



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

September Quarter 2022

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The document must be attributed as the Trends in Federal Enterprise Bargaining Report, Department of Employment and Workplace Relations.

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the September quarter 2022 which contained quantifiable wage increases (879 agreements)

Enterprise agreements approved in the quarter	June quarter 2022 (%)	September quarter 2022 (%)	Change (% Points)
All sectors	2.8	2.6	-0.2
Private sector	2.9	2.9	0.0
Public sector	2.4	2.3	-0.1

Table 2:

Average Annualised Wage Increases for agreements current on 30 September 2022 which contained quantifiable wage increases (8,560 agreements)

All current enterprise agreements	June quarter 2022 (%)	September quarter 2022 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.4	2.4	0.0

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Further Information

[Trends in Federal Enterprise Bargaining](#) is available online at:

<https://www.ag.gov.au/industrial-relations/enterprise-agreements-data/Pages/trends-in-federal-enterprise-bargaining.aspx>. The Department recommends that Trends in Federal Enterprise Bargaining data be read in conjunction with the Technical Notes (appended to this document), which describe the methodology for the calculation of the data and provide a guide to interpreting data tables.

For other queries, please contact EBTrends@ag.gov.au

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Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements September quarter 2022 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the September quarter 2022 was 2.6 per cent, down from 2.8 per cent in the June quarter 2022, and 2.7 per cent in the September quarter 2021.¹ The 2.6 per cent AAWI result is above the historic low of 2.2 per cent in the December quarter 2020.

For the September quarter 2022, the calculated AAWI of 2.6 per cent is based on 879 agreements, covering 192,600 employees (that is, 80.8 per cent of the 1,088 agreements approved in the quarter, and covering 90.1 per cent of the 213,700 employees) with quantifiable wage increases.²

For the 8,560 enterprise agreements current as at 30 September 2022 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, unchanged from 2.6 per cent in the June quarter 2022 and unchanged from 2.6 per cent in the September quarter 2021.

2. Federal enterprise agreements – Proportion of employees covered

In total, enterprise agreements (including federal and state) covered 35.1 per cent (rounded) of all Australian employees in May 2021 (latest available data).

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018 (latest available data)³.

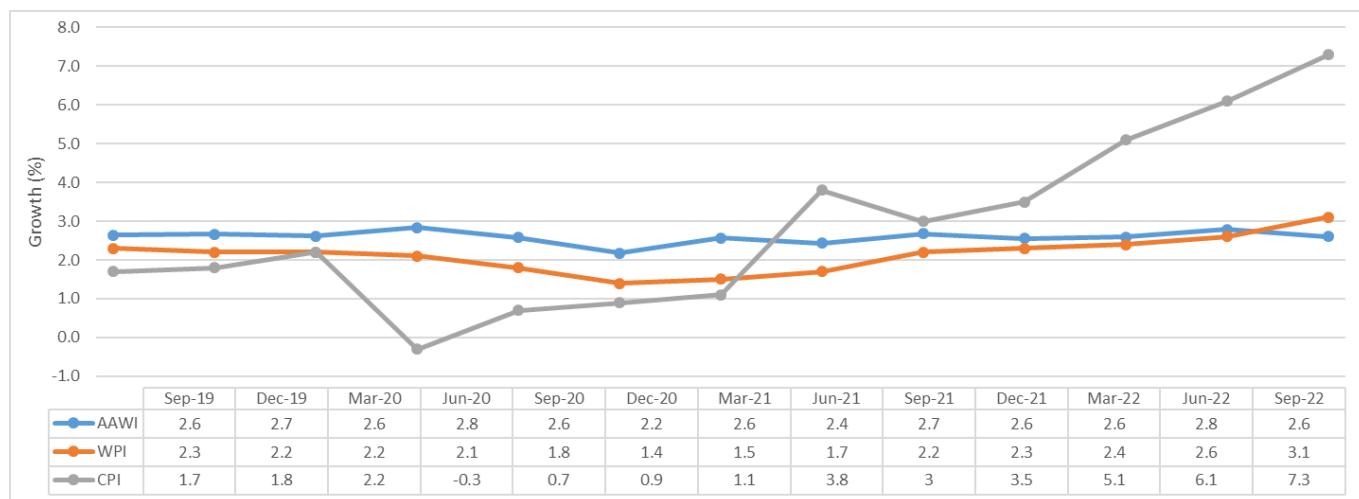
¹ See Note 1 at the end of this summary for more details

² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement might not be quantifiable include: periodic reviews of wages with no guarantee of an increase; inconsistent wage increases for different groups of employees; or linking the wage adjustments to other factors, such as movements in the CPI or federal minimum wage. More information on non-quantifiable agreements can be found in section 10 of this summary. See Note 2 (Non-quantifiable agreements) at the end of this summary for more details.

³ Detailed breakdowns for the May 2021 data are not yet available.

3. Comparison of AAWI, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI)

Chart 1 - AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – September quarter 2019 to September quarter 2022

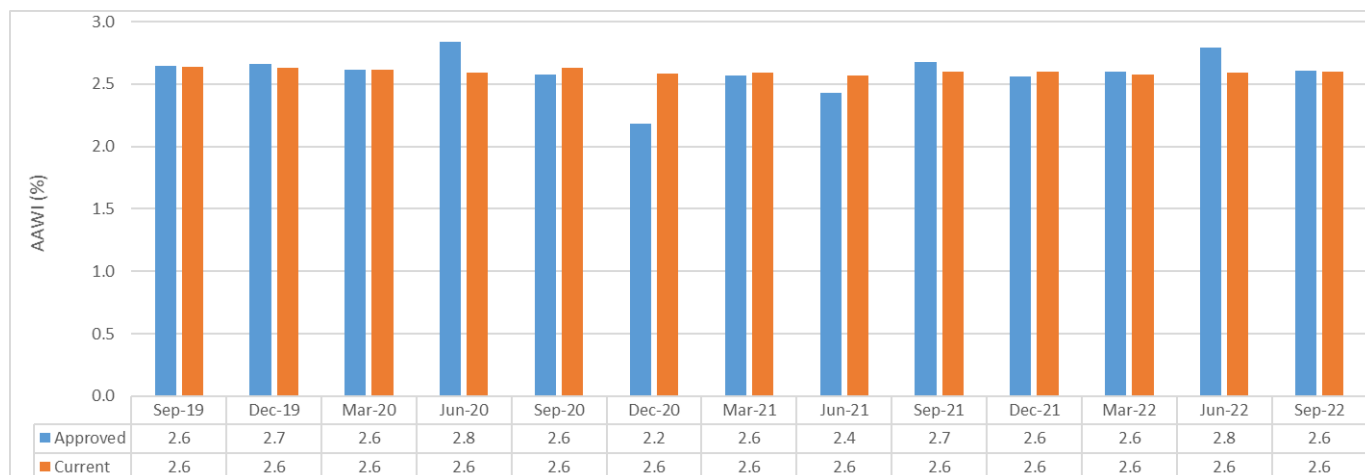


Source: Department of Employment and Workplace Relations, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia – September 2022; Australian Bureau of Statistics, Consumer Price Index, Australia–September 2022.

Notes: In recent quarters the CPI results have been particularly influenced by price rises for new dwelling purchases by owner-occupiers and automotive fuel. The trimmed mean inflation, while not included in Chart 1, excludes large price rises and falls e.g. seasonal changes in fresh food prices, and once-a year price changes for education fees. The trimmed mean measure of inflation was 6.1 per cent over the year to the September quarter 2022, up from 4.9 per cent over the year to the June quarter 2022.

4. AAWI - agreements approved in the September quarter 2022 and agreements current as at 30 September 2022 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter - September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 2 (above) shows AAWI results for agreements approved in each quarter since the September quarter 2019, and the AAWI for all agreements current at the end of each quarter.

Approved agreements

There were 1,088 agreements approved in the September quarter 2022, of which 879 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2022 was 2.6 per cent, down from 2.8 per cent in the June quarter 2022, and 2.7 per cent in the September quarter 2021.

Current agreements

There were 10,960 agreements current as at 30 September 2022, of which 8,560 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 September 2022 was 2.6 per cent, unchanged from 2.6 per cent in the June quarter 2022, and unchanged from 2.6 per cent in the September quarter 2021.

5. Private sector wages growth – September quarter 2022 - Table 3 and 7 in Trends report

Chart 3 - Private sector AAWI – approved and current agreements – September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the September quarter 2019, and the AAWI for private sector agreements current as at the end of each quarter.

The AAWI for private sector enterprise agreements approved in the September quarter 2022 was 2.9 per cent, unchanged from 2.9 per cent in the June quarter 2022, and up from 2.7 per cent in the September quarter 2021.

The industries with the highest AAWIs were Retail Trade (4.4 per cent), Construction (3.6 per cent) and Agriculture, Forestry and Fishing (3.5 per cent).

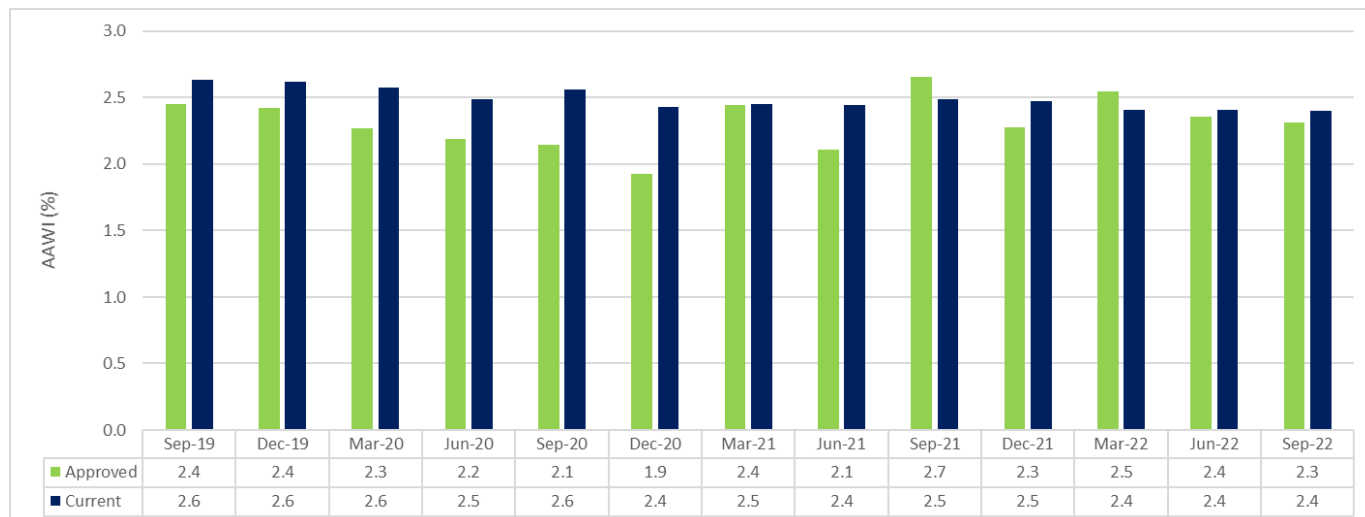
The industries with the lowest AAWIs were Education (2.3 per cent), Health and Community Services (2.4 per cent), and Information, Media and Telecommunications (2.5 per cent).

Large quantifiable private sector agreements approved in the September quarter 2022 include:

- *Telstra Limited Enterprise Agreement 2022-2024* (17,102 employees), with an AAWI of 2.5 per cent; and
- *Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement* (2,690 employees), with an AAWI of 2.0 per cent.
- *Bankwest Enterprise Agreement 2021* (1,887 employees), with an AAWI of 3.4 per cent.

6. Public sector wages growth – September quarter 2022 - Table 3 in Trends report

Chart 4 - Public sector AAWI – approved and current agreements – September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 4 (above) shows the AAWI results for public sector agreements approved in each quarter since the September quarter 2019, and the AAWI for public sector agreements current as at the end of each quarter.

The AAWI for public sector enterprise agreements approved in the September quarter 2022 was 2.3 per cent, down from 2.4 per cent in the June quarter 2022 and down from 2.7 per cent in the September quarter 2021.

Large quantifiable public sector agreements approved in the September quarter 2022 include:

- *Victorian Government Schools Agreement 2022* (87,254 employees) with an AAWI of 2.3 per cent; and
- *Wyndham City Council Enterprise Agreement No 9, 2022* (1,603 employees) with an AAWI of 2.0 per cent.

7. State/Territory wages growth – September quarter 2022 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 5 (above) shows the AAWI results for each state and territory.

AAWI results for agreements approved in the September quarter 2022 were highest in the Australian Capital Territory at 4.4 per cent.

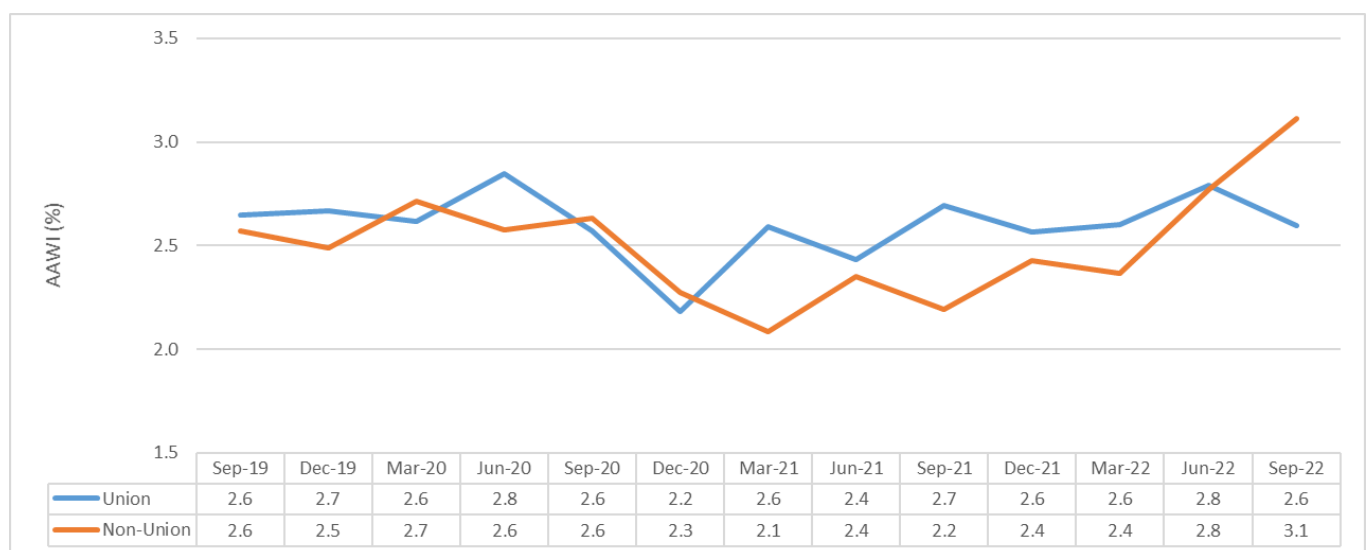
Agreements in Victoria had the lowest AAWI of 2.4 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – September quarter 2022 ³ - Table 13 in Trends report

Agreements approved in the September quarter 2022 that formally covered unions had a combined AAWI of 2.6 per cent, down from 2.8 per cent in the June quarter 2022 and down from 2.7 per cent in the September quarter 2021.

Agreements with no unions formally covered approved in the June quarter 2022 had a combined AAWI of 3.1 per cent, up from 2.8 per cent in the June quarter 2022 and up from 2.2 per cent in the September quarter 2021.

Chart 6 – Union and Non-Union AAWI in approved agreements – September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

³ See note 4 for more details.

9. Level of agreement making – September quarter 2022 and as at 30 September 2022 - Table 4 in Trends report

Approved agreements

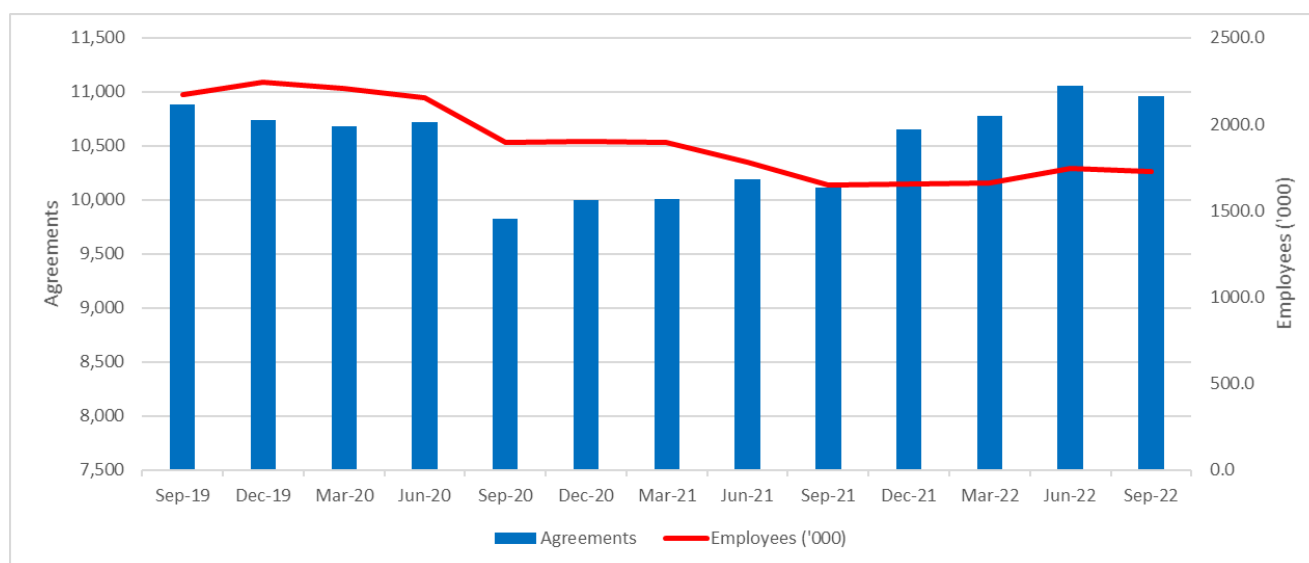
There were 1,088 agreements (covering 213,700 employees) approved in the September quarter 2022, up from the 943 agreements (covering 154,800 employees) in the June quarter 2022 and down from 1,271 agreements (covering 180,500 employees) in the September quarter 2021.

Current agreements

Chart 7 (below) shows there were 10,960 current (not expired or terminated) agreements as at 30 September 2022. This is down from 11,054 agreements current as at 30 June 2022 and up from 10,117 agreements current as at 30 September 2021.

The September quarter 2022 employee coverage of 1.72 million is slightly down from the 1.74 million employees covered at 30 June 2022 and is higher than the 1.65 million employees at 30 September 2021.

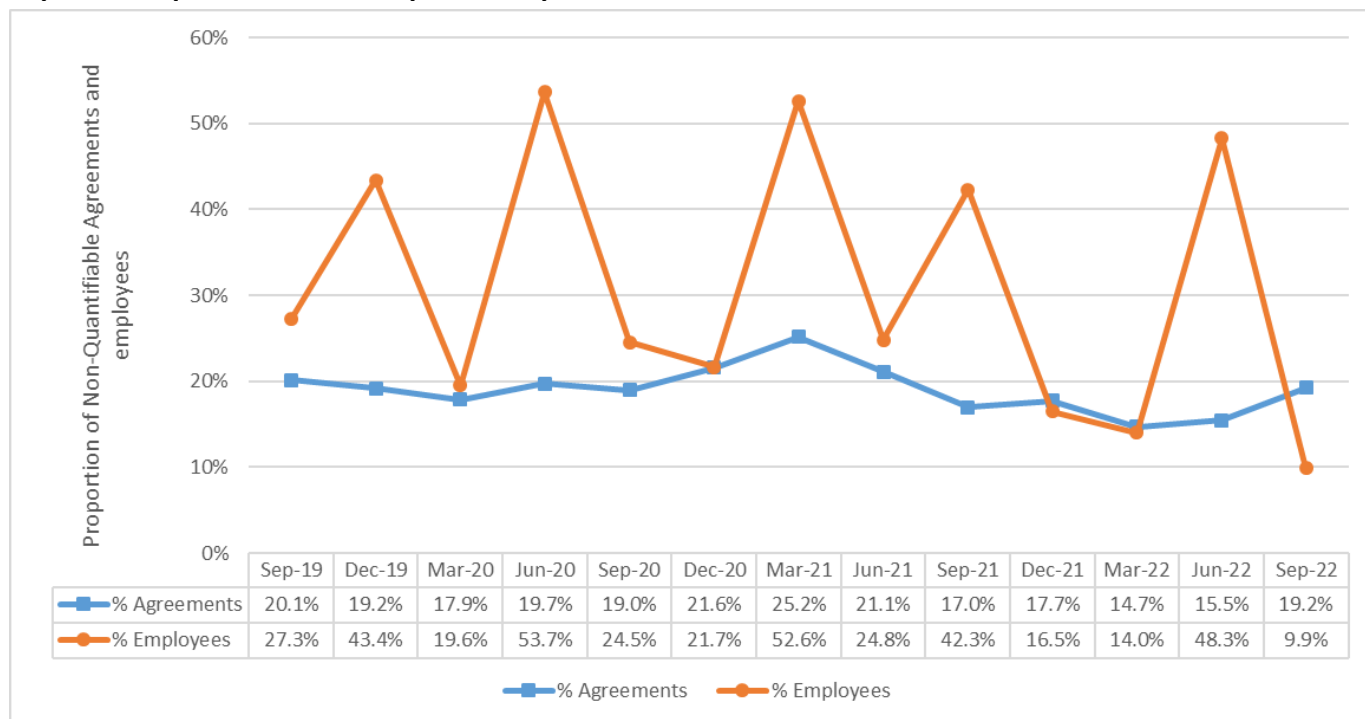
Chart 7 - Current agreements and employee coverage – September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

10. Non-quantifiable agreements⁴ – September quarter 2022 - Table 12 in Trends report

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, September quarter 2019 to September quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 8 (above) shows the proportion of employees covered by non-quantifiable agreements is more volatile than the proportion of agreements that are non-quantifiable. This volatility is due to larger agreements (in terms of employee coverage) with non-quantifiable wage increases being approved in some quarters but not others.

19.2 per cent of agreements approved in the September quarter 2022, covering 9.9 per cent of employees, do not contain quantifiable wage increases, and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the September quarter 2022, the three largest approved agreements that did not have quantifiable wage increases were:

- *Compass Group (ESS Remote – Western Australia) Enterprise Agreement 2022* (1,985 employees):
 - No single average wage increase can be calculated as wage increases occur in line with minimum wage increases;
- *Romeo’s Retail Group Enterprise Agreement 2022* (1,857 employees):
 - No single average wage increase can be calculated as some wage increases occur in line with minimum wage increases.

⁴ See Trends Technical notes for more information on why an agreement is Non-Quantifiable.

- *Whitehorse City Council Collective Agreement 2022* (1,336 employees):
 - No single average wage increase can be calculated as wage increases vary according to job classification.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the September quarter 2022, the calculated AAWI of 2.6 per cent is based on 879 agreements, covering 192,600 employees (that is, 80.8 per cent of the 1,088 agreements approved in the quarter, and covering 90.1 per cent of the 213,700 employees) with quantifiable wage increases.
 - A total of 209 agreements, covering 21,100 employees (that is, 19.2 per cent of the 1,088 agreements approved in the quarter, covering 9.9 per cent of the total of 213,700 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 35.1 per cent (rounded) of all employees in Australia (as measured by the ABS 2021 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement as at May 2021.

Notes table: Instrument providing rate of pay for all employees, 2010-2021

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*
Collective Agreement (State Registered)	11.9	9.8	8.6		7.4	
Collective Agreement (Unregistered)	0.1	0.2	0.2		0.0	
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics Employee Earnings and Hours (May 2010, May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* Note: For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available. Detailed breakdowns for 2021 data are not yet available.

Also note: This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished Employee Earnings and Hours. Disaggregation of revised 2016 data is not available.

This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

4. An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Public sector agreements	60	48	39	26	26	32	15	29	42	70	70	36	42
Public sector AAWI (%)	2.4	2.4	2.3	2.2	2.1	1.9	2.4	2.1	2.7	2.3	2.5	2.4	2.3
Public sector duration (yrs.)	2.5	2.8	2.8	2.8	2.4	2.9	2.3	1.2	2.8	1.7	2.2	2.6	3.2
Public sector employees ('000)	41.5	29.1	52.8	14.3	12.6	88.8	3.7	27.6	46.8	44.7	120.3	21.7	103.2
Private sector agreements	1,187	1,078	918	735	690	815	865	1,036	1,229	1,076	939	907	1,046
Private sector AAWI (%)	2.7	2.7	2.9	3.0	2.7	2.7	2.6	2.6	2.7	2.7	2.6	2.9	2.9
Private sector duration (yrs.)	2.6	2.9	2.9	2.9	2.5	2.5	2.1	2.7	2.2	2.5	2.6	2.7	2.7
Private sector employees ('000)	127.1	172.7	90.8	128.2	48.0	85.9	112.3	72.5	133.6	105.4	126.7	133.1	110.5
All sector agreements	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088
All sectors AAWI (%)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
All sectors duration (yrs.)	2.6	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
All sectors employees ('000)	168.6	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 42 public sector agreements were approved in the September quarter 2022, covering 103,200 employees. Their AAWI was 2.3 per cent and their average duration was 3.2 years.

Table 4 - Agreements current on the last day of the quarter, by sector (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Public sector agreements	590	591	584	582	502	489	468	466	403	421	429	446	391
Public sector AAWI (%)	2.6	2.6	2.6	2.5	2.6	2.4	2.5	2.4	2.5	2.5	2.4	2.4	2.4
Public sector duration (yrs.)	3.1	3.1	3.0	3.0	3.1	3.0	3.0	2.8	3.0	2.9	2.7	2.7	2.9
Public sector employees ('000)	828.6	821.3	792.7	762.3	650.9	654.7	627.4	543.7	425.0	409.8	436.6	464.7	479.2
Private sector agreements	10,290	10,151	10,101	10,133	9,321	9,506	9,535	9,727	9,714	10,230	10,347	10,608	10,569
Private sector AAWI (%)	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Private sector duration (yrs.)	2.9	2.9	2.9	3.0	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1
Private sector employees ('000)	1,342.4	1,424.5	1,413.2	1,394.0	1,243.6	1,246.1	1,264.5	1,239.2	1,222.6	1,242.7	1,221.0	1,279.9	1,244.4
All sector agreements	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,776	11,054	10,960
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
All sectors employees ('000)	2,171.0	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.6	1,744.7	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 391 public sector agreements were current as at 30 September 2022, covering 479,200 employees. Their AAWI was 2.4 per cent and their average duration was 2.9 years.

Table 5 - Agreements approved in the quarter by agreement type (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	5	4	3	2	3	6	3	1	1	7	12	7	7
Multi-enterprise non-Greenfields AAWI (%)	3.8	2.7	1.9	3.3	2.4	2.5	2.1	*	*	3.7	2.7	2.5	3.4
Multi-enterprise non-Greenfields duration (yrs.)	2.6	2.6	2.8	3.5	1.6	2.1	2.6	3.4	4.0	2.5	2.9	2.7	1.5
Multi-enterprise non-Greenfields employees ('000)	0.5	2.2	5.6	1.5	1.2	5.1	1.1	1.2	0.0	2.0	26.4	0.9	3.7
Single-enterprise Greenfields agreements	79	60	52	51	69	71	73	92	96	90	89	104	65
Single-enterprise Greenfields AAWI (%)	3.7	2.6	3.7	3.6	3.5	2.2	4.0	4.4	4.3	3.4	3.9	3.6	3.7
Single-enterprise Greenfields duration (yrs.)	2.5	2.5	2.7	2.9	3.0	2.3	2.1	1.8	2.4	2.1	2.7	1.6	2.0
Single-enterprise Greenfields employees ('000)	2.1	3.1	1.9	1.4	2.1	3.6	2.3	2.6	2.1	4.0	3.4	3.2	1.6
Single-enterprise non-Greenfields agreements	1,163	1,062	902	708	644	770	804	972	1,174	1,049	908	832	1,016
Single-enterprise non-Greenfields AAWI (%)	2.6	2.7	2.6	2.8	2.5	2.2	2.5	2.4	2.6	2.5	2.6	2.8	2.6
Single-enterprise non-Greenfields duration (yrs.)	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
Single-enterprise non-Greenfields employees ('000)	166.0	196.5	136.1	139.6	57.4	166.1	112.7	96.2	178.4	144.1	217.3	150.6	208.5
All agreements	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088
All AAWI (%)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
All duration (yrs.)	2.6	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
All employees ('000)	168.6	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.
5. Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.

How to read: 7 multi-enterprise non-Greenfields agreements were approved in the September quarter 2022, covering 3,700 employees. Their AAWI was 3.4 per cent and their average duration was 1.5 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	69	69	60	59	56	58	48	47	41	48	48	51	50
Multi-enterprise non-Greenfields AAWI (%)	3.1	3.1	3.1	3.1	3.1	3.1	3.4	3.7	3.7	3.7	3.2	3.1	3.2
Multi-enterprise non-Greenfields duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.9	2.5	2.9	3.0	2.9	3.0	3.0	2.9
Multi-enterprise non-Greenfields employees ('000)	89.6	88.1	88.3	89.4	83.5	82.1	58.4	32.2	27.7	29.7	50.4	50.5	50.8
Single-enterprise Greenfields agreements	337	383	389	399	404	461	503	551	611	693	746	828	845
Single-enterprise Greenfields AAWI (%)	2.9	2.8	2.8	2.9	2.7	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.4
Single-enterprise Greenfields duration (yrs.)	3.1	3.1	3.2	3.2	3.3	3.1	3.1	3.1	3.0	2.9	2.9	2.7	2.7
Single-enterprise Greenfields employees ('000)	23.8	26.3	25.6	24.6	20.3	23.5	23.5	24.2	24.1	27.6	28.1	30.1	27.8
Single-enterprise non-Greenfields agreements	10,474	10,290	10,236	10,257	9,363	9,476	9,452	9,595	9,465	9,910	9,982	10,175	10,065
Single-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.6
Single-enterprise non-Greenfields duration (yrs.)	3.0	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9	2.9	3.0
Single-enterprise non-Greenfields employees ('000)	2,057.6	2,131.5	2,092.1	2,042.2	1,790.6	1,795.2	1,810.0	1,726.5	1,595.7	1,595.2	1,579.1	1,664.1	1,645.1
All agreements	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,776	11,054	10,960
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
All employees ('000)	2,171.0	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.6	1,744.7	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.
5. Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.

How to read: 50 multi-enterprise non-Greenfields agreements were current as at 30 September 2022, covering 50,800 employees. Their AAWI was 3.2 per cent and their average duration was 2.9 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Agriculture, Forestry and Fishing agreements	13	20	5	8	12	5	3	10	8	11	4	3	14
Agriculture, Forestry and Fishing AAWI (%)	2.3	2.6	2.4	3.4	2.5	1.9	2.4	2.2	2.3	2.4	2.3	2.0	3.5
Agriculture, Forestry and Fishing duration (yrs.)	3.1	3.4	3.4	2.4	3.3	2.9	2.3	3.1	2.9	3.3	2.4	3.9	2.9
Agriculture, Forestry and Fishing employees ('000)	1.5	2.7	0.2	0.7	0.3	0.2	0.4	0.8	1.9	0.9	0.1	0.1	1.8
Mining agreements	37	25	34	17	14	20	25	37	38	24	24	39	36
Mining AAWI (%)	2.3	2.3	2.5	2.2	2.2	2.0	2.0	2.3	1.9	2.8	2.5	2.6	3.2
Mining duration (yrs.)	3.4	3.4	3.4	3.5	3.0	3.2	3.5	3.5	3.5	3.4	2.8	3.5	3.5
Mining employees ('000)	5.1	4.5	4.2	2.0	0.9	2.3	3.7	6.4	4.7	2.3	1.9	4.8	4.9
Manufacturing agreements	192	209	178	112	111	147	135	153	180	198	186	167	224
Manufacturing AAWI (%)	2.6	2.5	2.5	2.4	2.3	2.2	2.2	2.4	2.3	2.5	2.7	3.0	3.4
Manufacturing duration (yrs.)	2.4	2.6	2.6	2.6	2.5	2.1	2.5	2.7	2.7	2.8	2.4	2.6	2.9
Manufacturing employees ('000)	11.5	18.2	14.0	8.0	7.4	9.4	10.2	10.2	11.4	15.7	15.3	13.8	18.8
Non-Metal Manufacturing agreements	129	142	133	83	78	96	87	109	120	126	125	114	142
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.5	2.4	2.2	2.2	2.2	2.4	2.3	2.4	2.7	2.8	3.4
Non-Metal Manufacturing duration (yrs.)	2.5	2.7	2.7	2.5	2.6	2.2	2.7	2.7	2.8	2.8	2.4	2.7	3.0
Non-Metal Manufacturing employees ('000)	8.2	11.0	11.1	5.3	5.5	6.9	6.6	6.9	7.9	9.6	10.9	8.7	12.0
Metal Manufacturing agreements	63	67	45	29	33	51	48	44	60	72	61	53	82
Metal Manufacturing AAWI (%)	2.7	2.6	2.5	2.4	2.6	2.0	2.2	2.3	2.4	2.7	2.9	3.1	3.5
Metal Manufacturing duration (yrs.)	1.9	2.3	2.5	2.7	2.3	2.0	2.1	2.7	2.5	2.7	2.4	2.4	2.8
Metal Manufacturing employees ('000)	3.2	7.2	2.9	2.7	1.9	2.5	3.5	3.3	3.6	6.1	4.4	5.1	6.8
Electricity, Gas, Water and Waste Services agreements	38	35	30	16	26	31	24	37	37	41	36	27	33
Electricity, Gas, Water and Waste Services AAWI (%)	3.0	3.2	3.0	3.7	1.9	2.8	3.4	1.3	2.1	2.8	2.5	2.8	3.0
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	3.4	2.0	3.6	2.2	3.0	2.1	1.8	2.4	2.1	2.4	2.2	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	1.5	3.4	1.8	2.2	4.3	11.5	1.2	7.2	4.0	8.7	7.2	3.3	3.7
Construction agreements	430	401	370	323	306	347	404	531	684	457	367	403	371
Construction AAWI (%)	3.9	4.2	4.5	4.5	4.0	4.0	3.5	3.9	3.9	4.0	3.3	3.7	3.6
Construction duration (yrs.)	2.4	2.1	2.6	2.7	2.7	2.7	2.5	2.4	2.3	2.5	2.8	2.4	2.5
Construction employees ('000)	9.3	10.8	10.8	8.2	6.4	9.9	13.9	11.9	13.4	11.2	8.6	8.1	7.9
Wholesale Trade agreements	18	24	20	19	19	13	10	23	30	15	9	10	17
Wholesale Trade AAWI (%)	2.7	3.0	2.4	2.9	2.5	2.3	2.0	2.1	2.5	2.5	2.8	2.7	3.3
Wholesale Trade duration (yrs.)	3.1	3.4	2.6	2.2	2.5	2.1	2.6	2.7	2.5	2.2	2.6	3.0	2.6
Wholesale Trade employees ('000)	0.9	4.9	1.3	1.4	1.0	0.5	0.3	1.2	1.7	1.0	1.1	0.2	2.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Retail Trade agreements	18	14	13	11	6	7	14	6	7	13	7	4	9
Retail Trade AAWI (%)	2.8	2.4	4.2	2.0	3.5	2.2	2.1	2.4	3.1	2.6	2.5	3.0	4.4
Retail Trade duration (yrs.)	2.9	3.4	3.9	2.9	3.6	3.9	3.6	2.7	3.7	3.1	3.1	2.7	2.8
Retail Trade employees ('000)	30.4	64.3	15.6	7.9	2.7	3.1	8.4	0.7	1.6	2.5	1.3	0.5	3.2
Accommodation and Food Services agreements	12	11	8	6	4	9	4	6	13	5	9	6	12
Accommodation and Food Services AAWI (%)	2.5	3.2	1.8	3.5	1.5	3.3	2.5	1.6	2.0	3.5	2.4	2.1	3.2
Accommodation and Food Services duration (yrs.)	2.1	3.7	3.1	4.0	4.0	3.9	3.9	2.5	3.2	2.3	3.5	2.6	3.7
Accommodation and Food Services Employees ('000)	2.3	0.8	0.3	37.2	3.2	1.9	1.4	1.7	0.7	4.1	0.9	0.4	3.4
Transport, Postal and Warehousing agreements	145	103	86	69	83	73	96	82	97	120	101	94	154
Transport, Postal and Warehousing AAWI (%)	2.7	2.8	3.2	3.1	2.2	2.5	2.6	2.1	2.9	2.3	2.7	3.0	2.7
Transport, Postal and Warehousing duration (yrs.)	2.8	2.8	2.7	3.2	2.6	2.8	2.2	2.6	3.0	2.7	2.3	2.6	3.0
Transport, Postal and Warehousing employees ('000)	11.1	15.1	5.8	11.3	12.4	7.5	10.9	7.9	35.9	10.8	23.6	12.2	15.7
Information Media and Telecommunications agreements	9	7	7	2	2	3	4	3	5	8	8	7	11
Information Media and Telecommunications AAWI (%)	2.1	1.9	2.1	3.2	1.3	1.5	2.4	1.3	2.0	2.1	2.9	2.3	2.5
Information Media and Telecommunications duration (yrs.)	2.9	2.0	2.8	1.3	2.0	0.9	2.9	1.0	2.6	2.0	2.9	2.4	2.3
Information Media and Telecommunications employees ('000)	1.0	1.7	1.2	20.5	0.7	1.2	0.5	0.6	0.5	2.1	4.0	5.7	19.2
Financial and Insurance Services agreements	5	9	8	5	3	1	7	4	10	17	3	5	8
Financial and Insurance Services AAWI (%)	2.8	3.1	2.0	2.8	3.7	*	2.1	2.1	5.4	2.3	2.4	3.2	3.2
Financial and Insurance Services duration (yrs.)	2.7	2.4	2.5	2.6	2.1	2.5	3.0	2.7	1.1	2.7	2.4	2.3	2.5
Financial and Insurance Services employees ('000)	0.9	3.5	1.7	4.4	0.7	0.3	7.0	9.1	36.9	5.5	1.3	2.3	4.5
Rental, Hiring and Real Estate Services agreements	6	5	3	4	6	3	4	11	5	3	3	4	4
Rental, Hiring and Real Estate Services AAWI (%)	3.5	5.1	2.5	2.2	2.3	2.3	2.6	2.5	2.5	2.6	1.9	3.3	3.4
Rental, Hiring and Real Estate Services duration (yrs.)	3.0	2.9	3.0	3.6	3.2	2.7	3.5	3.5	3.2	3.5	3.4	3.4	3.7
Rental, Hiring and Real Estate Services employees ('000)	0.3	0.3	0.1	0.1	0.3	0.1	0.2	0.2	0.1	0.1	2.3	0.2	0.2
Professional, Scientific and Technical Services agreements	10	12	15	10	6	10	6	11	13	8	10	6	8
Professional, Scientific and Technical Services AAWI (%)	2.5	2.0	2.5	3.4	1.7	2.0	1.8	3.0	2.9	2.3	3.1	1.8	2.5
Professional, Scientific and Technical Services duration (yrs.)	3.1	3.5	2.9	2.9	1.0	2.7	2.5	3.2	2.5	2.7	2.6	2.7	2.2
Professional, Scientific and Technical Services employees ('000)	0.9	0.6	0.8	1.1	0.4	6.9	0.2	1.2	1.9	2.7	1.5	0.8	1.5
Administrative and Support Services agreements	25	36	17	13	12	11	9	22	20	21	16	14	23
Administrative and Support Services AAWI (%)	2.2	3.0	3.2	3.4	3.1	2.8	4.0	4.0	4.4	3.8	4.7	3.9	3.3
Administrative and Support Services duration (yrs.)	3.3	2.7	3.7	3.9	3.3	3.4	2.3	2.8	2.6	2.3	2.7	2.7	2.1
Administrative and Support Services employees ('000)	5.3	3.5	2.0	2.2	0.4	2.0	0.9	1.0	1.2	0.9	1.4	1.0	1.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Public Administration and Safety agreements	53	50	36	20	19	30	26	32	38	49	48	26	33
Public Administration and Safety AAWI (%)	2.5	2.2	2.1	2.1	2.2	2.0	2.4	2.2	1.9	2.4	2.3	2.2	2.5
Public Administration and Safety duration (yrs.)	2.7	2.7	3.1	2.9	2.4	3.2	2.6	2.6	2.4	1.9	2.3	2.7	2.4
Public Administration and Safety employees ('000)	18.8	17.7	30.9	12.5	3.5	57.1	4.1	8.3	15.9	23.9	39.4	7.5	12.0
Education and Training agreements	50	53	47	33	25	46	38	27	20	40	66	33	40
Education and Training AAWI (%)	2.4	2.7	2.5	2.6	2.7	1.2	2.2	2.0	2.6	2.1	2.6	2.6	2.3
Education and Training duration (yrs.)	2.4	2.7	2.4	2.7	2.1	1.9	1.2	2.3	3.1	1.3	2.7	2.3	3.4
Education and Training employees ('000)	25.7	15.8	24.1	5.0	2.7	39.7	43.6	3.8	8.5	15.1	39.0	4.2	94.4
Health Care and Social Assistance agreements	137	77	52	62	46	72	49	42	43	78	67	66	58
Health Care and Social Assistance AAWI (%)	2.7	2.4	2.6	2.5	3.0	2.4	2.3	2.4	2.1	2.4	2.6	2.7	2.4
Health Care and Social Assistance duration (yrs.)	2.3	2.2	2.5	2.4	1.9	2.2	2.2	1.4	2.4	2.3	2.3	2.8	2.2
Health Care and Social Assistance employees ('000)	34.0	29.2	21.7	10.0	12.7	18.7	7.3	25.0	37.5	32.3	92.6	86.1	13.1
Arts and Recreation Services agreements	23	9	14	8	5	9	12	11	5	18	15	15	10
Arts and Recreation Services AAWI (%)	2.7	3.3	2.7	2.9	2.2	1.6	2.4	2.0	1.4	3.1	2.6	2.1	3.0
Arts and Recreation Services duration (yrs.)	2.3	1.6	2.6	2.4	2.3	1.9	1.5	0.9	2.0	2.8	2.8	2.6	1.6
Arts and Recreation Services employees ('000)	4.7	1.2	6.1	6.5	0.4	0.9	1.2	2.0	1.1	7.7	3.5	3.0	2.7
Other Services agreements	26	26	14	23	11	10	10	17	18	20	30	14	23
Other Services AAWI (%)	2.6	2.6	2.1	2.6	2.0	2.7	2.3	2.3	2.8	2.2	2.4	2.8	2.9
Other Services duration (yrs.)	2.3	2.9	2.9	2.8	3.3	2.6	1.8	2.8	2.7	2.7	2.8	3.0	3.1
Other Services employees ('000)	3.4	3.7	1.1	1.3	0.3	1.5	0.7	1.0	1.3	2.9	2.1	0.8	3.6
All sector agreements	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088
All sectors AAWI (%)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
All sectors duration (yrs.)	2.6	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
All sectors employees ('000)	168.6	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 14 Agriculture, Forestry and Fishing agreements were approved in the September quarter 2022, covering 1,800 employees. Their AAWI was 3.5 per cent and their average duration was 2.9 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Agriculture, Forestry and Fishing agreements	164	182	177	174	173	165	162	164	150	152	149	143	134
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.3	3.3	3.3	3.3	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
Agriculture, Forestry and Fishing employees ('000)	13.1	15.8	15.6	15.8	14.9	12.5	12.1	12.7	13.3	13.6	13.4	12.8	11.2
Mining agreements	374	375	395	389	373	362	355	358	365	366	355	360	368
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.4	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6
Mining employees ('000)	45.3	48.2	51.1	51.2	48.9	48.3	49.8	49.9	50.9	51.5	50.3	48.7	52.8
Manufacturing agreements	1,183	1,219	1,273	1,261	1,174	1,159	1,159	1,177	1,108	1,161	1,189	1,185	1,163
Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5
Manufacturing duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	2.9	2.9	3.0
Manufacturing employees ('000)	84.4	91.7	95.7	94.1	86.9	85.6	85.9	87.0	82.7	87.5	91.3	92.3	90.5
Non-Metal Manufacturing agreements	645	649	659	651	568	574	573	579	532	564	583	582	597
Non-Metal Manufacturing AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.5	2.6	2.6	2.7
Non-Metal Manufacturing duration (yrs.)	2.8	2.7	2.7	2.7	2.9	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8
Non-Metal Manufacturing employees ('000)	41.3	44.2	45.2	46.6	39.7	39.8	39.9	40.2	35.0	38.3	39.9	39.0	42.1
Metal Manufacturing agreements	1,828	1,868	1,932	1,912	1,742	1,733	1,732	1,756	1,640	1,725	1,772	1,767	1,760
Metal Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.5	2.5	2.6
Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9
Metal Manufacturing employees ('000)	125.7	135.9	141.0	140.7	126.7	125.4	125.7	127.2	117.8	125.8	131.2	131.3	132.6
Electricity, Gas, Water and Waste Services agreements	370	381	393	390	361	365	353	357	334	344	333	349	323
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.7
Electricity, Gas, Water and Waste Services duration (yrs.)	2.8	2.9	2.8	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	52.8	53.0	52.7	54.3	50.3	58.2	43.1	45.3	39.8	47.6	50.8	53.6	49.7
Construction agreements	3,037	2,751	2,735	2,809	2,831	3,051	3,280	3,488	3,933	4,256	4,426	4,663	4,796
Construction AAWI (%)	3.2	3.2	3.2	3.3	3.4	3.4	3.5	3.5	3.6	3.6	3.6	3.7	3.7
Construction duration (yrs.)	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9
Construction employees ('000)	69.9	69.1	70.5	75.5	74.7	81.3	91.8	96.7	102.2	110.5	113.4	116.5	116.6
Wholesale Trade agreements	358	345	335	329	293	276	253	243	219	217	209	196	176
Wholesale Trade AAWI (%)	2.4	2.5	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.7
Wholesale Trade duration (yrs.)	2.9	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1
Wholesale Trade employees ('000)	19.6	22.3	22.4	22.2	20.9	19.2	18.3	17.7	16.6	16.6	17.2	16.4	15.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Retail Trade agreements	160	170	165	168	154	152	153	151	133	138	132	122	113
Retail Trade AAWI (%)	2.7	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.6
Retail Trade duration (yrs.)	3.1	3.1	3.2	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.8
Retail Trade employees ('000)	264.4	328.4	340.3	265.8	258.8	259.2	261.1	259.8	251.2	251.6	244.6	225.3	225.3
Accommodation and Food Services agreements	202	191	173	162	136	122	112	101	102	104	105	102	102
Accommodation and Food Services AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.3	2.3	2.8	2.8	2.7	2.9
Accommodation and Food Services duration (yrs.)	3.3	3.2	3.2	3.7	3.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.8
Accommodation and Food Services Employees ('000)	20.4	18.1	17.4	54.1	54.8	52.1	52.7	51.8	50.6	54.5	54.9	54.5	56.6
Transport, Postal and Warehousing agreements	1,056	1,117	1,143	1,148	1,045	1,052	1,051	1,073	975	1,015	1,033	1,036	1,024
Transport, Postal and Warehousing AAWI (%)	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.6	2.7	2.6	2.7	2.7	2.7
Transport, Postal and Warehousing duration (yrs.)	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.8	2.9
Transport, Postal and Warehousing employees ('000)	167.4	178.0	177.4	184.0	126.0	126.7	129.2	117.9	135.3	137.2	151.7	159.5	163.3
Information Media and Telecommunications agreements	73	75	75	72	57	56	53	51	43	48	51	49	48
Information Media and Telecommunications AAWI (%)	2.1	2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.8	1.9	2.0	2.2	2.4
Information Media and Telecommunications duration (yrs.)	2.6	2.5	2.6	1.8	1.8	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.4
Information Media and Telecommunications employees ('000)	14.8	14.7	13.8	34.0	33.0	33.5	33.2	33.0	32.5	13.6	15.4	15.2	32.5
Financial and Insurance Services agreements	90	93	100	96	78	70	74	72	65	75	72	72	68
Financial and Insurance Services AAWI (%)	2.7	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.8	2.7	2.7	2.7	2.7
Financial and Insurance Services duration (yrs.)	3.0	3.0	3.0	2.8	2.9	2.8	2.8	2.8	2.2	2.2	1.9	1.9	2.7
Financial and Insurance Services employees ('000)	96.5	67.2	69.6	54.3	51.0	47.7	54.4	62.6	95.9	98.7	69.3	71.5	37.5
Rental, Hiring and Real Estate Services agreements	105	95	83	74	65	64	58	65	62	62	62	59	55
Rental, Hiring and Real Estate Services AAWI (%)	2.2	2.3	2.3	2.5	2.5	2.5	2.5	2.5	2.9	2.9	2.3	2.3	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.3	3.3	3.4	3.5	3.5	3.5	3.5	3.3	3.3	3.3	3.3	3.4
Rental, Hiring and Real Estate Services employees ('000)	4.9	5.2	5.0	3.8	3.3	3.3	3.2	3.4	2.1	2.1	4.1	4.1	3.9
Professional, Scientific and Technical Services agreements	256	239	230	221	190	179	157	142	129	128	120	118	107
Professional, Scientific and Technical Services AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.3	2.3	2.3	2.3
Professional, Scientific and Technical Services duration (yrs.)	2.9	2.9	2.9	2.9	3.0	2.9	3.0	2.9	3.0	3.0	3.0	3.0	3.0
Professional, Scientific and Technical Services employees ('000)	28.8	27.6	26.9	27.3	25.1	21.4	18.9	17.8	17.6	17.5	17.7	17.5	17.8
Administrative and Support Services agreements	276	270	256	246	224	214	208	210	207	215	217	220	224
Administrative and Support Services AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.8	2.9	2.9	2.9
Administrative and Support Services duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.4
Administrative and Support Services employees ('000)	30.9	32.3	30.4	29.1	28.5	25.1	22.5	21.9	20.8	21.0	21.2	21.7	21.8
Public Administration and Safety agreements	486	494	484	474	399	394	395	394	373	380	390	399	358
Public Administration and Safety AAWI (%)	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.8	2.8	2.9
Public Administration and Safety employees ('000)	314.2	297.9	258.4	281.0	220.3	238.6	238.9	237.3	213.9	208.1	210.3	224.5	210.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Education and Training agreements	588	620	587	603	582	609	488	496	454	466	402	416	414
Education and Training AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5
Education and Training duration (yrs.)	2.9	2.9	3.0	3.0	3.0	2.9	2.8	2.5	2.4	2.3	2.7	2.6	3.1
Education and Training employees ('000)	421.8	434.6	405.4	409.7	401.7	436.8	435.0	323.9	220.5	208.2	166.8	166.7	208.7
Health Care and Social Assistance agreements	1,082	1,104	1,066	1,082	799	813	811	757	637	652	643	672	591
Health Care and Social Assistance AAWI (%)	3.0	3.0	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.8	2.6	2.6	2.5
Health Care and Social Assistance duration (yrs.)	2.9	2.8	2.8	2.8	2.9	2.7	2.7	2.6	2.9	2.8	2.6	2.6	2.6
Health Care and Social Assistance employees ('000)	427.2	443.6	450.8	390.6	301.5	258.0	249.0	250.1	224.9	226.2	275.6	357.1	324.0
Arts and Recreation Services agreements	111	117	109	112	89	95	97	104	94	105	103	111	104
Arts and Recreation Services AAWI (%)	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.7	2.8	2.8	2.7	2.7
Arts and Recreation Services duration (yrs.)	3.0	2.9	2.9	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.8	2.8	2.8
Arts and Recreation Services employees ('000)	27.9	26.0	29.4	34.7	29.5	30.2	29.1	30.0	25.9	30.7	31.9	32.5	25.8
Other Services agreements	264	255	247	254	232	223	211	211	202	203	202	200	195
Other Services AAWI (%)	2.6	2.6	2.5	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.4	2.5
Other Services duration (yrs.)	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.9	2.9	3.0	3.0	3.1
Other Services employees ('000)	25.5	28.0	27.8	28.1	24.7	23.2	24.0	24.1	15.8	17.5	17.8	15.3	17.5
All sector agreements	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,776	11,054	10,960
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
All sectors employees ('000)	2,171.0	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.6	1,744.7	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 134 Agriculture, Forestry and Fishing agreements current as at 30 September 2022, covering 11,200 employees. Their AAWI was 2.5 per cent and their average duration was 3.3 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (September quarter 2022 – September quarter 2025)

FOR ALL CURRENT AGREEMENTS	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Agriculture, Forestry and Fishing agreements	13	8	31	23	5	8	6	8	12	10	1	11	6
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.8	2.2	2.5	2.1	3.1	2.0	2.4	3.0	2.6	*	3.3	3.2
Agriculture, Forestry and Fishing employees ('000)	2.2	0.6	1.1	2.8	0.9	0.3	0.7	1.8	0.7	0.4	0.0	1.1	0.5
Mining agreements	23	22	36	31	28	25	33	25	23	16	13	32	28
Mining AAWI (%)	2.5	2.2	1.9	2.6	1.9	2.3	2.1	2.5	1.8	2.6	2.1	2.6	2.6
Mining employees ('000)	2.0	3.8	5.0	5.5	3.2	3.3	3.5	3.1	2.3	3.5	3.0	5.3	3.2
Manufacturing agreements	155	136	123	255	141	122	108	196	108	122	91	112	93
Manufacturing AAWI (%)	2.5	2.4	2.6	2.6	2.4	2.3	2.4	2.5	2.6	2.5	2.7	3.2	2.9
Manufacturing employees ('000)	13.1	11.1	8.0	16.1	9.7	9.4	9.3	14.9	7.0	10.3	5.4	9.9	7.4
Non-Metal Manufacturing agreements	111	90	85	152	104	83	72	129	65	87	66	66	55
Non-Metal Manufacturing AAWI (%)	2.5	2.4	2.6	2.5	2.3	2.4	2.5	2.4	2.7	2.5	2.6	3.0	2.8
Non-Metal Manufacturing employees ('000)	9.8	7.2	6.6	9.6	7.3	6.7	7.5	9.3	4.7	7.5	4.1	4.9	4.4
Metal Manufacturing agreements	44	46	38	103	37	39	36	67	43	35	25	46	38
Metal Manufacturing AAWI (%)	2.7	2.5	3.1	2.7	2.6	2.1	2.2	2.8	2.5	2.4	3.2	3.4	2.9
Metal Manufacturing employees ('000)	3.3	3.9	1.4	6.5	2.4	2.7	1.8	5.5	2.3	2.8	1.3	5.0	3.0
Electricity, Gas, Water and Waste Services agreements	42	25	21	44	28	21	26	43	24	24	10	20	17
Electricity, Gas, Water and Waste Services AAWI (%)	1.6	2.8	2.7	2.0	2.5	3.0	3.0	2.9	2.8	2.2	2.4	2.4	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	5.5	1.9	1.3	7.0	5.5	4.6	10.2	8.6	4.5	1.5	1.0	1.6	1.1
Construction agreements	167	831	138	1,309	345	659	250	141	131	149	266	159	118
Construction AAWI (%)	2.7	4.6	2.7	4.1	3.5	4.2	3.6	2.7	2.9	2.5	2.8	2.9	2.7
Construction employees ('000)	5.4	17.6	3.8	29.9	8.6	14.9	6.0	3.9	3.5	4.5	8.2	5.1	3.0
Wholesale Trade agreements	31	17	26	21	14	10	15	19	16	7	10	9	7
Wholesale Trade AAWI (%)	2.0	2.4	2.1	2.8	3.1	2.7	2.5	2.5	2.2	3.2	2.4	3.8	2.9
Wholesale Trade employees ('000)	2.8	1.6	1.3	1.5	4.0	0.5	0.7	1.9	1.2	1.0	0.4	0.6	0.5
Retail Trade agreements	12	10	11	12	11	6	10	16	9	7	6	4	4
Retail Trade AAWI (%)	4.8	3.2	2.6	2.6	2.3	2.3	2.2	2.6	2.3	2.4	2.1	4.3	3.1
Retail Trade employees ('000)	4.4	4.1	143.2	11.1	1.8	26.2	13.9	7.1	3.2	3.5	7.1	4.1	1.3
Accommodation and Food Services agreements	6	13	3	11	8	7	7	8	9	8	4	2	8
Accommodation and Food Services AAWI (%)	2.2	2.8	1.8	3.5	2.0	1.9	1.9	2.7	2.1	2.6	2.0	*	3.5
Accommodation and Food Services Employees ('000)	0.5	1.0	0.2	2.9	0.5	0.4	0.6	37.8	3.6	1.9	1.5	0.6	0.8

FOR ALL CURRENT AGREEMENTS	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Transport, Postal and Warehousing agreements	85	71	63	154	63	76	49	127	80	60	46	79	38
Transport, Postal and Warehousing AAWI (%)	2.5	2.3	2.2	2.8	2.7	2.1	2.8	2.8	3.0	2.6	2.5	2.6	2.8
Transport, Postal and Warehousing employees ('000)	6.5	14.0	12.3	30.7	6.1	8.6	4.4	14.6	34.6	8.8	4.0	5.3	3.1
Information Media and Telecommunications agreements	3	2	4	4	1	1	4	6	6	4	4	2	7
Information Media and Telecommunications AAWI (%)	2.1	2.1	2.0	1.9	4.3	1.3	2.1	2.2	2.4	2.7	2.9	2.8	2.6
Information Media and Telecommunications employees ('000)	0.5	0.2	1.1	0.9	0.0	0.0	1.0	1.5	22.0	0.1	3.0	0.8	1.6
Financial and Insurance Services agreements	2	6	5	10	3	6	2	9	8	4	6	3	2
Financial and Insurance Services AAWI (%)	5.4	2.8	2.5	2.9	1.6	2.4	2.1	3.2	3.3	2.3	2.3	3.2	3.0
Financial and Insurance Services employees ('000)	1.4	3.1	0.5	2.6	1.2	9.6	6.8	3.6	3.1	3.0	1.1	1.9	0.3
Rental, Hiring and Real Estate Services agreements	6	4	1	3	7	2	4	7	4	1	3	6	4
Rental, Hiring and Real Estate Services AAWI (%)	3.7	3.0	*	2.3	2.4	*	2.9	2.3	2.9	2.6	2.5	1.5	4.5
Rental, Hiring and Real Estate Services ('000)	0.3	0.1	0.1	0.1	0.3	0.0	0.1	0.9	0.1	0.0	0.2	0.1	0.1
Professional, Scientific and Technical Services agreements	10	8	9	6	7	14	12	15	7	4	2	9	4
Professional, Scientific and Technical Services AAWI (%)	2.4	3.4	2.4	2.8	3.3	2.0	2.5	2.3	2.6	2.5	2.9	1.9	2.2
Professional, Scientific and Technical Services employees ('000)	1.1	0.8	0.4	0.2	1.0	6.1	1.0	2.0	3.3	0.3	0.6	1.0	0.3
Administrative and Support Services agreements	11	33	18	39	9	34	18	15	13	4	9	9	6
Administrative and Support Services AAWI (%)	3.2	2.7	3.1	2.6	2.8	4.4	3.3	2.8	2.6	2.8	3.0	3.5	2.3
Administrative and Support Services employees ('000)	0.4	2.8	1.5	4.8	0.4	2.0	2.4	3.8	0.9	0.4	1.1	0.5	0.2
Public Administration and Safety agreements	26	36	13	52	21	24	18	52	28	14	15	45	15
Public Administration and Safety AAWI (%)	2.7	2.5	2.0	2.1	1.8	2.1	2.0	2.1	2.3	2.2	2.6	2.2	1.9
Public Administration and Safety employees ('000)	11.0	38.4	3.2	15.0	3.0	21.7	53.6	17.9	13.6	2.5	1.8	15.1	17.5
Education and Training agreements	21	55	24	32	16	88	18	40	6	46	27	18	8
Education and Training AAWI (%)	2.6	4.1	2.6	2.4	3.8	2.7	2.0	2.4	2.6	2.5	2.7	2.2	2.8
Education and Training employees ('000)	9.9	13.2	3.7	34.1	1.0	13.7	2.0	2.6	6.8	6.0	28.2	2.6	0.8
Health Care and Social Assistance agreements	64	56	48	90	40	52	28	110	31	20	20	36	16
Health Care and Social Assistance AAWI (%)	3.1	2.4	2.4	2.6	2.4	2.6	2.1	2.5	2.8	3.1	2.3	2.5	2.2
Health Care and Social Assistance employees ('000)	16.6	19.7	18.7	24.5	8.5	29.8	9.9	103.3	6.5	14.9	7.3	64.6	4.1
Arts and Recreation Services agreements	6	15	8	9	7	11	9	13	8	5	3	8	3
Arts and Recreation Services AAWI (%)	2.4	3.3	2.3	2.7	2.0	2.9	3.5	2.5	3.2	2.1	2.8	2.3	2.1
Arts and Recreation Services employees ('000)	4.4	1.9	0.8	1.8	0.5	1.0	4.7	1.8	1.8	0.8	2.1	0.4	2.5

FOR ALL CURRENT AGREEMENTS	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Other Services agreements	17	10	10	32	12	16	9	18	15	14	7	17	8
Other Services AAWI (%)	2.3	2.3	1.7	2.5	2.5	2.6	2.8	2.5	2.2	2.8	2.2	2.3	2.7
Other Services employees ('000)	0.7	0.7	0.7	2.4	1.1	1.3	0.4	1.8	2.8	0.8	0.5	1.0	1.3
All sector agreements	700	1,358	592	2,137	766	1,182	626	868	538	519	543	581	392
All sectors AAWI (%)	2.7	3.0	2.4	2.9	2.7	2.6	2.3	2.5	2.7	2.6	2.6	2.7	2.6
All sectors employees ('000)	88.7	136.8	206.9	194.0	57.6	153.2	130.8	232.8	121.5	64.4	76.4	121.7	49.8

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 93 Manufacturing agreements, covering 7,400 employees, have an expiry date in the September quarter 2025. Their AAWI is 2.9 per cent.

Table 10 - Agreements approved in the quarter, by state (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
ACT agreements	23	8	12	10	14	23	9	10	6	18	17	15	11
ACT AAWI (%)	2.9	2.7	2.8	2.8	2.5	2.8	3.0	3.0	3.5	2.7	2.7	3.7	4.4
ACT duration (yrs.)	2.8	2.0	2.4	2.5	2.5	2.0	1.0	3.0	2.0	1.0	1.0	1.8	1.8
ACT employees ('000)	9.2	0.4	0.4	1.2	1.4	1.7	1.5	1.2	0.5	13.5	14.2	0.3	0.1
NSW agreements	204	184	196	196	173	190	157	179	177	205	166	173	219
NSW AAWI (%)	2.3	2.4	3.1	3.3	3.2	1.6	2.3	2.5	2.3	2.5	2.7	3.0	3.2
NSW duration (yrs.)	2.5	2.4	2.8	2.5	1.9	1.4	2.5	2.6	2.7	1.8	2.7	2.6	3.0
NSW employees ('000)	19.2	30.4	17.3	14.0	13.3	22.7	9.8	10.2	11.6	41.6	26.5	13.4	16.6
NT agreements	14	15	14	5	6	8	4	8	10	12	12	11	11
NT AAWI (%)	2.0	2.8	2.4	2.9	1.4	2.5	1.8	1.8	2.1	1.8	2.2	2.7	2.6
NT duration (yrs.)	3.2	2.4	2.8	3.0	3.9	3.5	3.6	3.6	2.6	3.5	3.0	2.6	3.0
NT employees ('000)	1.2	2.2	0.7	0.4	0.1	0.6	0.1	0.7	0.7	0.6	1.7	1.3	1.0
Qld agreements	197	165	121	106	116	149	118	131	144	151	137	134	137
Qld AAWI (%)	2.7	2.6	2.4	2.8	2.3	2.7	2.5	2.6	2.5	3.0	2.8	2.9	3.4
Qld duration (yrs.)	2.5	2.6	2.8	2.8	2.4	2.6	2.7	2.7	2.9	2.5	2.4	2.5	2.8
Qld employees ('000)	20.6	20.2	9.5	8.2	11.1	37.0	13.9	8.1	16.2	10.4	13.1	9.7	9.4
SA agreements	64	77	39	35	24	34	52	55	49	72	58	63	51
SA AAWI (%)	2.7	2.7	2.6	2.4	2.3	1.9	2.9	2.6	2.9	2.4	2.8	2.7	3.4
SA duration (yrs.)	2.4	2.7	2.8	2.8	2.7	2.5	2.3	2.0	2.6	2.8	2.4	2.2	2.8
SA employees ('000)	4.3	4.3	2.0	3.9	1.5	3.3	2.8	5.9	2.2	4.6	5.6	6.1	5.6
Tas agreements	44	29	36	19	19	22	20	25	27	28	31	24	30
Tas AAWI (%)	3.1	3.1	2.8	3.6	3.1	3.7	2.4	2.7	3.0	2.7	2.4	2.9	3.3
Tas duration (yrs.)	2.2	2.5	2.9	3.1	2.6	2.1	2.3	2.4	2.6	2.4	2.7	3.0	2.8
Tas employees ('000)	5.7	2.5	1.4	2.3	1.3	2.4	1.5	2.9	1.8	2.9	3.8	1.5	3.0
Vic agreements	361	378	324	207	190	232	325	411	574	394	354	335	378
Vic AAWI (%)	2.9	3.2	2.6	3.1	2.5	2.2	3.1	2.6	2.8	2.7	2.6	2.8	2.4
Vic duration (yrs.)	2.6	2.5	2.9	2.5	2.5	3.1	2.3	1.8	2.7	2.7	2.3	2.8	3.2
Vic employees ('000)	33.4	33.2	45.4	23.1	14.5	75.0	17.8	37.8	32.4	41.0	103.8	92.3	123.2
WA agreements	122	91	80	43	53	56	68	64	74	85	77	74	92
WA AAWI (%)	1.9	2.1	2.1	2.2	2.1	1.8	2.2	1.5	1.9	2.1	2.1	2.3	2.8
WA duration (yrs.)	2.3	2.8	2.4	2.5	3.0	2.1	2.6	2.2	2.0	2.7	2.7	2.3	2.7
WA employees ('000)	15.6	13.3	13.0	3.6	3.5	8.0	6.0	11.3	9.0	7.3	7.8	7.8	15.1
Multi-state agreements	217	179	135	139	121	133	127	181	210	179	156	114	159
Multi-state AAWI (%)	2.8	2.5	2.6	2.4	2.4	2.4	2.3	2.5	2.9	2.3	2.6	2.8	2.7
Multi-state duration (yrs.)	2.8	3.2	3.0	3.1	3.0	3.0	1.8	2.7	2.1	2.7	2.7	2.6	2.5
Multi-state employees ('000)	59.2	95.3	53.9	85.7	14.0	24.1	62.8	21.9	106.1	28.1	70.6	22.3	39.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Other agreements	1	0	0	1	0	0	0	1	0	2	1	0	0
Other AAWI (%)	1.0	*	*	2.5	*	*	*	2.0	*	1.9	2.0	*	*
Other duration (yrs.)	0.9	0.0	0.0	3.0	0.0	0.0	0.0	2.8	0.0	2.1	2.5	0.0	0.0
Other employees ('000)	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0
All States agreements	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088
All states AAWI (%)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
All states duration (yrs.)	2.6	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
All states employees ('000)	168.6	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 11 agreements approved in the September quarter 2022 operate solely in the ACT covering 100 employees. Their AAWI is 4.4 per cent and their average duration is 1.8 years.

Table 11 - Agreements current on the last day of the quarter, by state (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
ACT agreements	149	146	144	148	131	148	146	143	127	118	122	129	125
ACT AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.8
ACT duration (yrs.)	2.5	2.5	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.0	1.6	1.6	1.5
ACT employees ('000)	38.7	38.7	33.7	34.5	32.3	33.5	32.8	33.7	33.3	28.7	41.3	39.1	37.8
NSW agreements	2,037	2,071	2,102	2,167	1,947	2,005	1,982	2,039	1,972	2,063	2,035	2,046	2,049
NSW AAWI (%)	2.6	2.5	2.6	2.6	2.7	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.8
NSW duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.9	2.6	2.7	2.7	2.9
NSW employees ('000)	275.3	299.3	287.5	290.4	241.6	243.8	216.0	207.9	168.0	192.5	188.9	190.3	162.0
NT agreements	141	148	149	149	132	131	126	125	117	116	118	116	109
NT AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.3
NT duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.1	3.3	3.2	3.2	3.2
NT employees ('000)	29.4	31.1	31.3	31.2	29.7	29.6	27.5	28.0	15.5	10.6	11.9	12.6	8.4
Qld agreements	1,688	1,630	1,597	1,613	1,556	1,581	1,534	1,556	1,519	1,590	1,575	1,625	1,610
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.6	2.7
Qld duration (yrs.)	2.8	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.9	2.9	2.9	2.9
Qld employees ('000)	165.6	177.8	176.4	180.2	173.7	200.5	204.8	202.0	161.6	163.5	159.9	161.2	153.4
SA agreements	661	698	690	693	610	590	590	603	539	562	569	588	535
SA AAWI (%)	2.6	2.6	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.6	2.5
SA duration (yrs.)	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.8	2.8
SA employees ('000)	67.1	69.5	68.2	70.3	55.2	53.6	49.6	51.6	39.1	38.9	41.4	45.2	44.2
Tas agreements	301	314	327	331	291	295	291	295	254	269	267	285	259
Tas AAWI (%)	3.0	3.0	3.0	3.1	3.2	3.2	3.2	3.1	3.1	3.0	2.9	2.9	2.9
Tas duration (yrs.)	2.5	2.5	2.6	2.7	2.7	2.7	2.6	2.6	2.8	2.7	2.8	2.8	2.9
Tas employees ('000)	27.3	28.9	26.9	28.3	24.8	25.7	25.5	27.2	21.3	22.4	23.4	25.0	23.0
Vic agreements	2,856	2,739	2,715	2,692	2,428	2,508	2,627	2,642	2,842	3,093	3,229	3,403	3,449
Vic AAWI (%)	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.7	2.8	2.8	2.6	2.6	2.6
Vic duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.0	2.9	3.1	3.1	2.9	2.9	3.0
Vic employees ('000)	621.5	615.5	587.1	560.9	514.0	531.0	527.2	422.7	381.0	373.7	431.5	516.0	580.5
WA agreements	1,054	1,081	1,083	1,036	961	958	928	932	879	910	907	913	886
WA AAWI (%)	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.1
WA duration (yrs.)	2.9	2.9	2.8	2.8	2.9	2.9	2.9	2.8	2.9	2.8	2.8	2.8	2.9
WA employees ('000)	113.7	117.8	125.3	121.4	109.8	109.4	109.4	109.7	83.4	86.8	90.7	90.6	88.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Multi-state agreements	1,988	1,910	1,873	1,882	1,764	1,776	1,776	1,855	1,865	1,925	1,948	1,943	1,932
Multi-state AAWI (%)	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.5	2.5	2.6	2.6	2.6
Multi-state duration (yrs.)	2.9	3.0	3.0	3.1	3.2	3.2	3.1	3.1	3.0	3.1	3.1	3.2	3.3
Multi-state employees ('000)	832.2	867.0	869.4	838.7	713.1	673.5	698.9	699.8	744.0	735.0	668.2	664.3	626.0
Other agreements	5	5	5	4	3	3	3	3	3	5	6	6	6
Other AAWI (%)	2.1	2.1	2.1	2.1	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2
Other duration (yrs.)	2.0	2.0	2.0	2.7	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.8	2.8
Other employees ('000)	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.4	0.4	0.4	0.4
All sector agreements	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,776	11,054	10,960
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
All sectors employees ('000)	2,171.0	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.6	1,744.7	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 125 agreements current as at 30 September 2022 operate solely in the ACT, covering 37,800 employees. Their AAWI is 2.8 per cent and their average duration is 1.5 years.

Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (December quarter 2021 – September quarter 2022)

Linked to minimum wage

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	36	32	30	51
Single-enterprise non-Greenfields employees ('000)	5.2	1.5	4.6	6.6
Single-enterprise Greenfields agreements	0	2	1	3
Single-enterprise Greenfields employees ('000)	0.0	0.2	0.1	0.2
Multi-enterprise non-Greenfields agreements	1	1	0	3
Multi-enterprise non-Greenfields employees ('000)	0.3	0.0	0.0	1.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	37	35	31	57
Sub-total employees ('000)	5.5	1.7	4.7	7.8

Linked to CPI

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	21	10	21	22
Single-enterprise non-Greenfields employees ('000)	2.2	2.9	1.5	1.5
Single-enterprise Greenfields agreements	0	0	1	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.1	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	21	10	22	22
Sub-total employees ('000)	2.2	2.9	1.6	1.5

Inconsistent Increase

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	72	38	38	55
Single-enterprise non-Greenfields employees ('000)	6.9	19.9	63.8	6.4
Single-enterprise Greenfields agreements	7	4	7	4
Single-enterprise Greenfields employees ('000)	0.1	0.1	0.3	0.1
Multi-enterprise non-Greenfields agreements	1	2	0	0
Multi-enterprise non-Greenfields employees ('000)	0.2	0.2	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	80	44	45	59
Sub-total employees ('000)	7.2	20.2	64.1	6.5

Performance Linked

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	1	1	3	4
Single-enterprise non-Greenfields employees ('000)	1.7	0.1	0.1	0.3
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	1	1	3	4
Sub-total employees ('000)	1.7	0.1	0.1	0.3

Other Reason

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	62	51	42	65
Single-enterprise non-Greenfields employees ('000)	7.9	7.1	4.2	5.0
Single-enterprise Greenfields agreements	1	5	2	2
Single-enterprise Greenfields employees ('000)	0.1	0.9	0.1	0.0
Multi-enterprise non-Greenfields agreements	1	1	1	0
Multi-enterprise non-Greenfields employees ('000)	0.1	0.2	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	64	57	45	67
Sub-total employees ('000)	8.0	8.2	4.3	5.0

Totals

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Total non-quantifiable agreements	203	147	146	209
Total employees covered by non-quantifiable agreements	24.5	33.1	74.7	21.1

Quantifiable agreements

Agreement Type	Dec-21	Mar-22	Jun-22	Sep-22
Single-enterprise non-Greenfields agreements	857	776	698	819
Single-enterprise non-Greenfields employees ('000)	120.2	185.7	76.5	188.7
Single-enterprise Greenfields agreements	82	78	93	56
Single-enterprise Greenfields employees ('000)	3.8	2.3	2.6	1.3
Multi-enterprise non-Greenfields agreements	4	8	6	4
Multi-enterprise non-Greenfields employees ('000)	1.5	26.0	0.9	2.7
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	943	862	797	879
Total employees covered by quantifiable agreements ('000)	125.5	214.0	80.1	192.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. *Non-quantifiable wage agreements are those which do not provide a consistent wage increase for all employees or link wage increases to other methods. Refer to the technical notes for further explanation.*
2. *Revisions have been made to historical series.*

How to read: 51 single enterprise non-Greenfields agreements approved in the September quarter 2022 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 6,600 employees.

Table 13 - Agreements approved in the quarter, by union coverage (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Agreements (union covered)	866	837	742	598	562	645	717	869	1,055	927	847	742	870
AAWI (%) (union covered)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
Duration (yrs.) (union covered)	2.6	2.8	2.8	2.9	2.4	2.6	2.1	2.1	2.3	2.2	2.4	2.7	3.0
Employees ('000) (union covered)	156.9	192.3	136.8	135.9	56.2	169.5	110.4	91.3	172.6	142.3	239.6	146.9	205.7
Agreements (no union covered)	381	289	215	163	154	202	163	196	216	219	162	201	218
AAWI (%) (no union covered)	2.6	2.5	2.7	2.6	2.6	2.3	2.1	2.4	2.2	2.4	2.4	2.8	3.1
Duration (yrs.) (no union covered)	3.2	3.3	3.4	3.7	3.2	3.4	3.2	3.6	3.2	3.3	3.6	3.0	3.3
Employees ('000) (no union covered)	11.7	9.6	6.8	6.7	4.4	5.2	5.6	8.8	7.9	7.7	7.4	7.9	8.0
All agreements	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088
All AAWI (%)	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6
All duration (yrs.)	2.6	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0
All employees ('000)	168.6	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 870 agreements approved in the September quarter 2022 covering 205,700 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 3.0 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (September quarter 2019 – September quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Agreements (union covered)	7,073	6,948	6,988	7,113	6,435	6,661	6,770	7,014	7,039	7,560	7,764	8,089	8,041
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	2.9	2.9	2.9	3.0	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0
Employees ('000) (union covered)	2,049.5	2,126.1	2,088.2	2,041.3	1,783.4	1,790.5	1,783.3	1,672.8	1,542.3	1,545.7	1,552.1	1,640.7	1,621.5
Agreements (no union covered)	3,807	3,794	3,697	3,602	3,388	3,334	3,233	3,179	3,078	3,091	3,012	2,965	2,919
AAWI (%) (no union covered)	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5
Duration (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.6	3.6	3.6
Employees ('000) (no union covered)	121.5	119.8	117.7	114.9	111.0	110.4	108.6	110.1	105.2	106.8	105.5	104.0	102.1
All agreements	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,776	11,054	10,960
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
All employees ('000)	2,171.0	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.6	1,744.7	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Under the Fair Work Act 2009, a union can be covered by an agreement even if it was not involved in the bargaining process. This data does not distinguish between coverage and bargaining presence.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 8,041 agreements current as at 30 September 2022 covering 1,621,500 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 3.0 years.

Table 15 - Agreements approved in the September quarter 2022, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE516696	Victorian Government Schools Agreement 2022	87,254	2.3	Education and Training	Vic
AE516070	Telstra Limited Enterprise Agreement 2022-2024	17,102	2.5	Information Media and Telecommunications	Australia-wide
AE517498	Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022	2,690	2.0	Education and Training	Vic

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, this indicates that wage increase in the agreement is not quantifiable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: Victorian Government Schools Agreement 2022 covered 87,254 employees and had an AAWI of 2.3 per cent.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, September quarter 2022

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	3	0	3	0	3	4	1	0	0	14
Agriculture, Forestry and Fishing AAWI (%)	*	3.3	*	3.1	*	3.3	4.6	3.6	*	*	3.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.3	0.0	2.7	0.0	2.6	2.4	3.7	0.0	0.0	2.9
Agriculture, Forestry and Fishing employees ('000)	0.0	0.4	0.0	0.2	0.0	0.5	0.4	0.3	0.0	0.0	1.8
Mining agreements	0	18	0	4	0	1	2	6	5	0	36
Mining AAWI (%)	*	3.2	*	3.6	*	3.2	*	2.3	3.3	*	3.2
Mining duration (yrs.)	0.0	3.5	0.0	3.0	0.0	3.0	2.5	3.9	3.4	0.0	3.5
Mining employees ('000)	0.0	3.4	0.0	0.7	0.0	0.0	0.0	0.6	0.2	0.0	4.9
Manufacturing agreements	0	62	0	37	19	7	68	16	15	0	224
Manufacturing AAWI (%)	*	3.3	*	3.4	3.8	3.1	3.3	4.3	3.4	*	3.4
Manufacturing duration (yrs.)	0.0	2.9	0.0	3.0	3.0	3.3	3.0	2.7	2.9	0.0	2.9
Manufacturing employees ('000)	0.0	3.4	0.0	3.7	1.8	0.3	4.4	1.2	4.0	0.0	18.8
Non-Metal Manufacturing agreements	0	37	0	25	17	6	40	9	8	0	0
Non-Metal Manufacturing AAWI (%)	*	3.3	*	3.4	3.6	3.2	3.2	3.6	3.5	*	*
Non-Metal Manufacturing duration (yrs.)	0.0	2.9	0.0	3.2	3.1	2.6	3.1	2.4	3.0	0.0	0.0
Non-Metal Manufacturing employees ('000)	0.0	2.3	0.0	3.0	1.1	0.1	2.8	0.6	2.0	0.0	0.0
Metal Manufacturing agreements	0	25	0	12	2	1	28	7	7	0	0
Metal Manufacturing AAWI (%)	*	3.2	*	3.6	4.1	3.0	3.3	6.7	3.3	*	*
Metal Manufacturing duration (yrs.)	0.0	2.8	0.0	2.4	2.8	3.8	2.8	3.1	2.8	0.0	0.0
Metal Manufacturing employees ('000)	0.0	1.1	0.0	0.7	0.7	0.2	1.6	0.5	2.1	0.0	0.0
Electricity, Gas, Water and Waste Services agreements	1	8	1	3	1	1	10	6	2	0	33
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.8	3.0	3.1	3.4	3.1	3.1	3.0	2.1	*	3.0
Electricity, Gas, Water and Waste Services duration (yrs.)	3.6	3.2	2.7	3.5	3.8	2.9	2.1	1.9	2.2	0.0	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.4	0.0	0.0	0.0	0.2	1.6	1.4	0.1	0.0	3.7
Construction agreements	5	57	3	39	9	3	173	19	63	0	371
Construction AAWI (%)	5.8	3.8	2.4	3.9	2.7	3.5	3.5	3.2	3.4	*	3.6
Construction duration (yrs.)	2.4	2.6	3.2	2.4	3.7	4.0	2.1	3.5	2.9	0.0	2.5
Construction employees ('000)	0.0	1.7	0.0	0.8	0.2	0.1	3.1	0.5	1.5	0.0	7.9
Wholesale Trade agreements	0	1	0	2	1	0	9	1	3	0	17
Wholesale Trade AAWI (%)	*	*	*	4.9	*	*	3.2	4.1	2.8	*	3.3
Wholesale Trade duration (yrs.)	0.0	2.8	0.0	2.6	3.0	0.0	2.4	2.9	3.0	0.0	2.6
Wholesale Trade employees ('000)	0.0	0.1	0.0	0.2	0.0	0.0	1.1	0.0	0.5	0.0	2.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	1	0	3	0	0	2	0	3	0	9
Retail Trade AAWI (%)	*	*	*	2.7	*	*	4.7	*	2.1	*	4.4
Retail Trade duration (yrs.)	0.0	1.0	0.0	1.7	0.0	0.0	2.9	0.0	2.9	0.0	2.8
Retail Trade employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	1.0	0.0	2.0	0.0	3.2
Accommodation and Food Services agreements	0	4	1	1	0	0	2	2	2	0	12
Accommodation and Food Services AAWI (%)	*	3.5	4.0	*	*	*	3.4	2.5	1.5	*	3.2
Accommodation and Food Services duration (yrs.)	0.0	3.3	2.0	4.0	0.0	0.0	2.1	4.0	4.0	0.0	3.7
Accommodation and Food Services Employees ('000)	0.0	1.0	0.0	0.1	0.0	0.0	0.1	2.0	0.3	0.0	3.4
Transport, Postal and Warehousing agreements	1	31	1	20	4	2	46	18	31	0	154
Transport, Postal and Warehousing AAWI (%)	3.8	3.3	3.2	3.2	4.0	3.6	2.5	3.0	2.2	*	2.7
Transport, Postal and Warehousing duration (yrs.)	1.9	3.4	2.3	2.6	3.6	3.6	3.0	2.9	2.8	0.0	3.0
Transport, Postal and Warehousing employees ('000)	0.0	3.2	0.0	1.2	0.6	0.3	5.3	0.9	4.1	0.0	15.7
Information Media and Telecommunications agreements	0	0	0	0	0	0	2	1	8	0	11
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	3.6	4.0	2.5	*	2.5
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.9	3.0	2.2	0.0	2.3
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.1	0.0	19.2
Financial and Insurance Services agreements	0	0	0	1	0	1	0	1	5	0	8
Financial and Insurance Services AAWI (%)	*	*	*	3.0	*	2.5	*	2.0	3.3	*	3.2
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	3.0	0.0	4.0	0.0	3.0	2.4	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	4.2	0.0	4.5
Rental, Hiring and Real Estate Services agreements	0	1	0	0	0	0	1	0	2	0	4
Rental, Hiring and Real Estate Services AAWI (%)	*	2.5	*	*	*	*	*	*	3.8	*	3.4
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	4.0	0.0	0.0	0.0	0.0	4.0	0.0	3.3	0.0	3.7
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.2
Professional, Scientific and Technical Services agreements	0	2	0	1	0	0	3	0	2	0	8
Professional, Scientific and Technical Services AAWI (%)	*	2.9	*	1.6	*	*	2.0	*	2.5	*	2.5
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.2	0.0	3.9	0.0	0.0	3.3	0.0	1.8	0.0	2.2
Professional, Scientific and Technical Services employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.2	0.0	0.8	0.0	1.5
Administrative and Support Services agreements	0	6	0	3	0	0	8	2	4	0	23
Administrative and Support Services AAWI (%)	*	2.7	*	3.9	*	*	3.3	2.9	3.0	*	3.3
Administrative and Support Services duration (yrs.)	0.0	2.5	0.0	2.0	0.0	0.0	1.6	3.5	2.0	0.0	2.1
Administrative and Support Services employees ('000)	0.0	0.2	0.0	0.2	0.0	0.0	0.3	0.1	0.4	0.0	1.2
Public Administration and Safety agreements	1	0	3	1	1	5	11	10	1	0	33
Public Administration and Safety AAWI (%)	3.0	*	2.5	2.2	*	3.6	2.0	3.3	*	*	2.5
Public Administration and Safety duration (yrs.)	2.7	0.0	3.0	4.0	1.0	2.8	2.4	2.2	4.0	0.0	2.4
Public Administration and Safety employees ('000)	0.0	0.0	0.6	0.0	0.1	0.8	7.4	3.0	0.0	0.0	12.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	7	1	13	7	1	8	3	0	0	40
Education and Training AAWI (%)	*	2.5	2.7	2.8	2.1	2.8	2.3	3.5	*	*	2.3
Education and Training duration (yrs.)	0.0	2.2	2.5	2.9	2.1	3.2	3.4	2.6	0.0	0.0	3.4
Education and Training employees ('000)	0.0	0.2	0.1	1.4	0.6	0.0	91.7	0.4	0.0	0.0	94.4
Health Care and Social Assistance agreements	2	10	1	3	5	6	21	4	6	0	58
Health Care and Social Assistance AAWI (%)	3.9	1.9	*	3.5	2.5	2.7	2.8	1.7	3.0	*	2.4
Health Care and Social Assistance duration (yrs.)	1.2	2.7	3.8	1.8	2.5	2.0	1.8	2.0	3.2	0.0	2.2
Health Care and Social Assistance employees ('000)	0.1	1.9	0.2	0.2	0.1	0.7	4.8	3.2	1.9	0.0	13.1
Arts and Recreation Services agreements	0	2	0	0	2	0	6	0	0	0	10
Arts and Recreation Services AAWI (%)	*	4.0	*	*	3.4	*	2.7	*	*	*	3.0
Arts and Recreation Services duration (yrs.)	0.0	1.5	0.0	0.0	2.1	0.0	1.3	0.0	0.0	0.0	1.6
Arts and Recreation Services employees ('000)	0.0	0.2	0.0	0.0	1.1	0.0	1.4	0.0	0.0	0.0	2.7
Other Services agreements	1	6	0	3	2	0	2	2	7	0	23
Other Services AAWI (%)	*	3.2	*	2.2	3.7	*	2.9	2.9	2.8	*	2.9
Other Services duration (yrs.)	2.0	2.5	0.0	2.1	3.3	0.0	3.4	3.2	3.2	0.0	3.1
Other Services employees ('000)	0.0	0.1	0.0	0.3	1.1	0.0	0.1	1.5	0.5	0.0	3.6
All sector agreements	11	219	11	137	51	30	378	92	159	0	1,088
All sectors AAWI (%)	4.4	3.2	2.6	3.4	3.4	3.3	2.4	2.8	2.7	*	2.7
All sectors duration (yrs.)	1.8	3.0	3.0	2.8	2.8	2.8	3.2	2.7	2.5	0.0	2.5
All sectors employees ('000)	0.1	16.6	1.0	9.4	5.6	3.0	123.2	15.1	39.6	0.0	213.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: Of the 14 Agriculture, Forestry and Fishing agreements approved in the September quarter 2022, 3 operate in solely in New South Wales. These agreements cover 400 employees, their AAWI is 3.3 per cent and their average duration is 3.3 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, September quarter 2022

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	23	3	38	6	13	29	10	12	0	134
Agriculture, Forestry and Fishing AAWI (%)	*	2.2	2.5	2.4	2.7	3.2	2.7	2.9	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.6	4.0	3.3	3.4	2.9	2.8	3.0	3.7	0.0	3.3
Agriculture, Forestry and Fishing employees ('000)	0.0	2.3	0.0	3.1	0.2	0.9	1.6	0.7	2.3	0.0	11.2
Mining agreements	1	103	4	85	17	10	27	41	79	1	368
Mining AAWI (%)	*	2.5	1.8	2.3	2.1	2.2	2.8	2.0	2.4	2.0	2.3
Mining duration (yrs.)	4.0	3.4	3.2	3.5	3.6	2.8	3.5	3.9	3.9	2.8	3.6
Mining employees ('000)	0.0	13.5	1.0	12.0	1.2	1.0	1.5	6.2	16.4	0.1	52.8
Manufacturing agreements	5	425	7	265	134	53	617	115	139	0	1,760
Manufacturing AAWI (%)	2.3	2.6	1.8	2.6	2.5	3.0	2.6	2.4	2.8	*	2.6
Manufacturing duration (yrs.)	3.2	2.9	3.2	3.0	3.0	2.8	2.9	3.0	2.9	0.0	2.9
Manufacturing employees ('000)	0.1	28.6	0.1	23.5	11.6	3.3	39.0	7.1	19.2	0.0	132.6
Non-Metal Manufacturing agreements	3	279	5	182	101	44	409	71	69	0	0
Non-Metal Manufacturing AAWI (%)	2.2	2.5	1.7	2.6	2.4	3.0	2.5	2.5	2.7	*	*
Non-Metal Manufacturing duration (yrs.)	2.9	3.0	3.2	3.0	3.1	2.7	2.9	3.2	3.0	0.0	0.0
Non-Metal Manufacturing employees ('000)	0.1	19.7	0.1	18.4	7.2	2.7	28.7	3.8	9.7	0.0	0.0
Metal Manufacturing agreements	2	146	2	83	33	9	208	44	70	0	0
Metal Manufacturing AAWI (%)	2.4	2.8	3.4	2.8	2.7	3.4	2.7	2.4	2.8	*	*
Metal Manufacturing duration (yrs.)	4.0	2.6	2.7	2.9	2.8	3.1	2.9	2.8	2.8	0.0	0.0
Metal Manufacturing employees ('000)	0.0	8.8	0.0	5.1	4.4	0.6	10.3	3.3	9.5	0.0	0.0
Electricity, Gas, Water and Waste Services agreements	6	75	3	58	21	9	89	40	22	0	323
Electricity, Gas, Water and Waste Services AAWI (%)	2.2	2.8	2.6	3.3	2.5	3.5	2.7	1.8	2.6	*	2.7
Electricity, Gas, Water and Waste Services duration (yrs.)	2.8	2.5	2.7	3.0	3.2	3.1	2.6	2.3	2.9	0.0	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	0.7	11.8	0.0	5.9	1.1	2.3	9.0	6.0	12.8	0.0	49.7
Construction agreements	54	802	22	613	142	52	1,804	295	1,011	1	4,796
Construction AAWI (%)	3.9	4.1	2.0	4.1	2.6	2.8	4.0	2.5	3.1	*	3.7
Construction duration (yrs.)	3.1	3.0	3.8	2.7	3.4	3.0	2.4	3.6	3.2	4.0	2.9
Construction employees ('000)	1.0	20.2	0.6	12.9	3.0	2.2	41.0	7.1	28.5	0.0	116.6
Wholesale Trade agreements	1	35	1	24	5	5	56	19	30	0	176
Wholesale Trade AAWI (%)	2.3	2.4	2.7	2.5	3.2	2.5	2.9	2.2	2.9	*	2.7
Wholesale Trade duration (yrs.)	1.8	2.7	3.0	3.5	3.0	2.8	2.7	3.1	3.3	0.0	3.1
Wholesale Trade employees ('000)	0.1	1.5	0.0	2.4	0.2	0.2	3.7	1.0	6.4	0.0	15.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	1	13	1	19	5	1	20	12	41	0	113
Retail Trade AAWI (%)	*	3.5	1.6	2.9	2.9	2.3	4.0	2.6	2.3	*	2.6
Retail Trade duration (yrs.)	4.0	2.9	3.0	3.4	3.5	3.6	3.4	3.6	3.8	0.0	3.8
Retail Trade employees ('000)	0.0	1.2	0.0	3.6	1.2	0.0	4.4	2.3	212.5	0.0	225.3
Accommodation and Food Services agreements	4	24	3	10	2	2	18	13	26	0	102
Accommodation and Food Services AAWI (%)	*	3.4	4.0	2.7	1.9	3.0	2.3	2.0	1.6	*	2.9
Accommodation and Food Services duration (yrs.)	3.6	2.5	3.2	3.4	3.7	1.6	2.8	3.8	4.0	0.0	3.8
Accommodation and Food Services Employees ('000)	0.3	4.2	0.1	1.2	0.0	0.5	0.7	4.5	45.1	0.0	56.6
Transport, Postal and Warehousing agreements	8	217	17	165	66	21	204	139	187	0	1,024
Transport, Postal and Warehousing AAWI (%)	2.9	2.8	1.8	2.4	2.1	2.9	2.9	2.5	2.7	*	2.7
Transport, Postal and Warehousing duration (yrs.)	2.2	3.1	3.8	2.9	3.0	3.4	3.0	3.2	2.7	0.0	2.9
Transport, Postal and Warehousing employees ('000)	0.5	18.8	1.2	19.0	4.8	1.7	21.8	9.2	86.1	0.0	163.3
Information Media and Telecommunications agreements	0	5	0	0	1	1	12	4	25	0	48
Information Media and Telecommunications AAWI (%)	*	1.9	*	*	1.5	2.1	2.3	2.1	2.4	*	2.4
Information Media and Telecommunications duration (yrs.)	0.0	1.6	0.0	0.0	2.8	3.0	2.7	3.7	2.4	0.0	2.4
Information Media and Telecommunications employees ('000)	0.0	0.9	0.0	0.0	0.0	0.1	1.0	0.2	30.4	0.0	32.5
Financial and Insurance Services agreements	0	4	0	4	2	3	12	5	38	0	68
Financial and Insurance Services AAWI (%)	*	1.9	*	2.8	3.3	3.1	2.2	1.9	2.8	*	2.7
Financial and Insurance Services duration (yrs.)	0.0	3.0	0.0	2.9	4.0	3.3	2.8	2.6	2.7	0.0	2.7
Financial and Insurance Services employees ('000)	0.0	0.9	0.0	1.3	0.0	0.1	2.1	0.7	32.4	0.0	37.5
Rental, Hiring and Real Estate Services agreements	1	10	1	13	0	1	11	4	14	0	55
Rental, Hiring and Real Estate Services AAWI (%)	*	2.6	3.0	2.6	*	*	2.4	2.9	2.0	*	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.2	3.0	3.6	0.0	3.0	3.5	3.9	3.4	0.0	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.4	0.0	0.0	0.4	0.2	2.7	0.0	3.9
Professional, Scientific and Technical Services agreements	0	17	3	7	1	2	20	9	47	1	107
Professional, Scientific and Technical Services AAWI (%)	*	2.7	2.5	3.7	*	2.2	2.6	2.2	2.2	2.0	2.3
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	3.2	3.0	4.0	3.4	3.4	2.9	2.5	3.0
Professional, Scientific and Technical Services employees ('000)	0.0	0.9	0.3	0.2	0.0	0.0	1.3	0.7	14.4	0.0	17.8
Administrative and Support Services agreements	0	38	1	30	1	3	67	17	67	0	224
Administrative and Support Services AAWI (%)	*	3.9	*	3.8	*	2.8	2.8	1.5	2.9	*	2.9
Administrative and Support Services duration (yrs.)	0.0	3.0	4.0	3.0	3.0	3.7	3.2	3.2	3.7	0.0	3.4
Administrative and Support Services employees ('000)	0.0	2.0	0.1	1.8	0.0	0.1	7.4	1.5	8.9	0.0	21.8
Public Administration and Safety agreements	22	15	13	22	9	26	118	65	65	3	358
Public Administration and Safety AAWI (%)	2.7	2.0	2.2	2.6	2.7	2.7	2.0	2.3	2.1	2.3	2.2
Public Administration and Safety duration (yrs.)	1.3	2.1	2.7	3.4	2.8	3.0	3.2	2.5	3.0	2.7	2.9
Public Administration and Safety employees ('000)	31.8	1.0	1.9	1.4	0.6	3.4	118.7	10.3	41.1	0.3	210.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	10	90	9	144	37	18	62	22	22	0	414
Education and Training AAWI (%)	2.9	2.6	2.8	2.5	2.2	2.0	2.5	2.0	2.7	*	2.5
Education and Training duration (yrs.)	2.1	3.0	2.6	2.6	2.5	2.8	3.4	2.6	2.8	0.0	3.1
Education and Training employees ('000)	2.3	19.7	0.9	42.1	6.6	1.9	114.7	3.0	17.5	0.0	208.7
Health Care and Social Assistance agreements	6	97	19	65	68	34	194	51	57	0	591
Health Care and Social Assistance AAWI (%)	2.8	2.2	2.5	2.2	2.8	2.8	2.6	1.8	2.4	*	2.5
Health Care and Social Assistance duration (yrs.)	2.6	2.3	3.2	2.7	2.4	2.9	2.7	2.1	2.6	0.0	2.6
Health Care and Social Assistance employees ('000)	0.2	27.3	1.6	16.9	10.7	4.9	199.9	20.8	41.8	0.0	324.0
Arts and Recreation Services agreements	1	19	1	25	6	3	36	5	8	0	104
Arts and Recreation Services AAWI (%)	*	3.4	2.1	3.0	3.2	2.9	2.4	2.5	2.3	*	2.7
Arts and Recreation Services duration (yrs.)	3.6	2.6	2.8	3.1	2.0	1.8	2.9	2.6	3.3	0.0	2.8
Arts and Recreation Services employees ('000)	0.5	5.2	0.4	4.2	1.2	0.4	8.6	3.9	1.4	0.0	25.8
Other Services agreements	5	37	1	23	12	2	53	20	42	0	195
Other Services AAWI (%)	3.2	2.5	1.2	2.6	3.3	2.2	2.5	2.4	2.4	*	2.5
Other Services duration (yrs.)	2.8	3.0	4.0	2.9	3.1	3.6	2.9	3.3	3.1	0.0	3.1
Other Services employees ('000)	0.1	1.6	0.0	1.5	1.7	0.1	3.8	2.7	6.1	0.0	17.5
All sector agreements	125	2,049	109	1,610	535	259	3,449	886	1,932	6	10,960
All sectors AAWI (%)	2.8	2.8	2.3	2.7	2.5	2.9	2.6	2.1	2.6	2.2	2.6
All sectors duration (yrs.)	1.5	2.9	3.2	2.9	2.8	2.9	3.0	2.9	3.3	2.8	3.0
All sectors employees ('000)	37.8	162.0	8.4	153.4	44.2	23.0	580.5	88.0	626.0	0.4	1,723.6

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: Of the 134 Agriculture, Forestry and Fishing agreements current as at 30 September 2022, 23 operate solely in New South Wales. These agreements cover 2,300 employees, their AAWI is 2.2 per cent and their average duration is 3.6 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

Data presented in the *Trends in Federal Enterprise Bargaining report* (Trends) are drawn from the Workplace Agreements Database (WAD), which is maintained by the Employment Conditions Division of the Department of Employment and Workplace Relations. The WAD contains information on all known federal enterprise agreements that have operated since the introduction of the Enterprise Bargaining Principle in October 1991 and that have been subsequently provided to the Department. The WAD covers general details (such as sector, ANZSIC, duration, employees covered), wage details (quantum and timing of increases) and a range of employment conditions.

Agreements included in the WAD

The following agreements are included in the WAD and thus in Trends:

- For agreements made under the *Fair Work Act 2009* or before the Work Choices amendments to the *Workplace Relations Act 2006* (WR Act), those that have been certified by the Australian Industrial Relations Commission or approved by the Fair Work Commission (FWC).
- For agreements made under the Work Choices amendments but before the introduction of the Fairness Test, those that were lodged with the Office of the Employment Advocate (OEA).
- For agreements made under the fairness test, those that were lodged with the Workplace Authority. However, agreements were subsequently deleted and do not appear in the data if they ceased to operate because they did not pass the fairness test.
- For agreements made under the Transition to Forward with Fairness amendments to the WR Act, union collective and employee collective agreements that were approved by the Workplace Authority. Union Greenfields and employer Greenfields were included when they were lodged, but were deleted if they ceased to operate because they did not pass the no-disadvantage test.

Wider context for Trends data

About one third of all employees in the Australian labour market (as measured by the ABS 2018 *Employee Earnings and Hours* survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

Technical Notes Table - Instrument providing rate of pay for all employees, 2010-2018

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	31.5 (across all collective agreements)*
Collective Agreement (State Registered)	11.9	9.8	8.6		7.4	
Collective Agreement (Unregistered)	0.1	0.2	0.2		0.0	
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data – all employees. Please note that this is not intended to be analysed as a time series.

Note: This table has been revised to include managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports.

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

Field	Description
All Industries	Total number of agreements for a given quarter
AAWI (%)	Average Annualised Wage Increase for the quarter
Duration (yrs.)	Average formal duration per employee for the quarter
Employees ('000)	Estimated total number of employees covered by the number of agreements in the first row

It is important to note that not all agreements contain quantifiable wage increases and in most cases the AAWI is not derived from the total number of agreements shown in the first row or the total number of employees shown in the fourth row. A more detailed explanation of why this is the case is provided below under **Average annualised wage increases**.

Employee coverage

Information on the number of employees covered by an agreement is drawn from the information provided to FWC (Fair Work Commission), the Workplace Authority or the AIRC (Australian Industrial Relations Commission) by the employer who lodges the agreement.

In the Trends data, the number of employees covered by agreements is presented as an estimated figure, as employee coverage figures are not always provided when an agreement is lodged.

Where an agreement's employee coverage is not known and the agreement replaces an earlier agreement where employee coverage is known, the employee coverage of the earlier agreement is used. For those agreements still lacking employee coverage a 'modified mean' is used to estimate employee coverage. The modified mean is generated for each industry group by current quarter removing the largest 5% and smallest 5% of agreements and then calculating the mean of the remainder.

As the number of employees covered by an enterprise agreement frequently changes during the life of an agreement due to workforce fluctuations, the total number of employees covered is not necessarily indicative of the total current coverage of enterprise agreements.

Duration of agreements

'Formal duration' is the period from certification to expiry in years.

The 'effective duration' of each agreement is used to calculate AAWI rather than formal duration (that is, the period from certification to expiry). The effective duration of a wage agreement is the difference in years between: certification, commencement or the date of the first wage increase (whichever is earliest) and expiry date or the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase). Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

Though the effective duration is used for AAWI calculations, where duration is mentioned in the tables of the *Trends* report, the 'formal duration' of the relevant agreements is used.

Average annualised wage increases

Estimates of average wage increases are calculated for those federal enterprise agreements that provide quantifiable wage increases over the life of the agreement. Enterprise agreements for which average percentage wage increases could not be quantified (e.g. those with inconsistent increases) are excluded from these estimates.

AAWI data examines only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separate to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)). For agreements with quantifiable wage increases, the average annualised wage increase (AAWI) per agreement is calculated using the following formula:

$$100 \times \left\{ \left[\prod_{i=1}^N (1 + r_i) \right]^{\frac{1}{d}} - 1 \right\}$$

r_i = % increases of the i^{th} time*

N = the number of increases over the life of the agreement

d = the effective duration of the agreement in years

*(Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE), drawn from [ABS, 6302.0 - Average Weekly Earnings, Australia](#)) for the relevant ANZSIC industry division and quarter)

AAWI per agreement provides only a simple unweighted average and tends to overstate the average wage increase received by employees. For this reason Trends reports the AAWI per employee, which is calculated by weighting AAWI per agreement by the number of employees covered by that agreement.

The “all current wage” estimates are the AAWI per employee for all quantifiable federal wage agreements that are current on the last day of the quarter. Current agreements are those agreements that have been approved and have commenced, but have not been terminated, have not nominally expired and have not been replaced at a given point in time. An agreement is deemed to be current on its nominal expiry date.

Estimates of AAWI generally exclude increases paid in the form of conditional performance pay, one-off bonuses, profit sharing or share acquisition, as these data cannot readily be either quantified or annualised.

Alternative AAWI data – Fair Work Commission

We note that the Fair Work Commission (FWC) has recently begun publishing [fortnightly AAWI series on lodged agreements](#). There are some key differences in methodology between FWC data and the AAWI data reported on in Trends:

- The FWC is reporting upon all agreements *lodged*, whereas Trends data considers only those agreements which have been *approved*. As a result, the FWC data does not use approval or commencement date for the calculation of AAWI, nor does it take any undertakings affecting wage rates into consideration. The FWC data would also therefore include enterprise agreements which are subsequently rejected or withdrawn.
- The FWC data does not include any greenfields agreements.
- The FWC data does not take into account any agreements which offer flat dollar rate increases instead of percentage wage increases.

Australian and New Zealand Standard Industrial Classification (ANZSIC)

From the September quarter 2009, Trends uses ANZSIC 2006 divisions for data presented by industry, while previous releases used ANZSIC 1993 divisions. This change followed the use of ANZSIC 2006 divisions in the August 2009 Average Weekly Earnings survey released by the ABS, from which data about AWOTE are drawn for use in calculating AAWIs.

From the September quarter 2009, historical industry data contained in the Trends report have also been produced using ANZSIC 2006 divisions.

Union Coverage

Care should be taken when analysing data in tables 13 and 14, in comparing agreements that cover a union and those that do not.

Data about unions covered by agreements made under the *Fair Work Act 2009* may not provide an accurate reflection of union involvement in bargaining for agreements. Under the *Fair Work Act 2009* it is possible for a union to have been involved in bargaining for an agreement and then not be covered by the approved agreement. It is also possible for a union to be covered by an agreement because they were a bargaining representative, even if they did not take an active role in the negotiations.

Further, data about non-Greenfields agreements made under the *Fair Work Act 2009* that cover a union cannot be directly compared with data about union collective agreements or s.170LJ agreements made under the *Workplace Relations Act 1996*, which had to be made with a union. While a union may be a bargaining representative, there is no imperative under the *Fair Work Act 2009* for agreements (other than Greenfields agreements) to be made with a union.

Non-quantifiable wage increases

Wage increases are only recorded in the WAD if the same percentage wage increase that applies to all employees covered by the agreement can be quantified. There are many reasons why wage increases provided for in federal enterprise agreements may not be quantifiable. The list of reasons recorded in the WAD about why wage increases cannot be quantified is as follows:

Reason	Definition
Inconsistent Increase	Percentage wage increases vary between classifications in the agreement.
Performance Linked	Wage increases are awarded only if certain productivity improvements are made, or if wage increases are dependent upon individual or company performance.
Linked to CPI	Wage increases in the agreement are linked to future CPI movements and cannot be quantified at the time of calculating the AAWIs in this report.
Linked to Minimum Wages	Wage increases in the agreement are linked to future minimum wage or award wage increase decisions and cannot be quantified at the time of calculating the AAWIs in this report.
Other Reason	Wage increases cannot be quantified due to a reason not elsewhere classified.

Types of Enterprise Agreements

Trends in Federal Enterprise Bargaining tables 5, 6 and 12 include information about collective agreements broken down by the type of agreement, as determined by the relevant legislation. The following list shows the types of enterprise agreements available under the legislation included in this report.

Enterprise agreements made under the *Fair Work Act 2009*:

- Single enterprise non-Greenfields
- Single enterprise Greenfields
- Multi-enterprise non-Greenfields
- Multi-enterprise Greenfields

Of note, under section 172 of the *Fair Work Act 2009* the primary division between types of agreements is whether they cover a single or multiple enterprises. The secondary division under the Act is whether or not the agreement is a Greenfields agreement, that is, it is made to cover a genuine new enterprise or an undertaking for which no persons have yet been employed who will be covered by the agreement.