	587.8168	587.8168	582.577	582.577
CPI	121.3	121.3	121.9	121.9	121.9	121.8	121.8	121.8	122.3	122.3	122.3	123.4	123.4
as a %	121.3%	121.3%	121.9%	121.9%	121.9%	121.8%	121.8%	121.8%	122.3%	122.3%	122.3%	123.4%	123.4%
(Base of each index: 1989-90 = 100.0)	Aug-98	Sep-98	Oct-98	Nov-98	Dec-98	Jan-99	Feb-99	Mar-99	Apr-99	May-99	Jun-99	Jul-99	Aug-99
	1.130475	1.130475	1.136067	1.136067	1.136067	1.135135	1.135135	1.135135	1.139795	1.139795	1.139795	1.150047	1.150047

Employer	Sep-99	Oct-99	Nov-99	Dec-99	Jan-00	Feb-00	Mar-00	Apr-00	May-00	Jun-00	Jul-00	Aug-00	Sep-00
Q Health													
EN Top													
QH EN Top actual Wage rate	569.5	569.5	583.7	583.7	583.7	583.7	583.7	601.25	601.25	601.25	601.25	601.25	601.25
QH EN Top Real wage rate	461.5073	458.9041	470.3465	470.3465	466.2141	466.2141	466.2141	476.4263	476.4263	476.4263	459.3201	459.3201	459.3201
RN Top													
QH RN Top actual wage rate	776	776	795.4	795.4	795.4	795.4	795.4	819.3	819.3	819.3	819.3	819.3	819.3
QH RN Top Real wage rate	628.8493	625.3022	640.9347	640.9347	635.3035	635.3035	635.3035	649.2076	649.2076	649.2076	625.8976	625.8976	625.8976
NACAS													
EN Top													
NACAS EN Top actual wage rate	551.05	551.05	551.05	551.05	551.05	551.05	551.05	551.05	551.05	551.05	551.05	551.05	566.05
NACAS EN Top Real wage rate	446.5559	444.0371	444.0371	444.0371	440.1358	440.1358	440.1358	436.6482	436.6482	436.6482	420.9702	420.9702	432.4293
RN Top													
NACAS RN Top actual wage rate	728.9	728.9	728.9	728.9	728.9	728.9	728.9	728.9	728.9	728.9	728.9	728.9	743.9
NACAS RN Top Real wage rate	590.6807	587.3489	587.3489	587.3489	582.1885	582.1885	582.1885	577.5753	577.5753	577.5753	556.8373	556.8373	568.2964
CPI	123.4	124.1	124.1	124.1	125.2	125.2	125.2	126.2	126.2	126.2	130.9	130.9	130.9
as a %	123.4%	124.1%	124.1%	124.1%	125.2%	125.2%	125.2%	126.2%	126.2%	126.2%	130.9%	130.9%	130.9%
(Base of each index: 1989-90 = 100.0)	Sep-99	Oct-99	Nov-99	Dec-99	Jan-00	Feb-00	Mar-00	Apr-00	May-00	Jun-00	Jul-00	Aug-00	Sep-00
	1.150047	1.15657	1.15657	1.15657	1.166822	1.166822	1.166822	1.176142	1.176142	1.176142	1.219944	1.219944	1.219944

Employer	Oct-00	Nov-00	Dec-00	Jan-01	Feb-01	Mar-01	Apr-01	May-01	Jun-01	Jul-01	Aug-01	Sep-01	Oct-01
Q Health													
EN Top													
QH EN Top actual Wage rate	601.25	601.25	601.25	601.25	601.25	601.25	622.3	622.3	622.3	622.3	622.3	622.3	622.3
QH EN Top Real wage rate	457.9208	457.9208	457.9208	453.0897	453.0897	453.0897	465.0972	465.0972	465.0972	463.7109	463.7109	463.7109	459.6012
RN Top													
QH RN Top actual wage rate	819.3	819.3	819.3	819.3	819.3	819.3	848	848	848	848	848	848	848
QH RN Top Real wage rate	623.9909	623.9909	623.9909	617.4077	617.4077	617.4077	633.7818	633.7818	633.7818	631.8927	631.8927	631.8927	626.2925
NACAS													
EN Top													
NACAS EN Top actual wage rate	566.05	566.05	566.05	566.05	566.05	566.05	566.05	566.05	566.05	566.05	566.05	581.05	581.05
NACAS EN Top Real wage rate	431.112	431.112	431.112	426.5637	426.5637	426.5637	423.0568	423.0568	423.0568	421.7958	421.7958	432.9732	429.1359
RN Top													
NACAS RN Top actual wage rate	743.9	743.9	743.9	743.9	743.9	743.9	743.9	743.9	743.9	743.9	743.9	760.9	760.9
NACAS RN Top Real wage rate	566.5651	566.5651	566.5651	560.5878	560.5878	560.5878	555.9791	555.9791	555.9791	554.3219	554.3219	566.9896	561.9645
CPI	131.3	131.3	131.3	132.7	132.7	132.7	133.8	133.8	133.8	134.2	134.2	134.2	135.4
as a %	131.3%	131.3%	131.3%	132.7%	132.7%	132.7%	133.8%	133.8%	133.8%	134.2%	134.2%	134.2%	135.4%
(Base of each index: 1989-90 = 100.0)	Oct-00	Nov-00	Dec-00	Jan-01	Feb-01	Mar-01	Apr-01	May-01	Jun-01	Jul-01	Aug-01	Sep-01	Oct-01
	1.223672	1.223672	1.223672	1.236719	1.236719	1.236719	1.246971	1.246971	1.246971	1.250699	1.250699	1.250699	1.261883

Employer	Nov-01	Dec-01	Jan-02	Feb-02	Mar-02	Apr-02	May-02	Jun-02	Jul-02	Aug-02	Sep-02	Oct-02	Nov-02
Q Health													
EN Top													
QH EN Top actual Wage rate	622.3	622.3	622.3	622.3	622.3	622.3	622.3	622.3	622.3	622.3	622.3	622.3	645.95
QH EN Top Real wage rate	459.6012	459.6012	455.5637	455.5637	455.5637	452.2529	452.2529	452.2529	449.3141	449.3141	449.3141	446.0932	463.0466
RN Top													
QH RN Top actual wage rate	848	848	848	848	848	848	848	848	848	848	848	848	880.25
QH RN Top Real wage rate	626.2925	626.2925	620.7906	620.7906	620.7906	616.2791	616.2791	616.2791	612.2744	612.2744	612.2744	607.8853	631.0036
NACAS													
EN Top													
NACAS EN Top actual wage rate	581.05	581.05	581.05	581.05	581.05	581.05	581.05	581.05	581.05	581.05	599.05	599.05	599.05
NACAS EN Top Real wage rate	429.1359	429.1359	425.366	425.366	425.366	422.2747	422.2747	422.2747	419.5307	419.5307	432.5271	429.4265	429.4265
RN Top													
NACAS RN Top actual wage rate	760.9	760.9	760.9	760.9	760.9	760.9	760.9	760.9	760.9	760.9	778.9	778.9	778.9
NACAS RN Top Real wage rate	561.9645	561.9645	557.0278	557.0278	557.0278	552.9797	552.9797	552.9797	549.3863	549.3863	562.3827	558.3513	558.3513
CPI	135.4	135.4	136.6	136.6	136.6	137.6	137.6	137.6	138.5	138.5	138.5	139.5	139.5
as a %	135.4%	135.4%	136.6%	136.6%	136.6%	137.6%	137.6%	137.6%	138.5%	138.5%	138.5%	139.5%	139.5%
(Base of each index: 1989-90 = 100.0)	Nov-01	Dec-01	Jan-02	Feb-02	Mar-02	Apr-02	May-02	Jun-02	Jul-02	Aug-02	Sep-02	Oct-02	Nov-02
	1.261883	1.261883	1.273066	1.273066	1.273066	1.282386	1.282386	1.282386	1.290774	1.290774	1.290774	1.300093	1.300093

Employer	Dec-02	Jan-03	Feb-03	Mar-03	Apr-03	May-03	Jun-03	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03
Q Health												
EN Top												
QH EN Top actual Wage rate	645.95	645.95	645.95	645.95	645.95	647.3	647.3	647.3	647.3	647.3	647.3	647.3
QH EN Top Real wage rate	463.0466	457.1479	457.1479	457.1479	457.1479	458.1033	458.1033	455.5243	455.5243	455.5243	453.2913	453.2913
RN Top												
QH RN Top actual wage rate	880.25	880.25	880.25	880.25	880.25	915.45	915.45	915.45	915.45	915.45	915.45	915.45
QH RN Top Real wage rate	631.0036	622.9653	622.9653	622.9653	622.9653	647.8769	647.8769	644.2294	644.2294	644.2294	641.0714	641.0714
NACAS												
EN Top												
NACAS EN Top actual wage rate	599.05	599.05	599.05	617.1	617.1	617.1	617.1	617.1	617.1	634.1	634.1	634.1
NACAS EN Top Real wage rate	429.4265	423.9561	423.9561	436.7304	436.7304	436.7304	436.7304	434.2716	434.2716	446.235	444.0476	444.0476
RN Top												
NACAS RN Top actual wage rate	778.9	778.9	778.9	778.9	778.9	778.9	778.9	778.9	778.9	793.9	793.9	793.9
NACAS RN Top Real wage rate	558.3513	551.2385	551.2385	551.2385	551.2385	551.2385	551.2385	548.1351	548.1351	558.6911	555.9524	555.9524
CPI												
as a %	139.5	141.3	141.3	141.3	141.3	141.3	141.3	142.1	142.1	142.1	142.8	142.8
	139.5%	141.3%	141.3%	141.3%	141.3%	141.3%	141.3%	142.1%	142.1%	142.1%	142.8%	142.8%
(Base of each index: 1989-90 = 100.0)	Dec-02	Jan-03	Feb-03	Mar-03	Apr-03	May-03	Jun-03	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03
	1.300093	1.316869	1.316869	1.316869	1.316869	1.316869	1.316869	1.324324	1.324324	1.324324	1.330848	1.330848

Employer	Dec-03	Jan-04	Feb-04	Mar-04	Apr-04	May-04	Jun-04	Jul-04	Aug-04	Sep-04	Oct-04
Q Health											
EN Top											
QH EN Top actual Wage rate	672.3	672.3	672.3	672.3	672.3	672.3	672.3	672.3	672.3	672.3	672.3
QH EN Top Real wage rate	470.7983	466.551	466.551	466.551	464.2956	464.2956	464.2956	462.3796	462.3796	462.3796	458.9078
RN Top											
QH RN Top actual wage rate	950.25	950.25	950.25	950.25	950.25	950.25	950.25	950.25	950.25	950.25	950.25
QH RN Top Real wage rate	665.4412	659.4379	659.4379	659.4379	656.25	656.25	656.25	653.542	653.542	653.542	648.6348
NACAS											
EN Top											
NACAS EN Top actual wage rate	634.1	634.1	634.1	634.1	634.1	634.1	634.1	634.1	634.1	653.1	653.1
NACAS EN Top Real wage rate	444.0476	440.0416	440.0416	440.0416	437.9144	437.9144	437.9144	436.1073	436.1073	449.1747	445.802
RN Top											
NACAS RN Top actual wage rate	793.9	793.9	793.9	793.9	793.9	793.9	793.9	793.9	793.9	812.9	812.9
NACAS RN Top Real wage rate	555.9524	550.9368	550.9368	550.9368	548.2735	548.2735	548.2735	546.011	546.011	559.0784	554.8805
CPI	142.8	144.1	144.1	144.1	144.8	144.8	144.8	145.4	145.4	145.4	146.5
as a %	142.8%	144.1%	144.1%	144.1%	144.8%	144.8%	144.8%	145.4%	145.4%	145.4%	146.5%
(Base of each index: 1989-90 = 100.0)	Dec-03	Jan-04	Feb-04	Mar-04	Apr-04	May-04	Jun-04	Jul-04	Aug-04	Sep-04	Oct-04
	1.330848	1.342964	1.342964	1.342964	1.349487	1.349487	1.349487	1.355079	1.355079	1.355079	1.365331

Employer	Nov-04	Dec-04	Jan-05	Feb-05	Mar-05	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05
Q Health													
	EN Top												
QH EN Top actual Wage rate	672.3	672.3	697.85	697.85	697.85	697.85	697.85	697.85	697.85	697.85	697.85	697.85	727.85
QH EN Top Real wage rate	458.9078	458.9078	473.1186	469.9327	466.7893	470.2493	470.2493	470.2493	465.8545	465.8545	465.8545	463.3798	483.3001
	RN Top												
QH RN Top actual wage rate	950.25	950.25	986.35	986.35	986.35	986.35	986.35	986.35	986.35	986.35	986.35	986.35	1025.8
QH RN Top Real wage rate	648.6348	648.6348	668.7119	664.2088	659.7659	664.6563	664.6563	664.6563	658.4446	658.4446	658.4446	654.9469	681.1421
NACAS													
	EN Top												
NACAS EN Top actual wage rate	653.1	653.1	653.1	653.1	653.1	653.1	653.1	653.1	653.1	653.1	670.1	670.1	670.1
NACAS EN Top Real wage rate	445.802	445.802	442.7797	439.798	436.8562	440.0943	440.0943	440.0943	435.9813	435.9813	447.3298	444.9535	444.9535
	RN Top												
NACAS RN Top actual wage rate	812.9	812.9	812.9	812.9	812.9	812.9	812.9	812.9	812.9	812.9	829.9	829.9	829.9
NACAS RN Top Real wage rate	554.8805	554.8805	551.1186	547.4074	543.7458	547.7763	547.7763	547.7763	542.6569	542.6569	554.0053	551.0624	551.0624
CPI	146.5	146.5	147.5	148.5	149.5	148.4	148.4	148.4	149.8	149.8	149.8	150.6	150.6
as a %	146.5%	146.5%	147.5%	148.5%	149.5%	148.4%	148.4%	148.4%	149.8%	149.8%	149.8%	150.6%	150.6%
(Base of each index: 1989-90 = 100.0)	Nov-04	Dec-04	Jan-05	Feb-05	Mar-05	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05
	1.365331	1.365331	1.374651	1.38397	1.39329	1.383038	1.383038	1.383038	1.396086	1.396086	1.396086	1.403541	1.403541

Employer	Dec-05	Jan-06	Feb-06	Mar-06	Apr-06	May-06	Jun-06	Jul-06	Aug-06	Sep-06	Oct-06	Nov-06	Dec-06
Q Health													
EN Top													
QH EN Top actual Wage rate	727.85	727.85	727.85	727.85	754.1	754.1	754.1	754.1	754.1	754.1	754.1	784.25	784.25
QH EN Top Real wage rate	483.3001	479.1639	479.1639	479.1639	488.7233	488.7233	488.7233	484.3288	484.3288	484.3288	484.9518	504.3408	504.3408
RN Top													
QH RN Top actual wage rate	1025.8	1025.8	1025.8	1025.8	1061.7	1061.7	1061.7	1061.7	1061.7	1061.7	1061.7	1104.15	1104.15
QH RN Top Real wage rate	681.1421	675.3127	675.3127	675.3127	688.0752	688.0752	688.0752	681.8882	681.8882	681.8882	682.7653	710.0643	710.0643
NACAS													
EN Top													
NACAS EN Top actual wage rate	670.1	670.1	670.1	670.1	670.1	670.1	670.1	670.1	670.1	670.1	670.1	670.1	697.46
NACAS EN Top Real wage rate	444.9535	441.1455	441.1455	441.1455	434.2839	434.2839	434.2839	430.3789	430.3789	430.3789	430.9325	430.9325	448.5273
RN Top													
NACAS RN Top actual wage rate	829.9	829.9	829.9	829.9	829.9	829.9	829.9	829.9	829.9	829.9	829.9	829.9	851.94
NACAS RN Top Real wage rate	551.0624	546.3463	546.3463	546.3463	537.8483	537.8483	537.8483	533.0122	533.0122	533.0122	533.6977	533.6977	547.8714
CPI													
as a %	150.6%	151.9%	151.9%	151.9%	154.3%	154.3%	154.3%	155.7%	155.7%	155.7%	155.5%	155.5%	155.5%
(Base of each index: 1989-90 = 100.0)	Dec-05	Jan-06	Feb-06	Mar-06	Apr-06	May-06	Jun-06	Jul-06	Aug-06	Sep-06	Oct-06	Nov-06	Dec-06
	1.403541	1.415657	1.415657	1.415657	1.438024	1.438024	1.438024	1.451072	1.451072	1.451072	1.449208	1.449208	1.449208

Employer	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07
Q Health												
	EN Top											
QH EN Top actual Wage rate	784.25	784.25	784.25	784.25	784.25	784.25	815.65	815.65	815.65	815.65	815.65	815.65
QH EN Top Real wage rate	504.0167	504.0167	504.0167	497.9365	497.9365	497.9365	514.2812	514.2812	514.2812	509.4628	509.4628	509.4628
	RN Top											
QH RN Top actual wage rate	1104.15	1104.15	1104.15	1104.15	1104.15	1104.15	1148.35	1148.35	1148.35	1148.35	1148.35	1148.35
QH RN Top Real wage rate	709.608	709.608	709.608	701.0476	701.0476	701.0476	724.0542	724.0542	724.0542	717.2705	717.2705	717.2705
NACAS												
	EN Top											
NACAS EN Top actual wage rate	697.46	697.46	697.46	697.46	697.46	697.46	697.46	697.46	697.46	707.72	707.72	707.72
NACAS EN Top Real wage rate	448.2391	448.2391	448.2391	442.8317	442.8317	442.8317	439.7604	439.7604	439.7604	442.0487	442.0487	442.0487
	RN Top											
NACAS RN Top actual wage rate	851.94	851.94	851.94	851.94	851.94	851.94	851.94	851.94	851.94	857.26	857.26	857.26
NACAS RN Top Real wage rate	547.5193	547.5193	547.5193	540.9143	540.9143	540.9143	537.1627	537.1627	537.1627	535.4528	535.4528	535.4528
CPI	155.6	155.6	155.6	157.5	157.5	157.5	158.6	158.6	158.6	160.1	160.1	160.1
as a %	155.6%	155.6%	155.6%	157.5%	157.5%	157.5%	158.6%	158.6%	158.6%	160.1%	160.1%	160.1%
(Base of each index: 1989-90 = 100.0)	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07
	1.45014	1.45014	1.45014	1.467847	1.467847	1.467847	1.478099	1.478099	1.478099	1.492078	1.492078	1.492078

Employer	Jan-08	Feb-08	Mar-08	Apr-08	May-08	Jun-08
Q Health						
EN Top						
QH EN Top actual Wage rate	815.65	815.65	815.65	815.65	815.65	815.65
QH EN Top Real wage rate	502.8668	502.8668	502.8668	495.5346	495.5346	495.5346
RN Top						
QH RN Top actual wage rate	1148.35	1148.35	1148.35	1148.35	1148.35	1148.35
QH RN Top Real wage rate	707.984	707.984	707.984	697.661	697.661	697.661
NACAS						
EN Top						
NACAS EN Top actual wage rate	707.72	707.72	707.72	707.72	707.72	707.72
NACAS EN Top Real wage rate	436.3255	436.3255	436.3255	429.9635	429.9635	429.9635
RN Top						
NACAS RN Top actual wage rate	857.26	857.26	857.26	857.26	857.26	857.26
NACAS RN Top Real wage rate	528.5203	528.5203	528.5203	520.8141	520.8141	520.8141
CPI						
as a %	162.2	162.2	162.2	164.6	164.6	164.6
	162.2%	162.2%	162.2%	164.6%	164.6%	164.6%
(Base of each index: 1989-90 = 100.0)	Jan-08	Feb-08	Mar-08	Apr-08	May-08	Jun-08
	1.51165	1.51165	1.51165	1.534017	1.534017	1.534017

Notes

1. Rates taken from <http://www.abs.gov.au/ausstats/abs%40.nsf/mf/6401.0>

2. **CPI** = CPI All Groups, Weighted Average of Eight Capital Cities, Index Numbers (Base of each index:1989-90 = 100.0)

3. CPI average for each quarter ending March, June, September and December applied throughout whole of that quarter

4. The **Consumer Price Index (CPI)** is regarded as Australia's key measure of inflation. It is designed to provide a general measure of price inflation for the Australian household sector as a whole. The CPI measures changes over time in the prices of a wide range of consumer goods and services acquired by Australian metropolitan households and it is published quarterly, 3 to 4 weeks after the end of the reference quarter. It is revised only in exceptional circumstances, such as to correct a significant error. As is the case with all price indexes, the reference base (i.e. the period in which the index is set equal to 100.0) will be changed periodically. The index number levels for all periods will be changed by this process and it may also result in differences, due to rounding, between the percentage changes published on the old base and those on the new base.

5. **Real wages** calculated by dividing actual wage rates by CPI figure supplied from <http://www.abs.gov.au/ausstats/abs%40.nsf/mf/6401.0> (converted as a percentage)

6. As base year is 1989-90 financial year, **Real Wages** calculates what the amount earned would have been worth in the 1989-90 financial year to see if an employee is better or worse off since that time. For example, an RN at the Top of Level 1 today earns \$547.52 in 1989-90 terms, meaning a real wage increase of approximately \$43 since 1989-90. However in April 1992 the real wage peaked at \$593.25 meaning that since this time these nurses real wages have dropped around \$46.

7. **NACAS** is the Nurses Aged Care Award - State 2005. Figures in this table and graph reflect those under the Award of the Queensland Industrial Relations Commission until 27 March 2006 when figures reflect those contained in the NACAS Notional Agreement Preserving a State Award under *WorkChoices*. Virtually all Aged Care employers are constitutional corporations for the purposes of the *Workplace Relations Act 1996*