



Australian Fair Pay
Commission

**Wage-Setting Decision
and Reasons for Decision**

July 2008

Australian Fair Pay Commission
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Acronyms

| Abbreviation | Explanation |
|---------------------------------|--|
| 2008 Minimum Wage Review | The 2008 wage review undertaken by the Australian Fair Pay Commission, exercising its powers under s. 22(1)(a) of the WR Act, to inform general Wage-Setting Decision 2008 |
| AAWI | Average Annualised Wage Increases |
| ABARE | Australian Bureau of Agricultural and Resource Economics |
| ABI | Australian Business Industrial |
| ABS | Australian Bureau of Statistics |
| ACCER | Australian Catholic Council for Employment Relations |
| ACCI | Australian Chamber of Commerce and Industry |
| ACOSS | Australian Council of Social Service |
| ACTU | Australian Council of Trade Unions |
| AFEI | Australian Federation of Employers and Industry |
| AFPC | Australian Fair Pay Commission |
| AHA | Australian Hotels Association |
| AFEI | Australian Federation of Employers and Industry |
| Ai Group | Australian Industry Group |
| AIRC | Australian Industrial Relations Commission |
| APCS | Australian Pay and Classification Scale |
| ARA | Australian Retailers Association |
| ASU NSW | Australian Services Union New South Wales |
| AWE | Average Weekly Earnings |
| AWOTE | Average Weekly Ordinary Time Earnings |
| AWU | Australian Workers Union |
| AYCW | Australian Young Christian Workers |
| BSWAT | Business Services Wage Assessment Tool |
| Business SA | South Australian Employers' Chamber of Commerce and Industry Inc |
| CALD | Culturally and linguistically diverse |
| CLDB | Culturally and linguistically diverse background |
| CLMR | Centre for Labour Market Research |
| CofFEE | Centre of Full Employment and Equity |
| Commission | Australian Fair Pay Commission |
| CPI | Consumer Price Index |
| CSTDA | Commonwealth State Territory Disability Agreement |
| DEEWR | Department of Education, Employment and Workplace Relations |
| DI | Disposable Income |
| DSP | Disability Support Pension |
| ECIRS | Exceptional Circumstances Interest Rate Subsidies |
| EEH | Employee Earnings and Hours |
| EMTR | Effective marginal tax rate. The EMTR at a particular income point refers to the proportion of an additional unit of income (typically \$1) that is lost to income tax and reductions in cash transfers. |

Acronyms

| | |
|---|---|
| FaHCSIA | Department of Families, Housing, Community Services and Indigenous Affairs |
| FECCA | Federation of Ethnic Communities' Councils of Australia |
| FMW | Federal Minimum Wage |
| GDP | Gross Domestic Product |
| General Wage-Setting Decision 2006 | Wage-Setting Decision 1/2006 |
| General Wage-Setting Decision 2007 | Wage-Setting Decision 3/2007 |
| General Wage-Setting Decision 2008 | Wage-Setting Decision 2/2008 |
| HILDA | Household, Income and Labour Dynamics in Australia |
| HPL | Henderson Poverty Line |
| HREOC | Human Rights and Equal Opportunity Commission |
| LGSA | Local Government Association and Shires Associations of New South Wales |
| LHMU | Liquor, Hospitality and Miscellaneous Union |
| LITO | Low Income Tax Offset |
| NAPSA | Notional Agreement Preserving a State Award |
| NATSEM | National Centre for Social and Economic Modelling |
| NDS | National Disability Services (Formerly ACROD) |
| NFF | National Farmers' Federation |
| OECD | Organisation for Economic Co-operation and Development |
| Pay Scales | Australian Pay and Classification Scales |
| PL | Poverty Line |
| QIRC | Queensland Industrial Relations Commission |
| RAC | Research Advisory Committee |
| RBA | Reserve Bank of Australia |
| SACS Award | Social and Community Services Employees (State) Award 2006 |
| SAWIA | South Australian Wine Industry Association |
| Secretariat Standard | Australian Fair Pay Commission Secretariat The Australian Fair Pay and Conditions Standard |
| SWS | Supported Wage System |
| TNS Social Research | Taylor Nelson Sofres Social Research |
| WiSER | Women in Social and Economic Research, Curtin University of Technology |
| Work Choices | <i>Workplace Relations Amendment (Work Choices) Act 2005.</i> The majority of the Work Choices amendments were implemented on 27 March 2006. |
| WPI | Wage Price Index |
| WR Act | <i>Workplace Relations Act 1996</i> |