

**Figure 11 - Current vs Original Relativities**

Level	Original Relativity <sup>69</sup>	Current Relativity <sup>70</sup>	% Change <sup>71</sup>
C14	78%	81.5%	4.5
C13	82%	84.8%	3.4
C12	87%	89.2%	2.1
C11	92%	93.4%	1.0
C10	100%	100.0%	0.0
C9	105%	104.1%	-0.8
C8	110%	108.2%	-1.6
C7	115%	111.9%	-2.7
C6	125%	120.2%	-3.9
C5	130%	124.3%	-4.4
C4	135%	128.4%	-4.9
C3	145%	136.6%	-5.8
C2(a)	150%	140.7%	-6.2
C2(b)	160%	148.6%	-7.1

[12.30] This shows that arguably significant negative percentage changes to the original relativities (such as those over 5%) do not come into effect until the C4 level. A C4 employee earns a minimum of \$651.20 per week, or over 80% of AWOTE (\$809.10).<sup>72</sup> The statutory focus on the low paid under the *Workplace Relations Act 1996* has not seen a significant erosion of earnings for persons on most award levels. Larger changes in relativities

<sup>69</sup> Source: The *Metal Trades (Australian Capital Territory) Award 2000*

<sup>70</sup> Metal Engineering and Associated Industries Award 2000

<sup>71</sup> Percentage changes not percentage point changes.

<sup>72</sup> 6301.0 Average Weekly Earnings, Australia, Preliminary, Private Sector Full Time AWOTE, Trend August 2001 – [www.abs.gov.au](http://www.abs.gov.au)