

Workplace Industrial Relations on the Eve of *Work Choices*:
A report on a survey of employers in Queensland, NSW and Victoria

Prepared for the Queensland Department of Employment and Industrial Relations, NSW Office of Industrial Relations and Industrial Relations Victoria

September 2007

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Executive Summary

Background

In the months prior to *Work Choices* being implemented, Workplace Industrial Relations Surveys (WIRS) were undertaken in the eastern seaboard States. The primary objective of the surveys was to obtain benchmark statistics on the structures, practices and outcomes associated with industrial relations at the workplace level before major changes in Federal labour law were implemented.

Method

The survey reports were based on information gathered from managers at enterprise level, most of whom had prime responsibility for the day-to-day management of industrial relations and human resource issues. The reports show a diverse range of workplace practices and attitudes, and differing levels of satisfaction with industrial arrangements operating in the workplace.

Key Findings

The importance of business unit size When interpreting results of workplace industrial relations surveys, consideration must be given to the relative incidence of small, medium and large business units for estimates of any variable of interest. In this case, a very large majority (71 per cent) of businesses surveyed had 5-19 employees; a quarter had 20-99; and only 4 per cent had 100 or more. As a result, small workplace responses impact heavily upon results averaged or totalled across all workplaces. The majority of employees, however, work in medium and large businesses. Workplaces with 5-19 employees accounted for only 23 per cent of total employees; those with 20–99 employees 36.9 per cent; and those with 100 or more employees 40.1 per cent.

Method of setting pay Australia's system of pay determination is complex. Traditionally, it has involved awards, over-award arrangements and common law contracts. Now, a variety of instruments can operate in conjunction with or in place of these arrangements. These include union and non-union collective agreements; greenfield agreements (negotiated with unions or devised unilaterally by employers); and registered individual contracts, such as Australian Workplace Agreements (or AWAs).

The incidence of different arrangements varies dramatically by workplace size. Given that most enterprises are small, what prevails in these businesses determines how statistically prevalent particular arrangements are across workplaces. On an enterprise basis, the overwhelming majority of business units rely on awards (15 per cent), over-awards (31 per cent) or individual arrangements (29 per cent). Certified

agreements were the dominant form of pay determination in only 10 per cent of businesses. Collective agreements are, however, the predominant form of pay determination in larger workplaces (prevailing at 40 per cent of such workplaces). The workforce is fairly evenly split between coverage by awards and over-award arrangements (39 per cent); those on individual (mostly common law) agreements (30 per cent); and those on collective agreements (29 per cent).

Unions, industrial action and management IR attitudes The data on unions, industrial action and management attitudes are also shaped by the size effects caused by the very large proportion of small workplaces. Most workplaces (83 per cent) are completely union-free. Amongst large workplaces, however, 71 per cent have union members, and just over a third (34 per cent) of medium workplaces have some union presence. Only one in ten smaller workplaces is unionised.

The incidence of industrial action is even scarcer. In the year prior to the survey, only 3 per cent of workplaces reported any industrial action, but 13 per cent of large workplaces (100 or more employees) reported some action of this nature.

Most managers (64 per cent) report having either good or very good relations with unions, where they are present in the workplace. Despite this, managers overwhelmingly express a preference for dealing directly with employees rather than through unions (96 per cent). Only 4 per cent reported they were 'dissatisfied' or 'very dissatisfied' with industrial arrangements at their workplace.

Profits, labour costs and productivity Over the last decade or so the Australian economy has enjoyed a period of sustained economic growth. While this has meant many firms have been flourishing, it is important to remember some have not. This is reflected in data on workplace economic performance. Amongst survey respondents, profits increased at 41 per cent and fell at 25 per cent, while labour costs rose at 70 per cent and fell at 8 per cent. Productivity improved at 40 per cent and worsened at 11 per cent.

Wages and entitlements Over one in four (28 per cent) of workplaces have at least one employee earning less than \$15.00 per hour (annual full-time equivalent: \$29,640). On the other hand, only 15 per cent have lowest paid employees earning more than \$20.00 per hour (annual full-time equivalent: \$39,520). The three most common employment conditions given by workplaces to their employees are: annual leave loading (provided by 72 per cent of workplaces), overtime rates (61 per cent) and weekend penalties (52 per cent). These conditions were significantly less common at workplaces where an individual approach to pay determination was dominant. At such workplaces, 51 per cent provided holiday leave loading, and around a third paid overtime (34 per cent) and weekend penalties (30 per cent).

Workforce changes Approximately one in six workplaces (16 per cent) reduced their workforce in the year prior to the survey. This was more common at large workplaces (24 per cent), followed by medium (18 per cent) and small workplaces (15 per cent). In small workplaces, these reductions were reported as being mainly the result of falling product or service demand. In larger workplaces, it resulted from organisational changes and/or efficiency initiatives. On the recruitment front, almost half (49 per cent) of workplaces reported that they faced recruitment difficulties.

Implications for analysis and policy

The findings of this survey have been compared with those of earlier similar studies. Great care is needed in undertaking such an exercise because of the difficulties in getting reliable and comparable samples of employers. After conducting such an analysis, three findings are apparent:

Collectively determined and publicly enforceable labour market standards are in decline. For the last two decades, IR policy in Australia has been informed by the assumption that there is a need to move from a world of allegedly rigid, inflexible awards to one of flexibility and choice based on agreements. The time series data assembled for this report reveal that the recent past has not involved the steady displacement of rigid instruments and their replacement with more flexible arrangements. Rather, the process of changing structures of wage determination in particular has involved a realignment of the elements that have always characterised the system. These elements have been awards and agreements, formal and informal arrangements and collective and individual instruments. All these elements remain. What has changed is the influence of collectively determined agreements with unions and publicly enforceable instruments, such as awards. What is most striking is the continued role of relatively ‘informal’ arrangements, particularly common law contracts and over-award arrangements. Most significantly, it appears that new instruments (e.g. collective and individual registered agreements) appear to merely codify previously informal arrangements.

Employer preferences (not problems) are driving policy. The contrast in statistics on unionisation and disputes on the one hand and management attitudes on the other was stark. When put in historical perspective, this contrast is even more striking. The number of union- and dispute-free workplaces is now at record levels. Most workplaces do not have any union members (83 per cent) and nearly all (97 per cent) have not had a dispute in the last 12 months. Very few had problems with the IR system as it was. The overwhelming majority of employers report good relations with their employees and with unions where present. They do express a definite preference for dealing directly with employees rather than through unions. When it come to systems of setting pay, many workplaces reported a preference to have informal, individualised arrangements, although 30 per cent of large workplaces reported favouring collective arrangements. The results suggest recent changes in IR policy have had more to do with employer preferences than substantive problems.

Workforce reductions continue despite economic strength. The data on economic performance was impressive: many workplaces are prospering. The data on workforce reductions was, in this context, remarkable. Despite obvious economic strength, many workplaces – including one in four large workplaces – are shedding staff. This paradox could be one of the explanations for the (much noted but poorly understood) mismatch between so-called economic good times and widely reported concerns, frustrations and insecurity about working life.

Conclusion: the revival of managerial prerogative and ‘full employment’

We appear to be living in an era where major IR policy initiatives are being driven by a preoccupation with isolated pockets of union militancy. The construction industry in particular has figured prominently in recent Federal Government deliberations. As the data on problems and attitudes revealed, this is not the primary feature of our IR system. There are, however, links between the preoccupation with ‘the exceptional case’ and the preferences of many employers. Radical policy initiatives have been triggered by the alleged need to deal with exceptional problems such as those in construction. These initiatives then appear to get significant employer support as they engage with their preferences. Few employers have any problems of the kind that necessitate radical IR change – they do, however, clearly have fears and imagined problems which these policies address. Once employers have experienced power in the form of increasingly unrestricted managerial prerogative, this support is likely to solidify. Under the provisions of the Federal Government’s *Work Choices* legislation, this trend can be expected to continue.

The end result of changes in both policy and practice over recent years has been a reduction in the role of collectively determined and publicly recognised standards. By definition, this means there has been increased capacity for management determined arrangements to prevail. Sometimes these take the form of registered individual agreements - the most obvious, but smallest manifestation of the change. Far greater has been the increased significance of less public arrangements – things like common law contracts. Whereas once these operated in the context of a vital and encompassing award system, they now operate in a situation where tribunals have limited capacity to act and unions are highly circumscribed. In a situation where workforce reductions are commonplace even at the peak of the business cycle, it is no wonder that ‘full employment’ today does not mean the same thing for workers as it meant when the official unemployment rate was this low a generation ago. If we want to realise the full benefits of full employment – especially decent jobs worth having – new initiatives that enhance and nurture job quality are needed. The current direction of Federal IR policy is, however, moving in the opposite direction.

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1 Introduction

Between October 2005 and June 2006, employer-based Workplace Industrial Relations Surveys (*WIRS*) were conducted in Queensland, New South Wales and Victoria. The *QWIRS* was conducted during October and November 2005, the *NSW WIRS* during March and April 2006 and the *VWIRS* was conducted in May and June of 2006. The various *WIRS* consisted of a 20-minute telephone interview with managers in the workplaces in these states. Workplaces in agriculture, forestry and fishing and those in public administration were excluded.

A core set of questions was asked in each of the surveys. These collected data on:

- the workforce and basic ‘demographic’ features of the workplace;
- methods of setting pay and conditions in the workplace;
- wages and entitlements of the workforce;
- information on union membership and industrial relations within the workplace;
- workforce additions and reductions;
- profits, labour costs and productivity;
- various policies in place; and
- various attitudes held by managers.

There were some data that differed between the States; most notably with regard to pay setting method, and the absence of State jurisdiction awards and agreements in Victoria. In instances where questions were only asked in one State, that information is not included in this combined report. Findings from each of the *WIRS* have been reported in the specific State *WIRS* reports¹. Where data was collected for two States (but not in the third state), the findings are presented in this report and tables are clearly labelled as to which States the findings have relevance. The majority of the tables in this report refer to findings from Queensland, New South Wales and Victoria.

This report presents analyses of the aggregated findings from small (5 - 19 employees), medium (20 - 99 employees), and large (100 or more employees) workplaces across each of these State *WIRS*. The key findings from the aggregated analysis are presented in Appendix A.

¹ The individual findings from each of the States have been presented in a series of three similar reports: *QWIRS* Report: Queensland Workplace Industrial Relations Survey, Dec 2005; Working Conditions in Small, Medium and Large Workplaces in NSW: 2006, Feb 2007; and, Victorian Workplace Industrial Relations Survey, 2006, Oct 2006.

As a workplace survey, the States' *WIRS* followed in the tradition of the Australian Workplace Industrial Relations Survey (AWIRS), a national survey conducted in 1990 and 1995. In the ten years since 1995, the prospects for conducting workplace (as opposed to enterprise) surveys have diminished because the sampling frame of workplaces no longer exists. The Australian Bureau of Statistics (ABS) now uses employer information held by the Australian Tax Office. We have generated our sample using a combination of employer information available from Dunn and Bradstreet and the Yellow Pages. A discussion about the significance of these different sampling frames for the comparability of results across surveys of workplace industrial relations undertaken since the AWIRS is provided at the beginning of Appendix B.

The respondents from the States' *WIRS* were businesses, but they were asked questions about their workplaces, which needs to be considered when reading this report. Where the business and the workplace were one and the same – which is the case for most small and medium businesses – this was not a problem. However, for multi-workplace organisations, the *WIRS* sought answers for the site which had the *largest number of employees* and this was deemed the 'workplace'. The terms 'workplace' and 'business' are generally used interchangeably throughout this report.

2 Key Findings

Methods of setting pay

One of the key questions asked in each of the State *WIRS* was ‘how do employees [in each particular workplace] have their pay and conditions determined?’ This section presents a summary of the pay setting methods found in small, medium and large workplaces across Queensland, New South Wales and Victoria. Tables showing a much greater level of detail are found in Appendix A, Tables A 25 – A 30.

Workplaces

All of the tables in this report concentrate on workplaces as the unit of analysis. The one exception to this is Table 2.4 below, which provides employee estimates. Pay setting information is presented in three ways; as:

1. the dominant method of setting pay in the workplace (Table 2.1 & 2.2);
2. the average proportion of employees in workplaces coming under various methods of pay setting (Table 2.3); and
3. the proportion of all employees in the labour market covered by various forms of wage determination (Table 2.4).

A workplace was considered to have a dominant method of setting pay if more than 60 per cent of its employees had their pay and conditions set by that method. As table 2.1 shows, 84 per cent of workplaces had a dominant method for setting pay. This data relies on employers knowing what underpins their pay setting methods and it is fair to assume that, particularly with small businesses, the extent to which pay setting is underpinned by an award may be underestimated.

Taking the first approach as outlined above, the Queensland, New South Wales and Victoria *WIRS* (hereafter referred to as the eastern seaboard states²) found that across all small to large workplaces, almost a third (31 per cent) use over-award arrangements as the dominant method of setting pay (see Table 2.1). Individual agreements are dominant in 29 per cent of all workplaces, while 15 per cent of workplaces have pay-setting methods dominated by awards, and another 10 per cent of workplaces are dominated by the use of collective agreements.

² *Note:* The eastern seaboard states are distinct from the eastern seaboard territory of the ACT (Australian Capital Territory) which was not included in the *NSW WIRS* and did not conduct its own survey.

Table 2.1: Dominant pay setting method in workplaces

Dominant pay method	Number	Per cent
Award only >60%	24,521	15
Over-award >60%	51,737	31
Collective agreement >60%	17,476	10
Individual >60%	48,969	29
No dominant system	27,017	16
Total	168,858	100

Note: Dominant pay setting method is defined according to whether 60% or more of employees were on that method.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

The statistics reveal significant differences in pay setting methods based on workplace size (see Table 2.2 for a summary by workplace size and A28 for complete summary by relevant characteristics). Small and medium workplaces are much more likely than large workplaces to use over-award arrangements as the dominant method of setting pay (33% and 28% respectively for small and medium workplaces compared to 13% of large workplaces). Large workplaces are much more likely than small and medium workplaces to use collective agreements as the dominant form of pay setting (40% of large workplaces are dominated by collective agreements compared to 16% of medium and 7% of small workplaces).

Table 2.2: Dominant pay setting method in workplaces

Dominant pay method	Workplace size (%)			
	5-19	20-99	100+	Total
Award only	14	18	13	15
Over-award	33	28	13	31
Collective agreement	7	16	40	10
Individual	31	25	19	29
Other	17	14	15	16
Total	100	100	100	100

Note: This table reports on the mean percentage of workplaces where that method of pay determination is dominant.

How to read: In the row entitled 'Individual', in 29 per cent of workplaces the dominant method of setting pay is by means of individual arrangements, usually common law contracts. This is more common in small workplaces, 31 per cent of which have individual arrangements as the dominant system for determining pay and less common in medium and large workplaces where only 25 and 19 per cent respectively of such workplaces use individual arrangements as the dominant form of wage determination.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

A second way of ascertaining the significance of different methods of pay setting is to report on the average percentage of employees within workplaces covered by various forms of wage determination. On average at the workplace level, the largest proportion of employees are covered by over-award arrangements (34 per cent) and then by unregistered individual arrangements (29%). However, as would be expected, there are significant differences when workplace size is considered (see Table 2.3). Small workplaces are more likely than large workplaces to have employees on individual agreements and over-award arrangements. On average, small workplaces have 30 per cent of employees on individual agreements compared to an average of 24 per cent of employees in large workplaces. Also, on average, 36 per cent of employees in small workplaces are on over-awards compared to only 17 per cent of workers in large workplaces. Large workplaces, on the other hand, are much more likely to have a substantial proportion of the workforce on registered collective agreements (38%) while small workplaces average only 3 per cent of employees on registered collective agreements.

Table 2.3: Average percentage of workers in workplaces covered by different forms of wage determination.

Method of pay determination	Workplace size (%)			Total
	5-19	20-99	100+	
Award only	17	19	14	18
Over-award	36	31	17	34
Collective agreement (registered)	4	16	38	8
Collective agreement (unregistered)	3	7	15	4
Individual arrangement (registered)	3	3	3	3
Individual arrangement (unregistered)	30	27	24	29

Note: These columns do not sum to 100 per cent. This is because these figures are averages of averages.

How to read: Across all workplaces (i.e. the final column), the average proportion of workers at workplace level reliant on awards for pay determination is 18 per cent and the average proportion of workers at workplace level reliant on over-awards is 34 per cent.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Employees

There is an important distinction between the figures reported in the previous section and data on employee coverage found in surveys such as the ABS *Employee Earnings and Hours* survey. The latter present the proportion of the workforce on different pay setting methods, whereas, the data above presents the average proportion of the workforce *within* the workplace covered by each of the different methods. It is possible to produce employee estimates similar to the ABS approach by multiplying the workplace counts of employees by that workplace's sample weight. The results of this are shown below in Table 2.4.

Table 2.4: Methods of setting pay, employee estimates

Pay setting method	Per cent
Collective agreements	29
Award only	15
Over-award	24
Individual agreements	30
Other	2
Total	100
By jurisdiction	
Federal collective agreement	7
State collective agreement	8
Federal individual agreement	3
State individual agreement	0.4
Other	81
Total	100
Union/non-union	
Union collective agreements	24
Non-union collective agreements	5
Other	71
Total	100

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table 2.4 shows that, across the eastern seaboard States, the forms of agreement making that cover most employees are unregistered individual agreements (30% of the workforce) and collective arrangements (29% of the workforce). Only a very small proportion of employees are covered by registered individual agreements (3% covered by federal registered individual agreements and less than 1% covered by state registered individual agreements).

Unions and industrial action

Across workplaces in the eastern seaboard states, the presence of unions in the workplace is very low: only 17 per cent of workplaces have union members and/or delegates at the workplace (see Table A31 for complete summary of union density). There are, however, significant differences in union representation based on workplace size and industry sector. Table 2.5 shows that almost three-quarters (71%) of all large workplaces have union members and/or delegates compared to just a third (34%) of all medium workplaces and only one in ten (10%) of all small workplaces. Industry sectors that have a relatively strong union presence (across the eastern seaboard states) include Construction (35% of all workplaces), Mining and Utilities (34%), Manufacturing (32%) and Health and Education (32%).

Table 2.5: Union presence in the workplace by industry and workplace size

	Union status			Total
	No members or delegates	Unions, no delegates	Unions & delegates	
Workplace size				
5 – 19	90	8	2	100
20 – 99	66	16	18	100
100 +	29	17	54	100
Industry group				
Mining & utilities	66	15	19	100
Manufacturing	68	11	21	100
Construction	65	23	12	100
Trans & wholesale trade	81	10	9	100
Retail trade	96	3	1	100
Fin, insur & bus services	90	6	4	100
Health & education	68	19	13	100
Rec & pers services	88	8	4	100
Total	82	10	8	100

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

The incidence of industrial action is extremely low across the eastern seaboard States. In total, only 3 per cent of workplaces experienced industrial action in the previous year. Large workplaces differed slightly from this pattern with 13 per cent of workplaces with 100 or more employees reporting having had some form of industrial action and this was predominantly in the form of either strikes (in 6% of large workplaces) or stop-work bans (in 10% of large workplaces). Similarly, workplaces in the Construction industry were more likely than those in other industry sectors to report having had some form of industrial action in the previous 12 months (10% had industrial action; see Table A32).

With regard to managers' perceptions of unions at the workplace, there is very little dissatisfaction reported by managers in workplaces where there is a union present. Only 5 per cent of managers report a "poor" or "very poor" relationship between management and unions, while almost two-thirds of managers (64%) report "good" or "very good" relationships and a third of managers (32%) are neutral. Interestingly, in workplaces where there are both union members and delegates, 81 per cent of managers report having "good" or "very good" relationships with the unions as opposed to 50 per cent of managers in workplaces where the union presence only includes members and does not include delegates.

Despite these good reported relations between managers and unions, there is still an overwhelming preference amongst managers to negotiate with employees directly without going through unions: 83 per cent of managers "strongly agree" and 13 per cent of managers "agree" that they would rather not go through unions when dealing with employees.

Profits, labour costs and productivity

Workplaces across the eastern seaboard States are considerably more likely to have experienced increased rather than decreased profits in the previous 12 months (see Table 2.6). On average, 41 per cent of workplaces saw profits increase compared to 25 per cent of workplaces with a drop in profits in comparison to the previous year's figures.

In New South Wales and Queensland, workplaces were also asked about labour costs and productivity changes. As with the pattern of profits across all eastern seaboard States, workplaces in New South Wales and Queensland are much more likely to report that both labour costs and productivity have increased in the previous year. On average, 70 per cent of workplaces in these States report increased labour costs and 40 per cent report increased productivity. Table 2.6 shows that increased labour costs were particularly prevalent in the Mining and Utilities sector (82% of workplaces in this sector have had increased labour costs) and the Transport and Wholesale Trade sector (77%). The Mining and Utilities sector is also more likely than other sectors to have experienced increased productivity in the previous 12 months (51% compared to an average of 40% of all industry sectors; see Tables A42 and A43).

Table 2.6: Profits, costs and productivity

Industry group	Profits		Labour costs*		Productivity*	
	Up %	Down %	Up %	Down %	Up %	Down %
Mining & utilities	40	21	82	6	51	5
Manufacturing	39	29	74	11	39	11
Construction	40	24	70	7	35	18
Trans & wholesale trade	39	29	77	7	43	11
Retail trade	34	31	68	9	37	17
Fin, insur & bus services	49	21	71	7	42	8
Health & education	47	13	60	7	42	2
Rec & pers services	34	28	62	8	37	5
Total	41	25	70	8	40	11

Note: Note: category stayed the same is omitted. Can be calculated: 100 minus (up+down). How to read: 41% of all wps reported that their profits had risen in the last year. *Changes in labour costs and productivity only asked in Qld and NSW WIRS.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Wages and entitlements

A range of information on wages paid in workplaces was collected and detailed summaries of these data are provided in Tables A34 through to A39. Table 2.7 below shows the lowest rate of pay across workplaces in the eastern seaboard States. In 3 per cent of all workplaces, the lowest rate of pay is less than \$12.00 per hour whilst 15 per cent of workplaces pay more than \$20.00 per hour as the lowest rate of pay. Significant differences between industries are apparent. Over a third of all workplaces in the Manufacturing (35%), Recreation and Personal Services (37%), and Retail Trade (42%) sectors have lowest rates of pay of less than \$15.00 per hour. In contrast, industry sectors in which the lowest rates of pay is relatively high include the Mining and Utilities and Construction sectors; both with approximately a third of the workforce (36% and 32% respectively) with lowest rates of pay of more than \$20.00 per hour.

Table 2.7: Lowest hourly rate of pay at workplaces

Industry group	Range in dollars per hour				
	<12 %	12<15 %	15<17 %	17<20 %	>20 %
Mining & utilities	0	12	26	26	36
Manufacturing	3	32	33	21	11
Construction	0	8	23	36	32
Trans & wholesale trade	2	18	41	30	9
Retail trade	5	37	28	24	6
Fin, insur & bus services	4	26	26	24	21
Health & education	2	17	38	28	14
Rec & pers services	6	31	32	26	5
Total	3	25	31	26	15

Note: Question excluded apprentices and trainees.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Workplaces were also asked about the range of entitlements available to non-managerial employees (Tables A40 and A41). Table 2.8 indicates that in workplaces where individual arrangements are the dominant form of pay setting, wages and hours are being substantially reconfigured through the patterns of various entitlements. In workplaces dominated by individual arrangements, there is a lower availability of overtime rates and weekend penalty rates compared to workplaces that are dominated by collective arrangements such as awards and agreements. Only about a third of all workplaces dominated by individual arrangements have overtime and weekend penalty rates, compared to approximately two-thirds of workplaces dominated by collective agreements and awards. Similarly, while annual leave loading is still available in half (51%) of all workplaces dominated by individual arrangements, this entitlement is available in more than three-quarters of workplaces dominated by awards (77%), agreements (78%) and over-award arrangements (82%). The reconfiguration of wages and hours is also indicated in the higher levels of performance-based pay (58%) and annualised salaries (63%) in those workplaces dominated by individual arrangements compared to those workplaces dominated by collective agreements (where 38% have performance-based pay and 35% have annualised salaries).

Table 2.8: Entitlements of non-managerial employees

Dominant pay method	A %	B %	C %	D %	E %	F %	G %	H %	I %
Award only >60%	61	68	22	77	24	26	39	15	35
Over award >60%	68	57	19	82	48	40	49	19	35
Collective Agree >60%	69	63	29	78	38	35	44	23	54
Individual >60%	34	30	25	51	58	63	43	13	23
No dominant system	68	64	24	85	37	39	44	14	35
Total	1	52	23	72	45	44	45	16	34

Key: A = Overtime rates; B = weekend penalty rates; C = Paid maternity leave; D = Annual leave loading; E = Performance pay; F = Annualised salary; G = Paying out hols; H = Paying out sick; I = RDOs.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Workforce changes

Approximately one in six workplaces (16%) had reduced its workforce over the previous year (Table A44), but there are substantial differences in the extent of reductions based on workplace size and industry sector (see Table 2.9). The extent of workforce reductions is positively correlated with workplace size. Large workplaces are most likely to have reduced the overall size of their workforce in the previous year (24%) followed by medium (18%) and then small workplaces (15%). In medium and small workplaces, the most common reason for carrying out reductions is lack of demand for products or services (51% of medium workplaces and 40% of small workplaces cite this reason for reductions). Large workplaces cite organisational restructuring (33%); seeking to decrease costs or increase efficiencies (33%); and lack of demand for products or services (28%) as reasons for making workforce reductions. The methods most commonly used to carry out reductions in the workforce over the previous year were compulsory redundancies (used by 28% of all workplaces that have carried out redundancies) and voluntary redundancies (19%). However, 22 per cent of large workplaces also managed to reduce staffing numbers by redeploying employees elsewhere, so while the particular workplace may have reduced workforce numbers, employee levels within the business as a whole could remain static (Table A45).

Table 2.9: Workforce reductions in the last year

Workplace size	Reasons for reductions						
	Red§ %	Dem %	Tec %	Org %	Fin %	Eff %	Oth %
5-19	15	51	3	19	10	26	10
20-99	18	40	8	21	9	34	8
100+	24	28	13	33	8	33	8
Industry group							
Mining & utilities	15	32	8	32	6	47	6
Manufacturing	23	50	12	20	8	22	8
Construction	19	71	0	11	3	10	11
Trans & wholesale trade	15	34	1	23	11	44	0
Retail trade	17	39	2	15	11	40	17
Fin, insur & bus services	16	51	7	26	2	15	13
Health & education	7	19	14	57	34	31	1
Rec & pers services	11	36	2	13	26	59	0
Total	16	47	5	21	9	28	9

Note: § Had reductions in the last year. How to read: 16% of all workplaces reduced staff in the last year and 47% did so because of lack of demand for product or service. *Key:* Dem = Lack of demand for product or service; Tec = Technological change; Org = Organisational restructuring; Fin = Financial problems or difficulties; Eff = To decrease costs or increase efficiency; Oth = Other. Multiples possible (% may not total 100).

*Cell sizes are too small for accurate reporting.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170). All workplaces with reductions (n=360).

Regarding workforce sustainability and growth issues, almost half (49%) of all workplaces in the eastern seaboard States reported that they experienced difficulties recruiting new staff (see Table A46). Analysis by industry sector shows that perceived difficulties in recruiting new staff is strongest in the Construction (60%) and Manufacturing (58%) sectors. The reasons behind difficulties in recruiting were predominantly related to a perceived lack of suitably qualified or skilled staff (72%) but a further 20 per cent of workplaces also felt that finding *any staff at all* is a problem (see Table 2.10).

Table 2.10: Difficulties in recruitment of staff in the last year

Industry group	Diff ^ξ %	Difficulties in recruitment								
		A %	B %	C %	D %	E %	F %	G %	H %	I %
Mining & utilities	56	72	18	1	7	4	6	5	2	10
Manufacturing	58	73	23	6	10	4	7	9	1	4
Construction	60	80	14	3	10	12	3	14	2	3
Trans & wholesale trade	54	76	27	2	7	7	6	10	1	10
Retail trade	53	75	21	6	14	13	8	15	1	5
Fin, insur & bus services	44	71	17	9	6	5	6	7	0	4
Health & education	35	94	18	1	3	4	5	3	0	5
Rec & pers services	39	73	24	7	9	10	1	9	0	2
Total	49	75	20	6	9	8	5	10	1	5

Note: ^ξ Faced difficulties. Key: A = Finding suitable, skilled or qualified staff; B = Finding staff, full-stop; C = Lack of sales or demand for product or service; D = Cost of employing new staff (eg. overheads); E = government IR policies; F = Lack of capital; G = Too much red tape or regulation; H = Lack of space or capacity; I = Other.

Source: † Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170). ‡ All wps who perceived difficulties in recruiting (n=1130).

Management attitudes

The majority of workplace managers across the eastern seaboard States are either “*satisfied*” or “*very satisfied*” with the industrial arrangements at their workplace and only 4 per cent are either “*dissatisfied*” or “*very dissatisfied*” with the arrangements. In Queensland and New South Wales, managers were also asked about the relationship between management and employees. 65 per cent of managers report that relations are “*very good*” and a further 32 per cent report relations between managers and employees as “*good*”.

3. Trends and implications for policy

The findings summarised in the previous section provide useful insights about the nature of workplace industrial relations in the eastern seaboard States in the period immediately prior to the Work Choices labour law changes. What implications do they have for both analysis and policy? The cross-section material highlights the importance of distinguishing between workplaces of different sizes and operating in different industries. To draw out more broad findings, time series information and analysis is necessary. This is scarce in Australia, but not non-existent. In Appendix B, we discuss the available sources and how best to use them. In particular, we have scrutinised statistical data collected by the ABS and the Federal Department for Employment and Workplace Relations over the last 15 years. On the basis of the data, we have identified three major issues of analytical and policy significance. These concern the changing balance between awards, registered agreements and unregistered arrangements governing wage determination; the relative importance of industrial relations problems (real and perceived) and employer preferences as factors driving recent policy changes; and the continuing significance of workforce reductions in an era of strong employment growth. In this section we report on each of these matters in turn.

Collectively determined and publicly defined enforceable standards are declining as a basis for wage determination

A matter of major interest is how important agreements as opposed to awards have become in determining pay for Australian employees. Table 3.1 summarises how labour market coverage by different legal instruments has changed since 1990. The first six columns provide estimates of coverage of the different instruments. These fall into two categories: registered and unregistered arrangements. The former is comprised of awards and agreements. These can be defined with a fairly high degree of precision because, by definition, they are governed by registration requirements that result in them having legal force. Unregistered arrangements cannot be so precisely defined, but they remain a major part of the system. They are commonly classified as: unregistered collective agreements; over-award arrangements; and individual common law contracts. To identify the relative extent to which the different regulatory structures are utilised, two summary measures are provided in the last two columns. The first concerns the reach of the award system. Given most agreements up to 2006 were still based on awards, these figures encompass workers wholly reliant on awards; those on registered collective and individual agreements; and those on over-award arrangements. The last column estimates the proportion of employees whose employment arrangements are governed, at least in part, by unregistered arrangements. Many of these arrangements operate in conjunction with awards and registered agreements, counted already in the 'award coverage' column, resulting in the last two columns not totalling 100 per cent.

Table 3.1: Indicative estimates of the change in employee coverage of different instruments defining enforceable rights concerning work, estimates based on a meta-analysis of employer surveys, Australia, 1990 - 2006

Year	Type of instrument						Summary measures	
	Registered			Unregistered			Underlying award coverage (1+2+3+5)	Coverage of unregistered arrangements (4+5+6)
	Awards only (1)	Collective Agreements (2)	Individual agreements (3)	Collective agreements (4)	Over-awards (5)	Individual common law contracts (6)		
1990	45	20	-	11	15	20	80	45
1995	40	30	-	3	15-20	10-15	85-90	30
2000	25	35	2	2	20	15	80	35
2006	20	40	3	3	15-20	15-20	80	35

Source: Full details of estimates summarised in this table are provided in Appendix B.

Note: Because these are indicative estimates only most percentages have been rounded to the nearest 5 per cent to show it convey an indication of order of magnitude as opposed to precise estimate of actual coverage.

The key issues identified from the trends summarised in this table are as follows:

- over the last 15 years the proportion of workers covered by awards and registered agreements has been stable, as has the proportion of those covered by some kind of unregistered arrangement. This stability should not blind us to significant changes occurring within these domains.
- within the registered domain there has been a dramatic decrease in the percentage of employees relying solely on awards – from around 45 to around 20 per cent. Most of this change has been associated with more workers being covered by registered collective agreements. Registered individual agreements account for only a small proportion of the change, and until 2006 the overwhelming bulk of these registered agreements operated in conjunction with an award.
- data on the unregistered domain is less clear. The available data indicate that there has been a dramatic fall in the proportion of employees covered by unregistered collective agreements. These have probably been formalised into registered enterprise agreements or have disappeared as a result of external labour market forces. From the evidence available, the balance between over-award arrangements and individual common law contracts appears to have been relatively stable, with both arrangements covering between 15 and 20 per cent of employees.

To date, most of the policy debate has focussed on awards and registered agreements. This table highlights the importance other elements of the system of wage determination, especially relating to unregistered arrangements. It is possible that many new agreements may simply represent the codification of long standing

unregistered agreements or over-award arrangements. In addition, it is reasonable to expect that, as awards diminish in influence, the regulatory gap is as likely to be filled by increased scope for managerial prerogative as it is to be filled by formally registered agreements.

Employer preferences (not problems) are driving policy changes

Industrial disputes and union recognition have traditionally been at the core of IR policy concerns. Table 3.2 summarises how trends in both have changed dramatically at workplace level over the last 15 years. In 1990, the majority of workplaces (57 per cent) were union free. By 2005/06, this proportion had increased to 82 per cent. It is worth noting this situation was most prevalent in smaller organisations, but even in larger organisations with multiple workplaces the same trend has occurred.

Table 3.2: Trends in unionisation at workplace level, Australia (1990 and 1995) and Eastern Seaboard States 2005/06

Union presence	1990	1995	2005/06
No union	57	57	82
Union, no delegate	24	21	10
Union and delegate	19	22	8

Source: full details provided in Appendix B

Equally dramatic has been the fall in incidences of industrial action. In any year, the proportion of workplaces affected by such action is small. 2005/06 figures for industrial action are dramatically lower when compared to the figures from only 10 or 15 years before. In 1990, 12 per cent of workplaces reported they had been affected by industrial action in the 12 months prior to the survey. On the eve of Work Choices the proportion had fallen to 3 per cent. These data are summarised in Table 3.3.

Table 3.3: Trends in industrial action in the previous 12 months, Australia (1990 and 1995) and Eastern Seaboard States 2005/06

	1990	1995	2005/06
Any form of industrial action	12	8	3

Source: full details in Appendix B

During this same period, there appears to have been some cooling of management attitudes to unions. As Table 3.4 shows, in 1995 58 per cent of employers indicated they strongly agreed with the statement ‘they would rather deal direct with employees than deal with unions’. In 2005/06 the proportion expressing such a strong preference had increased to 83 per cent.

Table 3.4: Managers preference for dealing directly with employees as opposed to unions, Australia (1990 and 1995) and Eastern Seaboard States 2005/06

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
1995	58	30	8	3	1
2005/06	83	13	4	0	0

Source: Full details in Appendix B

This preference of employers for dealing with employees rather than with unions is consistent with the figures on employers' preferred method of pay determination. 'Informal individual arrangements' are by far the most common preference, followed by 'over-award' arrangements. It is worth noting that just under a third (31 per cent) of larger employers preferred arrangements based on collective agreements with unions.

Table 3.5: Employers' preferred system for setting pay, Australia and Eastern Seaboard States 2005/06

	Union collective agreement	Non-union collective agreement	Award only	Over award	Informal individual arrangement	AWA
All work-places	6	5	13	25	43	7
100+	31	11	9	8	28	7

Source: Full details in Appendix B

These tables reveal a simple - but profound - fact. The recent dramatic changes in Australia's system of labour law appear to have more to do with what employers would prefer rather than to do with any widespread problems of industrial action or active unionism in the workplace.

Workforce reductions continue in an era of high employment growth.

The Australian economy has enjoyed one of its longest periods of uninterrupted growth in a generation. Open unemployment currently hovers at around 5 per cent. At the same time, there is widespread apprehension amongst the workforce. The fact that workforce reductions continue to occur in many workplaces could be a major factor behind this paradox. The data in Table 3.6 show that almost one workplace in six (16 per cent) reduced the size of the workforce in the 12 months prior to Work Choices becoming law.

Table 3.6: Workplaces reporting workforce reductions in the year prior to the survey Australia (1990 and 1995) and Eastern Seaboard States 2005/06

	1990	1995	2005/06
Workplaces reporting reductions	13	18	16

Source: Full details in appendix B

Conclusion: the revival of managerial prerogatives and ‘full employment’

We appear to be living in an era where major IR policy initiatives are being driven by a preoccupation with isolated pockets of union militancy. The construction industry in particular has figured prominently in recent Federal Government deliberations. The data on unions, industrial action and employer attitudes reveal that this is not the primary feature of our IR system. There are, however, links apparent between the preoccupation with ‘the exceptional case’ and the preferences of many employers. Radical policy initiatives have been triggered by the alleged need to deal with exceptional problems such as those which can occur in the construction industry. These policy initiatives then appear to gain employer support as they are consistent with employers’ preferences. Few workplaces experience any problems of the kind that necessitate radical IR change; employers do, however, appear to have fears and imagined problems which these policies address. Once employers have experienced power in the form of increasingly unrestricted managerial prerogative, this support is likely to solidify.

The end result of changes in both policy and practice over recent years has been a reduction in the role of collectively determined and publicly recognised standards. By definition, this means there has been an increase in the capacity for management determined arrangements to prevail. While this can take the form of registered individual agreements, the increase in the use of these agreements is the most obvious - but smallest - manifestation of the change. Far greater has been the increased significance of less public arrangements, such as common law contracts. Whereas once these operated in the context of a vital and encompassing award system, they now operate in a situation where tribunals have limited capacity to act and unions are highly circumscribed. In a situation where workforce reductions are commonplace even at the peak of the business cycle, it is no wonder that ‘full employment’ today does not mean the same thing for workers as it meant when the official unemployment rate was this low a generation ago. If we want to realise the full benefits of full employment – especially decent jobs worth having – new initiatives that enhance and nurture job quality are needed. The current direction of Federal IR policy is, however, moving in the opposite direction.

Appendix A: Tables

The tables in this appendix generally follow a pattern whereby a set of ‘standard’ variables are cross-tabulated against other variables of interest. Frequency tables for these ‘standard’ variables are presented first.

In most tables, the counts given in the body of the table are population estimates (in 00s) and represent the weighted counts of workplaces to which the percentages apply. The actual sample size for the table is given in the notes at the bottom of the table (for example n=2170; missing data has not been specifically counted). The population for these tables are workplaces with 5 or more employees in Queensland, New South Wales and Victoria unless otherwise stated.

Where the percentages in the tables are self-explanatory (such as row percentages adding to 100%), no comments are provided. However, for other tables where multiple responses are presented, or where other summary statistics (such as means or medians) are involved, a short ‘how to read’ explanation is provided in the notes at the bottom of the table. For conciseness, these notes use self-evident abbreviations (e.g.: wps for workplaces), and sometimes are used interchangeably (e.g.: ‘staff’ and ‘employees’).

Table A 1: Workplace Size

Workplace size	Number	Per cent
5-19	120,690	71
20-99	42,172	25
100+	7,233	4
Total	170,095	100

Note: Question asked for number of employees, including managers, but excluding contractors and agency workers.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 2: Sector

Sector	Number	Per cent
Private sector	161,467	95
Government sector	1,777	1
Not-for-Profit	6,851	4
Total	170,095	100

Note: Question asked which sector workplace was located within.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, med & leg wps (n=2170).

Table A 3: Industry grouping

Industry group	Number	Per cent
Mining & utilities	1,348	1
Manufacturing	23,179	14
Construction	18,857	11
Trans & wholesale trade	23,694	14
Retail trade	26,682	16
Fin, insur & bus services	41,757	25
Health & education	13,845	8
Rec & pers services	20,734	12
Total	170,095	100

Note: Industry grouping was based on reallocating SIC and aggregating to ANZSIC codes. See Appendix B.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 4: Type of legal entity

Industry group	Number	Per cent
Incorporated	134,848	80
Unincorporated	34,414	20
Total	169,261	100

Note: Question whether organisation was incorporated or not.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 5: Organisational status

Organisational status	Number	Per cent
Single wp organisation	124,271	73
Part of larger organisation	10,494	6
Head office of organisation	35,330	21
Total	170,095	100

Note: Question distinguished between single-site and multi-site organisations, and within the latter, between head-office and other sites.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 6: Geographic location

Location	Number	Per cent
Metropolitan	110,179	65
Non-metro	59,916	35
Total	170,095	100

Note: Location was coded according to postcode. See Appendix B.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 7: Union presence in the workplace

Union status	Number	Per cent
No unions	137,397	82
Unions no delegates	16,850	10
Unions & delegates	13,810	8
Total	168,058	100

Note: Questions asked for number of union members at the workplace and number of delegates.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:*

All small, medium and large workplaces (n=2170).

Table A 8: Dominant pay setting method

Dominant pay method	Number	Per cent
Award only >60%	24,521	15
Over-award >60%	51,737	31
Collective agree >60%	17,476	10
Individual >60%	48,562	29
No dominant system	26,562	16
Total	168,858	100

Note: Defined according to whether 60% or more of employees were on that method.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006.

Population: All small, medium and large workplaces (n=2170).

Table A 9: Employee counts

	Employees at wp			Wps part of larger organisation				Wps 00s
	Mean No.	Med No.	Wps [†] 00s	Across Aust		Across states		
				Mean No.	Med No.	Mean No.	Med No.	
All wps	31	12	1,701	880	95	535	50	451
Workplace size								
5-19	10	9	1,207	762	30	575	19	212
20-99	46	40	422	447	125	257	75	191
100+	293	200	72	3,114	700	1,458	350	48
Sector								
Private sector	28	12	1,615	519	90	184	50	429
Government sector	198	24	18	20,812	1,200	19,754	550	8
Not-for-profit sector	50	18	69	641	98	455	52	15
Industry group								
Mining & utilities	84	21	13	1,019	175	318	61	7
Manufacturing	56	22	232	635	120	254	80	75
Construction	23	12	189	837	100	272	42	37
Trans & wholesale trade	30	14	237	312	100	125	56	79
Retail trade	18	10	267	393	70	144	56	72
Fin, insur & bus services	27	10	418	454	90	178	45	116
Health & education	42	10	138	6,806	75	6,346	25	25
Rec & pers services	25	12	207	872	70	271	59	41
Type of legal entity								
Incorporated	32	12	1,348	502	90	193	50	392
Unincorporated	27	10	344	3,400	103	2,777	65	59
Organisational status								
Single wp organisation	19	10	1,243					0
Part of a larger organisation	46	16	105	2,412	175	1,648	60	99
Head office of organisation	66	25	353	449	80	220	50	352
Location								
Metropolitan	36	14	1,102	549	103	219	60	349
Non - metro	21	10	599	2,013	45	1,607	35	102
Union status								
No unions	19	10	1,374	380	60	138	41	312
Unions, no delegates	44	18	169	799	120	251	51	50
Unions & delegates	129	65	138	2,949	276	2,365	160	76
Dominant pay method								
Award only >60%	29	14	245	1,826	95	1,180	90	38
Over award >60%	22	12	517	244	52	100	45	102
Collective Agree >60%	86	25	175	2,540	220	1,894	130	81
Individual >60%	23	11	486	378	60	126	32	164
No dominant system	27	10	266	561	110	205	60	62

Note: Med=Median. Based on questions asking for employee numbers for both the workplace and the organisation. How to read: Across all state based workplaces, the average number of employees is 31. In workplaces that are part of a larger organisation and for which there are branches across Aust, the average number of employees is 880. In small workplaces that are part of a larger organisation and for which there are branches across Aust, the average number of employees across all Aust workplaces is 535.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* † All small, medium and large workplaces (n=2170). ‡ All workplaces are part of a larger organisation (n=897).

Table A 10: Workplace size

	Workplace size				Wps 00s
	5-19 %	20-99 %	100+ %	Total 100	
All wps	71	25	4	100	1,701
Sector					
Private sector	72	24	4	100	1,615
Government sector	47	26	27	100	18
Not-for-profit sector	52	38	10	100	69
Industry group					
Mining & utilities	46	35	19	100	13
Manufacturing	48	41	11	100	232
Construction	76	21	2	100	189
Trans & wholesale trade	61	36	3	100	237
Retail trade	80	18	1	100	267
Fin, insur & bus services	75	21	3	100	418
Health & education	81	13	6	100	138
Rec & pers services	77	19	4	100	207
Type of legal entity					
Incorporated	68	27	5	100	1,348
Unincorporated	81	15	3	100	344
Organisational status					
Single wp organisation	80	18	2	100	1,243
Part of a larger organisation	57	34	10	100	105
Head office of organisation	45	45	11	100	353
Location					
Metropolitan	65	30	5	100	1,102
Non - metro	82	15	2	100	599
Union status					
No unions	79	20	2	100	1,374
Unions, no delegates	53	40	7	100	169
Unions & delegates	19	53	28	100	138
Dominant pay method					
Award only >60%	66	30	4	100	245
Over award >60%	76	23	2	100	517
Collective Agree >60%	45	39	16	100	175
Individual >60%	76	21	3	100	486
No dominant system	75	21	4	100	266

Note: Question asked for number of employees, including managers, but excluding contractors and agency workers.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 11: Sector

	Sector			Total %	Wps 00s
	Private %	Govt %	Not for profit %		
All wps	95	1	4	100	1,701
Workplace size					
5-19	96	1	3	100	1,207
20-99	93	1	6	100	422
100+	84	7	10	100	72
Industry group					
Mining & utilities	91	6	3	100	13
Manufacturing	100	0	0	100	232
Construction	100	0	0	100	189
Trans & wholesale trade	100	0	0	100	237
Retail trade	99	0	1	100	267
Fin, insur & bus services	97	1	3	100	418
Health & education	71	7	22	100	138
Rec & pers services	87	1	11	100	207
Type of legal entity					
Incorporated	95	0	4	100	1,348
Unincorporated	93	4	3	100	344
Organisational status					
Single wp organisation	95	1	4	100	1,243
Part of a larger organisation	94	4	2	100	105
Head office of organisation	95	1	4	100	353
Location					
Metropolitan	95	1	4	100	1,102
Non - metro	94	2	4	100	599
Union status					
No unions	96	0	3	100	1,374
Unions, no delegates	90	2	7	100	169
Unions & delegates	85	8	8	100	138
Dominant pay method					
Award only >60%	88	2	9	100	245
Over award >60%	98	0	2	100	517
Collective Agree >60%	88	6	6	100	175
Individual >60%	95	0	4	100	486
No dominant system	99	0	1	100	266

Note: Question asked which sector workplace was located within.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 12: Industry

	Industry group								Total %	Wps 00s
	A %	B %	C %	D %	E %	F %	G %	H %		
All wps	1	14	11	14	16	25	8	12	100	1,701
Workplace size										
5-19	1	9	12	12	18	26	9	13	100	1,207
20-99	1	23	10	20	12	21	4	9	100	422
100+	4	34	6	9	5	20	11	11	100	72
Sector										
Private sector	1	14	12	15	16	25	6	11	100	1,615
Government sector	5	2	3	1	0	18	56	16	100	18
Not-for-profit	1	0	0	1	5	15	44	34	100	69
Type of legal entity										
Incorporated	1	15	12	13	15	25	7	11	100	1,348
Unincorporated	1	9	8	17	16	21	12	15	100	344
Organisational status										
Single wp organisation	1	12	12	13	15	24	9	13	100	1,243
Part of a larger org	2	19	11	14	14	22	6	11	100	105
Head office of org	1	16	7	19	17	26	5	8	100	353
Location										
Metropolitan	1	16	12	14	14	25	8	10	100	1,102
Non - metro	1	10	10	13	19	23	8	15	100	599
Union status										
No unions	1	11	9	14	18	27	7	13	100	1,374
Unions, no delegates	1	15	26	13	4	15	15	10	100	169
Unions & delegates	2	35	16	15	2	13	12	5	100	138
Dominant pay method										
Award only >60%	0	6	5	14	21	14	14	27	100	245
Over award >60%	0	16	10	16	21	22	5	9	100	517
Collective Agree >60%	2	21	23	18	5	16	11	6	100	175
Individual >60%	1	9	11	11	10	37	7	14	100	486
No dominant system	1	19	10	12	19	23	9	6	100	266

Note: Industry grouping was based on reallocating SIC codes and aggregating to ANZSIC codes. See Appendix B. *Key:* A = Mining & utilities; B = Manufacturing; C = Construction; D = Trans & wholesale trade; E = Retail trade; F = Fin, insur & bus services; G = Health & education; H = Rec & pers services.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 13: Organisational status

	Organisational status				Wps
	Single %	Part of org %	Head office %	Total 00s	
All wps	73	6	21	100	1,701
Workplace size					
5-19	82	5	13	100	1,207
20-99	54	8	37	100	422
100+	33	14	53	100	72
Sector					
Private sector	73	6	21	100	1,615
Government sector	55	26	18	100	18
Not-for-profit sector	79	3	19	100	69
Industry group					
Mining & utilities	46	16	38	100	13
Manufacturing	67	9	25	100	232
Construction	81	6	13	100	189
Trans & wholesale trade	66	6	28	100	237
Retail trade	72	6	22	100	267
Fin, insur & bus services	72	6	22	100	418
Health & education	82	5	13	100	138
Rec & pers services	80	5	14	100	207
Type of legal entity					
Incorporated	71	6	23	100	1,348
Unincorporated	83	6	11	100	344
Location					
Metropolitan	68	7	25	100	1,102
Non - metro	82	4	14	100	599
Union status					
No unions	77	5	18	100	1,374
Unions, no delegates	70	11	19	100	169
Unions & delegates	43	15	42	100	138
Dominant pay method					
Award only >60%	84	5	11	100	245
Over award >60%	79	4	17	100	517
Collective Agree >60%	53	17	30	100	175
Individual >60%	66	6	27	100	486
No dominant system	76	6	18	100	266

Note: Question distinguished between single-site and multi-site organisations, and within the latter between head office and other sites.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 14: Main occupational group in the workplace

	Occupation											Wps 00s
	Man %	Pro %	AP %	Tra %	Adv %	IC %	IT %	EC %	Lab %	Total %		
All wps	2	10	8	20	1	23	12	13	12	100	1,700	
Workplace size												
5-19	3	10	9	21	1	24	9	14	10	100	1,207	
20-99	2	9	6	17	1	21	18	10	17	100	421	
100+	1	18	4	16	1	20	16	7	17	100	72	
Sector												
Private sector	2	8	8	21	1	22	12	13	12	100	1,614	
Government sector	0	69	2	3	1	20	1	1	2	100	18	
Not-for-profit sector	6	25	9	5	3	46	0	4	4	100	69	
Industry group												
Mining & utilities	5	14	4	18	1	18	28	6	6	100	13	
Manufacturing	1	4	1	33	0	7	20	5	30	100	232	
Construction	4	4	2	54	0	11	14	1	10	100	189	
Trans & wholesale trade	1	3	1	11	0	20	38	13	13	100	236	
Retail trade	2	1	2	24	0	16	3	46	7	100	267	
Fin, insur & bus services	3	20	22	12	2	24	5	8	5	100	418	
Health & education	0	32	5	2	4	53	2	1	0	100	138	
Rec & pers services	3	6	11	10	0	42	1	8	19	100	207	
Type of legal entity												
Incorporated	3	9	9	20	1	22	11	13	12	100	1,348	
Unincorporated	1	10	5	20	1	25	14	13	10	100	344	
Organisational status												
Single wp org	2	9	8	21	1	22	11	13	12	100	1,243	
Part of a larger org	5	13	6	16	0	17	16	15	11	100	105	
Head office of org	3	10	7	17	1	26	13	11	11	100	353	
Location												
Metropolitan	3	12	9	19	1	22	11	12	11	100	1,101	
Non - metro	2	6	7	22	1	24	13	14	13	100	599	
Union status												
No unions	2	9	9	18	1	25	10	15	11	100	1,373	
Unions, no delegates	2	11	3	34	2	18	14	5	10	100	169	
Unions & delegates	3	12	1	19	1	12	25	3	23	100	138	
Dominant pay method												
Award only >60%	0	6	2	14	1	26	11	22	18	100	245	
Over award >60%	0	5	8	24	1	26	12	13	12	100	517	
Collective Agree >60%	2	12	2	29	0	9	24	8	14	100	175	
Individual >60%	5	19	15	14	1	25	6	10	6	100	485	
No dominant system	4	4	5	23	1	21	15	13	14	100	266	

Note: Question asked for the occupation with the largest number of employees. Coded to ASCO2 major groups.

Key: Man = Managers; Pro = Professionals; AP = Associate professionals; Tra = tradespersons; Adv = advanced clerical and service workers; IC = Intermediate clerical, sales and service; IT = Intermediate transport and production workers; H = Elementary clerical, sales and service workers; Lab = labourers.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 15: Main female occupational group in the workplace

	Occupation										Total %	Wps 00s
	Man %	Pro %	AP %	Tra %	Adv %	IC %	IT %	EC %	Lab %			
All wps	4	8	6	1	4	59	2	10	6	100	1,607	
Workplace size												
5-19	5	7	7	1	5	59	1	10	4	100	1,127	
20-99	2	7	4	1	2	59	4	9	11	100	409	
100+	1	14	3	1	3	52	5	8	13	100	71	
Sector												
Private sector	4	6	7	1	4	59	2	10	7	100	1,521	
Government sector	1	68	0	2	0	24	0	3	2	100	18	
Not-for-profit sector	4	22	6	0	1	60	1	4	1	100	68	
Industry group												
Mining & utilities	8	9	2	0	3	70	2	5	1	100	12	
Manufacturing	5	2	3	1	4	61	4	5	16	100	211	
Construction	7	4	1	1	6	79	0	2	0	100	164	
Trans & wholesale trade	3	3	5	1	4	65	6	7	6	100	219	
Retail trade	5	1	2	1	2	52	1	34	3	100	255	
Fin, insur & bus services	4	12	15	0	6	55	0	4	4	100	404	
Health & education	1	30	2	1	3	60	1	2	0	100	138	
Rec & pers services	4	6	8	3	1	51	1	11	16	100	204	
Type of legal entity												
Incorporated	4	7	7	1	4	61	2	9	7	100	1,272	
Unincorporated	5	9	5	1	5	54	3	13	5	100	328	
Organisational status												
Single wp org	4	7	7	1	5	59	1	9	7	100	1,171	
Part of a larger org	5	15	4	0	2	55	3	12	4	100	98	
Head office of org	5	6	5	1	2	62	3	11	6	100	338	
Location												
Metropolitan	4	9	7	1	4	58	2	9	5	100	1,047	
Non - metro	4	4	5	0	4	62	2	11	8	100	560	
Union status												
No unions	5	6	7	1	4	59	2	11	5	100	1,301	
Unions, no delegates	2	13	4	3	5	59	1	6	7	100	156	
Unions & delegates	2	15	2	1	3	57	4	3	14	100	131	
Dominant pay method												
Award only >60%	2	8	3	1	3	49	1	19	14	100	234	
Over award >60%	5	2	5	1	5	67	2	9	4	100	495	
Collective Agree >60%	2	14	5	1	3	53	4	7	9	100	157	
Individual >60%	5	12	10	1	4	58	1	6	2	100	464	
No dominant system	5	4	6	1	3	61	2	10	8	100	248	

Note: Question asked for the main occupation held by female employees of employees. Coded to ASCO2 major groups. *Key:* Man = Managers; Pro = Professionals; AP = Associate professionals; Tra = tradespersons; Adv = advanced clerical and service workers; IC = Intermediate clerical, sales and service; IT = Intermediate transport and production workers; H = Elementary clerical, sales and service workers; Lab = labourers.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces with female employees (n=2067).

Table A 16: Total female employment

	Proportion of workforce who are female					Total 00s	Wps
	None %	>0-20 %	>20-50 %	>50-75 %	>75 %		
All wps	5	24	31	20	20	100	1,701
Workplace size							
5-19	6	19	33	19	22	100	1,207
20-99	3	34	26	21	15	100	422
100+	1	37	25	30	7	100	72
Sector							
Private sector	6	25	32	20	18	100	1,615
Government sector	0	8	19	35	37	100	18
Not-for-profit sector	0	3	18	28	50	100	69
Industry group							
Mining & utilities	8	43	35	13	1	100	13
Manufacturing	9	43	33	11	4	100	232
Construction	13	49	34	3	1	100	189
Trans & wholesale trade	7	38	34	14	8	100	237
Retail trade	4	23	35	19	18	100	267
Fin, insur & bus services	3	11	36	32	19	100	418
Health & education	0	0	9	24	67	100	138
Rec & pers services	2	2	23	31	42	100	207
Type of legal entity							
Incorporated	5	24	32	22	17	100	1,348
Unincorporated	5	23	26	16	31	100	344
Organisational status							
Single wp organisation	6	22	31	20	21	100	1,243
Part of a larger organisation	6	37	28	15	14	100	105
Head office of organisation	4	26	31	23	16	100	353
Location							
Metropolitan	5	24	33	21	18	100	1,102
Non - metro	7	23	28	19	24	100	599
Union status							
No unions	5	20	32	22	21	100	1,374
Unions, no delegates	8	32	27	14	20	100	169
Unions & delegates	4	45	23	16	11	100	138
Dominant pay method							
Award only >60%	5	16	21	21	37	100	245
Over award >60%	4	30	31	18	17	100	517
Collective Agree >60%	10	42	21	14	14	100	175
Individual >60%	4	16	39	24	17	100	486
No dominant system	6	21	34	21	18	100	266

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A 17: Female, part-time and casual employment

	Female		Part-time		Casual		Wps 00s
	<10% %	>60% %	<10% %	>40% %	<10% %	>40% %	
All wps	13	28	28	7	23	14	1,701
Workplace size							
5-19	10	30	18	7	16	14	1,207
20-99	19	23	51	6	36	14	422
100+	23	16	63	7	48	10	72
Sector							
Private sector	14	26	29	6	23	14	1,615
Government sector	5	56	18	14	39	14	18
Not-for-profit sector	0	65	24	27	20	17	69
Industry group							
Mining & utilities	34	4	51	1	43	2	13
Manufacturing	25	9	41	1	32	5	232
Construction	32	2	28	2	26	4	189
Trans & wholesale trade	17	12	38	2	27	12	237
Retail trade	10	28	26	7	16	19	267
Fin, insur & bus services	7	30	25	4	25	6	418
Health & education	0	81	11	36	17	12	138
Rec & pers services	2	53	23	12	11	44	207
Type of legal entity							
Incorporated	12	23	13	3	9	13	46,504
Unincorporated	11	48	3	8	3	29	20,984
Organisational status							
Single wp organisation	12	30	22	9	18	16	1,243
Part of a larger organisation	21	18	40	2	35	9	105
Head office of organisation	14	25	46	3	35	6	353
Location							
Metropolitan	13	27	32	6	26	11	1,102
Non - metro	13	31	22	8	18	19	599
Union status							
No unions	10	29	26	7	20	15	1,374
Unions, no delegates	22	26	34	12	28	10	169
Unions & delegates	30	18	44	7	39	5	138
Dominant pay method							
Award only >60%	7	46	30	14	10	45	245
Over award >60%	14	25	27	7	24	8	517
Collective Agree >60%	32	20	39	6	34	7	175
Individual >60%	8	26	25	4	23	6	486
No dominant system	13	25	25	7	23	13	266

Note: How to read: 13% of all workplaces have women making up less than 10% of their workforce while 28% have women making up more than 60%.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 18: Proportion of casual workforce who are female

	Proportion who are female (as % range)					Total 00s	Wps
	None %	<20 %	20<50 %	50<75 %	>75 %		
All wps	29	2	8	18	43	100	783
Workplace size							
5-19	29	1	6	14	50	100	481
20-99	31	3	12	21	33	100	249
100+	14	10	13	38	25	100	54
Sector							
Private sector	30	2	9	17	42	100	729
Government sector	7	2	5	51	35	100	13
Not-for-profit sector	10	1	8	25	56	100	41
Industry group							
Mining & utilities	39	5	13	16	27	100	6
Manufacturing	47	3	12	17	22	100	116
Construction	68	3	6	6	18	100	53
Trans & wholesale trade	42	6	15	15	22	100	110
Retail trade	27	2	5	20	46	100	137
Fin, insur & bus services	20	1	7	17	55	100	150
Health & education	3	0	3	20	74	100	70
Rec & pers services	12	2	9	21	55	100	140
Type of legal entity							
Incorporated	30	2	8	17	42	100	617
Unincorporated	22	2	11	19	46	100	164
Organisational status							
Single wp organisation	27	2	6	17	48	100	572
Part of a larger organisation	30	3	11	26	30	100	43
Head office of organisation	33	3	15	18	30	100	168
Location							
Metropolitan	29	2	9	18	41	100	470
Non - metro	28	2	7	17	45	100	313
Union status							
No unions	28	2	8	16	46	100	621
Unions, no delegates	31	2	7	25	35	100	71
Unions & delegates	32	6	14	23	25	100	76
Dominant pay method							
Award only >60%	15	3	8	22	52	100	175
Over award >60%	36	2	6	17	39	100	221
Collective Agree >60%	35	4	11	20	30	100	80
Individual >60%	31	1	7	17	44	100	177
No dominant system	28	1	15	12	44	100	121

Note: How to read: 29% of all workplaces have no female casual employees while 43% of all workplaces more than 75% of their casual workforce are women.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large with casual employees (n=1174).

Table A19: Proportion of workforce in Vic and NSW who are apprentices or trainees

	All wps		In wps with		Wps ‡ 00s
	Yes %	Wps † 00s	Apprentices/Trainees No	%	
All wps	32	1,266	3	15	840
Workplace size					
5-19	29	936	2	18	545
20-99	37	283	4	9	245
100+	53	47	13	5	50
Sector					
Private sector	32	1,217	3	15	785
Government sector	46	5	16	8	15
Not-for-profit sector	34	44	3	8	39
Industry group					
Mining & utilities	30	8	7	12	8
Manufacturing	39	171	3	13	127
Construction	51	146	3	18	117
Trans & wholesale trade	21	165	5	14	107
Retail trade	37	202	3	18	140
Fin, insur & bus services	24	324	3	15	170
Health & education	20	94	3	10	63
Rec & pers services	36	156	2	13	107
Type of legal entity					
Incorporated	32	1,011	3	15	662
Unincorporated	32	247	2	15	177
Organisational status					
Single wp organisation	32	953	2	17	594
Part of a larger organisation	45	68	4	13	68
Head office of organisation	29	245	5	10	179
Location					
Metropolitan	28	805	3	14	519
Non - metro	40	461	3	17	321
Union status					
No unions	29	1,035	2	17	643
Unions, no delegates	43	112	4	12	105
Unions & delegates	46	100	7	7	84
Dominant pay method					
Award only >60%	34	168	3	16	134
Over award >60%	35	379	3	16	269
Collective Agree >60%	44	111	6	10	112
Individual >60%	26	405	3	17	186
No dominant system	31	202	2	14	126

Note: How to read: 32% of all workplaces in Vic and NSW have apprentices or trainees and in those workplaces with apprentices or trainees, 15% of all employees are apprentices or trainees. Question not asked in *Qld WIRS*.

Source: *NSW WIRS 2006 & Vic WIRS 2006*. † All small, medium and large in Vic and NSW (n=1509). ‡ Workplaces in Vic and NSW with apprentices or trainees (n=556).

Table A 20: Use of external consultants in Qld and NSW

	Sources of advice								Wps 00s
	LF	MC	EM	SG	WL	FG	O	N	
	%	%	%	%	%	%	%	%	
All wps	29	18	14	33	30	9	15	23	1,070
Workplace size									
5-19	20	17	12	33	28	7	14	26	742
20-99	44	20	19	33	35	13	17	15	282
100+	72	34	16	32	36	19	17	7	46
Sector									
Private sector	29	18	14	33	31	9	15	23	1,022
Government sector	14	24	1	42	16	19	15	25	14
Not-for-profit sector	37	32	13	23	32	2	14	10	34
Industry group									
Mining & utilities	58	21	10	29	39	19	12	17	9
Manufacturing	31	16	21	28	22	10	22	23	151
Construction	25	12	16	35	25	9	20	27	125
Trans & wholesale trade	32	18	10	40	39	9	9	17	151
Retail trade	20	13	15	33	33	11	16	27	199
Fin, insur & bus services	38	24	9	32	27	9	12	21	283
Health & education	18	21	18	35	38	5	20	14	66
Rec & pers services	22	23	16	28	37	8	11	28	88
Type of legal entity									
Incorporated	31	19	16	32	30	8	15	22	828
Unincorporated	20	17	9	38	32	13	17	23	234
Organisational status									
Single wp org	21	17	12	33	29	6	15	24	775
Part of a larger org	41	20	14	26	24	12	14	33	81
Head office of org	51	24	19	37	40	20	15	12	215
Location									
Metropolitan	34	18	14	33	30	10	14	20	670
Non - metro	19	20	14	32	31	8	17	27	401
Union status									
No unions	25	18	13	33	30	8	14	24	871
Unions, no delegates	29	19	22	28	36	13	19	18	106
Unions & delegates	58	26	17	32	24	11	24	15	83
Dominant pay method									
Award only >60%	15	16	17	30	27	7	20	24	183
Over award >60%	25	15	13	31	34	10	14	23	345
Collective Agree >60%	42	29	14	28	31	16	17	18	110
Individual >60%	38	21	11	34	26	8	11	23	232
No dominant system	30	18	18	39	31	8	18	22	184

Note: How to read: In 20% of small workplaces, employers sought advice from law firms. Question asked what consultants had been used for advice on employee relations. Multiples possible (% may not total 100).

Key: LF = Law firms; MC = Management consultants or private IR/HR consultants; EM = Employer or industry associations; SG = State Govt DIR; WL = Wageline; FG = Federal Govt DWR; O = Other; N = None. Question not asked in Vic WIRS

Source: Qld WIRS 2005 & NSW WIRS 2006. *Population:* All small, medium and large workplaces in Qld and NSW (n=1377).

Table A 21: Procedures in the workplace

	All wps				Wps 00s	Workplaces with CAs				Wps 00s
	GH %	PA %	DI %	ST %		GH %	PA %	DI %	ST %	
All wps	52	58	68	75	1,701	73	66	87	82	218
Workplace size										
5-19	43	52	59	71	1,207	57	56	70	77	80
20-99	71	71	88	82	422	77	68	94	85	99
100+	96	85	99	89	72	96	78	99	87	39
Sector										
Private sector	50	57	67	74	1,615	70	63	87	81	191
Government sector	97	71	88	91	18	98	75	84	92	14
Not-for-profit sector	85	91	82	81	69	97	93	89	87	13
Industry group										
Mining & utilities	70	75	80	85	13	91	78	100	96	4
Manufacturing	58	53	77	74	232	81	62	92	81	59
Construction	33	45	58	69	189	52	53	81	88	49
Trans & wholesale trade	53	60	73	73	237	67	70	85	79	30
Retail trade	39	51	61	73	267	92	73	100	83	6
Fin, insur & bus services	55	67	67	76	418	83	76	79	88	34
Health & education	75	78	77	85	138	93	84	86	77	21
Rec & pers services	58	53	66	74	207	66	56	97	68	15
Type of legal entity										
Incorporated	53	59	69	75	1,348	73	64	88	82	177
Unincorporated	50	56	65	75	344	74	73	81	82	41
Organisational status										
Single wp org	44	52	62	73	1,243	59	58	79	80	111
Part of a larger org	73	72	80	79	105	90	80	97	89	30
Head office of org	76	75	85	81	353	89	71	94	83	76
Location										
Metropolitan	56	63	70	73	1,102	73	65	89	81	155
Non - metro	46	50	63	78	599	74	68	81	86	63
Union status										
No unions	47	56	63	73	1,374	64	72	79	81	62
Unions, no delegates	67	63	81	77	169	65	54	79	79	58
Unions & delegates	83	70	95	87	138	84	69	95	87	95
Dominant pay method										
Award only >60%	54	53	71	78	245	82	56	100	84	5
Over award >60%	45	56	66	75	517	65	54	95	81	9
Collective Agree >60%	75	68	88	83	175	77	69	91	83	141
Individual >60%	54	64	64	71	486	66	56	80	82	11
No dominant system	48	52	63	72	266	75	65	82	86	41

Note: How to read: In 73% of all workplaces with certified agreements there are grievance handling procedures in place. Question asked for programs which apply to the majority of non-managerial employees. Multiples possible (% may not total 100). *Key:* GH = Grievance handling; PA = Performance assessment; DI = Disciplinary procedures; ST = Skills based training.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 22: Operating hours in the workplace

	Operating hours						Wps 00s
	Mean No.	<40 %	41-48 %	49-56 %	56-167 %	24x7 %	
All wps	54	37	15	19	23	5	1,577
Workplace size							
5-19	50	40	18	21	18	4	1,133
20-99	61	31	9	18	34	7	383
100+	78	31	5	7	36	22	60
Sector							
Private sector	53	37	16	19	23	5	1,497
Government sector	57	41	19	4	25	10	17
Not-for-profit sector	57	47	2	21	21	8	63
Industry group							
Mining & utilities	71	32	8	17	17	25	12
Manufacturing	54	44	10	20	22	4	211
Construction	47	49	15	22	14	1	184
Trans & wholesale trade	56	33	16	18	28	5	222
Retail trade	52	24	26	25	24	1	255
Fin, insur & bus services	48	50	16	16	15	4	390
Health & education	54	36	15	27	14	8	130
Rec & pers services	71	16	7	13	47	16	172
Type of legal entity							
Incorporated	53	38	15	20	22	5	1,250
Unincorporated	56	35	16	17	27	5	321
Organisational status							
Single wp organisation	53	37	16	20	23	4	1,155
Part of a larger organisation	54	32	11	16	32	9	93
Head office of organisation	55	39	15	17	21	7	328
Location							
Metropolitan	54	38	13	21	24	5	1,029
Non - metro	53	35	20	17	21	7	547
Union status							
No unions	52	38	17	20	21	4	1,285
Unions, no delegates	58	37	8	17	30	8	156
Unions & delegates	65	27	9	17	33	14	117
Dominant pay method							
Award only >60%	66	22	11	18	39	9	219
Over award >60%	50	38	21	19	19	3	490
Collective Agree >60%	65	27	10	17	33	14	153
Individual >60%	48	49	12	21	15	3	457
No dominant system	53	34	18	19	24	5	245

Note: How to read: The average hours of operation in large workplaces was 78 but 31% of these workplaces operated less than 40 hours per week. Question excluded maintenance and cleaning time.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A 23: Shift work and length of shifts

	Shifts			Length of shifts (hrs)			Wps † 00s
	Yes %	Wps 00s	Mean No.	<8 %	8<10 %	>=10 %	
All wps	25	1,701	4	28	56	16	605
Workplace size							
5-19	16	1,207	3	25	57	18	352
20-99	44	422	5	32	54	15	213
100+	73	72	7	25	63	13	41
Sector							
Private sector	25	1,615	4	27	56	17	563
Government sector	37	18	3	28	66	7	14
Not-for-profit sector	30	69	3	52	47	2	29
Industry group							
Mining & utilities	46	13	6	10	42	48	7
Manufacturing	37	232	5	15	70	15	95
Construction	13	189	3	7	64	29	57
Trans & wholesale trade	29	237	5	16	69	15	103
Retail trade	16	267	3	57	40	3	85
Fin, insur & bus services	14	418	3	28	49	23	126
Health & education	25	138	3	26	63	11	55
Rec & pers services	49	207	5	48	38	14	77
Type of legal entity							
Incorporated	24	1,348	4	25	57	17	463
Unincorporated	28	344	4	37	50	12	138
Organisational status							
Single wp organisation	23	1,243	4	30	57	13	405
Part of a larger organisation	31	105	5	20	61	19	50
Head office of organisation	32	353	5	25	52	23	150
Location							
Metropolitan	27	1,102	4	24	58	18	416
Non - metro	22	599	4	38	51	11	189
Union status							
No unions	21	1,374	4	29	55	16	452
Unions, no delegates	33	169	4	22	61	17	77
Unions & delegates	56	138	6	24	58	18	68
Dominant pay method							
Award only >60%	42	245	4	46	46	8	122
Over award >60%	19	517	3	26	59	15	176
Collective Agree >60%	41	175	5	23	62	15	86
Individual >60%	17	486	4	14	64	22	115
No dominant system	25	266	5	22	56	22	94

Note: How to read: 25% of all workplaces had shifts, and 28% of those workplaces had shifts of less than 8 hrs duration. Question asked for length of most common shift.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A 24: Total working hours for full-time employees

	Hours worked					Wps 00s	
	Mean No.	<=35 %	36<=38 %	39<=40 %	41<=49 %		>=50 %
All wps	40	8	38	29	16	9	1,701
Workplace size							
5-19	40	9	39	29	13	9	1,207
20-99	41	4	34	29	24	9	422
100+	41	5	47	19	20	9	72
Sector							
Private sector	41	7	38	29	17	9	1,615
Government sector	37	31	40	19	2	8	18
Not-for-profit sector	38	19	43	30	6	3	69
Industry group							
Mining & utilities	43	3	23	28	29	17	13
Manufacturing	41	2	42	25	25	6	232
Construction	42	2	25	30	27	16	189
Trans & wholesale trade	42	2	32	29	20	17	237
Retail trade	39	4	47	31	16	2	267
Fin, insur & bus services	40	7	40	33	12	8	418
Health & education	37	29	39	24	4	3	138
Rec & pers services	40	18	38	22	8	13	207
Type of legal entity							
Incorporated	41	6	38	28	18	10	1,348
Unincorporated	39	16	39	29	9	7	344
Organisational status							
Single wp organisation	40	9	40	28	15	9	1,243
Part of a larger organisation	41	5	27	35	21	12	105
Head office of organisation	41	4	38	29	21	9	353
Location							
Metropolitan	40	6	38	29	19	8	1,102
Non - metro	40	11	38	28	12	11	599
Union status							
No unions	40	7	38	31	15	8	1,374
Unions, no delegates	40	10	37	23	19	10	169
Unions & delegates	42	7	35	16	26	15	138
Dominant pay method							
Award only >60%	40	12	45	21	10	11	245
Over award >60%	40	8	41	30	14	6	517
Collective Agree >60%	42	6	34	18	22	20	175
Individual >60%	41	7	32	35	18	8	486
No dominant system	40	6	41	28	17	8	266

Note: How to read: In all workplaces, the average working hours for full-time employees are 40 but in 8% of all workplaces the average hours of full-time employees are 35 hrs or less.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium & large workplaces (n=2170).

Table A 25: Pay setting methods in the workplace

	Average percentage in workforce						Wps 00s
	A %	B %	C %	D %	E %	F %	
All wps	18	34	8	4	3	29	1,701
Workplace size							
5-19	17	36	4	3	3	31	1,207
20-99	19	31	16	7	3	27	422
100+	14	17	39	15	3	25	72
Sector							
Private sector	17	35	8	4	3	30	1,615
Government sector	28	9	56	37	0	3	18
Not-for-profit sector	32	18	16	7	1	30	69
Industry group							
Mining & utilities	8	17	20	8	6	38	13
Manufacturing	10	39	16	6	4	26	232
Construction	8	31	19	8	3	33	189
Trans & wholesale trade	18	38	8	6	3	26	237
Retail trade	24	46	2	2	1	20	267
Fin, insur & bus services	12	31	5	3	4	40	418
Health & education	29	24	12	7	2	28	138
Rec & pers services	31	24	5	2	1	25	207
Type of legal entity							
Incorporated	15	35	8	4	3	32	1,348
Unincorporated	25	31	9	6	4	21	344
Organisational status							
Single wp organisation	20	37	6	4	3	27	1,243
Part of a larger organisation	12	22	21	11	3	31	105
Head office of organisation	10	28	15	6	4	37	353
Location							
Metropolitan	13	33	10	4	3	34	1,102
Non - metro	25	36	7	6	3	21	599
Union status							
No unions	18	37	3	2	3	32	1,374
Unions, no delegates	19	26	24	12	3	22	169
Unions & delegates	15	15	48	17	3	17	138
Dominant pay method							
Award only >60%	83	8	1	0	2	5	245
Over award >60%	4	88	0	0	1	6	517
Collective Agree >60%	2	3	68	34	1	10	175
Individual >60%	2	2	1	0	5	78	486
No dominant system	24	33	7	4	5	22	266

Note: How to read: In all workplaces, on average 18% of workers are on awards and 34% are on over awards. These numbers are the average percentage of each workplace's workforce on that method.

Key: A = Award only; B = Over-award; C = Registered collective agreement; D = Unregistered collective agreement; E = Registered individual agreement; F = Unregistered individual agreement.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, med & large workplaces (n=2170).

Table A 26: Pay setting methods in the workplace (jurisdiction)

	Average percentage in workforce								Wps 00s
	A %	B %	C* %	D* %	E %	F %	G* %	H %	
All wps	18	34	4	3	4	1	3	29	1,701
Workplace size									
5-19	17	36	2	1	3	1	3	31	1,207
20-99	19	31	8	6	7	1	4	27	422
100+	14	17	20	15	15	0	3	25	72
Sector									
Private sector	17	35	4	3	4	1	3	30	1,615
Government sector	28	9	44	6	37	0	2	3	18
Not-for-profit sector	32	18	11	3	7	0	4	30	69
Industry group									
Mining & utilities	8	17	11	8	8	1	5	38	13
Manufacturing	10	39	8	7	6	0	3	26	232
Construction	8	31	9	3	8	0	1	33	189
Trans & wholesale trade	18	38	4	4	6	1	2	26	237
Retail trade	24	46	1	0	2	1	1	20	267
Fin, insur & bus services	12	31	1	1	3	1	3	40	418
Health & education	29	24	10	4	7	1	3	28	138
Rec & pers services	31	24	2	2	2	0	9	25	207
Type of legal entity									
Incorporated	15	35	4	3	4	1	2	32	1,348
Unincorporated	25	31	6	3	6	1	5	21	344
Organisational status									
Single wp organisation	20	37	3	2	4	0	3	27	1,243
Part of a larger organisation	12	22	11	6	11	1	1	31	105
Head office of organisation	10	28	7	6	6	1	3	37	353
Location									
Metropolitan	13	33	4	3	4	0	3	34	1,102
Non - metro	25	36	4	2	6	1	4	21	599
Union status									
No unions	18	37	1	1	2	1	3	32	1,374
Unions, no delegates	19	26	11	6	12	0	2	22	169
Unions & delegates	15	15	27	18	17	0	0	17	138
Dominant pay method									
Award only >60%	83	8	0	0	0	1	0	5	245
Over award >60%	4	88	0	0	0	0	0	6	517
Collective Agree >60%	2	3	35	23	34	0	0	10	175
Individual >60%	2	2	0	1	0	1	10	78	486
No dominant system	24	33	3	2	4	1	0	22	266

Note: How to read: In all workplaces, on average, 18% of workers are on awards and 34% are on over awards. These numbers are the average percentage of each workplace's workforce on that method.

Key: A = Award only; B = Over-award; C = Registered State collective agreement;

D = Registered Federal collective agreement; E = Unregistered collective agreement F = Unregistered State individual agreement (NSW & WA); G = Registered individual agreement (AWA); H = Unregistered individual agreement. * Data not available for Victoria.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium & large workplaces (n=2170).

Table A 27: Union and no-union collective agreements

	Union	Non-union	Wps
	%	%	00s
All wps	49	17	218
Workplace size			
5-19	42	20	80
20-99	50	19	99
100+	63	8	39
Sector			
Private sector	46	19	191
Government sector	73	1	14
Not-for-profit sector	75	6	13
Industry group			
Mining & utilities	53	14	4
Manufacturing	47	15	59
Construction	56	16	49
Trans & wholesale trade	39	25	30
Retail trade	34	44	6
Fin, insur & bus services	45	17	34
Health & education	78	1	21
Rec & pers services	32	30	15
Type of legal entity			
Incorporated	46	18	177
Unincorporated	66	13	41
Organisational status			
Single wp organisation	48	16	111
Part of a larger organisation	56	15	30
Head office of organisation	48	21	76
Location			
Metropolitan	50	18	155
Non - metro	47	16	63
Union status			
No unions	21	35	62
Unions, no delegates	50	21	58
Unions & delegates	68	3	95
Dominant pay method			
Award only >60%	25	1	5
Over award >60%	14	15	9
Collective Agree >60%	63	22	141
Individual >60%	14	13	11
No dominant system	37	10	41

Note: How to read: In all workplaces with certified agreements, on average 49% are on union certified agreements and 17% are on non-union certified agreements. Total is not 100% because other pay setting methods also operate in workplaces with certified agreements.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces with collective agreements (n=518).

Table A 28: Dominant method of setting pay in the workplace

	Dominant pay method					Total %	Wps 00s
	A %	B %	C %	D %	E %		
All wps	15	31	10	29	16	100	1,689
Workplace size							
5-19	14	33	7	31	17	100	1,199
20-99	18	28	16	25	14	100	418
100+	13	13	40	19	15	100	72
Sector							
Private sector	14	32	10	29	16	100	1,603
Government sector	31	10	55	4	1	100	18
Not-for-profit sector	34	14	16	32	4	100	68
Industry group							
Mining & utilities	6	15	22	41	16	100	13
Manufacturing	7	36	16	19	22	100	229
Construction	6	28	22	30	14	100	187
Trans & wholesale trade	14	36	14	23	14	100	235
Retail trade	19	41	3	18	19	100	267
Fin, insur & bus services	8	27	7	43	15	100	415
Health & education	25	20	13	24	18	100	137
Rec & pers services	32	23	5	32	7	100	205
Type of legal entity							
Incorporated	12	32	10	30	16	100	1,336
Unincorporated	22	27	12	23	16	100	344
Organisational status							
Single wp organisation	17	33	7	26	16	100	1,235
Part of a larger organisation	11	18	28	29	14	100	104
Head office of organisation	8	25	15	38	14	100	349
Location							
Metropolitan	11	30	11	33	15	100	1,092
Non - metro	21	32	9	20	17	100	597
Union status							
No unions	14	33	4	33	15	100	1,363
Unions, no delegates	18	22	28	17	14	100	168
Unions & delegates	14	12	48	3	24	100	137

Note: Dominant is defined by more than 60% of the workplace has this method of pay setting. *Key:* A = Award only >60%; B = Over-award >60%; C = Collective agreement >60%; D = individual agreement >60%; E = No dominant system.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, med & large workplaces (n=2170).

Table A 29: Preferred method of setting wages and conditions

	Preferred method						Total %	Wps 00s
	UNC %	NUC %	AWD %	OAW %	IND %	AWA %		
All wps	6	5	13	25	43	7	100	1,697
Workplace size								
5-19	3	4	13	27	47	6	100	1,206
20-99	10	9	14	23	34	10	100	419
100+	31	11	9	8	28	12	100	72
Sector								
Private sector	6	5	12	26	44	7	100	1,611
Government sector	32	1	28	1	28	10	100	18
Not-for-profit sector	12	4	18	29	34	3	100	69
Industry group								
Mining & utilities	16	5	7	14	49	9	100	13
Manufacturing	10	9	7	25	38	10	100	228
Construction	11	7	6	22	45	8	100	189
Trans & wholesale trade	5	5	11	31	41	6	100	237
Retail trade	3	3	22	30	35	7	100	267
Fin, insur & bus services	3	4	8	21	57	7	100	418
Health & education	9	4	20	27	36	5	100	138
Rec & pers services	6	6	19	25	36	9	100	207
Type of legal entity								
Incorporated	6	6	11	25	45	7	100	1,344
Unincorporated	7	4	20	26	35	8	100	344
Organisational status								
Single wp organisation	4	5	14	29	42	6	100	1,240
Part of a larger organisation	22	6	9	13	41	10	100	105
Head office of organisation	10	7	9	16	48	9	100	352
Location								
Metropolitan	7	5	9	22	50	6	100	1,098
Non - metro	4	5	19	32	32	9	100	599
Union status								
No unions	2	3	13	28	47	7	100	1,372
Unions, no delegates	14	10	14	23	31	8	100	168
Unions & delegates	36	17	10	7	22	9	100	137
Dominant pay method								
Award only >60%	3	3	45	34	8	7	100	245
Over award >60%	2	3	7	44	38	6	100	514
Collective Agree >60%	36	28	5	10	16	6	100	174
Individual >60%	1	1	2	3	82	11	100	486
No dominant system	7	6	18	32	33	4	100	265

Note: Question asked for your preferred method of dealing with the setting of wages and conditions in the workplace. *Key:* UNC = Union collective agreements; NUC = Non-union collective agreements; AWD = Award-only rates of pay; OAW = Over awards; IND = Informal individual agreements; AWA= Australian Workplace Agreements.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 30: Preferred wage setting by actual coverage

	Preferred method						Total %	Wps 00s
	UNC %	NUC %	AWD %	OAW %	IND %	AWA %		
All wps	6	5	13	25	43	7	100	1,697
Wps without CAs								
Yes	2	3	14	28	46	7	100	1,480
No	33	23	5	8	24	7	100	216
Wps with union CAs								
Yes	38	15	5	9	26	7	100	163
No	3	4	14	27	45	7	100	1,534
Wps with non-union CAs								
Yes	15	39	4	8	27	7	100	70
No	6	4	13	26	44	7	100	1,627
Wps with award only								
Yes	7	5	17	21	43	7	100	1,025
No	5	6	6	32	43	7	100	672
Wps with over-awards								
Yes	5	5	9	27	46	7	100	1,377
No	9	7	29	18	31	6	100	320
Wps with reg individual agreements								
Yes	4	6	11	16	31	32	100	130
No	6	5	13	26	44	5	100	1,567
Wps with unreg individual agreements								
Yes	7	5	9	17	57	5	100	915
No	5	6	17	35	27	9	100	782

Note: Question asked for your preferred method of dealing with the setting of wages and conditions in the workplace. *Key:* UNC = Union collective agreements NUC = Non-union collective agreements AWD = Award-only rates of pay OAW = Over-awards IND = Informal individual agreements AWA = AWAs

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 31: Union presence in the workplace

	Union†	Deleg ‡	Union density (as a % of range)*						Wps 00s
	Mean No.	Mean No.	None %	<10 %	10-25 %	26-50 %	51-99 %	100 %	
All wps	1.4	2.4	83	4	4	5	4	1	1,680
Workplace size									
5-19	1.1	1.2	91	1	3	2	2	0	1,194
20-99	1.4	1.7	69	8	7	10	6	1	415
100+	2.1	4.5	36	19	11	14	19	0	71
Sector									
Private sector	1.4	2.3	85	3	4	4	3	1	1,594
Government sector	2	4.3	19	4	16	27	33	0	18
Not-for-profit sector	1.7	1.7	71	9	10	6	4	0	69
Industry group									
Mining & utilities	1.9	5.3	69	5	5	10	10	2	13
Manufacturing	1.5	2.5	69	6	7	10	7	0	230
Construction	1.6	2	67	3	7	7	14	3	187
Trans & wholesale trade	1.2	2.3	83	6	2	7	2	0	230
Retail trade	1.1	1	97	1	2	0	0	0	262
Fin, insur & bus services	1.2	2.3	91	2	2	3	2	0	416
Health & education	1.7	2.7	71	7	10	7	5	0	135
Rec & pers services	1.3	1.7	90	4	3	1	0	1	207
Type of legal entity									
Incorporated	1.4	2.3	83	4	4	5	4	1	1,333
Unincorporated	1.8	2.8	84	3	5	4	4	0	339
Organisational status									
Single wp org	1.3	2	87	3	4	3	3	0	1,234
Part of a larger org	1.5	2.6	64	6	6	13	11	0	103
Head office of org	1.7	2.7	77	5	5	7	5	1	343
Location									
Metropolitan	1.5	2.4	81	4	5	5	5	1	1,087
Non - metro	1.3	2.2	88	3	3	4	2	0	593
Union status									
No unions			100	0	0	0	0	0	1,374
Unions, no delegates	1.2		9	30	30	17	11	4	167
Unions & delegates	1.7	2.4	4	10	14	38	32	2	138
Dominant pay method									
Award only >60%	1.3	1.5	83	5	5	5	2	0	243
Over award >60%	1.6	1.3	90	4	3	2	1	0	510
Collective Agree >60%	1.6	3.1	38	8	10	16	25	4	172
Individual >60%	1.2	2	95	2	3	1	0	0	481
No dominant system	1.3	2	79	3	5	10	3	0	262

Note: How to read: In all workplaces, with a union presence the average number of unions is 1.4. Overall 83% of workplaces that could not provide density information have been categorised under 'none' for density.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).; † workplaces with unions (n=707); ‡ workplaces with delegates (405).

Table A 32: Industrial action in the workplace

	Strikes %	Stop works %	Bans %	Other %	None %	Wps 00s
All wps	0.9	1.5	0.8	0.8	97	1,701
Workplace size						
5-19	0.4	0.6	0.5	0.7	98	1,207
20-99	1.6	2.8	1.1	0.8	96	422
100+	6.2	9.5	3.8	2.4	86	72
Sector						
Private sector	0.9	1.5	0.8	0.8	97	1,615
Government sector	5.1	6	4.7	1	87	18
Not-for-profit sector	0	0.9	0	0.2	99	69
Industry group						
Mining & utilities	2.4	3.1	1.2	0.8	95	13
Manufacturing	2.1	3.2	1	0.3	95	232
Construction	4.1	6.9	4.2	2	90	189
Trans & wholesale trade	0.9	1	0.7	0.1	99	237
Retail trade	0	0	0	0.5	100	267
Fin, insur & bus services	0.1	0.2	0.1	1.2	99	418
Health & education	0.2	1.4	0.4	1.3	97	138
Rec & pers services	0	0	0.1	0.1	100	207
Type of legal entity						
Incorporated	1.1	1.6	0.9	0.8	97	1,348
Unincorporated	0.2	1.3	0.1	0.6	98	344
Organisational status						
Single wp organisation	0.6	1.2	0.6	0.7	98	1,243
Part of a larger organisation	1.7	2.6	3.2	0.6	94	105
Head office of organisation	2	2.3	0.8	0.9	96	353
Location						
Metropolitan	1.4	2.1	1.1	0.9	96	1,102
Non - metro	0.2	0.5	0.2	0.5	99	599
Union status						
No unions	0	0	0	0.4	100	1,374
Unions, no delegates	2.9	5.2	2.7	2.4	92	169
Unions & delegates	7.4	11.4	5.9	2.5	80	138
Dominant pay method						
Award only >60%	0.4	1.1	0.5	0.7	98	245
Over award >60%	0.2	0.4	0.2	0.8	99	517
Collective Agree >60%	6.6	7.7	4.4	2.5	87	175
Individual >60%	0.1	0.2	0	0.4	99	486
No dominant system	0.8	2.5	1.1	0.3	96	266

Note: How to read: 6.1% of large workplaces reported that strikes took place in the last year and 9.5% reported stop work meetings. Multiples possible (% may not total 100).

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 33: Reasons for industrial action

	EBA †	Other	Wps
	%	%	00s
All wps	30	61	61
Workplace size			
5-19	27	69	19
20-99	27	60	29
100+	39	57	14
Sector			
Private sector	29	62	58
Government sector	91	0	2
Not-for-profit sector	100	0	2
Industry group			
Mining & utilities	63	37	1
Manufacturing	25	62	27
Construction	48	57	12
Trans & wholesale trade	5	54	7
Retail trade			1
Fin, insur & bus services	16	84	6
Health & education	62	38	5
Rec & pers services	0	100	1
Type of legal entity			
Incorporated	27	65	52
Unincorporated	50	38	9
Organisational status			
Single wp organisation	36	54	32
Part of a larger organisation	14	53	7
Head office of organisation	29	73	22
Location			
Metropolitan	33	60	50
Non - metro	17	65	11
Union status			
No unions	66	100	15
Unions, no delegates	18	81	10
Unions & delegates	32	53	34
Dominant pay method			
Award only >60%	12	57	4
Over award >60%	9	91	14
Collective Agree >60%	45	55	27
Individual >60%	73	27	6
No dominant system	21	45	10

Note: † negotiations over EBA. How to read: 27% of small workplaces which had industrial action, the reasons were related to EBA negotiations. Multiples possible. Omitted categories that had no industrial action.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplace where industrial action took place in the last year (n = 115).

Table A 34: Lowest hourly rate of pay at the workplace

	Range in dollars per hour						Wps 00s
	Med † \$	<12 %	12<15 %	15<17 %	17<20 %	>20 %	
All wps	16	3	25	31	26	15	1,667
Workplace size							
5-19	16.22	3	22	31	29	15	1,180
20-99	15.75	3	34	30	21	13	416
100+	15.6	4	33	30	22	11	71
Sector							
Private sector	16	3	25	30	27	15	1,584
Government sector	16	2	30	35	12	21	18
Not-for-profit sector	15.64	3	36	33	15	13	65
Industry group							
Mining & utilities	18	0	12	26	26	36	13
Manufacturing	15.83	3	32	33	21	11	228
Construction	18	0	8	23	36	32	186
Trans & wholesale trade	16.22	2	18	41	30	9	236
Retail trade	15	5	37	28	24	6	261
Fin, insur & bus services	16	4	26	26	24	21	408
Health & education	16.05	2	17	38	28	14	135
Rec & pers services	15.5	6	31	32	26	5	200
Type of legal entity							
Incorporated	16	3	25	30	26	16	1,322
Unincorporated	16	4	27	32	27	11	339
Organisational status							
Single wp organisation	16	3	25	31	27	14	1,219
Part of a larger organisation	16.25	4	25	28	25	18	103
Head office of organisation	16	3	27	30	24	17	345
Location							
Metropolitan	16.25	3	23	29	27	18	1,082
Non - metro	15.78	4	28	34	26	9	585
Union status							
No unions	16	3	25	31	27	13	1,343
Unions, no delegates	16.39	4	22	27	24	23	168
Unions & delegates	16	1	27	31	20	21	136
Dominant pay method							
Award only >60%	15	6	40	30	21	3	243
Over award >60%	16	3	25	36	28	8	505
Collective Agree >60%	17	3	17	28	24	29	173
Individual >60%	17	3	18	24	30	25	473
No dominant system	15.6	3	29	35	24	9	260

Note: † Median. How to read: Across all workplaces the median lowest hourly rate of pay was \$16.00 and 3% of all workplaces had rates of pay under \$12 per hour. Question excluded apprentices and trainees.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A 35: Occupations earning lowest hourly rate

Occupation	Med† \$	Range in dollars per hour					Wps 00s
		<12 %	12<15 %	15<17 %	17<20 %	>20 %	
Managers	16	0	13	53	24	10	15
Professionals	18.22	0	15	18	22	45	37
Assoc professionals	17	0	20	25	35	20	46
Tradespersons	17.7	1	11	26	37	26	139
Adv cler, sales, serv	16	0	30	23	16	31	41
Int cler, sales, serv	16	4	23	30	28	15	614
Int trans & prodn	16.24	1	22	35	31	10	178
El cler, sales, serv	15	9	36	25	23	7	204
Labourers	15.8	2	31	35	21	10	414
Total							

Note: † Median. How to read: In workplaces where labourers received the lowest hourly rate of pay, the median rate was \$15.80 and 2% of these workplaces had rates of pay under 12 per hour. Question excluded apprentices and trainees.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A 36: Average weekly wage at the workplace

	Med †	Range in dollars per week					Wps 00s
		<400	400<599	600<799	800<999	>1000	
	\$	%	%	%	%	%	
All wps	750	5	19	33	19	24	1,669
Workplace size							
5-19	735	6	19	34	19	22	1,183
20-99	760	4	18	31	19	28	415
100+	800	2	17	27	19	35	71
Sector							
Private sector	750	5	19	34	19	23	1,585
Government sector	1,050	3	14	1	17	65	18
Not-for-profit sector	769	4	26	23	23	24	66
Industry group							
Mining & utilities	1,000	0	5	23	18	53	13
Manufacturing	700	1	20	43	15	20	228
Construction	875	1	5	27	30	38	185
Trans & wholesale trade	750	0	15	39	26	19	235
Retail trade	650	6	31	41	16	7	260
Fin, insur & bus services	850	1	12	28	22	37	412
Health & education	730	9	18	30	14	29	135
Rec & pers services	575	25	34	23	7	10	201
Type of legal entity							
Incorporated	760	4	18	32	20	27	1,321
Unincorporated	650	11	22	37	16	14	340
Organisational status							
Single wp organisation	711	7	20	35	18	21	1,220
Part of a larger organisation	850	2	16	26	25	31	103
Head office of organisation	807	1	16	29	22	32	346
Location							
Metropolitan	775	4	15	32	21	28	1,084
Non - metro	685	7	25	35	16	17	585
Union status							
No unions	720	6	19	35	19	21	1,346
Unions, no delegates	820	4	17	24	15	39	168
Unions & delegates	850	2	17	25	19	38	135
Dominant pay method							
Award only >60%	596	14	38	32	10	6	241
Over award >60%	700	4	18	43	21	14	506
Collective Agree >60%	900	2	13	24	20	42	173
Individual >60%	900	3	9	23	23	41	479
No dominant system	700	6	22	39	16	17	258

Note: † Median. How to read: Across all workplaces the median weekly wage of the largest occupational group is \$750 and in 5% of workplaces their average wage is under \$400 per week. Question asked for gross weekly wage for full time adult in largest occupational group.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170).

Table A37: Occupations earning average weekly wage

Occupation	Med† \$	Range in dollars per hour					Wps 00s
		<400 %	400<599 %	600<799 %	800<999 %	>\$1000 %	
Managers	1,110	0	0	12	14	74	38
Professionals	1,013	0	7	12	22	60	162
Assoc professionals	961	4	6	24	22	44	131
Tradespersons	798	0	10	39	27	23	337
Adv cler, sales, serv	782	0	11	42	12	35	14
Int cler, sales, serv	650	11	22	40	14	13	381
Int trans & prodn	800	0	12	36	29	22	194
El cler, sales, serv	625	7	35	34	13	12	213
Labourers	596	12	39	32	10	6	196
Total	750	5	19	33	19	24	1,669

Note: † Median. How to read: In workplaces where professionals were the largest occupational group, their median weekly wage was \$1,013 a week and 60% of these workplaces had professionals on more than \$1000 per week. Question asked for gross weekly wage for FT adult in largest occupational group.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 38: Casual hourly rates of pay at the workplace

	Range in dollars per hour						Wps 00s
	Med † \$	<12 %	12<15 %	15<17 %	17<20 %	>20 %	
All wps	18	3	6	19	45	28	786
Workplace size							
5-19	18	3	6	18	46	27	488
20-99	18	2	5	22	44	28	245
100+	19.1	2	2	12	38	46	53
Sector							
Private sector	18	2	6	19	45	28	733
Government sector	18.98	0	0	15	37	48	13
Not-for-profit sector	18.9	5	3	11	46	35	40
Industry group							
Mining & utilities	20	0	3	14	26	58	6
Manufacturing	17.92	2	4	27	41	26	120
Construction	20	0	3	11	27	59	59
Trans & wholesale trade	18	1	2	20	53	24	119
Retail trade	17.5	7	7	17	57	11	132
Fin, insur & bus services	19.71	1	6	12	33	47	144
Health & education	19	2	1	22	38	38	69
Rec & pers services	17.31	3	11	19	55	13	137
Type of legal entity							
Incorporated	18	2	6	18	44	30	615
Unincorporated	18	3	6	19	49	23	169
Organisational status							
Single wp organisation	18	3	7	19	46	26	576
Part of a larger organisation	17.91	6	2	19	45	29	43
Head office of organisation	18.5	1	2	18	41	38	167
Location							
Metropolitan	18	2	5	19	44	30	472
Non - metro	18	4	7	18	47	25	314
Union status							
No unions	18	3	6	19	47	25	623
Unions, no delegates	18.72	0	5	19	36	40	73
Unions & delegates	19.5	1	0	16	36	47	76
Dominant pay method							
Award only >60%	17.3	3	8	21	58	10	178
Over award >60%	18	1	5	19	46	28	221
Collective Agree >60%	20	0	0	14	35	51	80
Individual >60%	19	3	6	13	35	42	170
No dominant system	17.61	4	6	22	46	23	129

Note: † Median. How to read: In workplaces with casuals, their average hourly rate was \$18.00 but in 3% of these workplaces casuals received less than \$12 per hour. Question asked for rate for most common group of casuals.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces with casuals and earnings data (n = 1139).

Table A 39: Casual loadings at workplace

	Pay loadings		Mean *	Range in % loading			Wps ‡ 00s
	Load ξ \$	Wps † %		<=20 %	21<24 %	>=25 %	
All wps	80	792	21	45	20	34	359
Workplace size							
5-19	76	490	20	49	21	30	170
20-99	87	249	21	44	20	36	148
100+	90	53	23	31	23	47	41
Sector							
Private sector	80	739	21	47	20	33	326
Government sector	89	13	22	20	39	41	7
Not-for-profit sector	88	40	23	29	21	50	25
Industry group							
Mining & utilities	80	6	22	42	10	48	3
Manufacturing	90	120	21	48	15	37	74
Construction	87	59	20	56	28	16	31
Trans & wholesale trade	78	119	20	55	21	24	58
Retail trade	85	132	20	51	23	27	51
Fin, insur & bus services	73	147	21	43	21	36	59
Health & education	78	70	22	26	37	37	33
Rec & pers services	76	140	23	32	11	57	50
Type of legal entity							
Incorporated	81	621	21	45	19	36	287
Unincorporated	78	169	20	46	25	28	69
Organisational status							
Single wp organisation	77	580	21	49	20	31	240
Part of a larger organisation	87	43	21	44	23	33	18
Head office of organisation	89	169	22	36	22	42	101
Location							
Metropolitan	81	476	22	39	25	36	221
Non - metro	79	316	20	55	13	32	138
Union status							
No unions	78	629	20	48	20	33	254
Unions, no delegates	88	73	22	39	21	41	45
Unions & delegates	92	76	22	36	27	37	52
Dominant pay method							
Award only >60%	81	180	20	48	22	30	79
Over award >60%	83	223	21	40	25	34	106
Collective Agree >60%	86	80	21	45	20	34	48
Individual >60%	75	171	22	52	12	35	56
No dominant system	80	129	22	45	18	37	66

Note: ξ % of workplaces (with casuals) which pay loading. * Mean casual loading as %.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: † All small, medium and large workplaces with casuals (n=1174). ‡ workplaces paying casual loading who reported the loading (n=639).

Table A 40: Entitlements of non-managerial employees

	A	B	C	D	E	F	G	H	I	Wps 00s
	%	%	%	%	%	%	%	%	%	
All wps	57	52	23	72	45	44	45	16	34	1,701
Workplace size										
5-19	54	48	20	72	44	40	45	17	32	1,207
20-99	64	61	29	72	47	52	44	15	36	422
100+	72	73	40	79	46	53	42	17	51	72
Sector										
Private sector	58	53	22	72	46	43	45	17	33	1,615
Government sector	42	43	66	97	27	52	33	2	51	18
Not-for-profit sector	33	34	32	74	28	52	48	11	39	69
Industry group										
Mining & utilities	55	53	38	56	53	55	45	19	38	13
Manufacturing	76	70	22	79	46	44	46	19	34	232
Construction	70	64	20	79	42	36	49	15	50	189
Trans & wholesale trade	66	57	23	73	39	47	48	20	29	237
Retail trade	64	58	20	82	46	34	49	15	35	267
Fin, insur & bus services	41	35	26	69	59	58	42	15	29	418
Health & education	47	41	30	75	31	42	44	12	33	138
Rec & pers services	44	52	20	52	32	30	35	17	32	207
Type of legal entity										
Incorporated	58	53	23	73	47	46	46	15	33	1,348
Unincorporated	55	49	23	68	37	35	40	19	36	344
Organisational status										
Single wp organisation	58	52	20	72	42	40	45	17	32	1,243
Part of a larger organisation	55	58	35	76	56	44	40	16	42	105
Head office of organisation	55	53	29	72	54	57	43	13	36	353
Location										
Metropolitan	55	51	24	68	48	50	45	15	34	1,102
Non - metro	62	54	20	79	40	32	44	18	33	599
Union status										
No unions	53	48	21	69	46	43	45	16	30	1,374
Unions, no delegates	76	68	25	87	43	46	50	17	51	169
Unions & delegates	74	70	35	87	35	42	36	19	52	138
Dominant pay method										
Award only >60%	61	68	22	77	24	26	39	15	35	245
Over award >60%	68	57	19	82	48	40	49	19	35	517
Collective Agree >60%	69	63	29	78	38	35	44	23	54	175
Individual >60%	34	30	25	51	58	63	43	13	23	486
No dominant system	68	64	24	85	37	39	44	14	35	266

Note: How to read: 57% of all workplaces pay their non-managerial employees overtime rates and 52% pay weekend penalty rates. Multiples possible (%may not total 100). *Key:* A = Overtime rates; B = weekend penalty rates; C = Paid maternity leave; D = Annual leave loading; E = Performance pay; F = Annualised salary; G = Paying out hols; H = Paying out sick; I = RDOs.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 41: Work and family policies and practices

	Policies ξ		Type of leave available *							Wps \ddagger 00s
	Yes %	Wps \dagger 00s	A %	B %	C %	D %	E %	F %	G %	
All wps	27	645	57	75	80	78	50	6	4	1,701
Workplace size										
5-19	24	151	49	71	76	74	49	6	4	1,207
20-99	25	422	72	84	89	87	50	4	2	422
100+	46	72	90	88	93	91	52	3	2	72
Sector										
Private sector	26	594	56	74	80	78	50	6	4	1,615
Government sector	72	13	70	77	68	84	52	1	2	18
Not-for-profit sector	28	38	72	86	86	90	53	1	4	69
Industry group										
Mining & utilities	36	9	70	80	84	79	50	11	7	13
Manufacturing	26	135	66	84	90	88	52	2	2	232
Construction	19	56	53	80	84	77	53	5	2	189
Trans & wholesale trade	19	112	55	74	78	74	45	8	8	237
Retail trade	20	86	53	75	82	76	52	9	2	267
Fin, insur & bus services	36	143	59	76	84	76	56	4	4	418
Health & education	39	37	72	79	71	84	46	2	4	138
Rec & pers services	32	66	41	53	61	77	38	7	4	207
Type of legal entity										
Incorporated	25	549	58	75	81	79	50	6	4	1,348
Unincorporated	40	94	52	71	75	76	51	5	3	344
Organisational status										
Single wp organisation	24	255	51	72	77	75	48	6	4	1,243
Part of a larger organisation	38	92	63	76	81	81	46	5	5	105
Head office of organisation	26	298	74	84	90	87	56	4	2	353
Location										
Metropolitan	28	505	60	78	83	81	51	5	4	1,102
Non - metro	24	140	50	68	74	74	48	6	4	599
Union status										
No unions	25	415	53	72	78	76	51	6	4	1,374
Unions, no delegates	29	94	67	82	87	80	44	3	1	169
Unions & delegates	32	121	81	87	89	92	46	2	2	138
Dominant pay method										
Award only >60%	27	92	57	70	74	80	42	5	5	245
Over award >60%	19	164	55	75	80	77	54	6	5	517
Collective Agree >60%	30	122	64	80	82	80	44	1	3	175
Individual >60%	33	175	55	73	79	77	51	9	2	486
No dominant system	27	86	58	79	85	81	50	2	3	266

Note: How to read: ξ 27% of workplaces have written policies (not asked of small businesses). *Question asked of all workplaces: If employee need time off to look after family member, what type of leave is available? Key: A = Family or carers leave; B = Paid sick leave; C = Annual leave; D = Unpaid leave; E = Flex time; F = Informal individual arrangements; G = Other.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* \dagger All medium and large workplaces (n = 1255). \ddagger All workplaces (n = 2170)

Table A 42: Profits, costs and productivity

	Profits†			Labour costs*			Productivity*		
	Up %	Down %	Wps 00s	Up %	Down %	Wps 00s	Up %	Down %	Wps 00s
All wps	41	25	1,691	70	8	1,070	40	11	1,070
Workplace size									
5-19	40	26	1,199	68	9	742	39	12	742
20-99	42	24	421	76	8	282	39	10	282
100+	50	16	71	76	4	46	43	7	46
Sector									
Private sector	41	26	1,612	70	8	1,022	39	11	1,022
Government sector	26	6	11	46	17	14	28	0	14
Not-for-profit sector	44	12	68	79	4	34	52	5	34
Industry group									
Mining & utilities	40	21	13	82	6	9	51	5	9
Manufacturing	39	29	232	74	11	151	39	11	151
Construction	40	24	187	70	7	125	35	18	125
Trans & wholesale trade	39	29	237	77	7	151	43	11	151
Retail trade	34	31	265	68	9	199	37	17	199
Fin, insur & bus services	49	21	416	71	7	283	42	8	283
Health & education	47	13	133	60	7	66	42	2	66
Rec & pers services	34	28	207	62	8	88	37	5	88
Type of legal entity									
Incorporated	41	26	1,345	72	8	828	40	12	828
Unincorporated	41	24	337	66	10	234	40	7	234
Organisational status									
Single wp organisation	39	27	1,236	70	9	775	39	12	775
Part of a larger org	57	17	101	66	7	81	42	10	81
Head office of organisation	43	23	353	73	5	215	41	8	215
Location									
Metropolitan	42	26	1,098	69	9	670	39	10	670
Non - metro	38	25	593	73	7	401	40	13	401
Union status									
No unions	41	25	1,371	69	9	871	41	12	871
Unions, no delegates	37	32	165	79	7	106	31	9	106
Unions & delegates	41	22	135	74	6	83	36	6	83
Dominant pay method									
Award only >60%	35	26	242	66	7	186	42	11	186
Over award >60%	41	24	517	74	8	345	39	13	345
Collective Agree >60%	40	29	170	74	6	110	33	13	110
Individual >60%	42	21	486	67	8	232	45	7	232
No dominant system	42	32	263	70	11	184	35	11	184

Note: Category stayed the same is omitted. Can be calculated: 100 minus (up+down). How to read: 41% of all workplaces reported that their profits had risen in the last year. *Changes in labour costs and productivity only asked in Qld and NSW WIRS.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* † All small, medium and large workplaces (n=2170). * All small, medium and large workplaces in Qld and NSW (n=1377).

Table A 43: Labour costs as a percentage of total costs

	Labour costs (as % of range)					Wps 00s
	Mean No.	<=25 %	26-50 %	51-75 %	76-100 %	
All wps	42	25	48	21	6	1,191
Workplace size						
5-19	43	23	50	20	6	853
20-99	41	28	44	22	6	295
100+	45	25	38	25	12	43
Sector						
Private sector	42	26	49	20	5	1,120
Government sector	64	3	34	22	41	14
Not-for-profit sector	53	10	40	34	17	56
Industry group						
Mining & utilities	41	30	40	18	12	9
Manufacturing	34	38	49	9	3	160
Construction	40	27	52	17	3	137
Trans & wholesale trade	40	27	52	14	7	150
Retail trade	33	46	38	15	1	178
Fin, insur & bus services	52	9	46	34	10	308
Health & education	58	8	34	39	19	89
Rec & pers services	38	21	62	15	2	160
Type of legal entity						
Incorporated	43	23	48	23	6	947
Unincorporated	40	31	47	14	8	242
Organisational status						
Single wp organisation	43	23	50	21	6	881
Part of a larger organisation	40	33	39	19	9	73
Head office of organisation	42	26	45	21	8	237
Location						
Metropolitan	43	25	47	21	7	784
Non - metro	42	24	51	21	4	407
Union status						
No unions	42	25	50	20	5	953
Unions, no delegates	47	22	43	23	13	132
Unions & delegates	44	25	42	24	9	96
Dominant pay method						
Award only >60%	42	23	51	16	9	171
Over award >60%	40	25	53	20	2	351
Collective Agree >60%	44	24	45	19	11	135
Individual >60%	45	21	45	26	8	357
No dominant system	38	35	44	18	3	167

Note: How to read: Across all workplaces, labour costs make up, on average, 42% of total costs. In 25% of workplaces they make up less than 26% of costs.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces who could answer (n=1475)

Table A 44 Workforce reductions in the last year

	Red§ %	Wps† 00s	Reasons for reductions						Wps‡ 00s
			Dem %	Tec %	Org %	Fin %	Eff %	Oth %	
All wps	16	1,701	47	5	21	9	28	9	269
Workplace size									
5-19	15	1,207	51	3	19	10	26	10	177
20-99	18	422	40	8	21	9	34	8	75
100+	24	72	28	13	33	8	33	8	17
Sector									
Private sector	16	1,615	48	5	20	9	29	9	256
Government sector	22	18	14	9	13	7	27	56	4
Not-for-profit sector	13	69	22	0	46	25	21	6	9
Industry group									
Mining & utilities	15	13	32	8	32	6	47	6	2
Manufacturing	23	232	50	12	20	8	22	8	53
Construction	19	189	71	0	11	3	10	11	35
Trans & wholesale trade	15	237	34	1	23	11	44	0	34
Retail trade	17	267	39	2	15	11	40	17	46
Fin, insur & bus services	16	418	51	7	26	2	15	13	65
Health & education	7	138	19	14	57	34	31	1	10
Rec & pers services	11	207	36	2	13	26	59	0	23
Type of legal entity									
Incorporated	16	1,348	50	5	21	8	25	8	220
Unincorporated	14	344	32	8	21	16	44	14	49
Organisational status									
Single wp org	16	1,243	47	5	18	10	29	9	194
Part of a larger org	15	105	62	8	33	20	31	0	16
Head office of org	17	353	40	4	26	5	24	11	59
Location									
Metropolitan	18	1,102	45	3	21	8	30	11	194
Non - metro	13	599	51	10	19	12	25	5	75
Union status									
No unions	15	1,374	45	5	22	9	27	10	210
Unions, no delegates	16	169	61	6	8	10	28	8	27
Unions & delegates	22	138	43	9	24	13	37	5	30
Dominant pay method									
Award only >60%	18	245	44	8	15	13	31	6	44
Over award >60%	14	517	49	3	24	8	24	7	73
Collective Agree >60%	19	175	48	5	12	9	30	10	33
Individual >60%	14	486	47	1	24	5	29	12	68
No dominant system	19	266	42	12	23	15	30	11	50

Note: § Had reductions in the last year. How to read: 16% of all workplaces reduced staff in the last year and 47% did so because of lack of demand for product or service. *Key:* Dem = Lack of demand for product or service; Tec = Technological change; Org = Organisational restructuring; Fin = Financial problems or difficulties; Eff = To decrease costs or increase efficiency; Oth = Other. Multiples possible (% may not total 100). *Cell sizes are too small for accurate reporting.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* † All small, medium and large workplaces (n=2170). ‡ All workplaces with reductions (n=360).

Table A 45: Methods of reducing workforce

	Att %	Red %	Ret %	Vol %	Com %	Oth %	Wps 00s
All wps	50	7	2	19	28	5	269
Workplace size							
5-19	52	7	1	18	23	5	177
20-99	46	6	1	18	38	5	75
100+	46	22	8	31	43	2	17
Sector							
Private sector	51	7	2	19	28	5	256
Government sector	31	60	9	15	16	0	4
Not-for-profit sector	41	9	0	16	31	4	9
Industry group							
Mining & utilities	50	11	14	24	56	6	2
Manufacturing	50	3	2	24	36	4	53
Construction	35	6	1	20	47	4	35
Trans & wholesale trade	30	8	6	24	27	8	34
Retail trade	60	10	1	17	22	6	46
Fin, insur & bus services	63	9	0	11	22	0	65
Health & education	33	15	0	31	36	0	10
Rec & pers services	56	3	0	19	10	17	23
Type of legal entity							
Incorporated	50	8	2	18	31	4	220
Unincorporated	51	6	1	21	17	11	49
Organisational status							
Single wp org	52	6	2	16	22	6	194
Part of a larger org	26	21	3	34	50	0	16
Head office of org	52	9	1	22	42	2	59
Location							
Metropolitan	47	7	1	21	31	6	194
Non - metro	58	7	3	12	20	3	75
Union status							
No unions	54	6	2	16	24	5	210
Unions, no delegates	38	14	1	14	49	4	27
Unions & delegates	37	12	3	40	37	3	30
Dominant pay method							
Award only >60%	55	7	1	8	20	13	44
Over award >60%	54	3	1	24	26	1	73
Collective Agree >60%	49	16	7	19	33	0	33
Individual >60%	42	11	0	17	42	3	68
No dominant system	54	5	1	21	17	9	50

Note: How to read: In small wps where staff reductions took place 52% of them took place through natural attrition. Multiples possible (%s may not total 100). *Key:* Att = Natural wastage or attrition; Red = Redeployment; Ret = Early retirement; Vol = Voluntary redundancies; Com = Compulsory redundancies or retrenchments; Oth = Other.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces with reductions in last year (n=360).

Table A46: Difficulties in recruitment of staff in the last year

	Diff ξ %	Wps \dagger 00s	Difficulties in recruitment									Wps \ddagger 00s
			A %	B %	C %	D %	E %	F %	G %	H %	I %	
All wps	49	1,701	75	20	6	9	8	5	10	1	5	838
Workplace size												
5-19	47	1,207	75	16	7	9	8	6	11	1	5	569
20-99	54	422	77	30	2	9	8	3	8	1	4	227
100+	56	72	77	30	3	7	5	5	6	3	7	41
Sector												
Private sector	50	1,615	75	20	5	9	8	5	10	1	5	801
Government sector	39	18	78	21	8	8	8	11	9	0	11	7
Not-for-profit sector	43	69	82	24	7	2	4	3	2	0	8	29
Industry group												
Mining & utilities	56	13	72	18	1	7	4	6	5	2	10	8
Manufacturing	58	232	73	23	6	10	4	7	9	1	4	134
Construction	60	189	80	14	3	10	12	3	14	2	3	113
Trans & wholesale trade	54	237	76	27	2	7	7	6	10	1	10	127
Retail trade	53	267	75	21	6	14	13	8	15	1	5	141
Fin, insur & bus services	44	418	71	17	9	6	5	6	7	0	4	185
Health & education	35	138	94	18	1	3	4	5	3	0	5	49
Rec & pers services	39	207	73	24	7	9	10	1	9	0	2	81
Type of legal entity												
Incorporated	48	1,348	75	21	5	9	8	4	9	0	5	651
Unincorporated	53	344	76	19	6	10	7	8	12	2	6	182
Organisational status												
Single wp org	49	1,243	73	20	7	10	8	7	11	1	5	610
Part of a larger org	48	105	88	23	1	4	3	3	6	0	2	50
Head office of org	50	353	79	21	3	9	7	2	9	1	5	177
Location												
Metropolitan	49	1,102	75	22	6	10	10	5	10	1	4	538
Non - metro	50	599	76	18	5	7	4	5	10	0	7	299
Union status												
No unions	49	1,374	75	19	6	10	8	5	10	1	5	668
Unions, no delegates	51	169	78	26	4	3	4	2	8	0	5	87
Unions & delegates	52	138	80	27	2	10	8	8	7	1	6	72
Dominant pay method												
Award only >60%	50	245	79	23	6	12	10	9	10	2	5	122
Over award >60%	50	517	78	21	5	10	8	6	12	1	6	259
Collective Agree >60%	53	175	80	23	2	5	5	1	10	1	10	92
Individual >60%	46	486	70	17	7	7	7	6	8	0	3	222
No dominant system	51	266	74	19	6	11	7	4	11	0	2	137

Note: ξ Faced difficulties. How to read: 49% of all workplaces felt they faced difficulties recruiting new staff and 75% of workplaces perceived difficulties in finding suitably skilled or qualified staff. Key: A = Finding suitable, skilled or qualified staff; B = Finding staff, full-stop; C = Lack of sales or demand for product or service; D = Cost of employing new staff (eg. overheads); E = government IR policies; F = Lack of capital; G = Too much red tape or regulation; H = Lack of space or capacity; I = Other.

Source: \dagger Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: All small, medium and large workplaces (n=2170). \ddagger All workplaces who perceived difficulties in recruiting (n=1130).

Table A 47: Dismissals and unfair dismissal claims in NSW and Qld

	Dismissals in the last 12 months (as % of workplace workforce)							Unfair § %	Wps† 00s
	Mean No.	None %	<1 %	1<2 %	2<5 %	5<10 %	>=10 %		
All wps	3	73	1	3	6	6	11	17	1,070
Workplace size									
5-19	3	82	0	0	0	5	13	10	742
20-99	3	55	0	6	22	11	6	30	282
100+	2	33	22	21	17	6	2	56	46
Sector									
Private sector	3	73	1	2	7	6	11	16	1,022
Government sector	0	87	6	3	3	0	0	13	14
Not-for-profit sector	1	75	3	5	7	7	3	23	34
Industry group									
Mining & utilities	2	66	4	6	11	5	8	26	9
Manufacturing	4	59	3	7	13	7	11	29	151
Construction	4	73	0	2	4	6	15	14	125
Trans & wholesale trade	4	65	1	2	10	8	15	23	151
Retail trade	3	72	0	1	4	7	15	12	199
Fin, insur & bus services	2	82	1	1	6	6	4	14	283
Health & education	1	89	2	3	2	0	4	11	66
Rec & pers services	3	72	2	3	4	5	13	12	88
Type of legal entity									
Incorporated	3	71	1	3	7	7	11	18	828
Unincorporated	3	80	1	1	5	3	10	11	234
Organisational status									
Single wp org	3	77	0	1	4	6	11	12	775
Part of a larger org	3	64	2	7	8	5	14	24	81
Head office of org	3	61	2	6	13	9	9	29	215
Location									
Metropolitan	3	70	1	3	9	7	11	19	670
Non - metro	3	79	1	2	3	5	11	12	401
Union status									
No unions	3	76	0	1	4	6	12	14	871
Unions, no delegates	2	69	2	4	13	6	7	19	106
Unions & delegates	2	49	7	14	20	6	4	39	83
Dominant pay method									
Award only >60%	2	74	1	2	8	4	10	11	183
Over award >60%	3	75	0	1	6	7	11	17	345
Collective Agree >60%	3	59	5	6	14	4	12	29	110
Individual >60%	3	76	1	2	5	7	9	15	232
No dominant system	3	75	0	3	5	6	11	16	184

Note: † Mean, none and % range. § Unfair dismissal claims in last 5 years. How to read: Across all workplaces 3% of staff, on average, were dismissed in the last year, 73% of workplaces had no dismissals, but 11% of all workplaces dismissed 10% or more of their workforce. A total of 17% of all workplaces had experienced an unfair dismissal claim in the previous 5 years. Question not asked in Vic WIRS.

Source: Qld WIRS 2005 & NSW WIRS 2006. Population: All small, medium and large workplaces in NSW and Qld (n=1377).

Table A 48: Occupational Health and Safety incidents & workplace policies and committees

	Incid § %	Wps 00s	Fatal %	Perm %	Neither %	Wps ‡ 00s	Policy %	Comm %	Wps* 00s
All wps	20	1,701	1	9	91	341	94	59	432
Workplace size									
5-19	12	1,207	0	7	93	139	94	40	103
20-99	37	422	1	9	90	155	94	60	282
100+	65	72	2	15	84	47	99	90	46
Sector									
Private sector	20	1,615	1	9	91	321	94	58	402
Government sector	34	18	4	14	86	6	100	76	10
Not-for-profit sector	20	69	0	13	87	14	99	56	20
Industry group									
Mining & utilities	32	13	2	13	85	4	98	74	7
Manufacturing	35	232	1	9	91	81	94	72	93
Construction	30	189	0	5	95	57	98	64	38
Trans & wholesale trade	22	237	2	12	88	53	94	62	71
Retail trade	15	267	2	8	90	41	93	45	63
Fin, insur & bus services	13	418	0	8	92	53	93	56	103
Health & education	14	138	1	6	94	19	100	57	22
Rec & pers services	15	207	0	13	87	32	95	43	36
Type of legal entity									
Incorporated	22	1,348	1	10	89	290	94	59	367
Unincorporated	15	344	0	3	97	50	95	58	63
Organisational status									
Single wp org	16	1,243	0	9	91	197	92	57	175
Part of a larger org	33	105	0	8	92	34	95	54	74
Head office of org	31	353	2	9	90	109	96	62	182
Location									
Metropolitan	22	1,102	0	10	90	240	95	60	329
Non - metro	17	599	2	7	92	101	94	54	102
Union status									
No unions	15	1,374	0	9	91	208	94	48	276
Unions, no delegates	32	169	2	6	94	55	95	66	72
Unions & delegates	54	138	1	12	87	74	97	90	76
Dominant pay method									
Award only >60%	20	245	0	5	95	50	94	58	73
Over award >60%	17	517	1	9	90	87	93	54	118
Collective Agree >60%	37	175	2	11	89	64	98	77	80
Individual >60%	18	486	1	11	88	85	94	48	97
No dominant system	19	266	0	7	93	51	94	60	56

Note: § Incident in last year. Types of incident: fatality; permanent or long-term damage; and neither. Question on policies and committees only asked of medium and large businesses in Qld and NSW WIRS.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. Population: § All workplaces (n=2170). ‡ Workplaces in Qld and NSW where occupational health and safety incident had occurred (n=702). *Medium and large businesses in Qld and NSW (n=937).

Table A 49: Communication & staff involvement in workplaces

	Methods of communication					Committees				Wps 00s
	A %	B %	C %	D %	E %	F %	G %	H %	I %	
All wps	83	42	46	29	23	94	66	38	46	711
Workplace size										
5-19	80	28	39	16	15	92	48	21	36	217
20-99	85	54	52	40	29	96	68	42	46	422
100+	92	81	73	69	57	97	90	52	71	72
Sector										
Private sector	82	40	44	27	21	94	65	38	45	659
Government sector	98	85	83	80	79	99	94	35	64	12
Not-for-profit sector	99	69	74	56	48	97	67	35	66	40
Industry group										
Mining & utilities	93	57	64	42	37	94	80	37	53	10
Manufacturing	79	41	43	41	21	96	80	53	56	138
Construction	76	34	36	24	14	93	73	52	47	64
Trans & wholesale trade	79	47	42	28	24	96	61	32	40	122
Retail trade	77	36	38	19	16	96	55	25	33	99
Fin, insur & bus services	88	43	67	31	30	92	55	34	44	164
Health & education	93	51	53	34	35	94	69	47	66	42
Rec & pers services	85	38	30	24	19	91	71	30	46	72
Type of legal entity										
Incorporated	83	43	48	30	23	95	66	38	46	611
Unincorporated	84	38	38	25	23	91	65	37	50	98
Organisational status										
Single wp org	80	33	34	24	16	93	64	39	47	253
Part of a larger org	84	62	66	45	37	96	66	36	48	105
Head office of org	88	53	64	36	34	95	67	38	45	353
Location										
Metropolitan	84	42	53	31	25	95	66	40	47	544
Non - metro	79	40	30	25	19	92	63	32	44	167
Union status										
No unions	82	37	45	24	20	93	57	34	40	474
Unions, no delegates	81	46	41	34	27	92	70	41	49	99
Unions & delegates	89	61	59	59	40	98	89	51	67	122
Dominant pay method										
Award only >60%	85	54	29	33	25	95	63	37	41	98
Over award >60%	76	35	35	24	18	94	64	34	45	182
Collective Agree >60%	86	57	44	47	32	95	79	48	60	124
Individual >60%	86	36	63	26	25	94	56	33	42	207
No dominant system	83	43	44	27	21	92	70	43	45	93

Note: How to read: 83% of all medium and large workplaces had regular staff meetings and 66% had occupational health and safety committees that had met in the last year. Question not asked of small businesses (n=915); Multiples possible (%s may not total 100). *Key:* A = regular staff meetings; B = newsletters or staff bulletins; C = email updates; D = staff committees; E = staff surveys; F = senior managers or executives walking around; G = occupational health and safety committees; H = quality circles; I = joint consultative or staff committees.

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All medium and large workplaces (n=1730).

Table A 50: Relationship between unions and managers in workplace

	V good %	Good %	Neut %	Poor %	V poor %	Total %	Wps
All wps	31	33	32	3	2	100	325
Workplace size							
5-19	29	30	36	5	1	100	125
20-99	33	34	30	1	2	100	148
100+	32	36	27	3	2	100	52
Sector							
Private sector	30	33	32	3	2	100	287
Government sector	31	36	32	1	0	100	15
Not-for-profit sector	47	24	29	0	0	100	23
Industry group							
Mining & utilities	42	35	20	3	0	100	5
Manufacturing	35	35	27	1	2	100	75
Construction	24	33	30	10	3	100	67
Trans & wholesale trade	38	26	34	2	1	100	49
Retail trade	28	37	34	0	1	100	15
Fin, insur & bus services	24	39	35	0	2	100	44
Health & education	35	28	37	0	0	100	45
Rec & pers services	33	33	33	0	1	100	25
Type of legal entity							
Incorporated	31	34	30	2	2	100	260
Unincorporated	32	28	35	3	2	100	62
Organisational status							
Single wp org	33	30	34	2	1	100	184
Part of a larger org	24	39	31	3	3	100	42
Head office of org	32	35	27	3	3	100	98
Location							
Metropolitan	30	34	31	3	2	100	241
Non - metro	35	31	32	2	0	100	84
Union status							
No unions						100	0
Unions, no delegates	24	26	45	3	2	100	169
Unions & delegates	39	42	15	3	1	100	138
Dominant pay method							
Award only >60%	32	34	33	0	1	100	51
Over award >60%	27	31	40	0	2	100	61
Collective Agree >60%	36	31	27	4	2	100	115
Individual >60%	28	22	40	7	4	100	38
No dominant system	28	42	27	2	0	100	58

Note: Question asked: How do you rate overall, the relationship between management and unions at this workplace?

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium & large workplaces with unions (n=707).

Table A 51: Relationship between employees and managers in Qld and NSW

	V good %	Good %	Neut %	Poor %	V poor %	Total %	Wps
All wps	65	32	3	0	0	100	1,070
Workplace size							
5-19	72	27	1	0	0	100	742
20-99	50	43	7	0	0	100	282
100+	43	49	9	0	0	100	46
Sector							
Private sector	66	31	3	0	0	100	1,022
Government sector	36	61	3	0	0	100	14
Not-for-profit sector	46	53	1	0	0	100	34
Industry group							
Mining & utilities	52	43	5	0	0	100	9
Manufacturing	56	37	7	0	0	100	151
Construction	67	30	2	1	0	100	125
Trans & wholesale trade	57	39	3	0	0	100	151
Retail trade	67	32	1	0	0	100	199
Fin, insur & bus services	71	27	2	0	0	100	283
Health & education	74	25	1	0	0	100	66
Rec & pers services	64	33	3	0	0	100	88
Type of legal entity							
Incorporated	64	33	3	0	0	100	828
Unincorporated	70	27	2	0	0	100	234
Organisational status							
Single wp org	69	29	2	0	0	100	775
Part of a larger org	51	48	1	0	0	100	81
Head office of org	58	37	6	0	0	100	215
Location							
Metropolitan	63	34	3	0	0	100	670
Non - metro	69	29	2	0	0	100	401
Union status							
No unions	68	30	2	0	0	100	871
Unions, no delegates	59	38	3	0	0	100	106
Unions & delegates	39	49	10	1	0	100	83
Dominant pay method							
Award only >60%	59	37	4	0	0	100	183
Over award >60%	70	29	1	0	0	100	345
Collective Agree >60%	50	44	7	0	0	100	110
Individual >60%	69	29	2	0	0	100	232
No dominant system	67	30	2	0	0	100	184

Note: Question asked: How do you rate the relationship between employees and management at this workplace? Question not asked in Victorian WIRS.

Source: Qld WIRS 2005 & NSW WIRS 2006. *Population:* All small, medium and large workplaces in Qld and NSW (n=1377).

Table A 52: Satisfaction of managers with IR arrangements

	V sat %	Sat %	Neut %	Dissat %	V dis %	Total %	Wps
All wps	38	45	13	3	1	100	1,701
Workplace size							
5-19	41	42	13	3	1	100	1,207
20-99	29	53	12	4	1	100	422
100+	28	49	14	7	1	100	72
Sector							
Private sector	38	45	13	3	1	100	1,615
Government sector	38	39	14	7	2	100	18
Not-for-profit sector	44	45	8	2	0	100	69
Industry group							
Mining & utilities	44	43	10	2	0	100	13
Manufacturing	34	48	12	5	1	100	232
Construction	38	40	19	3	1	100	189
Trans & wholesale trade	30	48	16	5	2	100	237
Retail trade	38	46	12	4	1	100	267
Fin, insur & bus services	39	46	12	3	0	100	418
Health & education	44	42	12	2	0	100	138
Rec & pers services	44	45	8	2	0	100	207
Type of legal entity							
Incorporated	38	46	12	4	0	100	1,348
Unincorporated	37	43	15	3	1	100	344
Organisational status							
Single wp org	38	45	13	3	1	100	1,243
Part of a larger org	45	37	14	4	0	100	105
Head office of org	35	50	11	4	0	100	353
Location							
Metropolitan	37	45	13	4	0	100	1,102
Non - metro	39	45	12	2	1	100	599
Union status							
No unions	40	44	12	3	0	100	1,374
Unions, no delegates	30	49	15	5	1	100	169
Unions & delegates	25	52	14	7	2	100	138
Dominant pay method							
Award only >60%	32	48	18	2	0	100	245
Over award >60%	37	46	11	5	1	100	517
Collective Agree >60%	28	51	12	8	1	100	175
Individual >60%	50	39	9	2	0	100	486
No dominant system	30	49	18	2	1	100	266

Note: Question asked: How satisfied are the managers with the industrial relations arrangements which operate at this workplace?

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Table A 53: Management preference for dealing directly with employees

	S ag %	Agree %	Neut %	Disag %	S dis %	Total %	Wps 00s
All wps	83	13	4	0	0	100	1,701
Workplace size							
5-19	85	12	3	0	0	100	1,207
20-99	80	14	4	1	0	100	422
100+	69	23	6	1	0	100	72
Sector							
Private sector	84	13	3	0	0	100	1,615
Government sector	51	27	18	2	2	100	18
Not-for-profit sector	74	16	9	1	1	100	69
Industry group							
Mining & utilities	74	17	7	2	1	100	13
Manufacturing	83	14	3	0	0	100	232
Construction	83	13	3	0	1	100	189
Trans & wholesale trade	82	15	2	1	0	100	237
Retail trade	85	11	4	0	0	100	267
Fin, insur & bus services	85	12	3	0	0	100	418
Health & education	81	12	6	1	0	100	138
Rec & pers services	79	14	6	1	0	100	207
Type of legal entity							
Incorporated	83	13	4	0	0	100	1,348
Unincorporated	83	13	3	1	0	100	344
Organisational status							
Single wp org	84	12	3	0	0	100	1,243
Part of a larger org	76	17	5	1	1	100	105
Head office of org	81	14	4	0	0	100	353
Location							
Metropolitan	83	14	3	0	0	100	1,102
Non - metro	83	12	5	0	0	100	599
Union status							
No unions	85	11	3	0	0	100	1,374
Unions, no delegates	81	15	4	0	0	100	169
Unions & delegates	64	27	6	2	1	100	138
Dominant pay method							
Award only >60%	81	14	4	0	0	100	245
Over award >60%	82	15	3	1	0	100	517
Collective Agree >60%	76	18	4	1	1	100	175
Individual >60%	86	10	4	0	0	100	486
No dominant system	86	11	3	0	0	100	266

Note: Question asked: Does management at this workplace prefer to deal with employees directly, not through unions?

Source: Qld WIRS 2005, NSW WIRS 2006, Vic WIRS 2006. *Population:* All small, medium and large workplaces (n=2170).

Appendix B: Supplementary data on trends over time

Comparing data from this study with that of other studies.

As noted in the main body of this report, when drawing out the wider implications for analysis and policy from the latest State-based survey, it is useful to compare the data in this survey with those of earlier studies. The most obvious difference between the data from this study and that of others is that, while studies like AWIRS covered all States and Territories, this survey only gathered data from the three largest States. However, this is not a major problem, as earlier studies that disaggregated the AWIRS results between States found few major differences between them.³

While another difference centres upon the fact that the AWIRS studies were based on face to face interviews, while the ESWIRS was based on interviews over the phone, the prime difference between this survey and earlier studies concerns the sampling frames used for each of these studies. AWIRS drew on the old ABS Integrated Register of Business Units, which maintained information on all Australian business units. This register kept information on workplaces as well as enterprises, their industry and their sizes. AWIRS was defined as a survey of workplaces and the sample was drawn from this part of the register. As the ABS no longer maintains the Integrated Business Register, but draws on employer information maintained by the Australian Tax Office, we could not sample in the same way as previously undertaken by AWIRS. Instead, our sample for this project was drawn from two sources, Dunn and Bradstreet's listing of businesses, and Telstra's Yellow Pages directory. The former was used to allow us to stratify the sample by industry and size, the latter to ensure we had a sufficient number of smaller business units. In an effort to gain as much comparability with AWIRS as possible, we asked all employers interviewed whether they were part of a multi-site enterprise. If they answered yes, we then asked them to report on the situation prevailing at the largest workplace in their organisation. This meant that, while we were unable to replicate the AWIRS sampling conventions entirely, we did our best to do so as closely as possible.

Table B1 compares the key aspects of the AWIRS estimates, including the fundamental workplace characteristics of size, whether the workplace is a stand alone business, or whether the workplace is part of a larger organisation. As is evident from this comparison, the three studies surveyed workplaces that are quite similar in size. The workplaces surveyed differed as to whether they were of single or multi workplace status. In studying variables of interest we have, where possible, compared results on the basis of a single multi-disaggregation. This is important because it could be that a *prima facie* difference between this survey and an earlier one could be an artefact of the larger prevalence of single establishment enterprises in the latest survey. However, where the falling trend in, for example, industrial action occurs equally in multi and single workplaces, we can be confident that the fall is substantive and not an artefact of smaller workplaces being more common in the latest survey.

³ See earlier work by Mark Short in the early 1990s prepared as a limited circulation working paper for the Department of Industrial Relations Canberra.

Table B 1: Basic characteristics of workplaces in AWIRS 90, AWIRS 95 and the Eastern Seaboard WIRS

	1990	1995	2005/06
Workplace Size			
5 - 19	75	69	71
20 – 99	19	24	25
100+	7	7	4
Organisational status			
Single workplace organisation	50	48	73
Part of a larger organisation (Head Office)	50 -	52 -	27 (21)

Source: Morehead et al., 1997: 600 - 601; Page 16 of this report.

Note: In the latest survey the great bulk (21 per cent) of multiple location workplaces surveyed were head offices. Data on the head office status of AWIRS survey respondents was collected but not reported in the publications arising from those studies.

Summary data on labour market coverage of awards and agreements 1990, 1995, 2000 and 2005/6

There has been no consistent time series of statistics summarising trends in agreement and award coverage in Australia. The material summarised in Table B 2 consolidates material collected from a variety of sources. These have been as follows:

- *ABS material collected as a by-product of its annual and sometimes biennial collection of detailed data on the distribution of hours and earners.* Data on award coverage was collected in 1990, 2000 and subsequent years. Earlier versions of this survey (i.e. in the 1980s) also collected data on over-award payments.
- *Data collected by the Federal Department of Workplace Relations, previously known as Industrial Relations.* This material was collected as part of the first two AWIRS surveys (Callus et al., 1990 & Morehead et al., 1997). The Department also commissioned occasional surveys to monitor workplace bargaining in 1995, and the incidence of Safety Net Adjustments in 1999/2000.
- *Data collected by State Governments as part of their State Workplace Industrial Relations Surveys (SWIRS).*

Each of these sources used different units of analysis and reporting.

- The ABS material collects data from a random sample of all employers paying pay roll tax, primarily from their pay roll clerks. It is collected to gather data on pay rates for particular occupations. Aggregated estimates of coverage of different modes of pay determination are collected as an adjunct to this primary purpose.

- The AWIRS surveys were collected from random sample of workplaces (i.e. not enterprises) generated by the ABS with five (and sometimes only twenty) or more employees. The data was gathered from the person with the most responsibility for human resources and industrial relations within the workplace.
- The other surveys collected samples of employers from registers like Dunn and Bradstreet, as well as Telstra's Yellow Pages directory. The size of the organisations varied between surveys. The WPB survey gathered data from workplaces with ten or more employees. The state WIRS gathered data from workplaces with five or more employees, and the respondent was similar to that for the AWIRS study (i.e. the person with the most responsibility for human resources and industrial relations within the workplace).

No matter what the unit of analysis or who responded, the data collected allowed estimates of employee coverage of different modes of wage determination to be generated. Surveys that were not strictly comparable were also examined. Prime among these was the award and agreement coverage data collected as part of the Business Longitudinal Survey conducted by the Bureau of Industry Economics/Industry Commission/Productivity Commission in the late 1990s. Details on where the findings of these surveys were published are provided in the reference list at the end of this attachment.

A factor that renders the construction of a time series particularly difficult is the fact that different surveys have used different categories when reporting their findings. The key problem here has been the different conventions followed in reporting on workers covered by over-awards and individual common law contracts. The ABS, the most widely quoted source of information on this topic, used to gather data on over-awards but no longer does so. Rather, it uses the catch all term 'individual arrangements.' This combines the number of employees free of awards and registered agreements, along with those on over-awards – a highly heterogeneous combination of approaches to wage determination. In contrast, the surveys conducted by the Federal Industrial Relations and Workplace Relations Department and by State Government agencies have always tried to capture and report separately on information about over-awards. A consolidation of all the relevant data is provided in Appendix Table B 1. This has been laid out so that the reader can easily compare data from a cross section perspective, as well as over time. Additional material on the spread of registered agreements over a more irregular period is provided in Table B 2.

Table B 2: Incidence of different industrial instruments, estimates from different sources, Australia 1990, 1995, 2000, 2006

Year	Type of Instrument						Other				Summary Measures			
	Award Only		Enterprise Agreements		Over Award		Individual Agreements (Unregistered)		Registered Individual Agreements		Underlying Award Coverage (1+2+3)*		"Individualised" Arrangements (3+4+5)	
	(1)	(1)	(2)	(2)	(3)	(3)	(4)	(4)	(5)	(5)	(1+2+3)*	(1+2+3)*	(3+4+5)	(3+4+5)
	ABS	OTHER	ABS	OTHER	ABS	OTHER	ABS	OTHER	ABS	OTHER	ABS	OTHER	ABS	OTHER
1990			-											
ABS	66.6			-	13.4		20.0		NA		80		34.4	
AWIRS		45		23		31		1		NA		99		32
1995														
ABS	-				-		-			NA			-	
AWIRS		33		44								100		
WBS				35		13-23		9				81		32(37?)
														22
2000														
ABS	23.2		36.7		-		30.6 ⁴		1.8		59.9		32.4	
DEWR (SNA)		22		42		22		14		-		86		36
2006														
ABS	19.0		41.1		-		31.7		3.1		54.1		34.8	
SWIRS		15		29		24		30		3.4		64		57.4

Sources: ABS, *Incidence of Awards Survey*; ABS, [May survey for over-award data] *Employee Earnings and Hours*; AWIRS: Callus et al., 1990 and Morehead et al., 1997; WBS (Workplace Bargaining Survey) as reported in DIR, Report on Enterprise Bargaining, 1995; DEWR (Department of Employment and Workplace Relations) *Joint (Coalition) Governments' Submission, Safety Net Review – Wages, 1999-2000*, Commonwealth Department of Employment, Workplace Relations and Small Business, Canberra, 2000 p. 96.

⁴ Excludes owner managers of incorporated entities.

Table B 3: The Spread of Enterprise Agreements: 1989, 1992, 1994, 1995

Year	% of employees covered
1989	23 ^(a)
1992	28^(b)
1994	35 ^(c)
1995	35 ^(d)
2000	35-40 ^(e)

Notes:

- a) This estimate is derived from unpublished information available in the Australian Workplace Industrial Relations Survey (AWIRS). That survey collected data on the situation prevalent in Australian workplaces in late 1989. The statistic refers to the proportion of employees covered by what were then known as 'Certified or Registered Agreements'. Data on unregistered agreements have been excluded because at that time they generally did not contain wage increases. The population for this estimate consists of all employees working in locations with 20 or more workers, in all industries other than agriculture and defence. The sample size was 2004 workplaces. For more details on AWIRS see Callus et al., 1991.
- b) This statistic has been taken from Short et al., 1993, Table 6. It refers to the proportion of employees covered by local written agreements, both ratified and unratified, in late 1992. The population for this survey was the same as for AWIRS. The sample was 700 workplaces.
- c) This statistic is taken from data collected from the Department of Industrial Relations' (DIR) 1994 workplace bargaining survey. It refers to the proportion of employees covered by registered and written unregistered agreements. The population consisted of employees working in workplaces with 10 or more employees. The sample size was 1060 workplaces. More details about this source can be obtained from DIR. See also *Agreements and Data-base Monitor (ADAM) Report No. 7*, December 1995: 10 and *ADAM Report No. 9*, July 1996: 20.
- d) Details similar to those for note (c) above. See especially DIR's report on enterprise bargaining for 1995. A summary of all relevant material is provided in Buchanan et al., 1997.
- e) Estimates derived from splicing information from ABS, *Employee Earnings and Hours*, Australia, May 2000 Cat No 6305.0 and *Joint (Coalition) Governments' Submission, Safety Net Review – Wages, 1999-2000*, Commonwealth Department of Employment, Workplace Relations and Small Business, Canberra, 2000 p. 96

The material summarised in Table B 1 has been used to generate indicative estimates of agreement and award coverage based on a blend of information from the best available sources. The reasoning behind the blending for each year can be summarised as follows:

1990: Start with the ABS estimate of award coverage of 80 per cent and award free coverage at 20 per cent. From the estimate of award coverage, subtract the number of employees getting over-awards. According to unpublished ABS data released for a Human Rights and Equal Opportunity Study into over-awards, these arrangements

covered 13.4 per cent of employees in 1990. According to AWIRS 1990 data reported in Morehead et al, in workplaces with five or more employees 31 per cent of these employees were reported by managers as being on over-awards. Based on this, we propose raising the estimates of those on over-awards to 15 per cent. It is then necessary to separate out the number of employees in 1990 covered by collective agreements. While the ABS noted that in very few cases these collective agreements operated independently of awards, it is worth separating these figures in order to generate an estimate of those totally reliant on awards. In the AWIRS 20+ sample, those on certified or registered agreements numbered 23 per cent. Given that such agreements rarely existed in smaller workplaces, and this is probably an over-estimate for the entire population of employees, we rounded this estimate down to 20 per cent. Subtracting over-award (15%) and registered/certified agreement (20%) employees results in a total of 45 per cent of employees most likely to be totally dependent on awards. From AWIRS 90 data it appears that workplaces on unregistered collective agreements also had either over-awards or registered agreements as well. These have, therefore, not been separately deducted from the aggregate award coverage number.

1995: There are no ABS estimates to work with in this year. We started our calculation with the AWIRS 95 sample, particularly in relation to the coverage of enterprise agreements. The AWIRS 20+ estimates put employee coverage at 44 per cent, but the Workplace Bargaining Survey of the same year with a 10+ population put the estimate at 35 per cent. For the population of employees as whole we set designated certified agreement coverage at 30 per cent. The AWIRS 20+ sample estimated award coverage at 33 per cent. Given the size effect we increased this proportion to 40 per cent because the smaller the workplace the greater the likelihood of reliance primarily on awards. This left a residual of 30 per cent encompassing over-awards and common law contracts. AWIRS reported 13 per cent of employees covered by over-awards in 20+ workplaces and 23 per cent coverage in 5+ workplaces. In 20+ workplaces individual contracts were reported as covering 9 per cent of employees. We then estimated over-awards at 15-20 per cent and individual contracts at 10 to 15 per cent.

2000: Start with the ABS estimates. Award only employees equalled 23.2 per cent, those on registered enterprise agreements at 36.7 per cent and on AWAs at 1.8 per cent. We subtracted OMIE results in 66.7 per cent of covered formal arrangements. This left 33.3 per cent of employees on awards and common law arrangements. We then took the DEWR estimates for determining the ratio of over-awards to common law contracts. That ratio was 22:14. Applying this to ABS residuals gave an estimate of over-awards at 21 per cent and common law contracts at 13 per cent. These estimates should be checked against Iain Campbell's work in Labour and Industry which applies a different mode of reasoning.

2005/06: Start with the ABS data for estimates of award only, registered enterprise agreements and registered individual agreements. Then take ESWIRS to apportion ABS 'individual arrangements' between over-awards and individual common law contracts. This means 60 per cent on awards and certified agreements. From ESWIRS get the ratio of 24:30, assuming OMIE are in other individual arrangements. We simplified and made the ratio 1:1 and therefore split the ABS residual evenly at between 15 and 20 per cent each for over-awards and individual common law contracts.

Trend data on other variable of interest

Table B 4: Indicative data on trends in unionisation, industrial action, workforce reduction

	Total			Part of a larger Organisation			Single Workplace Organisation		
	1990	1995	2005/6	1990	1995	2005/6 ¹	1990	1995	2005/6
Union presence · no union	57	57	82	41	39	63	73	77	86
· union, no delegate	24	21	10	27	25	17	20	17	10
· union and delegate	19	22	8	31	36	19	7	7	5
Industrial action · any occurred	12	8	3	17	15	6	6	2	2
Workforce Reductions	13	18	16	14	20	16	13	16	17

Sources: Morehead, 1997 and ESWIRS

Notes: 1. Non-head office workplaces. Whether we reported on head offices or not, it made little difference to the estimates of the variables of interest. For example, 71 per cent of head offices were union-free as opposed to 63 per cent of non-head office workplaces that were part of a larger organisation.

Comment: Disaggregating the data by whether the workplace is part of a larger organisation shows that the trends reported at aggregate level hold for this fundamental disaggregation. The big shifts between 1995 and 2005/6 are not a reflection of the fact that this latest study was comprised of more single workplace businesses. This is further confirmed by the data on workforce reductions. The change in this regard over the 15 year period has not been so pronounced and there are, once again, similar trends in both single workplace businesses and those which are part of a larger organisation.

Indicative data on employer preferences

Table B 5: Management preference for dealing directly with employees and not with unions

Prefer to deal with employees directly	Strongly agree	Agree	Neither	Disagree	Strongly disagree
1995 (Workplace part of larger organisation)	58 (54)	30 (32)	8 (9)	3 (4)	1 (1)
2005/06 (Workplace part of larger organisation)	83 (76)	13 (17)	4 (5)	0 (1)	0 (1)

Sources: Morehead, et al, 461 and ESWIRS 05/06

Note: 2005/06 workplaces that are part of a larger organisation are non-head office locations.

Appendix C: Survey questionnaire

Victorian Workplace Industrial Relations Survey 2006 (VWIRS2) Proposed Question Schedule

Proposed question in VWIRS2

-
1. How many employees (excluding sole traders) are at this workplace?

 2. Is the location where you are currently working part of a larger organisation?
 - (a) Yes
 - (b) No – In the following questions, the phrase “this workplace” will refer to where you are now, that is INSERT ADDRESS FROM DATABASE and the phrase “this organisation” will also refer to this workplace. NOW GO TO Q.5

 3. Approximately how many employees work for the whole organisation in Australia?
IF NUMBER IS LESS THAN 20, MARK AS “SMALL BUSINESS”

 4. Approximately how many employees work for the whole organisation in Victoria?

 5. Is this location the administrative head-office of an organisation which has other sites?
 - (a) Yes – In the following questions, the phrase “this organisation” will refer to the business or organisation as a whole, and the phrase “this workplace” will refer to the site where the largest number of your employees work. Can you tell me the town or city where that site is located

Can you confirm that you can answer questions about that workplace. IF UNABLE TO, OBTAIN DETAILS OF PERSON WHO CAN AND CONTACT THEM.
 - (b) No – In the following questions, the phrase “this organisation” will refer to the organisation as a whole, and the phrase “this workplace” will refer to where you are now, that is INSERT ADDRESS FROM DATABASE.

 6. How many employees work at or from this workplace? The term 'employees' refers to managers, full-timers, part-timers and casuals, but not contractors or agency workers.
IF NUMBER IS LESS THAN 20, AND WORKPLACE IS NOT PART OF A LARGER ORGANISATION, MARK AS “SMALL BUSINESS”

Proposed question in VWIRS2

7. What type of business entity is this? (NB: (a) to (j) most likely employing entities)
- (a) Incorporated cooperative
 - (b) Incorporated private company
 - (c) Incorporated public company (ie Listed)
 - (d) Incorporated strata title
 - (e) Other incorporated entity
 - (f) Unincorporated individual
 - (g) Other unincorporated entity
 - (h) Family partnership
 - (i) Limited partnership
 - (j) Other partnership
 - (k) Corporate unit trust
 - (l) Deceased estate
 - (m) Public trading trust
 - (n) Other trust
 - (o) Superannuation fund – APRA regulated
 - (p) Regulated self managed fund
 - (q) Other fund
 - (r) Other type of business entity (PLEASE STATE)--
-
8. I understand that this workplace is part of the _____ industry. Is that correct?
- (a) Yes
 - (b) No – What does this workplace make or do?
-
9. How long has your workplace been undertaking its main activity, regardless of any changes of address or name?
- (a) Less than 2 years
 - (b) 2 to less than 5 years
 - (c) 5 to less than 10 years
 - (d) 10 to less than 20 years
 - (e) 20 to less than 50 years
 - (f) 50 years or more
 - (g) Do not know
-
10. Is this workplace part of the private sector, the government sector, or the not-for-profit sector?
- (a) Private Sector
 - (b) Government Sector
 - (c) Not-for-profit sector
-

Proposed question in VWIRS2

11. Is this organisation a member of an industry or employer association?
- (a) Yes
 - (b) No
 - (c) Do not know
-
12. Who has the main responsibility for making decisions about industrial relations or human resource management which apply to this workplace?
- (a) Yourself, or
 - (b) Someone else:
- IF SOMEONE ELSE, CONFIRM THAT RESPONDENT CAN ANSWER THE KINDS OF QUESTIONS YOU WILL BE ASKING. IF NOT, ARRANGE TO SPEAK WITH SOMEONE ELSE.
-
13. Which of the following procedures or programs are in place at this workplace? Only answer "Yes" if they are applicable to the majority of your non-managerial employees. ACCEPT AND CODE TO YES AND NO AND NOT ACCEPTABLE.
- (a) Formal grievance handling
 - (b) Formal performance assessment
 - (c) Formal disciplinary procedures
 - (d) Formal skills-based training for employees (including new employees)
 - (e) Formal EEO policy and procedures
-
14. Thinking about the main occupational group at your workplace, what are the average hours of involvement in training courses or programs provided during the last year?
-
15. How many hours a week does this workplace usually operate? Please exclude maintenance and cleaning time but provide me with the total for the whole week: ACCEPT PATTERN OF DAYS AND HOURS FOR CALCULATION LATER IF UNABLE TO GIVE A SINGLE FIGURE
-
16. Do any of your employees work shifts, that is, they work most of their day outside the hours of 9am to 5pm?
- (a) Yes
 - (b) No – GO TO Q.17
-
17. What is the average or usual total weekly hours worked by most full-time employees at this workplace?
This includes overtime hours
-

Proposed question in VWIRS2

18. Which of the following do you see as the dominant occupational group?

READ OUT

- (a) Managers and administrators
 - (b) Professionals
 - (c) Para-professionals, that is people like technical officers
 - (d) Tradespersons
 - (e) Clerical workers
 - (f) Sales workers and personal service workers
 - (g) Plant and machinery operators and drivers
 - (h) Labourers
-

19. How many of your employees are women? IF ANSWER IS 0 – GO TO Q.21

20. What would be the main occupation held by female employees?

ACCEPT DESCRIPTION AND IF INSUFFICIENT DETAIL ASK: Can I ask you to explain in a couple of words what a person in that job does or makes?

21. Do you have any part-time employees?

- (a) Yes – How many are there?
 - (b) No - GO TO Q.23
-

22. Only ask if Q.19 > 0: How many of your part-time employees at this workplace are female?

23. Do you have any employees who work as casuals? IF UNCERTAIN, OFFER THE FOLLOWING DEFINITION: CASUAL EMPLOYEES ARE EMPLOYEES OF THIS BUSINESS THAT DO NOT RECEIVE PAID SICK LEAVE OR PAID ANNUAL LEAVE:

- (a) Yes – How many are there?
 - (b) No – GO TO Q.25
-

24. ONLY ASK IF Q.19 > 0: How many of your casual employees at this workplace are female?

25. Do you have any employees on fixed term contracts?

- (a) Yes – How many are there?
 - (b) No – GO TO Q.25
-

26. How many of your employees on fixed term contracts are female?

27. Do you engage any contractors at this workplace?

- (a) Yes – How many are there?
 - (b) No – GO TO Q.29
-

28. How many contractors at this workplace are female?

29. Do you have any labour hire or agency workers at this workplace?

- (a) Yes – How many are there?
 - (b) No – GO TO Q.29
-

Proposed question in VWIRS2

30. How many labour hire or agency workers at this workplace are female?
-
31. Are there any apprentices or trainees at this workplace?
(a) Yes – How many are there?
(b) No
-
32. Now a question on absenteeism:
On an average working day, how many employees in this workplace are typically away from work or on sick leave without being approved in advance?
-
33. Do any employees at this workplace have their rate of pay set by a collective agreement, sometimes called an enterprise agreement or EBA?
(a) Yes
(b) No – GO TO Q.36
-
34. Approximately how many employees at this workplace are covered by that collective agreement?
-
35. Was that collective agreement negotiated with a union?
(a) Yes
(b) No
-
36. Is that collective agreement registered or certified with an industrial tribunal or commission?
(a) Yes
(b) No – Go to Q.36
-
37. Do any employees here have their pay set according to the award?
(a) Yes
(b) No – GO TO Q.39
-
38. Approximately how many employees at this workplace are paid at exactly the award rate of pay and how many are paid at rates above the award?
-
39. Do any employees here have their pay set according to an individual agreement? I do not mean over-award payments.
(a) Yes
(b) No – GO TO Q.42
-
40. Approximately how many employees at this workplace are paid by individual agreements? How many of these employees are managerial staff?
-
41. How are the minimum rates for these employees determined?
-
42. Is that individual agreement registered with the Office of the Employment Advocate (an AWA) or not registered at all
(a) AWA
(b) Not registered at all
-

Proposed question in VWIRS2

43. CHECK THAT THE NUMBERS OF EMPLOYEES ACROSS THE VARIOUS CATEGORIES IN THIS SECTION ADD UP TO THE TOTAL FOR WORKPLACE. IF GREATER, THEN CONFIRM NUMBERS FOR EACH CATEGORY. IF LESS, ASK: Are there other employees at this workplace who have their pay set by some other method?
- (a) Yes - How is pay set for these employees, and how many employees are involved? ACCEPT VERBATIM ANSWER HERE AND ENSURE THAT CATEGORIES NOW EQUAL TOTAL. OTHERWISE SEEK EXPLANATION.
 - (b) No - SEEK EXPLANATION FOR WHY CATEGORIES DO NOT EQUAL TOTAL.
-
44. How many, if any, unions have members at this workplace?
IF ANSWER IS 0 - GO TO QUESTION Q.47
-
45. As far as you can tell, how many employees in this workplace are members of a union?
-
46. How many, if any, union delegates are there at this workplace? Union delegates are employees who represent union members, but they are not full-time paid officials of unions
-
47. Overall, how would you rate the relationship between management and unions at this workplace?
- (a) Very good
 - (b) Good
 - (c) Neither good nor poor
 - (d) Poor
 - (e) Very poor.
-
48. Have any of the following taken place at this workplace in the last year?
- (a) Strikes or picketing
 - (b) Stop work meetings
 - (c) Overtime bans, restrictions, work to rule or go slows
 - (d) Other bans
 - (e) IF NO INDUSTRIAL ACTION HAS OCCURRED - When was the last time industrial action took place at this workplace, if ever? ACCEPT NUMBER IN TERMS OF YEARS AGO, OR "NEVER" (OR EQUIVALENT) -----
IF NO INDUSTRIAL ACTION, GO TO Q.50
-
49. How many, if any, working days were lost in the last year as a result of these actions?
-

Proposed question in VWIRS2

50. What have been the most common reasons for industrial action, or actions, at this workplace over the past year? ACCEPT MULTIPLES
- (a) Negotiations over a enterprise agreement
 - (b) Outsourcing, use of contractors or labour hire
 - (c) Health and safety issues
 - (d) Implementation/interpretation of agreement/award
 - (e) Dismissal, discipline
 - (f) Management decisions or proposals
 - (g) Industry or state wide issue
 - (h) Redundancy
 - (i) Other:
-
51. What is the **lowest hourly** rate for ordinary hours earned by an adult employee at this workplace? Do not include apprentices or trainees when you give your answer. CLARIFY IF HOURLY OR WEEKLY RATE. IF WEEKLY, ASK NUMBER OF HOURS USUALLY WORKED, IF ONLY HAVE CASUALS OR PART-TIME EMPLOYEES, ASK FOR THE BASE HOURLY RATE OF PAY WITHOUT LOADINGS. REPEAT the **lowest hourly** rate:
-
52. What is the occupation of the employees who earn this lowest pay?
-
53. What is the **average weekly** gross wage earned by an adult full-time employee **in the largest occupational group** at this workplace? INSERT FROM Q.18.
REPEAT: The **average weekly** gross wage: ACCEPT A RANGE IF NECESSARY: THAT IS, UPPER AND LOWER FIGURES.
-
54. ONLY ASK IF Q.23 > 0: What is the **average hourly** rate of pay that a casual employee at this workplace earns? If you have casuals in different jobs, pick the job that is the most common one.
-
55. ONLY ASK IF Q.23 > 0: Does this hourly rate include a casual loading:
- (a) Yes – What is the loading?
 - (b) No
-
56. Has this workplace deliberately increased the use of casual employees over the past 2 years?
-

Proposed question in VWIRS2

57. During the last year which of the following were the majority of your **non-managerial** employees entitled to?

- (a) A higher rate of pay when they work overtime
 - (b) Penalty rates when they work on weekends
 - (c) Paid maternity leave
 - (d) Annual leave loadings
 - (e) Performance related pay component
 - (f) Owning shares in this organisation
 - (g) Annualised salary
 - (h) Paying out accrued holidays
 - (i) Paying out accrued sick leave
 - (j) Rostered days off
 - (k) Participation in an employer savings plan
 - (l) Participation in an employer superannuation fund
-

58. Which of the following is your **preferred** method of dealing with the setting of wages and conditions in this workplace?

READ OUT AND ACCEPT ONLY ONE ITEM:

- (a) Negotiating a collective workplace or enterprise agreement, sometimes called an EBA – GO TO Q.57
 - (b) Relying on the awards which cover the workforce – GO TO Q.58
 - (c) Negotiating individual agreements with each worker – GO TO Q.59
-

59. Do you prefer that the negotiation of the collective agreement:

- (a) Take place with the involvement of the union?
- (b) Take place without the involvement of the union? or
- (c) It doesn't matter.

NOW GO TO Q.60

60. Do you prefer that the award:

- (a) provide the exact rate of pay? or
- (b) leave room for you to provide additional payments, sometimes called 'over-awards'?

NOW GO TO Q.60

61. Do you prefer that the individual agreements:

- (a) take the form of informal negotiations with employees? or
 - (b) take the form of offering employees an Australian Workplace Agreement, usually called an AWA?
-

Proposed question in VWIRS2

62. Compared to a year ago, has the gross USE THE WORD "PROFIT" IF ANSWERED Q9 WITH 1 OR 2, AND THE WORD "SURPLUS" IS ANSWERED Q9 WITH 3 of this workplace increased, decreased or stayed the same? IF OBJECT THAT PART OF A LARGER ORGANISATION, REPHRASE AS: Compared to a year ago, has the contribution of this workplace to the organisation's PROFIT/SURPLUS increased, decreased or stayed the same?

- (a) increased
 - (b) decreased
 - (c) stayed the same
 - (d) do not know
 - (e) not applicable
-

63. Thinking in terms of investment in new plant, capital or expansion of operations, are there plans to expand operations at this workplace?

64. If so how will this investment be financed?

- (a) bank finance
 - (b) raising equity/share holder capital
 - (c) capital reserves
 - (d) do not know
-

65. Approximately what percentage of your total operating costs do labour costs represent?

66. Now a question on benchmarking. Does this workplace use a regular procedure to measure or monitor the quality of the goods or services that it produces to try improve their quality?

- (a) Yes
 - (b) No
-

67. Has management intentionally reduced the size of the workforce at this workplace at any time in the last year?

- (a) Yes
 - (b) No – Go to Q.68
-

68. What was the reason or reasons for this reduction on the last occasion? ACCEPT MULTIPLES

- (a) lack of demand for the product or service
 - (b) technological change
 - (c) organisational restructuring
 - (d) financial problems or difficulties
 - (e) to decrease costs or increase efficiency
 - (f) other:
 - (g) do not know
-

Proposed question in VWIRS2

69. How was this reduction carried out on the last occasion? ACCEPT MULTIPLES

- (a) natural wastage or attrition
 - (b) redeployment
 - (c) early retirement
 - (d) voluntary redundancies
 - (e) compulsory redundancies or retrenchments
 - (f) other:
 - (g) Do not know
-

70. Has management recruited or attempted to recruit any new employees during the last year?

- (a) Yes
 - (b) No
-

71. Do you feel that you face any difficulties or barriers in taking on new employees?

- (a) Yes
 - (b) No – GO TO Q.71
-

72. What are these difficulties? ACCEPT MULTIPLES

- (a) finding staff that were suitable, skilled or appropriately qualified
- (b) finding staff at all
- (c) a lack of work, sales or demand for your product or service
- (d) cost of employing new staff, such as extra overheads or loadings
- (e) government industrial relations policies
- (f) lack of money or capital
- (g) too much red tape or regulation
- (h) lack of space or capacity
- (i) other:

IF ALL BLANK, QUERY: What is the difficulty you face?

73. How many, if any, of your employees have been dismissed in the last twelve months? I mean sacked and not retrenched.

74. Has this workplace had any experience with a claim for an unfair dismissal at any time in the last five years?

- (a) yes
 - (b) no
 - (c) do not know
-

75. Has this workplace had any occupational health and safety incidents in the last 12 months?

- (a) yes
 - (b) no
-

Proposed question in VWIRS2

76. Which of these methods, if any, are currently used by management to communicate with the non-managerial workforce? ACCEPT MULTIPLES
- (a) regular staff meetings
 - (b) newsletters or staff bulletins
 - (c) email updates
 - (d) staff committees
 - (e) staff surveys
 - (f) senior managers or executives walking around the workplace and talking to employees
-
77. Have any of the following met during the last year? ACCEPT MULTIPLES
- (a) occupational health and safety committees
 - (b) quality circles
 - (c) joint consultative or staff committees
 - (d) board of management with employee representatives
-
78. Does this organisation have a written policy on work and family which covers non-managerial employees at this workplace?
- (a) yes
 - (b) no
-
79. Thinking of the non-managerial employees at this workplace, if an employee needed some time off to look after family or household members, which types of leave could they use? ACCEPT MULTIPLES
- (a) family or carer's leave
 - (b) paid sick leave
 - (c) annual leave
 - (d) unpaid leave
 - (e) flex time, where they make up the time later
 - (f) other:
- IF ALL BLANK, CONFIRM: No leave is available for this purpose?
- (a) yes
 - (b) no
-
80. How satisfied are the managers with the industrial relations arrangements which operate at this workplace?
- (a) very satisfied
 - (b) satisfied
 - (c) neither satisfied or dissatisfied
 - (d) dissatisfied
 - (e) very dissatisfied
-

Proposed question in VWIRS2

81. Does management at this workplace prefer to deal with employees directly, not through trade unions? DO NOT PAUSE, BUT READ OUT THE SCALE OF AGREEMENT AS YOU ASK: Do you Strongly Agree, Agree, Neither, Disagree or Strongly Disagree with this statement?
- (a) strongly agree
 - (b) agree
 - (c) neither agree nor disagree
 - (d) disagree
 - (e) strongly disagree
-
82. What percentage of the goods or services produced or provided by this workplace are exported? _____ per cent (estimate)
-
83. Which statement best describes the ownership of this workplace? (tick one box)
- (a) wholly Australian owned
 - (b) partly Australian owned
 - (c) completely foreign owned
 - (d) do not know/unsure
-
84. Think of the agreement, award or contract that regulates pay and conditions for the largest number of conditions for the largest number of employees at this workplace. How often does it meet your business needs at this workplace?
- (a) most times
 - (b) sometimes
 - (c) hardly ever
-

13 December 2005