

Deloitte Access Economics

Responses to BIS Shrapnel reports

Australian Energy Regulator

30 July 2012

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Dear Paul,

Responses to issues raised in submissions by ElectraNet and Murraylink

The Australian Energy Regulator (AER) has asked Deloitte Access Economics to provide detailed responses to two submissions received by the AER from ElectraNet and Murraylink. Both have been prepared by BIS Shrapnel, and are:

- A real cost escalation report prepared by BIS Shrapnel (May 2012) on behalf APA group (containing a discussion on DAE's previous forecasts);
- A BIS Shrapnel report (April 2012) prepared for ElectraNet (containing Australian and South Australian forecasts); and

This report discusses the appropriate method for measuring and forecasting escalation in the price of labour in the utilities sector, as well as responses to criticisms and comments regarding Deloitte Access Economics' forecasting methodology where appropriate.

Deloitte Access Economics has also previously responded to a range of related arguments put by other regulated entities, and many of those responses remain relevant here.

Yours sincerely,



Chris Richardson
Director
Deloitte Access Economics Pty Ltd

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Glossary

ABS	Australian Bureau of Statistics
AER	Australian Energy Regulator
AWOTE	Average weekly ordinary time earnings
DAE	Deloitte Access Economics
EBA	Enterprise Bargaining Agreement
LPI	Labour Price Index
WPI	Wage Price Index

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1 Background

The Australian Energy Regulator (AER) requested that Deloitte Access Economics (DAE) comment on the reports prepared by BIS Shrapnel for ElectraNet and Murraylink. This report contains responses to criticisms of DAE's wage forecasting model and modelling approach raised in BIS Shrapnel's reports.

The two reports which have been reviewed in this report are:

- *Labour cost escalation forecasts to 2017/18 – Australia and South Australia* (April 2012) BIS Shrapnel. Prepared for ElectraNet (BIS Shrapnel April 2012); and,
- *Real cost escalation forecasts to 2023 –Victoria and South Australia* (May 2012) BIS Shrapnel. Prepared for the APA group (BIS Shrapnel May 2012).

This document responds to a number of issues raised in those reports, including:

- DAE's past forecasting performance;
- DAE's labour cost forecasting methodology and approach; and,
- DAE's labour productivity forecasts.

We also comment on the choice between the Labour Price Index / Wage Price Index (LPI/WPI) and Average Weekly Ordinary Time Earnings (AWOTE) as the appropriate wage measure to be considered in the AER's determinations, as well as changes to data released by the ABS which further affects the choice between AWOTE and LPI/WPI.

We would also take this opportunity to note that we hold the analysis of BIS Shrapnel in high regard.

2 The best wage measure

This chapter discusses the appropriateness of using the LPI / WPI rather than AWOTE for wage forecasting purposes. A number of issues raised in the reports prepared by BIS Shrapnel reports are addressed.

2.1 The Deloitte Access Economics view

DAE's view on the choice between LPI / WPI and AWOTE has been covered in numerous reports to the AER, most recently in our report to the AER of 30 May 2012.

DAE acknowledges that the LPI / WPI is not a perfect measure – some of the criticisms of it are reasonable.

Yet the LPI / WPI is a rather better measure for AER's purposes than AWOTE, and that gap is set to grow as the ABS drops back to only publishing AWOTE on a six monthly basis in the second half of 2012, not to mention the recent cessation of all AWOTE State by industry information.

Or, in other words, the Wage Price Index has (or is about to have) clear advantages in terms of both coverage / availability on the one hand, and timeliness on the other.

Yet, even ignoring coverage / availability and timeliness, Deloitte Access Economics sees the WPI as the more conceptually appropriate measure – as well as a rather less volatile one.

Our view is consistent with that of the Australian Bureau of Statistics (ABS), which noted in the October 2005 issue of *Australian Labour Market Statistics* (catalogue 6105.0):

“Information on changes in the price of labour is available from the quarterly Labour Price Index (LPI). The LPI is compiled from information collected from businesses on changes in wage and non-wage costs. Information collected on wages is used to produce a Wage Price Index (WPI).

The WPI was first compiled for the September quarter 1997 and is the main ABS measure of changes in wages. The WPI measures quarterly changes over time in the cost to an employer of employing labour, and is unaffected by changes in the quality or quantity of work performed.”

As the above discussion from the ABS suggests, they see the LPI / WPI as their preferred measure for “changes in the price of labour”.

Indeed, the LPI / WPI was originally developed because of the shortcomings of existing wage measures for this type of analysis. For example, AWOTE is affected by shifts in the composition of employment. As such, if a sector employs relatively more high paid full time workers over time (as has happened, for example, in the manufacturing sector as low skilled jobs have been lost to competitors in developing Asia), then that will tend to raise measured AWOTE even if the wage levels for a given level of skill have not changed at all.

More broadly, compositional changes arising from the business cycle, changed educational levels, the pace of recruitment and retirement, the degree of outsourcing, changed relativities in the employment of men and women and compositional changes arising from shifts in average hours worked can all distort AWOTE as a proxy for “changes in the price of labour”.

That said, ‘best measure’ is not the same as ‘perfect measure’, and there are also drawbacks to using the LPI / WPI.

First, the WPI is published by State and by sector separately, but not by State and by sector. That is, the WPI for NSW is published, and the mining sector WPI is also published, however the NSW mining sector WPI is not. The latter data is only available by special request and, in the case of small sample sizes, the ABS does not release their estimates.

Until the end of 2011, more series at the ‘by State and by sector’ level were available for AWOTE from the ABS 6302.0 release. This has now changed, however, and from 2012 the ABS will no longer be releasing any AWOTE data by State and industry.

Yet it is possible to ‘back out’ reasonable estimates of LPI at the ‘by State and by sector’ level. Appendix E of our 15 August 2011 report for the AER discusses how DAE does that. The resultant series are rather less volatile than the matching ABS AWOTE series.

They also display patterns over time quite consistent with the matching moves in Enterprise Bargaining Agreements (EBAs) – whereas AWOTE does not.

Second, it is sometimes relevant that the composition of the workforce is changing. That is particularly true in analysing the implications of wage developments for the Australian economy as a whole.

As the WPI has only existed since 1997, and Australia’s long economic expansion began in 1992, there is an argument that the WPI has understated true ‘like-for-like’ wage gains across most of the time it has been in existence. However, that bias is unlikely to have been large, and must be measured against the rather more significant types of problems with AWOTE measures discussed above.

However, we agree with the following quote from Frank Gelber, Chief Economist and Director of BIS Shrapnel, which is drawn from evidence given before the Industrial Relations Commission of New South Wales (IRC 2011/325 – Crown Employees (Police Officers – 2009) Award) on 10 November 2011:

WALTON J, V-P: ...[I]n terms of measuring movements in wages of public sector employees across the nation over a period of time, how useful would the Labour Price Index be in estimating the movement in those wages?

WITNESS GELBER: Pretty good. We would prefer to use the Labour Price Index most of the time. It is only when we wanted to have a look at other things like an amount of overtime or work changes in composition that we use the others. We used to only have AWOTE but now that we have the Labour Price Index we have good data on it by sector, by private versus public sector and by industry sector and by State and so if you wanted average earnings in the public sector over a period of time you have a Labour Price Index for that, or you could take

it down to a specific industry and the Police would probably fall under, I think what is it, Public Administration and Safety. If you wanted to look at that for New South Wales that is not ordinarily published and so if – you could ask the Australian Bureau of Statistics for a special run, which we have done at different times, and for some of the industry categories they will give you the state data and others maybe not. You just have you to ask them this or we could ask them. We have not done that for this because there wasn't time, but you can actually get quite good data on that for effectively a basket of labour.

That is the task at hand here, and we agree with both the ABS and Frank Gelber of BIS Shrapnel that the LPI / WPI is the preferred measure for this type of analysis.

2.2 Adjusting for compositional effects on productivity

BIS Shrapnel argues that:

“... by applying the DAE productivity forecasts, the AER is over-correcting for productivity because DAE has underestimated the workforce composition productivity component.” (page 43, BIS Shrapnel, April 2012)

As Deloitte Access Economics has noted before, when constructing our forecasts we assume a zero value for workforce compositional productivity when forecasting both the LPI and the productivity adjustment that is applied to the LPI.

Our November 2011 report (page 9) to the AER noted that:

That said, we value [compositional productivity] at zero both in forecasting the LPI, and in forecasting the productivity adjustment to be applied to the LPI.

Hence even if our valuation of this effect is wrong, that does not affect our projections for the productivity adjusted LPI, as that would involve offsetting adjustments to both the LPI and to the productivity measure applied to the LPI.

Deloitte Access Economics' wage forecasting methodology initially generates a generic wage variable. Those wage forecasts derived from this process are then used to generate separate forecasts for a number of different wage variables including, for example, AWE, AWOTE, national accounts-based average earnings, as well as the LPI.

That forecasting process has two implications:

- *Deloitte Access Economics' existing methodology implicitly assumes that the labour quality adjustment is zero; and,*
- *to the extent that the quality adjustment is different from zero, it would automatically net out in Deloitte Access Economics calculations of productivity-adjusted LPI growth, as it would be deducted from both productivity growth and from LPI growth.*

BIS Shrapnel asserts that it believes the workforce compositional effect has averaged between “0.5 to 1.0 per cent on average over the medium term, based on the observed difference between the rate of growth in AWOTE and the LPI” (see page 43, BIS Shrapnel April 2012).

DAE disagrees with this statement.

As noted previously in submissions to the AER, the LPI includes labour productivity derived from factors such as changes in the capital-labour ratio, technological advancement and changing organisational structure as well as measurement error which is inherent in any survey data. This labour productivity is distinct from that due to compositional effects.

Assuming that the difference between the AWOTE and the LPI can be attributed only to compositional effects is simply incorrect.

It is impossible to know with certainty the degree to which different influences account for the deviation in these wage measures. However, workforce compositional effects are *not* the only difference between AWOTE and the LPI, and Deloitte Access Economics is of the view that their influence is small.

DAE also remains happy with our view that, regardless of the valuation of the composition productivity effect, the net effect would be zero in our forecasting process, as the effect would be deducted from both LPI growth, and the productivity growth applied to the LPI.

That is, if DAE decided to apply a different forecast assumption (say that compositional productivity was greater than zero), this would alter our forecasts (our LPI forecasts in this case would be higher). Our measure of productivity would then also change (to include compositional productivity and, again, would be higher). These two (higher) forecasts would net out when adjusting for productivity, leaving the productivity adjusted forecasts identical to those that assume compositional productivity is zero.

Moreover, DAE regards the compositional change in skill mix as a business choice. If the business chooses to pay for a skill mix with a higher (or lower) average wage, then it also gets the associated productivity benefit (loss) of that decision.

BIS Shrapnel disagrees, stating:

While BIS Shrapnel believes the labour price index reflects movements in the underlying price of labour, the LPI does not fully capture movements in total labour costs per employee. As we pointed out in section 4.2, average weekly ordinary time earnings (AWOTE) is a better measure of the change in overall costs per employee, because it takes into account movements of employees to higher grades, changes in compositional effects from entry/exits of higher skilled/lower skilled (ie higher paid/lower paid) workers in an enterprise or industry, and also the payments above base rates of pay, such as bonuses, incentives, penalty rates and other allowances that are a normal part of an employee’s earnings over the quarter or year. (page 37, BIS Shrapnel April 2012 and page 40, BIS Shrapnel May 2012)

If these compositional changes are taking place, then they should be having an impact on the productivity of the firm’s workforce. That is, the higher skills should mean higher

productivity – meaning that if the firm is choosing to have a higher skilled workforce then, other things equal, that higher skilled workforce should be able to achieve the same output than would otherwise be achieved with more (lesser skilled) workers.

The reason why the preferred wage series for forecasting purposes should exclude the impact of these factors is that the firm already benefits from the shift to a more skilled workforce. Were this to be compensated by the AER, the firm would benefit twice (once through an increase in productivity from the higher skilled workforce, and once through the AER determination).

2.3 Adjusting for labour productivity

The BIS Shrapnel reports raise some arguments against applying an ‘unadjusted’ productivity measure to the LPI / WPI. For example, the argument from BIS Shrapnel in their 2012 reports is that:

BIS Shrapnel believes that the ‘unadjusted’ industry labour productivity cannot be applied to the LPI... The LPI is an underlying measure of wage inflation and does not incorporate effects of changes to skill levels and improved productivity (ie workforce compositional productivity effects), while the AWOTE measure does....In other words, the AER effectively assumed that workforce compositional productivity for the utilities sector is close to zero and is therefore insignificant. (Page 48, BIS Shrapnel May 2012 and Page 43 BIS Shrapnel April 2012)

DAE has addressed the compositional productivity issues raised here in Section 2.2 above.

To clarify, DAE derives an estimate of labour productivity based on a measure of ‘output per worker’. At the industry level (such as, for example, the utilities industry), output is defined to be Gross Value Added, as published by the ABS in the national accounts. For estimates of productivity at the national and State level, output is measured by Gross Domestic Product and Gross State Product respectively. The number of workers is measured by total employment, as published by the ABS.

Forecasts of output and total employment at the national, State and industry level are derived using DAE’s macroeconomic model. These forecasts are used to construct labour productivity estimates (‘output per worker’).

At the ‘by State by sector’ level (for example, the South Australian utilities sector), DAE believes that the labour productivity estimates (derived using the above measure of ‘output per worker’) are too volatile to use with confidence.

In effect, the small samples underlying ABS estimates of sectoral output and employment at the State level mean that productivity estimates drawn solely from the ABS data will represent statistical volatility rather more than genuine productivity trends.

Accordingly, our forecasts of labour productivity at this level are a weighted average of the labour productivity estimates for the relevant State as a whole and the relevant industry at the national level.

2.4 Data volatility

DAE is strongly of the view that the greater level of volatility in the AWOTE data makes it a less reliable base for assessment of past trends and for wage forecasting. The reason the volatility makes AWOTE less reliable for forecasting is that it does not accurately reflect wage outcomes for utilities employees, and can result in “jumping off” problems at the beginning of the forecast period.

Indeed the unreliability of the AWOTE data is sufficient enough that the ABS decided to cease publishing State by industry data from the beginning of 2012.

That is strong evidence of itself in the ‘AWOTE versus WPI’ debate.

One of the reasons for this change is the high standard error of the estimates for these series. In the case of the AWE/AWOTE publication, sample selection is stratified across States and across industries, but not both. That means that as the businesses in the sample change from quarter to quarter (and about 8% of the 5,000 do each time) there is no guarantee that the State by industry samples can be readily compared.

This problem obviously leads to questionable comparability of detailed AWE/AWOTE results from quarter to quarter as the changes may be driven by changes in the sample, rather than changes in wages.

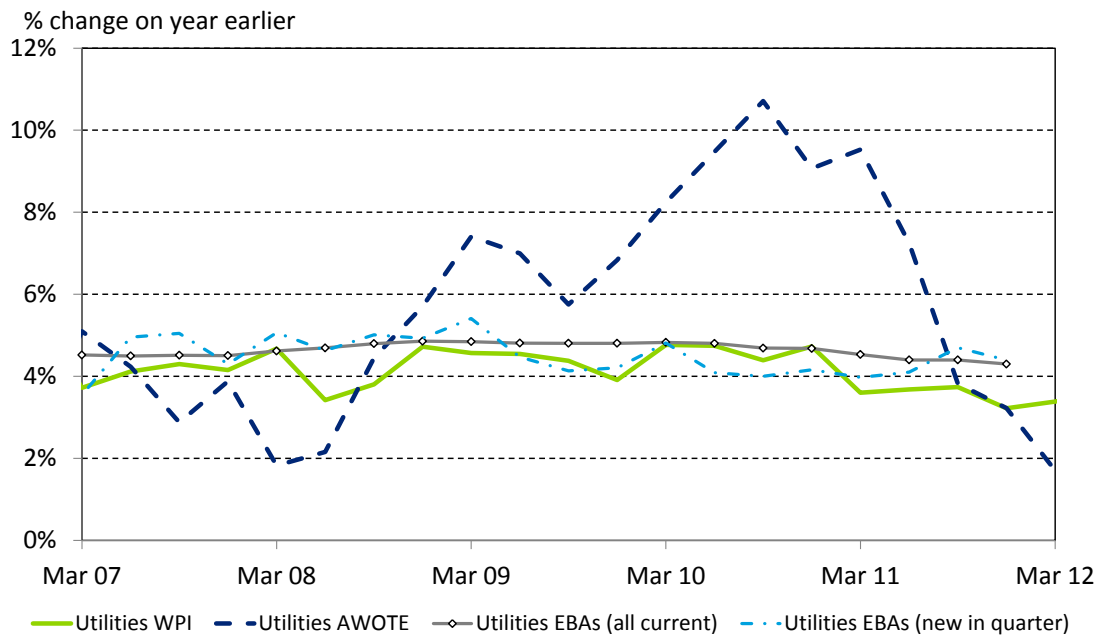
The WPI, by contrast, suffers as little as possible from this problem because their sample follows specific “jobs” over an extended period (at least five years). This limits the rotation problems that the AWE/AWOTE series is suffering from.

DAE maintains that forecasting two more volatile series (such as AWOTE and its associated productivity measure) is inherently more difficult than forecasting a more stable measure (the WPI) and its associated productivity measure.

We would also note that, even if a volatile series is accurately forecast, it does not mean that it should be used.

Accordingly, DAE remains comfortable with its conclusion that the considerable volatility displayed by AWOTE is an important drawback to arguments supporting its use as a base by the AER in its determinations.

Indeed, the recent performance of various measures of wages in the utilities sector helps illustrate that point. Chart 2.1 compares growth in the utilities sector WPI with a number of other wage growth measurements that are produced on a regular basis.

Chart 2.1: Measures of utilities sector wage growth

Source: ABS, Department of Education, Employment and Workplace Relations

The first measure shown is average weekly ordinary time earnings (AWOTE) for the national utilities sector. As the chart illustrates, the growth in this wage series is particularly volatile and, as we argue above, this volatility limits its use in forecasting.

The next series is the matching measure of wage growth in the utilities, but using the preferred WPI series.

The remaining two series come from the *Trends in Federal Enterprise Bargaining* publication produced by the Department of Education, Employment and Workplace Relations and cover growth in wages under enterprise bargaining agreements:

- The third series in the chart shows growth in wages under all agreements current during the quarter. We would expect movements in this measure to be broadly reflective of trends in the broader utilities sector – or in other words, when this series accelerates we would expect a similar acceleration in growth in the sectoral WPI.
- The final series shows annual growth that will occur under any agreements commencing in the quarter shown. This series is more indicative of immediate future trends in the first EBA series – if there were to be, say, a sustained decline in wage growth, then that would show up first in new agreements.

In general, the two EBA-related series bear a close resemblance to the WPI series.

In contrast, the AWOTE series bears little resemblance to the other measures.

The AER needs the best possible measure of past and future wage costs. The chart above speaks volumes as to the relative reliability of the measures in question here.

2.5 Definition, coverage and compositional change

The BIS Shrapnel reports argue that AWOTE rather than the LPI / WPI should be used by the AER because of the definition and coverage of the series.

The BIS Shrapnel May 2012 report states on page 28:

“The LPI also does not reliably measure the changes in total labour costs which a particular enterprise or organisation incurs, because the LPI does not reflect the changes in the skill levels of employees within an enterprise or industry. As skills are acquired, employees will be promoted to a higher grade or job classification, and with this promotion will move onto a higher base pay. So the change in the cost of labour over, say a year, includes increases in the base pay rates (which the LPI measures) and the higher average base pay level. The AWOTE captures both these elements, while the LPI only captures the first element. Basically, promoting employees to a higher occupation does not necessarily show up in the LPI, but the employer’s total wages bill (and average unit labour costs) is higher, as is AWOTE. The AWOTE measure also includes bonuses, incentives, penalty rates and other allowances, which are also part of an enterprises total wage bill.”

There are two broad arguments put here. The first is that the LPI / WPI is not sufficient because it does not include bonuses, incentive payments and other allowances. The second is that the LPI / WPI is insufficient because it does not capture the impact of promotions (or a changing workforce structure).

A few points are worth making on the issue of bonuses, incentive payments and other allowances. An initial, albeit small, point is that DAE uses the series from the ABS publication for ‘total hourly rates of pay excluding bonuses’ rather than the ‘ordinary time hourly rates of pay excluding bonuses’ in our analysis and forecasts. The sole difference between these series is overtime (which is included in the measure used by DAE). DAE agrees that the WPI does not include bonuses, incentive payments and other allowances.

DAE’s view is that the issue of bonuses, incentive payments and other allowances in the AWOTE wage measure is irrelevant. The AER makes determinations based on the *growth* in labour costs. In contrast, the inclusion of bonuses, incentive payments and other allowances will affect the *level* of the AWOTE series. The size (or level) of the wage bill is of rather less concern. Rather, it is the growth in wages which are more relevant.

Bonuses, incentive payments and other allowances will not have a noticeable impact on growth in the AWOTE series because, to be included in AWOTE the payments must be a “normal” part of an employee’s earnings. AWOTE is, after all, a measure of ‘ordinary time earnings’.

More specifically, in the case of bonuses only those that are paid regularly and frequently are included in the AWOTE data, with one-off or infrequent payments excluded.¹ As noted

¹ The ABS National Statistical Service Statistical Clearing House contains more information regarding the coverage of AWOTE, including the questionnaire used by the ABS. See www.nss.gov.au.

above, while regular and frequent payments are legitimately included in AWOTE, DAE expects that these would affect the level of wages, not the growth.

DAE disagrees with the argument that AWOTE is a superior measure because it includes bonuses and similar payments.

The BIS Shrapnel report (at page 28, quoted above) notes that as individuals acquire skills they are promoted, and therefore move to a higher base level of pay. The WPI captures the increase in pay for a specific job, and does not capture the change in an individual's base level of pay when promoted.

DAE does not believe the impact of this type of compositional change is significant, as noted in Section 2.2.

As also noted above, if the promotion reflects increasing productivity, then it would be double counting to include it.

3 Past forecasting performance

This chapter responds to the analysis and criticism of DAE's previous forecasting performance by BIS Shrapnel. It should be noted that these criticisms have been raised previously – most recently in relation to the AER's Victorian Gas Access Arrangement Review in 2012. Many of the criticisms are identically worded, and as such our responses are little changed to our previous responses.

3.1 Forecast growth in labour productivity

The April 2012 BIS Shrapnel report (from page 44) criticises DAE's productivity growth forecasts as "too optimistic". DAE's 15 August 2011 report to the AER (at pages 52-53) explains the rationale for our productivity forecasts:

Reports by the Productivity Commission (2009), the House of Representatives (2010) and the Treasury suggest 70% of the rapid decline in productivity since 2003-04 is accounted for by:

- *Declining resource quality and large capital investment that has not yet translated into output in the mining sector;*
- *Capital investment and reduced rainfall in the electricity, gas and water sector; and*
- *Drought affecting the agriculture sector.*

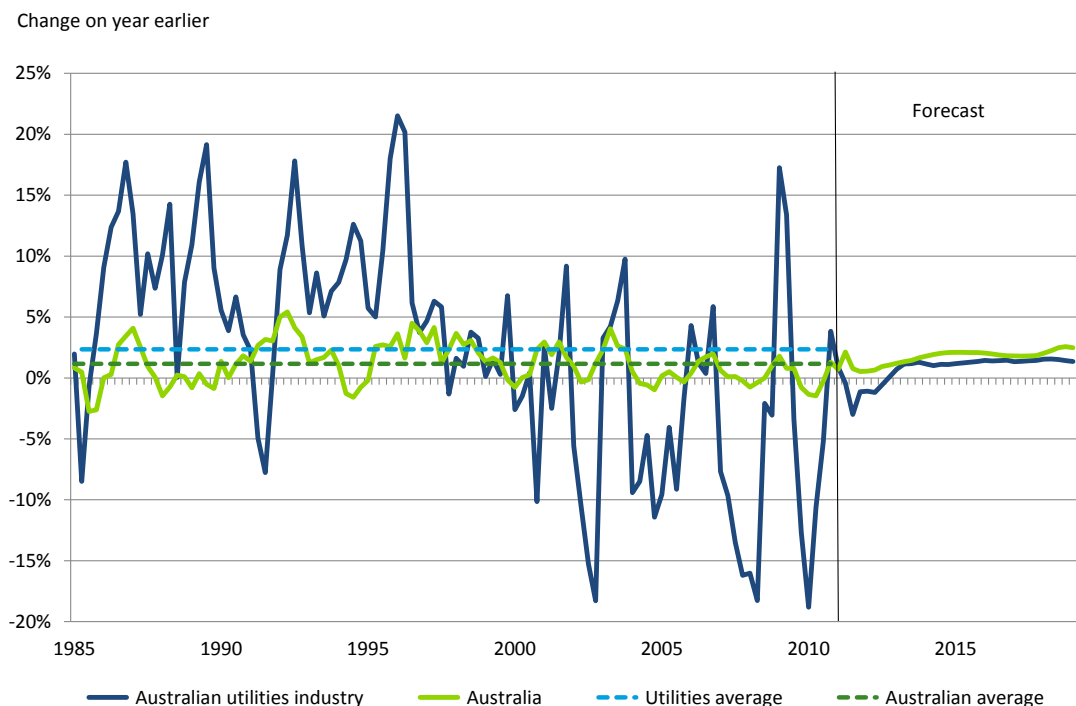
Other possible causes of the decline in productivity growth include capacity constraints within the economy, following the very long period of uninterrupted economic growth.

That said, Deloitte Access Economics' assumption of productivity growth is stronger in the medium term than it has been in recent years, averaging close to 1.5% per year as boosts to efficiency from the strong levels of business investment begin to be seen across the economy.

...[T]he utilities sector is projected see a more volatile version of the national productivity trend in the short term. In the longer term – and as capital investment in the sector lifts – productivity growth should average a similar rate to the national, although it may be more volatile from year to year.

As the report explains, there are some well-recognised causes of the decline in Australia's productivity over the past decade. DAE maintains the view that these are not influences that will persist going forward. Most particularly, the relatively recent increase in the level of business investment is generating a larger capital stock in the Australian economy generally and in the mining (and related) industry in particular. As noted in our report, that is expected to produce higher rates of labour productivity growth over the decade ahead compared with the recent past.

Chart 3.1 shows historical and forecast labour productivity in Australia and in the Australian utilities industry.

Chart 3.1: Forecast of productivity growth in Australia

Source: ABS, Deloitte Access Economics

The forecasts are shown here on a year-to basis and are similar to those used in our 15 August 2011 report to the AER. Labour productivity is calculated as real Gross Domestic Product divided by total employment in the case of Australia, and real Gross Value Added divided by total employment in the case of the utilities industry.

DAE does not believe that the labour productivity forecasts are optimistic. As the chart shows, the forecasts for labour productivity growth in the utilities sector are below the average seen over previous decades.

Note that BIS Shrapnel argues (at pages 45 and 46) that “some of the increase in employment in the sector was due to the need to perform a range of office functions”, and that the utilities sector has seen “an average productivity growth of -3.6 per cent per annum for Australia over the previous decade”.

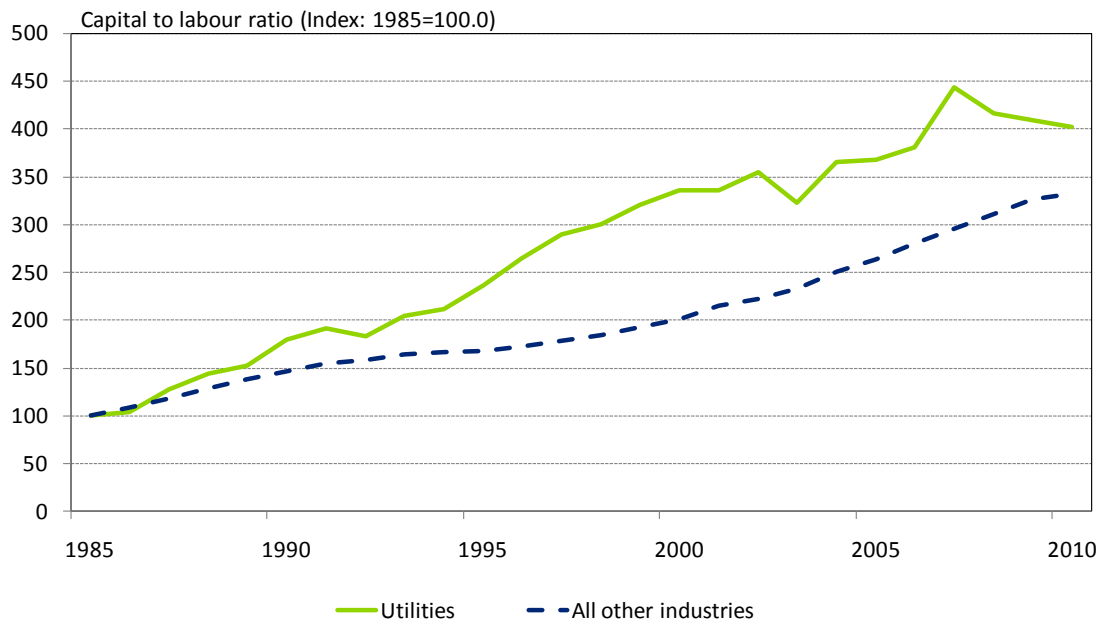
The combination of those two arguments is actually a reason to expect the productivity performance of the utilities sector to lift. Unless that is expected to be an ongoing trend – that is, unless these ‘back office’ functions continue to grow rapidly – then productivity growth can be expected to rebound from the one off negatives arising from this trend.

In addition, the rise of regulation around mandatory renewable energy targets (MRET) has not helped productivity in the utilities sector – it has tended to benefit lower productivity parts of this industry rather than its higher productivity sector parts.

Nor has the investment certainty that has developed around carbon pricing over the past few years. Indeed, data for capital to labour ratios (see Chart 3.2 below) shows how those concerns have begun to play out in the market, with the long running increase in the ratio

for utilities (both in absolute terms, and relative to all other industries) reversing sharply since 2007.

Chart 3.2: Capital to labour ratios



Droughts also lowered productivity in the utilities sector, with the water component of the sector most affected.

The Productivity Commission notes this too, stating in its Report on Australia's Urban Water Sector:

In recent years, Australia's multi-factor productivity performance has been below average, which the Commission largely attributes to lags between high levels of investment and subsequent output in the mining industry, increased capital investment in the utility sectors — including water — and drought conditions reducing agricultural output.

It is also worth noting that productivity levels in the utilities sector are higher than most industries, but there are significant differences across the various sub-sectors of the utilities sector – electricity output is particularly high (more than twice the level of output per employee seen in the gas sector, itself currently well above that in the water and sewerage sector). As a result, compositional effects within the industry can drive overall productivity growth in differing directions.

However, the worst of the MRET effects on productivity have probably already happened, while further public enterprise investment continues to be driven by water- and energy-related projects undertaken by State-owned enterprises.

On balance, then, DAE sees the very poor productivity performance of the utilities sector over the past decade as being much driven by one offs, including a string of droughts, the

effect of mandatory renewable energy targets, a regulatory-driven boost to ‘back office’ employment levels, as well as a degree of weakness in capital investment.

Although the latter may linger – though time will tell whether the advent of a carbon price has improved certainty and hence the business investment environment or not – the adverse effect of some of these other factors on measured productivity in this sector has already been considerable, and these negatives are projected to weigh less heavily on productivity growth in the utilities sector in the forecast period.

As seen in Chart 3.1 earlier, that turnaround in the productivity performance of the sector is not seen as imminent. Rather, it occurs over the longer term. (That chart also helps make clear that recent data have already shown a degree of improvement in productivity performance.)

BIS Shrapnel also questions our method of creating productivity forecasts, for example:

“Deloitte Access Economics’ application of long-term averages to generate productivity forecasts has previously been rejected by the AER” (page 45, BIS Shrapnel April 2012)

BIS Shrapnel may have assumed that because our view is that productivity is best measured over the economic cycle, that we have applied an over the cycle methodology in order to forecast productivity. That is not the case.

DAE undertakes forecasting on a quarterly basis. Our macroeconomic model and wage model forecast all variables (including wages, output, employment and productivity) on a quarterly basis. These variables are not smoothed before the forecast is completed and no trends or long term averages are forecast.

3.2 Revisions to the timing of easing wages growth

The BIS Shrapnel report (April 2012, page 59-64) also includes an assessment of DAE’s forecasting performance. The main conclusions drawn by BIS Shrapnel are:

- *Over the medium-to-long term (ie beyond the first two years of the forecast period), DAE has consistently forecast — in each of its successive projections provided to the AER — that utilities wages growth will ease back and its growth will fall below the ‘All Industries’ average. This easing has not been borne out in actual growth as utilities wages growth has consistently remained above (or equal to) the ‘All Industries’ average.*
- *DAE’s utilities wages forecasts are too pessimistic, particularly in relation to the All Industries average.*

A number of points in relation to the first issue are relevant. In previous reports for the AER, DAE’s forecasts of LPI growth in the utilities sector have typically been lower than our forecasts for LPI growth across all industries over the latter stages of the forecast horizon.

This profile is consistent with a realistic view of industry wage growth over the medium to long term. Indeed, DAE does not expect wage growth in any industry to grow faster than the all industries average in perpetuity.

A substantial portion of the review undertaken by BIS Shrapnel of DAEs' forecasts analyses the timing of the expected fall in the utilities index below that of the All Industries index. BIS Shrapnel notes that:

To date utilities sector wages growth (measured by the LPI) has been above or equal to the national average since the index began in 1997. DAE, however, has consistently viewed higher utilities wage escalation (i.e. relative to the 'All Industries' average) as not sustainable. As a result, DAE has consistently projected utilities wage inflation to fall below the national 'All industries' average within two years (on average) and remain lower than the national average for the rest of the forecast period i.e over the medium-to-long-term. This is the consistent theme in all of DAE forecasts. However, whenever it becomes apparent that this expected 'drop-off' in utilities wages would fail to materialise (given stronger utilities wage inflation relative to the 'All industries' average), the 'drop-off' in utilities wages growth were simply delayed. (page 61, BIS Shrapnel April 2012)

The BIS Shrapnel reports predict that the LPI (ordinary time earnings) will continue to grow above the all industries average over the forecast period to 2018 (page 32, BIS Shrapnel April 2012).

DAE uses a slightly different series when forecasting wages growth (total hourly rates of pay excluding bonuses). The latest data (March 2012) for this series from the ABS shows Australian utilities growing by 3.4% over the year to March 2012 compared to growth across all industries of 3.6%. The data also shows lower growth across calendar year 2011, with utilities growing by 3.2% compared to 3.7% growth across all industries.

Indeed, since March 2011, year to growth in the utilities sector has been less than that seen for the all industries average in four out of the five quarters, and December 2011 saw the lowest year-to growth rate for wages in the utilities sector since 1999.

Additionally, DAE would note that while the utilities sector growth for total hourly rates of pay excluding bonuses has generally been above or equal to the national average, this has not exclusively been the case, with periods in 1999, 2001, 2008 and 2011 resulting in faster all industries growth than utilities growth.

Our consistent view that utilities WPI growth will fall below the All Industries growth within two years indicates our consistent view that it is unlikely that wages in one sector will rise faster than the average indefinitely. Indeed, the longer that wage growth in the utilities sector remained higher than that of the All Industries, the more likely it became that wage growth in the utilities sector would eventually fall.

That is exactly what it has now done.

That said, DAE agree that, compared to our forecasts of the all industries WPI, forecasts for the utilities WPI have generally underestimated actual growth. In contrast, forecasts by BIS Shrapnel have overestimated utilities WPI relative to all industries WPI.

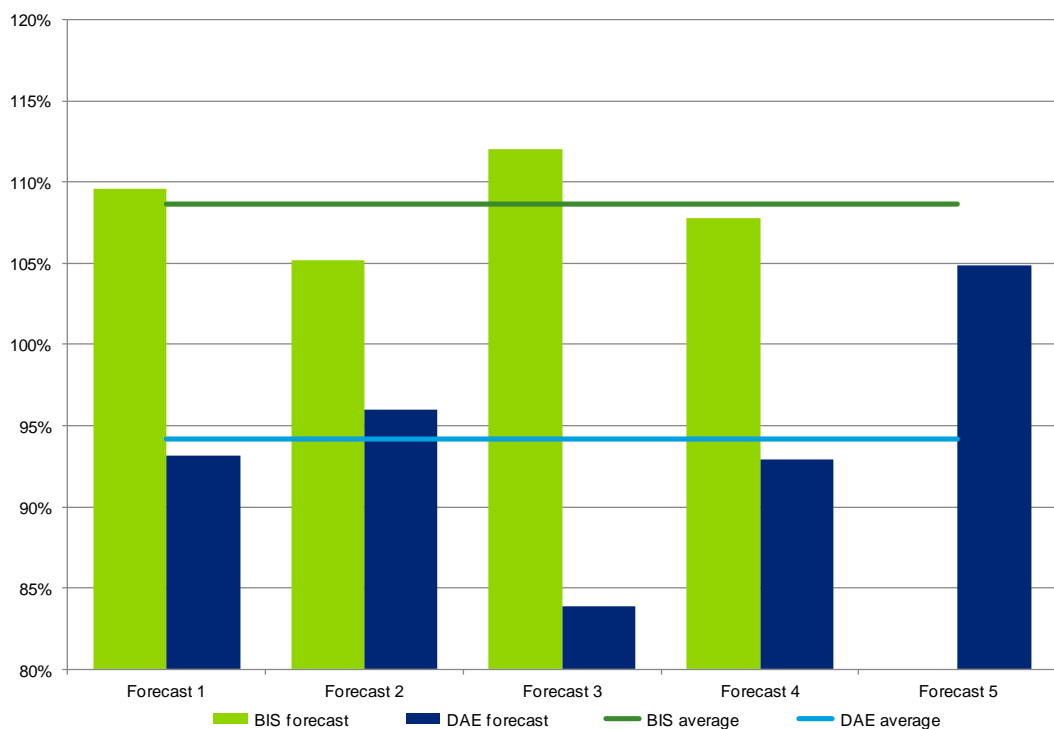
That comparison can be made by comparing the ratio of utilities WPI growth to all industries WPI growth (as forecast by DAE and BIS Shrapnel) to the actual ratio of utilities WPI growth to all industries WPI growth (as published by the ABS).

Chart 3.3 below shows this comparison. Each column represents the average annual forecast for utilities WPI relative to the average annual forecast for the all industries WPI, as a ratio to the ABS actual relativities. In effect, the chart shows the BIS Shrapnel and DAE forecast performance for the utilities WPI relative to all industries LPI.

An accurate forecast of the relativities between the utilities WPI and the all industries WPI would result in a value of 100% in the chart.

The chart shows that, as noted in both BIS Shrapnel reports, DAE’s utilities WPI forecasts have, on average, been too pessimistic in relation to the all industries average. However the chart also shows that, on average, the BIS Shrapnel utilities WPI forecasts have been too optimistic – and by a more notable margin – in relation to the all industries average.

Chart 3.3: Comparison of BIS Shrapnel and DAE forecasts



Source: Appendix F: Labour Cost Escalation Forecasts to 2016/17 – Australian and Queensland (BIS Shrapnel), Deloitte Access Economics

In brief, DAE’s forecasts for wage growth in the utilities sector have been, on average, too low because we have, on average, underestimated recent employment growth in the utilities sector. However, that employment performance has deteriorated more recently, and hence so too has wage growth in the sector. The latter has now moved more into line with (indeed, below) our earlier expectations for it.

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