



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

September Quarter 2023

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

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the September quarter 2023	4
Table 2: Average Annualised Wage Increases for agreements current on 30 September 2023	4
Table 3: Agreements approved in the quarter, by sector	16
Table 4: Agreements current on the last day of the quarter, by sector	17
Table 5: Agreements approved in the quarter, by agreement type	18
Table 6: Agreements current on the last day of the quarter, by agreement type	19
Table 7: Agreements approved in the quarter, by ANZSIC Division	20
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	23
Table 9: Agreements by ANZSIC Division, expiring by quarter	26
Table 10: Agreements approved in the quarter, by state	29
Table 11: Agreements current on the last day of the quarter, by state	31
Table 12a: Agreements approved in the quarter – non-quantifiable wage increases, by reason	33
Table 12b: Agreements approved in the quarter – quantifiable wage increases	36
Table 13: Agreements approved in the quarter by union coverage	37
Table 14: Agreements current on the last day of the quarter by union coverage	38
Table 15: Agreements approved in the September quarter 2023 covering 2,000 employees or more	39
Table 16: Agreements approved in the September quarter 2023 by state and ANZSIC division	41
Table 17: Agreements current on the last day of the September quarter 2023 by state and ANZSIC division	44
Trends Technical Notes	47

Further Information

[Trends in Federal Enterprise Bargaining](https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining) is available online at:

<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

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@dewr.gov.au

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Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the September quarter 2023 which contained quantifiable wage increases (859 agreements)

Enterprise agreements approved in the quarter	June quarter 2023 (%)	September quarter 2023 (%)	Change (% Points)
All sectors	3.8	4.1	0.3
Private sector	3.9	3.9	0.1
Public sector	3.7	4.4	0.7

Table 2 - Average Annualised Wage Increases for agreements current on 30 September 2023 which contained quantifiable wage increases (7,480 agreements)

All current enterprise agreements	June quarter 2023 (%)	September quarter 2023 (%)	Change (% Points)
All sectors	2.8	3.0	0.2
Private sector	3.0	3.1	0.1
Public sector	2.5	2.8	0.3

Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements September quarter 2023 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the September quarter 2023 was 4.1 per cent. This is up from 3.8 per cent in the June quarter 2023, up from 2.6 per cent in the September quarter 2022 and up from the historic low of 2.2 per cent in the December quarter 2020.¹

For the September quarter 2023, the calculated AAWI of 4.1 per cent is based on 859 agreements, covering 181,900 employees with quantifiable wage increases. This was 80.1 per cent of the 1,072 agreements approved in the quarter, covering 61.5 per cent of the 295,600 employees on those 1,072 agreements.²

For the 7,480 enterprise agreements (covering 1,315,236 employees) current as at 30 September 2023 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.0 per cent, up from 2.8 per cent in the June quarter 2023 and up from 2.6 per cent in the September quarter 2022.

2. Federal enterprise agreements – proportion of employees covered

Federal and state enterprise agreements covered 35.1 per cent (rounded) of all Australian employees in May 2021 (latest available data).³

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018 (latest available data).⁴

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

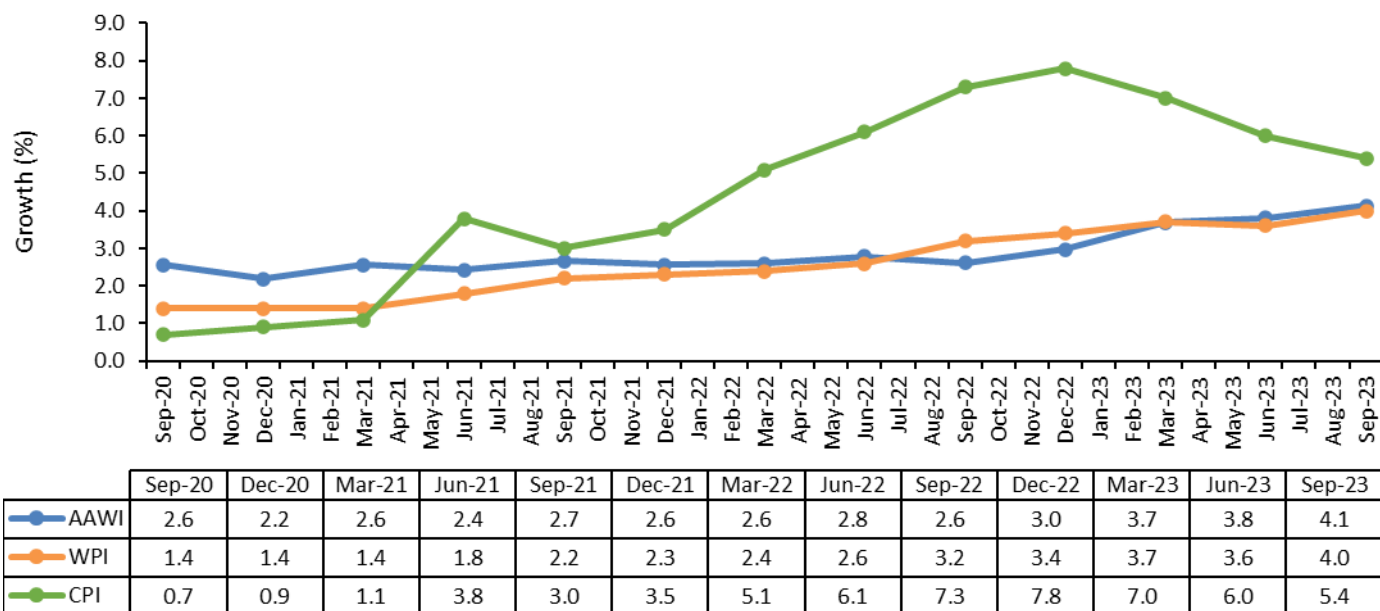
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; inconsistent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

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2021. Detailed breakdowns by state- and federal-registered agreements for the May 2021 data are not available.

⁴ ABS, *Employee Earnings and Hours*, Australia, May 2018.

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 2020 to September quarter 2023



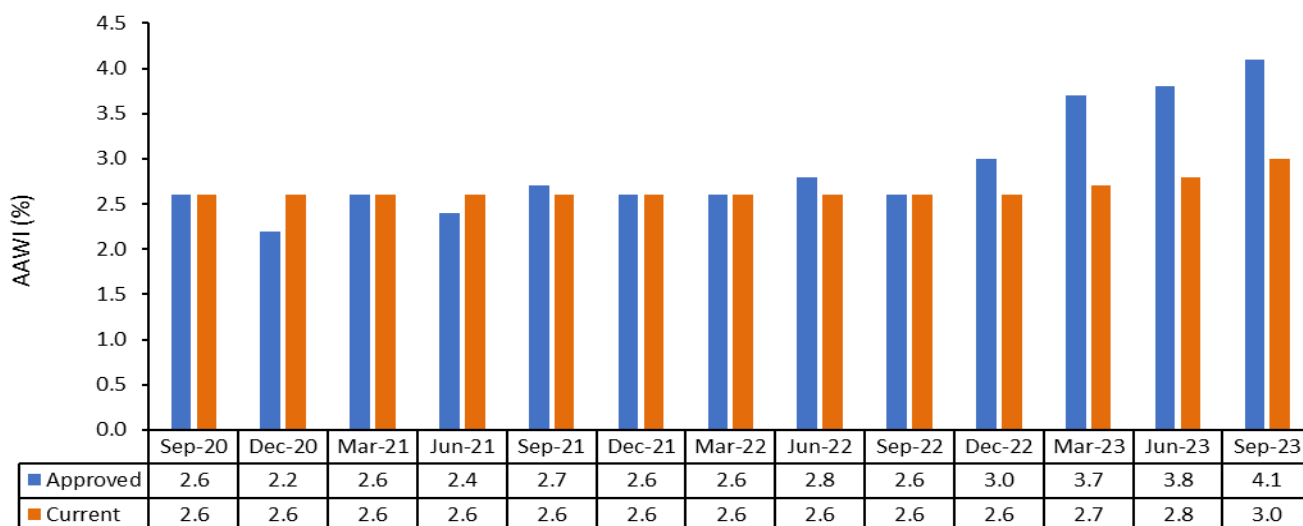
Source: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Wage Price Index, Australia*, September 2023; ABS, *Consumer Price Index, Australia*, September 2023.

Notes: Trimmed mean inflation, while not included in Chart 1, excludes irregular or temporary 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 5.2 per cent over the year to the September quarter 2023, down from 5.9 per cent over the year to the June quarter 2023.

4. AAWI - agreements approved in the September quarter 2023 and agreements current as at 30 September 2023 - Tables 3, 4, 7 and 8 in Trends report

Chart 2 shows AAWI results for agreements approved in each quarter since the September quarter 2020, and the AAWI for all agreements current at the end of each quarter.

Chart 2 – AAWI for approved and current agreements - September quarter 2020 to September quarter 2023



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

Approved agreements

There were 1,072 agreements approved in the September quarter 2023, of which 859 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2023 was 4.1 per cent, up from 3.8 per cent in the June quarter 2023, and up from 2.6 per cent in the September quarter 2022.

The industries with the highest AAWIs were Professional, Scientific and Technical Services (4.7 per cent), Construction (4.6 per cent) and Arts and Recreation Services agreements (4.4 per cent).

The industries with the lowest AAWIs were Retail Trade (2.4 per cent), Agriculture, Forestry and Fishing (3.3 per cent) and Other Services agreements (3.4 per cent).

Current agreements

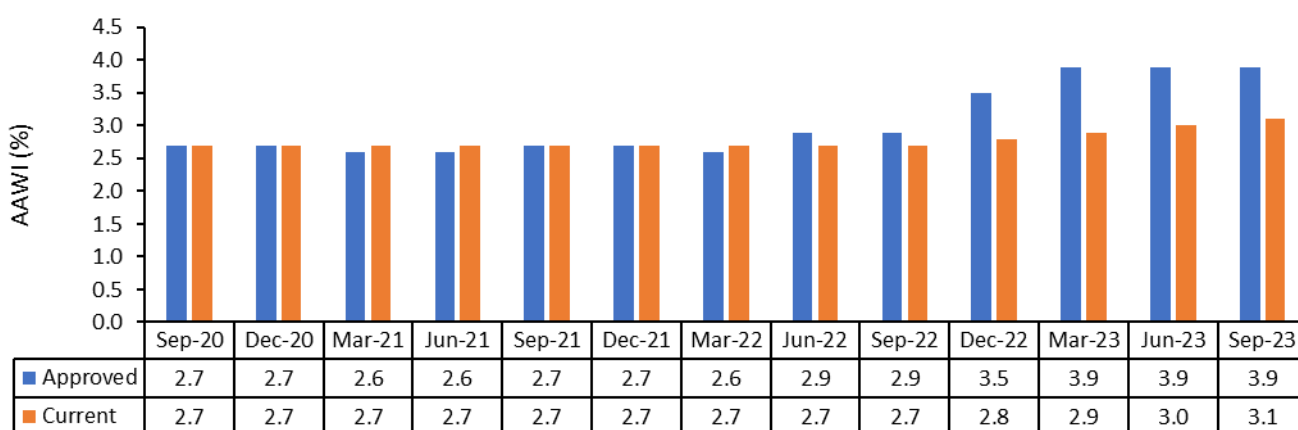
There were 9,797 agreements current as at 30 September 2023, of which 7,480 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 September 2023 was 3.0 per cent, up from 2.8 per cent in the June quarter 2023, and up from 2.6 per cent in the September quarter 2022.

5. Private sector wages growth – September quarter 2023 - Table 3 and 4 in Trends report

Chart 3 shows the AAWI results for private sector agreements approved in each quarter since the September quarter 2020, and the AAWI for private sector agreements current as at the end of each quarter.

Chart 3 – Private sector AAWI – approved and current agreements – September quarter 2020 to September quarter 2023



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

The AAWI for private sector enterprise agreements approved in the September quarter 2023 was 3.9 per cent, unchanged from 3.9 per cent in the June quarter 2023, and up from 2.9 per cent in the September quarter 2022.

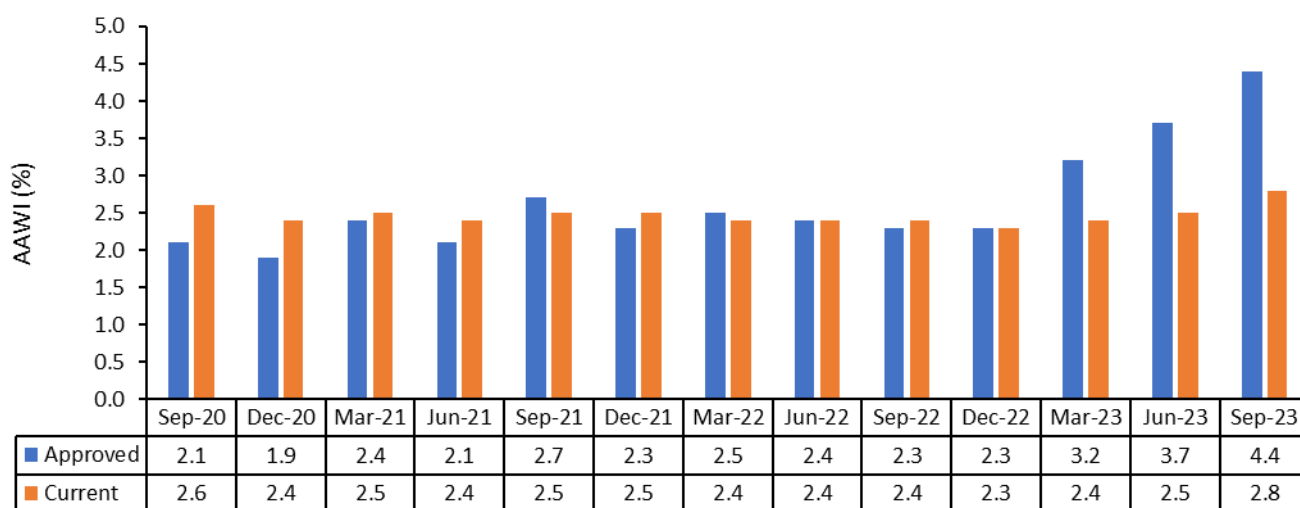
Large quantifiable private sector agreements approved in the September quarter 2023 include:

- *Catholic Education Multi-Enterprise Agreement 2022: Diocese of Ballarat, Diocese of Sandhurst, Archdiocese of Melbourne and Lavalla Catholic College, Traralgon* (30,333 employees), with an AAWI of 3.4 per cent;
- *RAMSAY HEALTH CARE QUEENSLAND NURSES AND MIDWIVES ENTERPRISE AGREEMENT 2023-2025* (5,893 employees), with an AAWI of 4.8 per cent; and
- *Mater Nursing and Midwifery Enterprise Agreement 2022 – 2025* (4,973 employees), with an AAWI of 3.7 per cent.

6. Public sector wages growth – September quarter 2023 - Tables 3 and 4 in Trends report

Chart 4 shows the AAWI results for public sector agreements approved in each quarter since the September quarter 2020, and the AAWI for public sector agreements current as at the end of each quarter.

Chart 4 – Public sector AAWI – approved and current agreements – September quarter 2020 to September quarter 2023



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

The AAWI for public sector enterprise agreements approved in the September quarter 2023 was 4.4 per cent, up from 3.7 per cent in the June quarter 2023 and up from 2.3 per cent in the September quarter 2022.

Large quantifiable public sector agreements approved in the September quarter 2023 include:

- *The University of Sydney Enterprise Agreement 2023-2026* (14,019 employees), with an AAWI of 4.6 per cent;
- *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2023–2026* (10,854 employees), with an AAWI of 3.5 per cent; and
- *University of Adelaide Enterprise Agreement 2023 - 2025* (6,609 employees), with an AAWI of 5.7 per cent.

7. State/Territory wages growth – September quarter 2023 - Table 10 in Trends report

Chart 5 shows the AAWI results for approved agreements for each state and territory.

Chart 5 – AAWI for approved agreements by State/Territory – September quarter 2023



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

AAWI results for agreements approved in the September quarter 2023 were highest in Tasmania which had an AAWI of 5.8 per cent.

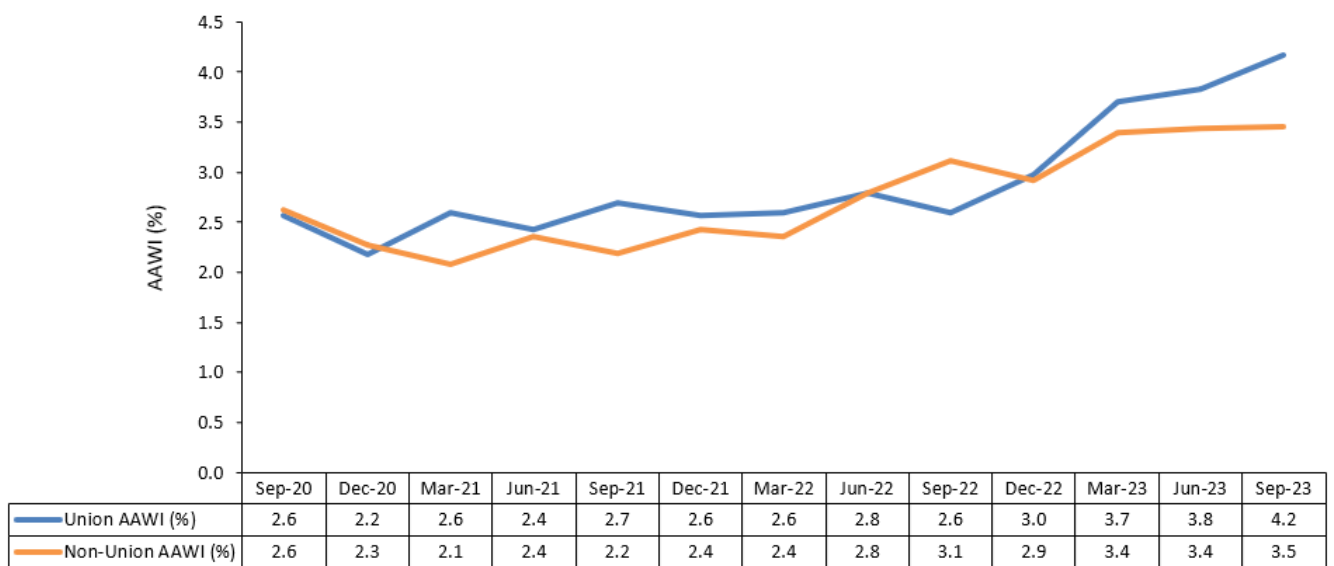
Agreements approved in the September quarter 2023 in Victoria had the lowest AAWI of 3.4 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered⁵ – September quarter 2023 – Table 13 in Trends report

Agreements approved in the September quarter 2023 that formally covered unions had a combined AAWI of 4.2 per cent, up from 3.8 per cent in the June quarter 2023 and up from 2.6 per cent in the September quarter 2022.

Agreements approved in the September quarter 2023 with no unions formally covered had a combined AAWI of 3.5 per cent, up from 3.4 per cent in the June quarter 2023 and up from 3.1 per cent in the September quarter 2022.

Chart 6 – Union and non-union AAWI in approved agreements – September quarter 2020 to September quarter 2023



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

⁵ See Note 4 for more details.

9. Level of agreement making – September quarter 2023 and as at 30 September 2023 – Tables 3 and 4 in Trends report

Approved agreements

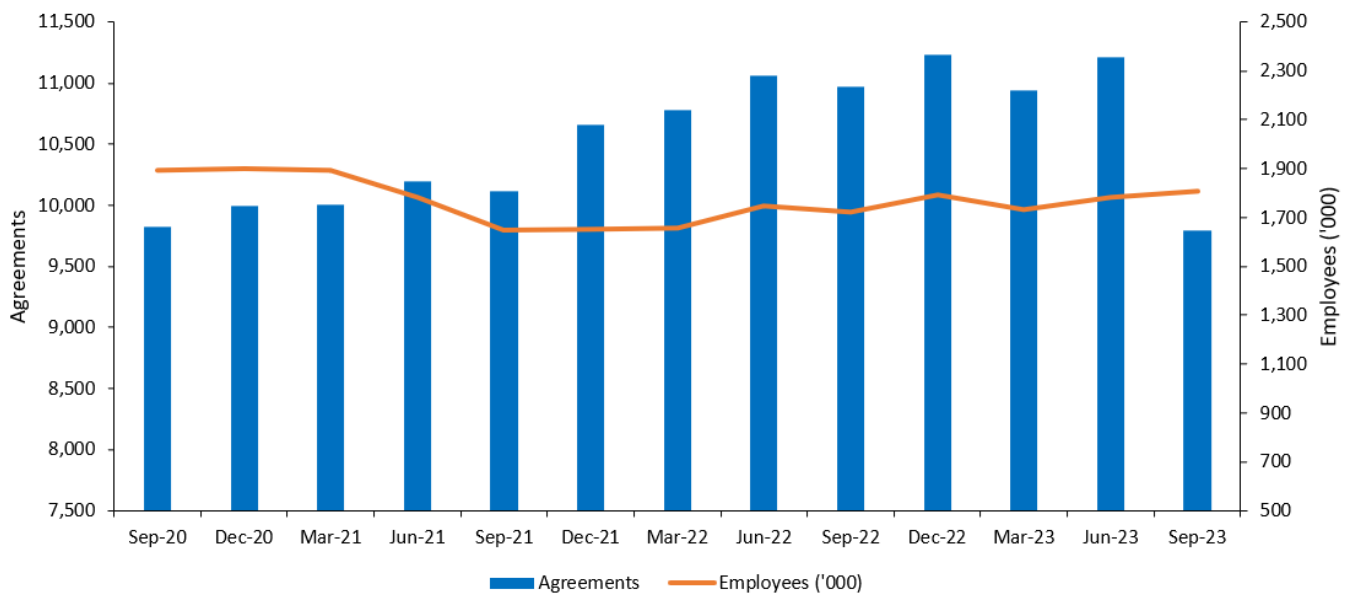
There were 1,072 agreements (covering 295,600 employees) approved in the September quarter 2023, up from 938 agreements (covering 136,200 employees) in the June quarter 2023 and down from 1,088 agreements (covering 213,700 employees) in the September quarter 2022.

Current agreements

Chart 7 shows there were 9,797 current (not expired or terminated) agreements as at 30 September 2023. This is down from 11,207 agreements current as at 30 June 2023 and down from 10,966 agreements current at 30 September 2022.

The September quarter 2023 employee coverage of 1.81 million is up from the 1.78 million employees covered as at 30 June 2023 and is higher than the 1.72 million employees as at 30 September 2022. It is the highest number of employees covered since the March quarter 2021.

Chart 7 – Current agreements and employee coverage – September quarter 2020 to September quarter 2023

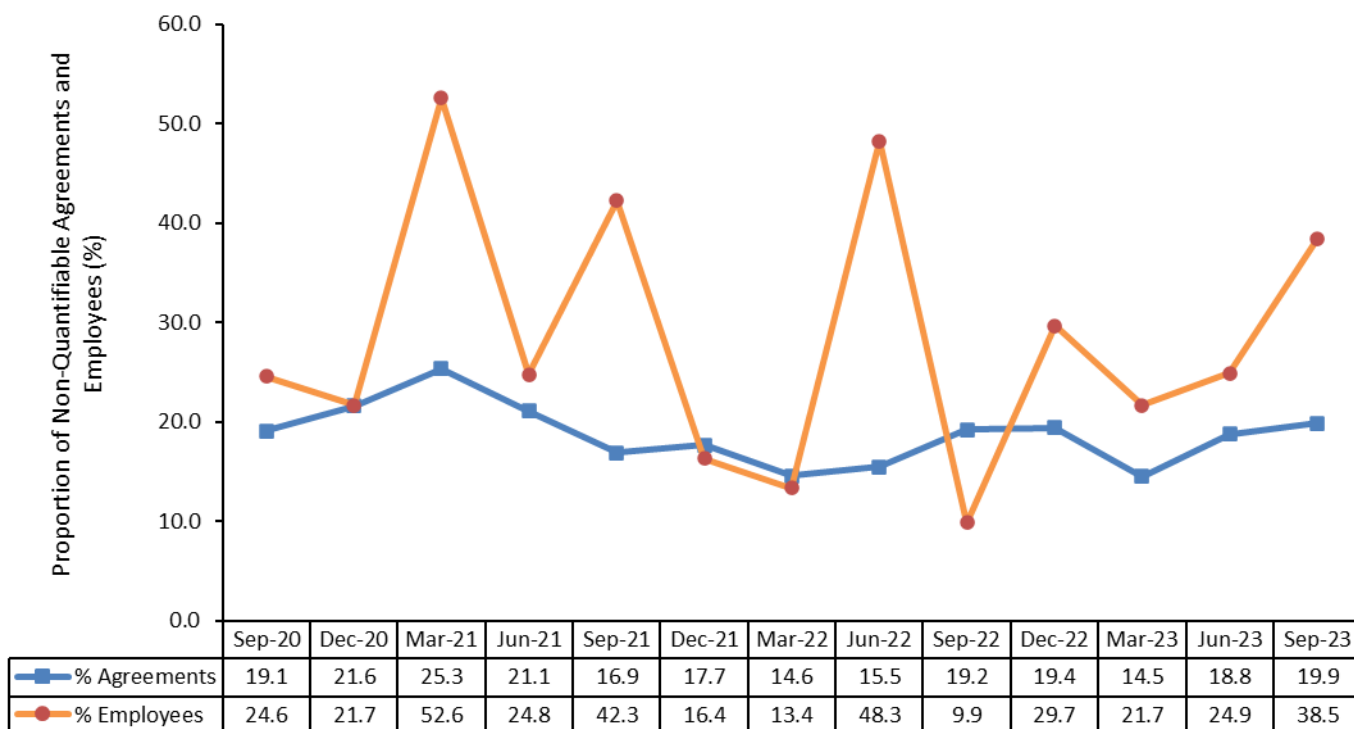


Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

10. Non-quantifiable agreements⁶ – September quarter 2023 – Table 12a in Trends report

Chart 8 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 fluctuating levels of employee coverage across agreements with non-quantifiable wage increases being approved in some quarters but not others.

Chart 8 – Non-quantifiable agreements, proportion of approved agreements and employees covered – September quarter 2020 to September quarter 2023



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

Nearly 20 percent (19.9 per cent) of agreements approved in the September quarter 2023, covering 38.5 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 one in which wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

In the September quarter 2023, the two largest approved agreements that did not have quantifiable wage increases were:

- *BUNNINGS RETAIL ENTERPRISE AGREEMENT 2023* (45,484 employees):
 - Inconsistent Increase
- *The University of Sydney Enterprise Agreement 2023-2026* (14,019 employees):
 - Inconsistent Increase.

⁶ See Trends Technical notes for more information on why an agreement is non-quantifiable.

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 does not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the September quarter 2023, the calculated AAWI of 4.1 per cent is based on 859 agreements, covering 181,900 employees (that is, 80.1 per cent of the 1,072 agreements approved in the quarter, covering 61.5 per cent of the total 295,600 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 213 agreements (19.9 per cent of the total 1,072 agreements) covering 114,000 employees (38.5 per cent of the total 295,600 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, or increases were based on individual performance or business unit performance. Refer to Table 12a 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 Employee Earnings and Hours 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: ABS, *Employee Earnings and Hours* (May 2010, May 2012, May 2014, May 2016, May 2018 and 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.

* 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.

Notes:

1. This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *Employee Earnings and Hours*. Disaggregation of revised 2016 data is not available.
2. This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The 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 2020 – September quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Public sector agreements	27	32	15	30	42	70	70	36	42	51	34	25	43
Public sector AAWI (%)	2.1	1.9	2.4	2.1	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.7	4.4
Public sector duration (yrs.)	2.4	2.9	2.3	1.2	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5
Public sector employees ('000)	13.0	88.8	3.7	27.7	46.8	44.7	120.3	21.7	103.2	70.0	33.4	33.5	83.6
Private sector agreements	689	815	865	1,035	1,229	1,077	939	907	1,046	1,075	807	913	1,029
Private sector AAWI (%)	2.7	2.7	2.6	2.6	2.7	2.7	2.6	2.9	2.9	3.5	3.9	3.9	3.9
Private sector duration (yrs.)	2.5	2.5	2.1	2.7	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7
Private sector employees ('000)	47.7	85.9	112.3	72.4	133.6	105.4	126.7	133.1	110.5	152.1	101.0	102.7	212.0
All sector agreements	716	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072
All sectors AAWI (%)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1
All sectors duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6
All sectors employees ('000)	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6

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: 43 public sector agreements were approved in the September quarter 2023, covering 83,600 employees. Their AAWI was 4.4 per cent and the average duration was 2.5 years.

Table 4 - Agreements current on the last day of the quarter by sector (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Public sector agreements	506	493	472	471	409	427	435	452	393	406	416	429	396
Public sector AAWI (%)	2.6	2.4	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8
Public sector duration (yrs.)	3.1	3.0	3.0	2.8	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8
Public sector employees ('000)	651.3	655.1	627.8	544.2	425.6	410.4	437.2	465.4	479.7	505.7	520.9	546.3	597.6
Private sector agreements	9,319	9,504	9,533	9,724	9,710	10,227	10,346	10,607	10,573	10,824	10,528	10,778	9,401
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1
Private sector duration (yrs.)	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9
Private sector employees ('000)	1,243.4	1,246.0	1,264.3	1,238.9	1,222.1	1,242.3	1,220.8	1,279.7	1,244.3	1,285.8	1,208.8	1,235.6	1,208.0
All sector agreements	9,825	9,997	10,005	10,195	10,119	10,654	10,781	11,059	10,966	11,230	10,944	11,207	9,797
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
All sectors duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9
All sectors employees ('000)	1,894.6	1,901.1	1,892.2	1,783.1	1,647.7	1,652.7	1,658.0	1,745.1	1,724.1	1,791.4	1,729.8	1,781.9	1,805.6

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: 396 public sector agreements were current as at 30 September 2023, covering 597,600 employees. Their AAWI was 2.8 per cent and the average duration was 2.8 years.

Table 5 - Agreements approved in the quarter by agreement type (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	1	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	3.0	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	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	3	6	3	1	1	7	12	7	7	3	1	3	5
Multi-enterprise non-Greenfields AAWI (%)	2.4	2.5	2.1	*	*	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4
Multi-enterprise non-Greenfields duration (yrs.)	1.6	2.1	2.6	3.4	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3
Multi-enterprise non-Greenfields employees ('000)	1.2	5.1	1.1	1.2	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.5
Single-enterprise Greenfields agreements	69	71	73	92	96	90	89	104	65	61	59	67	65
Single-enterprise Greenfields AAWI (%)	3.5	2.2	4.0	4.4	4.3	3.4	3.9	3.6	3.7	3.1	2.6	3.1	3.5
Single-enterprise Greenfields duration (yrs.)	3.0	2.3	2.1	1.8	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3
Single-enterprise Greenfields employees ('000)	2.1	3.6	2.3	2.6	2.1	4.0	3.4	3.2	1.6	2.9	2.4	2.5	2.1
Single-enterprise non-Greenfields agreements	644	770	804	972	1,174	1,050	908	832	1,016	1,061	781	868	1,002
Single-enterprise non-Greenfields AAWI (%)	2.5	2.2	2.5	2.4	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3
Single-enterprise non-Greenfields duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7
Single-enterprise non-Greenfields employees ('000)	57.4	166.1	112.7	96.2	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0
All agreements	716	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072
All AAWI (%)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1
All duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6
All employees ('000)	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6

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: 5 multi-enterprise non-Greenfields agreements were approved in the September quarter 2023, covering 36,500 employees. The AAWI was 3.4 per cent and the duration was 2.3 years.

Table 6 - Agreements current on the last day of the quarter by agreement type (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	1	1	1	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	3.0	3.0	3.0	3.0
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	4.0	4.0	4.0
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	56	58	48	47	41	48	48	51	50	51	48	47	45
Multi-enterprise non-Greenfields AAWI (%)	3.1	3.1	3.4	3.7	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1
Multi-enterprise non-Greenfields duration (yrs.)	2.9	2.9	2.5	2.9	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6
Multi-enterprise non-Greenfields employees ('000)	83.5	82.1	58.4	32.2	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.0
Single-enterprise Greenfields agreements	404	461	503	551	611	693	746	828	845	663	575	624	547
Single-enterprise Greenfields AAWI (%)	2.7	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.4	3.0	2.8	2.9	3.0
Single-enterprise Greenfields duration (yrs.)	3.3	3.1	3.1	3.1	3.0	2.9	2.9	2.7	2.7	2.8	2.8	2.8	2.9
Single-enterprise Greenfields employees ('000)	20.3	23.5	23.5	24.2	24.1	27.6	28.1	30.1	27.8	26.4	24.8	25.3	23.1
Single-enterprise non-Greenfields agreements	9,365	9,478	9,454	9,597	9,467	9,913	9,987	10,180	10,071	10,515	10,320	10,535	9,204
Single-enterprise non-Greenfields AAWI (%)	2.6	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8	2.9
Single-enterprise non-Greenfields duration (yrs.)	3.1	3.0	3.0	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9
Single-enterprise non-Greenfields employees ('000)	1,790.8	1,795.4	1,810.2	1,726.7	1,595.9	1,595.4	1,579.5	1,664.5	1,645.5	1,718.8	1,663.2	1,714.8	1,706.5
All agreements	9,825	9,997	10,005	10,195	10,119	10,654	10,781	11,059	10,966	11,230	10,944	11,207	9,797
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
All duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9
All employees ('000)	1,894.6	1,901.1	1,892.2	1,783.1	1,647.7	1,652.7	1,658.0	1,745.1	1,724.1	1,791.4	1,729.8	1,781.9	1,805.6

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: 45 multi-enterprise non-Greenfields agreements were current as at 30 September 2023, covering 76,000 employees. Their AAWI was 3.1 per cent and the average duration was 2.6 years.

Table 7 - Agreements approved in the quarter by ANZSIC Division (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Agriculture, Forestry and Fishing agreements	12	5	3	10	8	11	4	3	14	9	5	14	11
Agriculture, Forestry and Fishing AAWI (%)	2.5	1.9	2.4	2.2	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3
Agriculture, Forestry and Fishing duration (yrs.)	3.3	2.9	2.3	3.1	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6
Agriculture, Forestry and Fishing employees ('000)	0.3	0.2	0.4	0.8	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5	0.9
Mining agreements	14	20	25	37	38	24	24	40	36	37	28	46	39
Mining AAWI (%)	2.2	2.0	2.0	2.3	1.9	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5
Mining duration (yrs.)	3.0	3.2	3.5	3.5	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4
Mining employees ('000)	0.9	2.3	3.7	6.4	4.7	2.3	1.9	4.9	4.9	4.0	8.0	4.5	4.3
Manufacturing agreements	111	148	135	153	180	198	186	167	224	202	188	156	202
Manufacturing AAWI (%)	2.3	2.2	2.2	2.4	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1
Manufacturing duration (yrs.)	2.5	2.2	2.5	2.7	2.7	2.8	2.4	2.6	2.9	2.6	2.8	2.7	2.9
Manufacturing employees ('000)	7.4	9.4	10.2	10.2	11.4	15.7	15.3	13.8	18.8	17.6	18.2	11.4	13.9
Non-Metal Manufacturing agreements	78	96	87	109	120	125	125	114	142	139	152	108	134
Non-Metal Manufacturing AAWI (%)	2.2	2.2	2.2	2.4	2.3	2.4	2.7	2.8	3.4	3.7	3.6	4.2	4.1
Non-Metal Manufacturing duration (yrs.)	2.6	2.2	2.7	2.7	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9
Non-Metal Manufacturing employees ('000)	5.5	6.9	6.6	6.9	7.9	9.4	10.9	8.7	12.0	12.8	15.4	6.6	9.7
Metal Manufacturing agreements	33	52	48	44	60	73	61	53	82	63	36	48	68
Metal Manufacturing AAWI (%)	2.6	2.2	2.2	2.3	2.4	2.7	2.9	3.1	3.5	3.8	4.1	4.1	4.0
Metal Manufacturing duration (yrs.)	2.3	2.1	2.1	2.7	2.5	2.7	2.4	2.4	2.8	2.6	2.9	2.6	2.7
Metal Manufacturing employees ('000)	1.9	2.6	3.5	3.3	3.6	6.3	4.4	5.1	6.8	4.8	2.8	4.9	4.1
Electricity, Gas, Water and Waste Services agreements	26	31	24	37	37	41	36	27	33	41	35	22	36
Electricity, Gas, Water and Waste Services AAWI (%)	1.9	2.8	3.4	1.3	2.1	2.8	2.5	2.8	3.0	3.6	3.7	4.2	4.4
Electricity, Gas, Water and Waste Services duration (yrs.)	2.2	3.0	2.1	1.8	2.4	2.1	2.4	2.2	2.3	1.7	2.2	1.6	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	4.3	11.5	1.2	7.2	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9
Construction agreements	306	347	404	531	684	458	367	403	371	362	256	339	380
Construction AAWI (%)	3.9	4.0	3.4	3.9	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6
Construction duration (yrs.)	2.7	2.7	2.5	2.4	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9
Construction employees ('000)	6.4	9.9	13.9	11.9	13.4	11.2	8.6	8.1	7.9	7.5	6.4	8.1	10.0
Wholesale Trade agreements	19	13	10	23	30	15	9	10	17	23	12	20	18
Wholesale Trade AAWI (%)	2.5	2.3	2.0	2.1	2.5	2.5	2.8	2.7	3.3	3.5	3.9	3.6	4.1
Wholesale Trade duration (yrs.)	2.5	2.1	2.6	2.7	2.5	2.2	2.6	3.0	2.6	2.8	2.7	2.9	3.5
Wholesale Trade employees ('000)	1.0	0.5	0.3	1.2	1.7	1.0	1.1	0.2	2.0	1.4	0.8	1.1	2.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Retail Trade agreements	6	7	14	6	7	13	7	4	9	20	8	8	14
Retail Trade AAWI (%)	3.5	2.2	2.1	2.4	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4
Retail Trade duration (yrs.)	3.6	3.9	3.6	2.7	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9
Retail Trade employees ('000)	2.7	3.1	8.4	0.7	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3
Accommodation and Food Services agreements	4	8	4	6	13	5	9	6	12	5	5	10	9
Accommodation and Food Services AAWI (%)	1.5	2.5	2.5	1.6	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5
Accommodation and Food Services duration (yrs.)	4.0	3.9	3.9	2.5	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8
Accommodation and Food Services Employees ('000)	3.2	1.8	1.4	1.7	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7
Transport, Postal and Warehousing agreements	83	73	96	82	97	120	101	93	154	146	119	129	130
Transport, Postal and Warehousing AAWI (%)	2.2	2.5	2.6	2.1	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1
Transport, Postal and Warehousing duration (yrs.)	2.6	2.8	2.2	2.6	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0
Transport, Postal and Warehousing employees ('000)	12.4	7.5	10.9	7.9	35.9	10.8	23.6	12.2	15.7	14.9	22.1	17.2	12.1
Information Media and Telecommunications agreements	2	3	4	3	5	8	8	7	11	5	3	3	11
Information Media and Telecommunications AAWI (%)	1.3	1.5	2.4	1.3	2.0	2.1	2.9	2.3	2.5	3.7	2.0	3.6	4.1
Information Media and Telecommunications duration (yrs.)	2.0	0.9	2.9	1.0	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9
Information Media and Telecommunications employees ('000)	0.7	1.2	0.5	0.6	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1
Financial and Insurance Services agreements	3	1	7	4	10	17	3	5	8	10	2	4	6
Financial and Insurance Services AAWI (%)	3.7	*	2.1	2.1	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2
Financial and Insurance Services duration (yrs.)	2.1	2.5	3.0	2.7	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9
Financial and Insurance Services employees ('000)	0.7	0.3	7.0	9.1	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9
Rental, Hiring and Real Estate Services agreements	6	3	4	11	5	3	3	4	4	3	2	3	5
Rental, Hiring and Real Estate Services AAWI (%)	2.3	2.3	2.6	2.5	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6
Rental, Hiring and Real Estate Services duration (yrs.)	3.2	2.7	3.5	3.5	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8
Rental, Hiring and Real Estate Services employees ('000)	0.3	0.1	0.2	0.2	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3
Professional, Scientific and Technical Services agreements	6	10	6	11	13	8	10	6	8	10	10	8	8
Professional, Scientific and Technical Services AAWI (%)	1.7	2.0	1.8	3.0	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7
Professional, Scientific and Technical Services duration (yrs.)	1.0	2.7	2.5	3.2	2.5	2.7	2.6	2.7	2.2	2.6	3.2	3.1	2.4
Professional, Scientific and Technical Services employees ('000)	0.4	6.9	0.2	1.2	1.9	2.7	1.5	0.8	1.5	0.9	0.9	0.3	0.9
Administrative and Support Services agreements	12	11	9	22	20	21	16	14	23	13	4	9	23
Administrative and Support Services AAWI (%)	3.1	2.8	4.0	4.0	4.4	3.8	4.7	3.9	3.3	2.7	4.2	2.8	4.0
Administrative and Support Services duration (yrs.)	3.3	3.4	2.3	2.8	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3	3.2
Administrative and Support Services employees ('000)	0.4	2.0	0.9	1.0	1.2	0.9	1.4	1.0	1.2	0.6	0.5	1.1	2.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Public Administration and Safety agreements	19	30	26	32	38	49	48	26	33	39	22	22	29
Public Administration and Safety AAWI (%)	2.2	2.0	2.4	2.2	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.5	3.5
Public Administration and Safety duration (yrs.)	2.4	3.2	2.6	2.6	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4
Public Administration and Safety employees ('000)	3.5	57.1	4.1	8.3	15.9	23.9	39.4	7.5	12.0	8.5	14.9	9.1	26.9
Education and Training agreements	25	46	38	27	20	40	66	33	40	69	44	37	42
Education and Training AAWI (%)	2.7	1.2	2.2	2.0	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4
Education and Training duration (yrs.)	2.1	1.9	1.2	2.3	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4
Education and Training employees ('000)	2.7	39.7	43.6	3.8	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.4
Health Care and Social Assistance agreements	46	72	49	42	43	78	67	66	58	90	65	87	78
Health Care and Social Assistance AAWI (%)	3.0	2.4	2.3	2.4	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2
Health Care and Social Assistance duration (yrs.)	1.9	2.2	2.2	1.4	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2
Health Care and Social Assistance employees ('000)	12.7	18.7	7.3	25.0	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3
Arts and Recreation Services agreements	5	9	12	11	5	18	15	15	10	12	15	9	9
Arts and Recreation Services AAWI (%)	2.2	1.6	2.4	2.0	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4
Arts and Recreation Services duration (yrs.)	2.3	1.9	1.5	0.9	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7
Arts and Recreation Services employees ('000)	0.4	0.9	1.2	2.0	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5
Other Services agreements	11	10	10	17	18	20	30	14	23	30	18	12	22
Other Services AAWI (%)	2.0	2.7	2.5	2.3	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4
Other Services duration (yrs.)	3.3	2.6	2.0	2.8	2.7	2.7	2.8	3.0	3.1	2.7	1.8	3.1	3.1
Other Services employees ('000)	0.3	1.5	0.7	1.0	1.3	2.9	2.1	0.8	3.6	3.2	2.5	2.0	2.4
All sector agreements	716	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072
All sectors AAWI (%)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1
All sectors duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6
All sectors employees ('000)	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6

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 Metal and non-Metal Manufacturing 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: 11 Agriculture, Forestry and Fishing agreements were approved in the September quarter 2023, covering 900 employees. Their AAWI was 3.3 per cent and the average duration was 3.6 years.

Table 8 - Agreements current on the last day of the quarter by ANZSIC Division (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Agriculture, Forestry and Fishing agreements	173	165	162	164	151	153	150	144	135	140	111	111	107
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.5	2.6	2.7	2.7	2.9
Agriculture, Forestry and Fishing duration (yrs.)	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.0
Agriculture, Forestry and Fishing employees ('000)	14.9	12.5	12.1	12.7	13.3	13.6	13.4	12.8	11.2	11.5	10.5	10.2	8.2
Mining agreements	375	364	357	360	367	368	357	362	369	392	382	390	400
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8
Mining duration (yrs.)	3.4	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5
Mining employees ('000)	48.9	48.4	49.8	49.9	51.0	51.6	50.4	48.8	52.9	54.2	57.3	55.1	55.6
Manufacturing agreements	1,744	1,736	1,735	1,759	1,642	1,727	1,776	1,772	1,765	1,833	1,884	1,902	1,835
Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2
Manufacturing duration (yrs.)	2.9	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	126.9	125.7	125.9	127.5	118.0	126.0	131.6	131.8	133.0	138.8	148.1	147.3	148.1
Non-Metal Manufacturing agreements	1,174	1,159	1,159	1,177	1,108	1,160	1,190	1,187	1,165	1,215	1,271	1,277	1,248
Non-Metal Manufacturing AAWI (%)	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1
Non-Metal Manufacturing duration (yrs.)	2.9	2.8	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	3.0
Non-Metal Manufacturing employees ('000)	87.0	85.7	85.9	87.1	82.8	87.3	91.4	92.4	90.6	96.0	104.2	103.3	103.8
Metal Manufacturing agreements	570	577	576	582	534	567	586	585	600	618	613	625	587
Metal Manufacturing AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2
Metal Manufacturing duration (yrs.)	2.9	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	39.8	40.0	40.0	40.4	35.2	38.7	40.2	39.4	42.5	42.8	43.9	44.0	44.3
Electricity, Gas, Water and Waste Services agreements	363	367	355	359	336	346	335	351	324	346	355	353	338
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.1
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	50.8	58.7	43.6	45.8	40.3	48.1	51.3	54.1	49.8	54.9	56.1	59.0	53.2
Construction agreements	2,832	3,052	3,281	3,489	3,934	4,258	4,426	4,663	4,797	4,696	4,411	4,513	3,306
Construction AAWI (%)	3.4	3.4	3.5	3.5	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5
Construction duration (yrs.)	3.2	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.1
Construction employees ('000)	74.8	81.4	91.9	96.8	102.3	110.6	113.4	116.4	116.6	115.4	108.2	109.8	87.4
Wholesale Trade agreements	291	274	251	241	217	215	207	195	175	182	170	173	171
Wholesale Trade AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.0	3.2
Wholesale Trade duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9
Wholesale Trade employees ('000)	20.8	19.2	18.3	17.6	16.5	16.6	17.2	16.3	15.5	15.1	14.7	14.6	12.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Retail Trade agreements	154	152	153	151	133	138	132	122	112	122	117	119	118
Retail Trade AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.6	2.7	2.8	2.8	2.8
Retail Trade duration (yrs.)	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8
Retail Trade employees ('000)	258.9	259.4	261.3	259.9	251.4	251.8	244.8	225.5	225.3	223.2	92.2	86.8	83.6
Accommodation and Food Services agreements	136	121	111	100	101	103	104	101	101	95	96	98	96
Accommodation and Food Services AAWI (%)	2.7	2.7	2.7	2.3	2.2	2.8	2.7	2.7	2.9	2.9	3.6	3.7	3.7
Accommodation and Food Services duration (yrs.)	3.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.8	3.8	3.6	3.6	3.6
Accommodation and Food Services Employees ('000)	54.8	52.0	52.7	51.7	50.6	54.4	54.8	54.5	56.5	56.7	59.9	60.9	61.2
Transport, Postal and Warehousing agreements	1,049	1,056	1,054	1,075	977	1,017	1,036	1,037	1,024	1,126	1,161	1,207	1,175
Transport, Postal and Warehousing AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9	3.0
Transport, Postal and Warehousing duration (yrs.)	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.9	2.8	2.8	2.9
Transport, Postal and Warehousing employees ('000)	126.3	127.0	129.5	117.9	135.3	137.2	151.8	159.5	163.3	166.6	176.2	185.3	166.1
Information Media and Telecommunications agreements	57	56	53	51	43	48	51	49	48	52	52	53	58
Information Media and Telecommunications AAWI (%)	1.9	1.9	1.9	1.9	1.8	1.9	2.0	2.2	2.4	2.5	2.5	2.5	2.6
Information Media and Telecommunications duration (yrs.)	1.8	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5
Information Media and Telecommunications employees ('000)	33.0	33.5	33.2	33.0	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4
Financial and Insurance Services agreements	78	70	74	72	65	75	72	72	68	70	69	68	65
Financial and Insurance Services AAWI (%)	2.6	2.6	2.5	2.5	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1
Financial and Insurance Services duration (yrs.)	2.9	2.8	2.8	2.8	2.2	2.2	1.9	1.9	2.7	2.7	2.4	2.4	2.5
Financial and Insurance Services employees ('000)	51.0	47.7	54.4	62.6	95.9	98.7	69.3	71.5	37.5	36.0	68.1	67.3	71.5
Rental, Hiring and Real Estate Services agreements	63	62	56	63	60	60	60	57	55	55	55	57	53
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.4	2.4	2.4	2.8	2.8	2.3	2.3	2.1	2.1	2.1	2.1	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.6	3.6	3.6	3.6	3.3	3.3	3.4	3.4	3.4	3.4	3.4	3.4	3.4
Rental, Hiring and Real Estate Services employees ('000)	3.1	3.1	3.0	3.1	1.9	1.8	3.9	3.9	3.9	3.9	3.8	3.8	3.7
Professional, Scientific and Technical Services agreements	188	177	155	140	127	126	119	117	107	111	107	112	112
Professional, Scientific and Technical Services AAWI (%)	2.4	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.0	2.9	3.0	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	2.9
Professional, Scientific and Technical Services employees ('000)	25.1	21.4	18.8	17.7	17.6	17.5	17.7	17.5	17.8	18.0	17.6	18.0	17.9
Administrative and Support Services agreements	224	214	208	211	208	216	217	220	224	219	193	186	170
Administrative and Support Services AAWI (%)	2.6	2.6	2.6	2.7	2.7	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.3
Administrative and Support Services duration (yrs.)	3.2	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4
Administrative and Support Services employees ('000)	28.4	25.0	22.4	22.2	21.0	21.2	21.2	21.7	21.8	20.2	18.7	19.2	16.4
Public Administration and Safety agreements	397	392	394	393	372	379	389	398	358	365	365	368	340
Public Administration and Safety AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.2	2.2	2.2	2.2	2.3	2.5
Public Administration and Safety duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	2.8	2.8	2.9	3.1	3.0	3.0	3.0
Public Administration and Safety employees ('000)	219.9	238.2	238.4	236.9	213.4	207.7	209.9	224.1	210.4	181.9	185.9	186.6	205.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Education and Training agreements	582	609	488	496	454	466	402	416	414	463	445	472	473
Education and Training AAWI (%)	2.6	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2
Education and Training duration (yrs.)	3.0	2.9	2.8	2.5	2.4	2.3	2.7	2.6	3.1	2.9	2.9	2.8	2.8
Education and Training employees ('000)	401.7	436.8	435.0	323.9	220.5	208.2	166.8	166.7	208.7	226.6	239.3	266.7	301.3
Health Care and Social Assistance agreements	798	812	810	756	636	651	643	672	591	638	644	698	663
Health Care and Social Assistance AAWI (%)	3.0	2.9	2.9	2.8	2.9	2.8	2.6	2.6	2.5	2.5	2.5	2.6	2.8
Health Care and Social Assistance duration (yrs.)	2.9	2.7	2.7	2.6	2.9	2.8	2.6	2.6	2.6	2.7	2.6	2.6	2.6
Health Care and Social Assistance employees ('000)	301.2	257.8	248.8	249.9	224.7	226.0	275.6	357.1	324.0	389.9	388.2	402.8	427.7
Arts and Recreation Services agreements	89	95	97	104	94	105	103	111	104	112	108	115	108
Arts and Recreation Services AAWI (%)	2.8	2.8	2.8	2.7	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9
Arts and Recreation Services duration (yrs.)	2.8	2.8	2.7	2.6	2.7	2.7	2.8	2.8	2.8	2.7	2.3	2.3	2.6
Arts and Recreation Services employees ('000)	29.5	30.2	29.1	30.0	25.9	30.7	31.9	32.5	25.8	24.9	29.7	30.9	25.3
Other Services agreements	232	223	211	211	202	203	202	200	195	213	219	212	209
Other Services AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9
Other Services duration (yrs.)	2.7	2.7	2.7	2.7	2.9	2.9	3.0	3.0	3.1	3.1	2.9	2.9	2.9
Other Services employees ('000)	24.7	23.2	24.0	24.1	15.8	17.5	17.8	15.3	17.5	20.1	21.6	22.3	23.1
All sector agreements	9,825	9,997	10,005	10,195	10,119	10,654	10,781	11,059	10,966	11,230	10,944	11,207	9,797
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
All sectors duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9
All sectors employees ('000)	1,894.6	1,901.1	1,892.2	1,783.1	1,647.7	1,652.7	1,658.0	1,745.1	1,724.1	1,791.4	1,729.8	1,781.9	1,805.6

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 Metal and non-Metal Manufacturing 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: 107 Agriculture, Forestry and Fishing agreements were current as at 30 September 2023, covering 8,200 employees. Their AAWI was 2.9 per cent and the average duration was 3.0 years.

Table 9 - Agreements by ANZSIC Division, expiring by quarter (September quarter 2023 – June quarter 2026)

FOR ALL CURRENT AGREEMENTS	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26
Agriculture, Forestry and Fishing agreements	5	8	7	9	13	11	2	14	8	4	1	5	2
Agriculture, Forestry and Fishing AAWI (%)	2.1	3.1	2.2	2.6	3.0	2.8	3.8	3.6	3.2	3.5	1.5	3.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.9	0.3	0.7	2.1	0.7	0.5	0.0	1.5	0.5	0.2	0.0	0.5	0.1
Mining agreements	28	25	35	29	23	17	19	38	34	33	17	40	15
Mining AAWI (%)	1.9	2.3	2.1	2.5	1.8	2.7	2.4	2.8	2.7	2.7	3.5	3.0	2.8
Mining employees ('000)	3.2	3.3	3.5	3.2	2.3	3.5	3.4	5.6	3.6	4.0	4.4	5.8	3.0
Manufacturing agreements	150	124	114	226	134	157	114	198	146	92	80	86	50
Manufacturing AAWI (%)	2.6	2.3	2.5	2.7	3.0	3.1	3.2	3.4	3.3	3.2	3.5	3.6	3.1
Manufacturing employees ('000)	10.4	9.4	9.5	16.9	9.9	14.6	6.9	15.4	14.1	7.2	5.5	7.4	5.3
Non-Metal Manufacturing agreements	113	85	76	151	84	111	81	137	93	63	56	66	32
Non-Metal Manufacturing AAWI (%)	2.7	2.5	2.5	2.6	3.1	2.9	3.1	3.4	3.4	3.1	3.4	3.5	3.1
Non-Metal Manufacturing employees ('000)	7.9	6.7	7.6	10.6	6.7	9.8	5.3	9.8	9.9	4.9	4.2	5.4	4.1
Metal Manufacturing agreements	37	39	38	75	50	46	33	61	53	29	24	20	18
Metal Manufacturing AAWI (%)	2.6	2.1	2.4	2.9	3.0	3.4	3.4	3.4	3.1	3.5	3.9	3.9	3.1
Metal Manufacturing employees ('000)	2.4	2.7	2.0	6.3	3.2	4.8	1.6	5.7	4.2	2.3	1.3	2.0	1.2
Electricity, Gas, Water & Waste Services agreements	28	23	26	52	30	25	16	31	29	21	13	16	11
Electricity, Gas, Water & Waste Services AAWI (%)	2.5	3.5	3.0	2.9	3.1	2.8	2.5	2.9	3.1	3.4	3.2	3.8	3.1
Electricity, Gas, Water & Waste Services Employees ('000)	5.5	6.9	10.2	9.8	7.3	2.5	1.2	2.1	2.9	1.3	0.5	0.6	0.6
Construction agreements	363	765	295	154	141	167	325	198	138	208	89	106	78
Construction AAWI (%)	3.6	4.2	3.8	2.8	3.1	2.9	2.9	3.2	3.0	3.6	3.1	3.4	3.0
Construction employees ('000)	9.0	16.3	6.8	4.3	4.0	5.1	9.1	7.3	3.6	5.4	2.4	3.1	1.9
Wholesale Trade agreements	14	11	16	21	18	10	11	18	15	9	7	4	1
Wholesale Trade AAWI (%)	3.1	2.7	2.6	2.5	2.5	3.2	2.5	3.9	3.8	3.1	3.6	2.8	3.2
Wholesale Trade employees ('000)	4.0	0.5	0.7	1.9	1.3	1.3	0.4	1.1	1.4	0.3	0.3	0.2	0.0
Retail Trade agreements	11	6	10	18	11	7	6	10	7	9	8	3	3
Retail Trade AAWI (%)	2.3	2.3	2.2	2.8	2.3	2.4	2.1	4.0	3.3	2.4	2.9	3.8	2.1
Retail Trade employees ('000)	1.8	26.2	13.9	7.5	3.3	3.5	7.1	5.2	1.8	0.7	4.0	1.7	0.2
Accommodation and Food Services agreements	9	8	7	8	12	8	5	3	8	4	7	5	7
Accommodation and Food Services AAWI (%)	4.7	1.9	1.9	2.7	2.3	2.6	2.3	2.8	3.5	4.4	3.1	3.3	2.7
Accommodation and Food Services Employees ('000)	3.9	0.8	0.6	37.8	3.9	1.9	1.5	0.8	0.8	1.6	0.9	2.0	2.7

FOR ALL CURRENT AGREEMENTS	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26
Transport, Postal and Warehousing agreements	67	80	56	152	94	85	61	117	64	93	45	76	44
Transport, Postal and Warehousing AAWI (%)	2.7	2.2	3.1	2.8	3.0	2.8	2.6	3.0	3.1	3.1	2.6	3.2	3.4
Transport, Postal and Warehousing employees ('000)	6.2	9.0	5.0	29.5	36.2	10.5	4.6	12.0	5.1	11.3	6.7	10.3	3.9
Information Media & Telecommunications agreements	1	1	4	9	6	4	4	3	7	2	4	2	1
Information Media & Telecommunications AAWI (%)	4.3	1.3	2.1	2.7	2.4	2.7	2.9	2.9	2.6	2.6	3.6	2.0	*
Information Media & Telecommunications employees ('000)	0.0	0.0	1.0	2.1	22.0	0.1	3.0	0.8	1.6	0.3	2.8	1.6	0.1
Financial and Insurance Services agreements	3	6	3	11	8	6	7	7	2	5	0	3	1
Financial and Insurance Services AAWI (%)	1.6	2.4	2.2	3.1	3.3	2.4	2.3	3.2	3.0	3.3	*	4.0	*
Financial and Insurance Services employees ('000)	1.2	9.6	6.9	4.0	3.1	34.2	1.3	2.5	0.3	2.1	0.0	0.2	3.1
Rental, Hiring and Real Estate Services agreements	8	2	4	7	4	1	3	7	4	5	3	2	3
Rental, Hiring and Real Estate Services AAWI (%)	2.6	*	2.9	2.3	2.9	2.6	2.5	2.3	4.5	3.1	1.7	4.0	2.5
Rental, Hiring and Real Estate Services ('000)	0.3	0.0	0.1	0.9	0.1	0.0	0.2	0.1	0.1	0.1	1.5	0.1	0.1
Professional, Scientific & Technical Services agreements	7	14	13	17	7	4	3	13	6	6	6	8	1
Professional, Scientific & Technical Services AAWI (%)	3.3	2.0	2.5	2.3	2.6	2.5	3.2	2.9	3.1	2.3	4.2	3.2	2.6
Professional, Scientific & Technical Services employees ('000)	1.0	6.1	1.0	2.0	3.3	0.3	0.7	1.3	0.7	0.4	0.2	0.4	0.1
Administrative and Support Services agreements	9	34	20	16	13	5	12	10	8	14	3	6	3
Administrative and Support Services AAWI (%)	2.8	4.4	3.3	2.8	2.6	2.9	3.0	3.2	2.3	2.8	4.7	3.2	*
Administrative and Support Services employees ('000)	0.4	2.0	2.4	3.8	0.9	0.5	1.2	0.6	0.4	0.8	0.4	0.6	0.0
Public Administration and Safety agreements	23	26	20	61	30	19	18	70	17	22	10	7	3
Public Administration and Safety AAWI (%)	2.1	2.3	2.0	2.3	2.3	2.7	2.5	2.5	1.9	2.6	4.3	2.4	2.0
Public Administration and Safety employees ('000)	3.1	22.6	54.5	20.3	14.7	8.7	2.7	27.1	18.0	3.4	2.3	1.9	0.2
Education and Training agreements	17	90	20	44	10	67	34	30	12	70	23	12	2
Education and Training AAWI (%)	2.6	2.6	2.4	2.5	4.5	3.2	3.1	3.8	4.6	2.4	3.4	2.7	1.3
Education and Training employees ('000)	5.6	14.5	10.3	2.8	16.3	14.7	34.1	11.6	11.2	102.6	5.5	0.9	0.2
Health Care and Social Assistance agreements	45	59	35	142	46	30	28	72	35	31	31	36	11
Health Care and Social Assistance AAWI (%)	2.6	2.7	2.4	2.6	3.9	3.2	2.7	2.9	4.1	2.5	2.1	2.0	1.7
Health Care and Social Assistance employees ('000)	9.1	31.9	16.3	121.3	11.0	16.9	10.5	78.0	9.8	22.2	33.8	17.1	2.5
Arts and Recreation Services agreements	9	19	13	15	9	8	3	13	5	8	0	2	1
Arts and Recreation Services AAWI (%)	2.7	2.7	3.5	2.5	3.2	2.5	2.8	3.4	2.2	2.2	*	*	2.5
Arts and Recreation Services employees ('000)	1.0	2.4	5.2	2.0	1.8	1.0	2.1	2.9	2.7	2.5	0.0	0.3	0.0

FOR ALL CURRENT AGREEMENTS	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26
Other Services agreements	12	17	12	20	16	16	8	28	19	17	12	6	4
Other Services AAWI (%)	2.5	2.6	3.4	3.1	2.2	3.0	2.2	3.2	3.0	2.9	2.8	3.0	3.2
Other Services employees ('000)	1.1	1.3	0.9	3.2	2.8	1.1	0.5	2.9	2.3	0.6	1.6	1.3	0.5
All sector agreements	809	1,318	710	1,011	625	647	679	880	564	653	359	425	241
All sectors AAWI (%)	2.9	2.7	2.4	2.7	2.9	2.9	2.9	3.1	3.5	2.6	2.7	2.8	2.9
All sectors employees ('000)	67.8	163.5	149.4	275.4	145.0	121.0	90.6	178.7	80.9	167.1	72.8	56.0	24.6

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: 2 Agriculture, Forestry and Fishing agreements, covering 100 employees, have an expiry date in the June quarter 2026. Their AAWI is 3.2 per cent.

Table 10 - Agreements approved in the quarter by state (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
ACT agreements	14	23	9	10	6	18	17	15	11	15	12	12	14
ACT AAWI (%)	2.5	2.8	3.0	3.0	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.8	3.5
ACT duration (yrs.)	2.5	2.0	1.0	3.0	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5
ACT employees ('000)	1.4	1.7	1.5	1.2	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9
NSW agreements	173	190	157	179	177	205	166	173	219	206	155	172	192
NSW AAWI (%)	3.2	1.6	2.3	2.5	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5
NSW duration (yrs.)	1.9	1.4	2.5	2.6	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5
NSW employees ('000)	13.3	22.7	9.8	10.2	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7	19.7
NT agreements	6	8	4	8	10	12	12	11	11	10	7	8	9
NT AAWI (%)	1.4	2.5	1.8	1.8	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5
NT duration (yrs.)	3.9	3.5	3.6	3.6	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0
NT employees ('000)	0.1	0.6	0.1	0.7	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7
Qld agreements	116	149	118	131	144	151	137	134	137	155	127	147	152
Qld AAWI (%)	2.3	2.7	2.5	2.6	2.5	3.0	2.8	2.9	3.4	3.5	4.0	4.3	4.3
Qld duration (yrs.)	2.4	2.6	2.7	2.7	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5
Qld employees ('000)	11.1	37.0	13.9	8.1	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3
SA agreements	24	34	52	55	49	72	58	63	51	70	45	44	57
SA AAWI (%)	2.3	1.9	2.9	2.6	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1
SA duration (yrs.)	2.7	2.5	2.3	2.0	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3
SA employees ('000)	1.5	3.3	2.8	5.9	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1
Tas agreements	19	22	20	25	27	28	31	24	30	32	26	32	27
Tas AAWI (%)	3.1	3.7	2.4	2.7	3.0	2.7	2.4	2.9	3.3	3.6	4.0	3.7	5.8
Tas duration (yrs.)	2.6	2.1	2.3	2.4	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1
Tas employees ('000)	1.3	2.4	1.5	2.9	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3
Vic agreements	190	232	325	411	574	394	354	335	378	399	268	285	323
Vic AAWI (%)	2.5	2.2	3.1	2.6	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5	3.4
Vic duration (yrs.)	2.5	3.1	2.3	1.8	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3
Vic employees ('000)	14.5	75.0	17.8	37.8	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.1
WA agreements	53	56	68	64	74	85	77	74	92	91	81	82	77
WA AAWI (%)	2.1	1.8	2.2	1.5	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9
WA duration (yrs.)	3.0	2.1	2.6	2.2	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4
WA employees ('000)	3.5	8.0	6.0	11.3	9.0	7.3	7.8	7.8	15.1	6.4	13.0	10.5	9.4
Multi-state agreements	121	133	127	181	210	180	156	114	159	148	120	156	221
Multi-state AAWI (%)	2.4	2.4	2.3	2.5	2.9	2.3	2.6	2.8	2.7	3.7	3.7	3.7	4.3
Multi-state duration (yrs.)	3.0	3.0	1.9	2.7	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9
Multi-state employees ('000)	14.0	24.1	62.8	21.9	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Other agreements	0	0	0	1	0	2	1	0	0	0	0	0	0
Other AAWI (%)	*	*	*	2.0	*	1.9	2.0	*	*	*	*	*	*
Other duration (yrs.)	0.0	0.0	0.0	2.8	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0
Other employees ('000)	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All States agreements	716	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072
All states AAWI (%)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1
All states duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6
All states employees ('000)	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6

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 agreements 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: 14 agreements approved in the September quarter 2023 operate solely in the ACT covering 16,900 employees. Their AAWI is 3.5 per cent and the average duration is 2.5 years.

Table 11 - Agreements current on the last day of the quarter by state (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
ACT agreements	131	148	146	143	127	118	122	129	125	109	115	119	112
ACT AAWI (%)	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5
ACT duration (yrs.)	2.6	2.6	2.5	2.5	2.5	1.9	1.6	1.5	1.5	1.8	2.4	1.8	0.6
ACT employees ('000)	32.3	33.5	32.8	33.7	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1
NSW agreements	1,947	2,005	1,982	2,039	1,972	2,063	2,036	2,047	2,050	2,136	2,027	2,066	2,060
NSW AAWI (%)	2.7	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5
NSW duration (yrs.)	2.8	2.7	2.8	2.8	2.8	2.6	2.6	2.6	2.8	2.5	2.4	2.0	1.8
NSW employees ('000)	241.6	243.8	216.0	207.9	168.0	192.5	189.0	190.4	162.0	182.7	178.4	196.6	190.0
NT agreements	132	131	126	125	117	116	118	116	109	113	112	114	114
NT AAWI (%)	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0
NT duration (yrs.)	3.2	3.2	3.3	3.3	3.4	3.2	3.2	3.2	3.1	2.9	1.9	1.8	1.1
NT employees ('000)	29.7	29.6	27.5	28.0	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2
Qld agreements	1,556	1,581	1,534	1,556	1,519	1,590	1,575	1,625	1,610	1,420	1,405	1,453	1,389
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.6	2.7	2.7	2.9	3.1	3.4
Qld duration (yrs.)	2.7	2.7	2.7	2.7	2.9	2.9	2.9	2.8	2.9	2.6	2.3	2.0	1.5
Qld employees ('000)	173.7	200.5	204.8	202.0	161.6	163.5	159.9	161.2	153.4	159.8	161.2	175.1	169.8
SA agreements	610	590	590	603	539	562	569	588	535	572	567	572	569
SA AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4
SA duration (yrs.)	3.0	3.0	3.0	2.9	2.8	2.9	2.8	2.8	2.8	2.0	1.9	1.7	1.4
SA employees ('000)	55.2	53.6	49.6	51.6	39.1	38.9	41.4	45.2	44.2	58.8	58.4	58.2	60.7
Tas agreements	291	295	291	295	254	269	267	285	259	279	281	293	274
Tas AAWI (%)	3.2	3.2	3.2	3.1	3.1	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.3
Tas duration (yrs.)	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.8	2.9	2.6	2.5	2.1	1.9
Tas employees ('000)	24.8	25.7	25.5	27.2	21.3	22.4	23.4	25.0	23.0	25.7	23.6	26.5	25.5
Vic agreements	2,430	2,510	2,629	2,644	2,844	3,095	3,232	3,406	3,453	3,693	3,779	3,926	2,618
Vic AAWI (%)	3.0	2.8	2.8	2.7	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5
Vic duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	2.8	2.8	3.0	2.6	2.5	2.4	2.2
Vic employees ('000)	514.2	531.3	527.4	422.9	381.2	373.9	431.8	516.3	580.8	642.8	658.4	672.2	666.3
WA agreements	961	958	928	932	879	910	907	913	886	936	930	929	895
WA AAWI (%)	1.9	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0
WA duration (yrs.)	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.7	2.7	2.4	2.1	1.9
WA employees ('000)	109.8	109.4	109.4	109.7	83.4	86.8	90.7	90.6	88.0	83.1	89.7	95.6	88.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Multi-state agreements	1,764	1,776	1,776	1,855	1,865	1,926	1,949	1,944	1,933	1,966	1,722	1,731	1,763
Multi-state AAWI (%)	2.4	2.5	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1
Multi-state duration (yrs.)	3.2	3.2	3.1	3.0	2.9	3.0	3.1	3.1	3.3	3.2	2.6	2.4	2.1
Multi-state employees ('000)	713.1	673.5	698.9	699.8	744.0	735.0	668.2	664.3	626.0	616.7	538.7	533.8	559.2
Other agreements	3	3	3	3	3	5	6	6	6	6	6	4	3
Other AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9
Other duration (yrs.)	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9
Other employees ('000)	0.2	0.2	0.2	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1
All sector agreements	9,825	9,997	10,005	10,195	10,119	10,654	10,781	11,059	10,966	11,230	10,944	11,207	9,797
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
All sectors duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.8	2.4	2.3	2.0
All sectors employees ('000)	1,894.6	1,901.1	1,892.2	1,783.1	1,647.7	1,652.7	1,658.0	1,745.1	1,724.1	1,791.4	1,729.8	1,781.9	1,805.6

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 agreements include 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: 112 agreements current as at 30 September 2023 operate solely in the ACT, covering 25,100 employees. Their AAWI is 3.5 per cent and the average duration is 0.6 years.

Table 12a - Agreements approved in the quarter – non-quantifiable wage increases, by reason (December quarter 2022 – September quarter 2023)

Linked to minimum wage

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	52	35	44	56
Single-enterprise non-Greenfields employees ('000)	9.9	12.1	10.4	14.5
Single-enterprise Greenfields agreements	2	1	3	1
Single-enterprise Greenfields employees ('000)	0.2	0.1	0.3	0.1
Multi-enterprise non-Greenfields agreements	0	0	2	2
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.2	3.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	54	36	49	59
Sub-total employees ('000)	10.1	12.2	10.8	17.6

Linked to CPI

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	30	13	11	17
Single-enterprise non-Greenfields employees ('000)	1.9	2.0	1.7	1.5
Single-enterprise Greenfields agreements	0	0	0	1
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.1
Multi-enterprise non-Greenfields agreements	0	1	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.7	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	30	14	11	18
Sub-total employees ('000)	1.9	2.7	1.7	1.6

Inconsistent increase

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	66	31	53	53
Single-enterprise non-Greenfields employees ('000)	39.1	8.5	14.8	87.1
Single-enterprise Greenfields agreements	8	1	0	0
Single-enterprise Greenfields employees ('000)	0.2	0.2	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

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	74	32	53	53
Sub-total employees ('000)	39.2	8.7	14.8	87.1

Performance linked

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	2	2	5	1
Single-enterprise non-Greenfields employees ('000)	0.2	0.1	0.6	0.0
Single-enterprise Greenfields agreements	1	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	3	2	5	1
Sub-total employees ('000)	0.2	0.1	0.6	0.0

Other reason

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	57	37	57	79
Single-enterprise non-Greenfields employees ('000)	14.3	5.5	6.0	7.2
Single-enterprise Greenfields agreements	1	1	1	3
Single-enterprise Greenfields employees ('000)	0.1	0.0	0.1	0.2
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	58	38	58	82
Sub-total employees ('000)	14.4	5.5	6.1	7.4

Totals

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Total non-quantifiable agreements	219	122	176	213
Total employees covered by non-quantifiable agreements ('000)	65.9	29.2	34.0	113.8

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: *56 single enterprise non-Greenfields agreements approved in the September quarter 2023 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 14,500 employees.*

Table 12b - Agreements approved in the quarter – quantifiable wage increases (December quarter 2022 – September quarter 2023)

Quantifiable agreements

Agreement Type	Dec-22	Mar-23	Jun-23	Sep-23
Single-enterprise non-Greenfields agreements	854	663	698	796
Single-enterprise non-Greenfields employees ('000)	151.1	103.2	99.9	146.6
Single-enterprise Greenfields agreements	49	56	63	60
Single-enterprise Greenfields employees ('000)	2.4	2.1	2.2	1.8
Multi-enterprise non-Greenfields agreements	3	0	1	3
Multi-enterprise non-Greenfields employees ('000)	2.6	0.0	0.2	33.5
Multi-enterprise Greenfields agreements	1	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	907	719	762	859
Total employees covered by quantifiable agreements ('000)	156.2	105.3	102.2	181.9

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

Notes:

1. Revisions have been made to historical series.

How to read: 796 single enterprise non-Greenfields agreements approved in the September quarter 2023 had quantifiable AAWIs. These agreements cover 146,600 employees.

Table 13 - Agreements approved in the quarter by union coverage (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Agreements (union covered)	562	645	718	869	1,055	928	847	742	870	910	673	713	804
AAWI (%) (union covered)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2
Duration (yrs.) (union covered)	2.4	2.7	2.1	2.1	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6
Employees ('000) (union covered)	56.2	169.5	110.5	91.3	172.6	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.2
Agreements (no union covered)	154	202	162	196	216	219	162	201	218	216	168	225	268
AAWI (%) (no union covered)	2.6	2.3	2.1	2.4	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5
Duration (yrs.) (no union covered)	3.2	3.4	3.2	3.6	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5
Employees ('000) (no union covered)	4.4	5.2	5.6	8.8	7.9	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4
All agreements	716	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072
All AAWI (%)	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1
All duration (yrs.)	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6
All employees ('000)	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6

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: 804 agreements approved in the September quarter 2023 covering 281,200 employees formally covered a union. Their AAWI was 4.2 per cent and the average duration was 2.6 years.

Table 14 - Agreements current on the last day of the quarter by union coverage (September quarter 2020 – September quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Agreements (union covered)	6,437	6,663	6,773	7,017	7,042	7,564	7,770	8,095	8,048	8,279	8,079	8,419	7,076
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
Duration (yrs.) (union covered)	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.8	2.8
Employees ('000) (union covered)	1,783.6	1,790.7	1,783.6	1,673.1	1,542.5	1,546.0	1,552.6	1,641.2	1,621.9	1,687.0	1,627.6	1,680.5	1,693.9
Agreements (no union covered)	3,388	3,334	3,232	3,178	3,077	3,090	3,011	2,964	2,918	2,951	2,865	2,788	2,721
AAWI (%) (no union covered)	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8
Duration (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.6	3.5	3.6	3.6	3.6	3.6	3.6	3.5	3.6
Employees ('000) (no union covered)	111.0	110.4	108.6	110.0	105.2	106.7	105.5	103.9	102.1	104.4	102.2	101.4	111.7
All agreements	9,825	9,997	10,005	10,195	10,119	10,654	10,781	11,059	10,966	11,230	10,944	11,207	9,797
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0
Overall duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9
All employees ('000)	1,894.6	1,901.1	1,892.2	1,783.1	1,647.7	1,652.7	1,658.0	1,745.1	1,724.1	1,791.4	1,729.8	1,781.9	1,805.6

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: 7,076 agreements current as at 30 September 2023 covering 1,693,900 employees formally covered a union. Their AAWI was 3.0 per cent and the average duration was 2.8 years.

Table 15 - Agreements approved in the September quarter 2023 covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE520766	BUNNINGS RETAIL ENTERPRISE AGREEMENT 2023	45,484	*	Retail Trade	Aus	Private
AE520953	Catholic Education Multi-Enterprise Agreement 2022: Diocese of Ballarat, Diocese of Sandhurst, Archdiocese of Melbourne and Lavalla Catholic College, Traralgon	30,333	3.4	Education and Training	Vic	Private
AE521487	NAB Enterprise Agreement 2024	29,691	*	Financial and Insurance Services	Aus	Private
AE521047	The University of Sydney Enterprise Agreement 2023-2026	14,019	4.6	Education and Training	NSW, Qld	Public
AE521463	ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2023–2026	10,854	3.5	Public Administration and Safety	ACT	Public
AE520683	University of Adelaide Enterprise Agreement 2023 - 2025	6,609	5.7	Education and Training	SA	Public
AE521531	RAMSAY HEALTH CARE QUEENSLAND NURSES AND MIDWIVES ENTERPRISE AGREEMENT 2023-2025	5,893	4.8	Health Care and Social Assistance	Qld	Private
AE521061	BlueCare Care and Support Employees Enterprise Agreement 2023	5,311	*	Health Care and Social Assistance	Qld	Private
AE521026	ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2023-2026	5,291	3.5	Public Administration and Safety	ACT	Public
AE520682	University of South Australia Enterprise Agreement 2023	5,038	4.5	Education and Training	Aus	Public
AE520882	Mater Nursing and Midwifery Enterprise Agreement 2022 – 2025	4,973	3.7	Health Care and Social Assistance	Qld	Private
AE521150	ABC Enterprise Agreement 2022-2025	4,659	3.7	Public Administration and Safety	Aus	Public
AE521505	WATER CORPORATION ENTERPRISE AGREEMENT 2023	3,845	*	Electricity, Gas, Water and Waste Services	TER, WA	Public
AE520978	NORTHERN TERRITORY PUBLIC SECTOR NURSES AND MIDWIVES' 2022 – 2026 ENTERPRISE AGREEMENT	3,795	3.0	Health Care and Social Assistance	NT	Public

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE520816	Flinders University Enterprise Agreement 2023 to 2026	3,605	4.4	Education and Training	Aus	Public
AE520989	Griffith University Academic Staff Enterprise Agreement 2023- 2025	3,024	4.4	Education and Training	Qld	Public
AE520826	Health and Allied Services, Managers and Administrative Workers (Victorian Stand-Alone Community Health Services (Multi Employer) Enterprise Agreement 2022 – 2026	2,946	3.8	Health Care and Social Assistance	Vic	Public
AE521476	The University of Newcastle Professional Staff Enterprise Agreement 2023	2,890	8.1	Education and Training	NSW	Public
AE521113	Home@Scope Disability Services Enterprise Agreement Victoria 2022-2025	2,795	3.4	Health Care and Social Assistance	Vic	Private
AE521185	Victorian Disability Services (NGO) Agreement 2023	2,780	*	Health Care and Social Assistance	Vic	Private
AE521275	IKEA Enterprise Agreement 2023	2,726	*	Retail Trade	ACT, NSW, Qld, SA, Vic, WA	Private
AE521662	Edith Cowan University Enterprise Agreement 2022	2,619	5.1	Education and Training	WA	Public
AE521354	Bendigo and Adelaide Bank Enterprise Agreement 2023-2026	2,475	4.1	Financial and Insurance Services	Aus	Private
AE520943	James Cook University Enterprise Agreement 2022.	2,177	5.8	Education and Training	Qld	Public
AE520473	Mercy Health Aged Care Victoria, ANMF and HSU Enterprise Agreement 2022	2,176	*	Health Care and Social Assistance	Vic	Private
AE521475	The University of Newcastle Academic Staff and Teachers Enterprise Agreement 2023	2,113	8.1	Education and Training	NSW	Public

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: BUNNINGS RETAIL ENTERPRISE AGREEMENT 2023 covers 45,484 employees. Its AAWI is unquantifiable, it is in the private sector, and it covers employees across Australia.

Table 16 - Agreements approved in the September quarter 2023 by state and ANZSIC division

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	2	0	3	2	1	2	0	1	0	11
Agriculture, Forestry and Fishing AAWI (%)	*	3.1	*	2.3	4.5	3.5	*	*	3.7	*	3.3
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.0	0.0	3.6	2.1	2.9	3.9	0.0	4.0	0.0	3.6
Agriculture, Forestry and Fishing employees ('000)	0.0	0.1	0.0	0.3	0.1	0.0	0.2	0.0	0.2	0.0	0.9
Mining agreements	0	11	0	7	1	2	3	6	9	0	39
Mining AAWI (%)	*	3.6	*	3.4	*	5.0	3.6	2.4	2.8	*	3.5
Mining duration (yrs.)	0.0	3.2	0.0	3.7	3.0	2.3	2.1	3.9	3.6	0.0	3.4
Mining employees ('000)	0.0	1.0	0.0	1.0	0.1	0.5	0.2	0.6	1.1	0.0	4.3
Manufacturing agreements	0	49	0	34	11	5	75	17	11	0	202
Manufacturing AAWI (%)	*	4.4	*	4.1	3.7	3.6	4.0	3.4	3.9	*	4.1
Manufacturing duration (yrs.)	0.0	2.8	0.0	3.2	3.3	2.5	2.7	3.2	2.7	0.0	2.9
Manufacturing employees ('000)	0.0	4.9	0.0	2.3	0.9	0.1	3.4	1.1	1.1	0.0	13.9
Non-Metal Manufacturing agreements	0	0	0	0	0	0	0	0	6	0	134
Non-Metal Manufacturing AAWI (%)	*	*	*	*	*	*	*	*	4.3	*	4.1
Non-Metal Manufacturing duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.0	2.9
Non-Metal Manufacturing employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	9.7
Metal Manufacturing agreements	0	0	0	0	0	0	0	0	5	0	68
Metal Manufacturing AAWI (%)	*	*	*	*	*	*	*	*	3.7	*	4.0
Metal Manufacturing duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.7	0.0	2.7
Metal Manufacturing employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	4.1
Electricity, Gas, Water and Waste Services agreements	1	7	1	7	6	1	9	2	2	0	36
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	4.6	5.0	3.5	3.6	*	3.7	6.3	3.0	*	4.4
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	3.1	3.0	2.4	3.0	2.9	3.1	2.0	2.5	0.0	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	0.3	0.4	0.8	0.2	0.3	0.1	0.6	0.4	3.9	0.0	6.9
Construction agreements	7	48	1	33	12	3	139	27	110	0	380
Construction AAWI (%)	3.9	4.6	4.8	3.6	3.8	4.5	3.4	3.6	5.5	*	4.6
Construction duration (yrs.)	2.4	2.3	4.0	3.1	3.2	2.8	1.6	3.4	3.5	0.0	2.9
Construction employees ('000)	0.1	1.2	0.0	0.8	0.3	0.1	2.2	0.7	4.6	0.0	10.0
Wholesale Trade agreements	1	5	0	0	1	0	6	1	4	0	18
Wholesale Trade AAWI (%)	4.0	4.3	*	*	*	*	4.3	3.7	3.6	*	4.1
Wholesale Trade duration (yrs.)	3.0	2.7	0.0	0.0	3.0	0.0	2.8	3.0	3.9	0.0	3.5
Wholesale Trade employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.7	0.1	1.5	0.0	2.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	3	0	1	0	0	2	2	6	0	14
Retail Trade AAWI (%)	*	3.7	*	4.0	*	*	1.9	4.9	3.2	*	2.4
Retail Trade duration (yrs.)	0.0	3.2	0.0	1.8	0.0	0.0	3.9	2.8	2.9	0.0	2.9
Retail Trade employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.1	49.6	0.0	50.3
Accommodation and Food Services agreements	0	2	0	1	0	0	1	1	4	0	9
Accommodation and Food Services AAWI (%)	*	3.2	*	4.4	*	*	*	*	4.0	*	3.5
Accommodation and Food Services duration (yrs.)	0.0	3.6	0.0	2.8	0.0	0.0	4.0	3.0	2.0	0.0	2.8
Accommodation and Food Services Employees ('000)	0.0	0.7	0.0	0.1	0.0	0.0	0.0	0.0	0.9	0.0	1.7
Transport, Postal and Warehousing agreements	0	28	0	24	9	5	22	9	33	0	130
Transport, Postal and Warehousing AAWI (%)	*	4.2	*	4.0	4.5	4.1	4.1	4.5	3.9	*	4.1
Transport, Postal and Warehousing duration (yrs.)	0.0	3.0	0.0	3.2	2.5	2.4	2.5	2.0	3.2	0.0	3.0
Transport, Postal and Warehousing employees ('000)	0.0	3.3	0.0	1.9	0.4	0.3	1.4	0.6	4.2	0.0	12.1
Information Media and Telecommunications agreements	0	2	0	0	0	0	6	0	3	0	11
Information Media and Telecommunications AAWI (%)	*	6.4	*	*	*	*	4.8	*	3.1	*	4.1
Information Media and Telecommunications duration (yrs.)	0.0	2.0	0.0	0.0	0.0	0.0	1.9	0.0	3.4	0.0	2.9
Information Media and Telecommunications employees ('000)	0.0	0.3	0.0	0.0	0.0	0.0	0.4	0.0	1.5	0.0	2.1
Financial and Insurance Services agreements	0	1	0	0	0	0	1	0	4	0	6
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	3.5	*	4.2	*	4.2
Financial and Insurance Services duration (yrs.)	0.0	2.3	0.0	0.0	0.0	0.0	1.3	0.0	2.9	0.0	2.9
Financial and Insurance Services employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	32.6	0.0	32.9
Rental, Hiring and Real Estate Services agreements	0	1	0	1	0	0	2	0	1	0	5
Rental, Hiring and Real Estate Services AAWI (%)	*	5.7	*	3.5	*	*	*	*	3.5	*	3.6
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	0.0	2.7	0.0	0.0	2.1	0.0	3.0	0.0	2.8
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.3
Professional, Scientific and Technical Services agreements	0	0	0	0	1	0	2	1	4	0	8
Professional, Scientific and Technical Services AAWI (%)	*	*	*	*	1.8	*	4.2	3.1	4.8	*	4.7
Professional, Scientific and Technical Services duration (yrs.)	0.0	0.0	0.0	0.0	3.0	0.0	2.8	3.6	2.3	0.0	2.4
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.9
Administrative and Support Services agreements	1	3	0	1	0	0	8	0	10	0	23
Administrative and Support Services AAWI (%)	*	4.5	*	*	*	*	4.1	*	3.8	*	4.0
Administrative and Support Services duration (yrs.)	1.4	3.7	0.0	4.0	0.0	0.0	2.9	0.0	3.4	0.0	3.2
Administrative and Support Services employees ('000)	0.3	0.5	0.0	0.1	0.0	0.0	0.4	0.0	1.2	0.0	2.4
Public Administration and Safety agreements	3	2	5	2	0	1	11	0	5	0	29
Public Administration and Safety AAWI (%)	3.5	3.6	3.0	5.0	*	4.7	3.1	*	3.7	*	3.5
Public Administration and Safety duration (yrs.)	2.6	3.0	2.4	1.3	0.0	2.8	2.3	0.0	2.2	0.0	2.4
Public Administration and Safety employees ('000)	16.2	0.3	1.5	0.1	0.0	0.2	3.8	0.0	4.8	0.0	26.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	10	0	12	3	3	6	3	5	0	42
Education and Training AAWI (%)	*	8.1	*	4.9	5.6	3.6	3.4	5.1	4.3	*	4.4
Education and Training duration (yrs.)	0.0	1.7	0.0	2.1	2.0	2.5	2.4	2.7	2.7	0.0	2.4
Education and Training employees ('000)	0.0	5.3	0.0	5.8	6.7	0.3	31.3	2.7	25.2	0.0	77.4
Health Care and Social Assistance agreements	0	10	2	24	9	4	16	7	6	0	78
Health Care and Social Assistance AAWI (%)	*	4.8	3.4	4.3	3.6	9.0	3.5	5.5	4.0	*	4.2
Health Care and Social Assistance duration (yrs.)	0.0	2.0	3.1	2.3	3.2	1.1	1.9	1.5	3.3	0.0	2.2
Health Care and Social Assistance employees ('000)	0.0	1.0	4.5	20.6	1.1	0.7	14.2	3.1	1.2	0.0	46.3
Arts and Recreation Services agreements	0	2	0	0	0	2	5	0	0	0	9
Arts and Recreation Services AAWI (%)	*	*	*	*	*	2.5	4.5	*	*	*	4.4
Arts and Recreation Services duration (yrs.)	0.0	2.0	0.0	0.0	0.0	0.1	2.8	0.0	0.0	0.0	2.7
Arts and Recreation Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	1.4	0.0	0.0	0.0	1.5
Other Services agreements	1	6	0	2	2	0	7	1	3	0	22
Other Services AAWI (%)	*	4.5	*	3.1	3.5	*	3.4	1.6	*	*	3.4
Other Services duration (yrs.)	4.0	2.5	0.0	2.8	2.1	0.0	2.8	3.0	4.0	0.0	3.1
Other Services employees ('000)	0.0	0.2	0.0	0.1	0.1	0.0	1.2	0.1	0.6	0.0	2.4
All sector agreements	14	192	9	152	57	27	323	77	221	0	1,072
All sectors AAWI (%)	3.5	5.5	3.5	4.3	5.1	5.8	3.4	4.9	4.3	*	4.1
All sectors duration (yrs.)	2.5	2.5	3.0	2.5	2.3	2.1	2.3	2.4	2.9	0.0	2.6
All sectors employees ('000)	16.9	19.7	6.7	33.3	10.1	2.3	62.1	9.4	135.2	0.0	295.6

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 Metal and non-Metal Manufacturing 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 11 Agriculture, Forestry and Fishing agreements approved in the September quarter 2023, 2 operate solely in New South Wales. These 2 agreements cover 100 employees, the AAWI is 3.8 per cent and the average duration is 3.9 years.

Table 17 - Agreements current on the last day of the September quarter 2023 by state and ANZSIC division

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	21	1	22	6	15	25	7	10	0	107
Agriculture, Forestry and Fishing AAWI (%)	*	2.7	2.5	2.3	3.2	3.5	2.8	4.1	3.4	*	2.9
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.5	4.0	3.1	3.1	2.3	2.8	3.1	3.6	0.0	3.0
Agriculture, Forestry and Fishing employees ('000)	0.0	1.1	0.0	2.4	0.3	1.2	1.8	0.6	0.9	0.0	8.2
Mining agreements	0	125	3	99	9	12	27	44	80	1	400
Mining AAWI (%)	*	2.9	2.7	2.7	2.9	3.7	3.1	2.3	2.8	2.0	2.8
Mining duration (yrs.)	0.0	3.5	2.9	3.4	3.5	2.6	3.2	3.9	3.8	2.8	3.5
Mining employees ('000)	0.0	16.1	0.7	17.5	0.3	1.1	1.7	5.3	12.8	0.1	55.6
Manufacturing agreements	4	458	7	272	152	53	619	126	144	0	1,835
Manufacturing AAWI (%)	2.8	3.3	2.6	3.1	3.0	3.4	3.1	3.0	3.2	*	3.2
Manufacturing duration (yrs.)	2.8	2.9	3.0	3.1	2.9	2.7	2.9	3.2	2.8	0.0	2.9
Manufacturing employees ('000)	0.1	33.6	0.1	25.7	12.2	2.7	43.0	9.0	21.5	0.0	148.1
Non-Metal Manufacturing agreements	4	305	6	187	114	42	438	80	72	0	1,248
Non-Metal Manufacturing AAWI (%)	2.8	3.3	2.5	3.1	3.0	3.3	3.1	2.9	3.0	*	3.1
Non-Metal Manufacturing duration (yrs.)	2.8	3.0	3.0	3.1	3.0	2.6	2.9	2.9	2.9	0.0	3.0
Non-Metal Manufacturing employees ('000)	0.1	23.1	0.1	19.5	8.9	1.8	32.6	5.4	12.2	0.0	103.8
Metal Manufacturing agreements	0	153	1	85	38	11	181	46	72	0	587
Metal Manufacturing AAWI (%)	*	3.4	4.4	3.2	3.0	3.5	3.0	3.1	3.4	*	3.2
Metal Manufacturing duration (yrs.)	0.0	2.6	2.7	3.0	2.6	3.0	2.9	3.5	2.7	0.0	2.8
Metal Manufacturing employees ('000)	0.0	10.6	0.0	6.3	3.3	0.9	10.4	3.5	9.3	0.0	44.3
Electricity, Gas, Water and Waste Services agreements	4	74	6	61	25	10	93	38	27	0	338
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	3.1	4.8	3.7	3.9	3.5	3.0	3.3	2.7	*	3.1
Electricity, Gas, Water and Waste Services duration (yrs.)	2.5	2.6	3.0	3.0	1.7	3.1	2.8	2.0	2.8	0.0	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	0.7	9.0	0.9	5.2	3.5	2.3	7.7	6.3	17.6	0.0	53.2
Construction agreements	58	705	19	356	151	56	868	283	810	0	3,306
Construction AAWI (%)	4.5	4.1	2.1	3.5	3.4	2.8	3.2	2.7	3.6	*	3.5
Construction duration (yrs.)	2.7	3.0	3.8	3.0	3.2	3.0	2.6	3.5	3.5	0.0	3.1
Construction employees ('000)	1.2	17.4	0.5	10.0	3.6	2.0	19.2	7.6	25.9	0.0	87.4
Wholesale Trade agreements	1	34	1	19	6	7	59	18	26	0	171
Wholesale Trade AAWI (%)	4.0	3.7	2.7	3.2	3.5	2.6	3.2	2.8	2.8	*	3.2
Wholesale Trade duration (yrs.)	3.0	2.6	3.0	3.1	2.7	2.8	2.6	3.2	3.3	0.0	2.9
Wholesale Trade employees ('000)	0.0	1.7	0.0	1.1	0.2	0.3	4.6	1.0	3.8	0.0	12.7

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	17	1	21	6	1	23	11	37	0	118
Retail Trade AAWI (%)	*	3.5	1.6	2.9	3.3	2.3	3.4	3.6	2.4	*	2.8
Retail Trade duration (yrs.)	4.0	3.0	3.0	3.5	2.5	3.6	3.4	3.6	3.9	0.0	3.8
Retail Trade employees ('000)	0.0	1.3	0.0	4.0	0.5	0.0	4.7	2.8	70.2	0.0	83.6
Accommodation and Food Services agreements	3	24	2	10	2	3	12	12	28	0	96
Accommodation and Food Services AAWI (%)	*	3.1	4.0	3.2	1.9	4.0	2.3	4.5	3.3	*	3.7
Accommodation and Food Services duration (yrs.)	3.3	3.5	3.1	3.4	3.7	1.1	3.2	2.4	3.9	0.0	3.6
Accommodation and Food Services Employees ('000)	0.2	3.3	0.0	1.3	0.0	0.5	0.7	7.6	47.4	0.0	61.2
Transport, Postal and Warehousing agreements	10	256	20	182	77	25	239	155	211	0	1,175
Transport, Postal and Warehousing AAWI (%)	3.6	3.2	2.1	3.1	2.6	3.1	2.9	3.0	2.9	*	3.0
Transport, Postal and Warehousing duration (yrs.)	2.2	3.2	3.8	3.1	3.2	3.2	2.9	3.2	2.7	0.0	2.9
Transport, Postal and Warehousing employees ('000)	0.7	24.6	1.3	14.1	5.5	2.1	19.4	10.5	88.0	0.0	166.1
Information Media and Telecommunications agreements	1	5	0	0	2	1	14	3	32	0	58
Information Media and Telecommunications AAWI (%)	3.7	4.9	*	*	1.5	2.1	2.3	2.1	2.6	*	2.6
Information Media and Telecommunications duration (yrs.)	1.6	2.3	0.0	0.0	2.6	3.0	2.5	3.9	2.5	0.0	2.5
Information Media and Telecommunications employees ('000)	0.0	0.4	0.0	0.0	0.0	0.1	1.1	0.2	35.6	0.0	37.4
Financial and Insurance Services agreements	0	6	0	3	2	2	7	4	41	0	65
Financial and Insurance Services AAWI (%)	*	2.6	*	2.9	3.3	3.1	2.3	3.0	3.2	*	3.1
Financial and Insurance Services duration (yrs.)	0.0	2.5	0.0	3.0	4.0	3.5	2.8	2.6	2.4	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	1.0	0.0	1.1	0.0	0.0	2.0	0.4	67.0	0.0	71.5
Rental, Hiring and Real Estate Services agreements	1	12	1	9	0	0	14	3	13	0	53
Rental, Hiring and Real Estate Services AAWI (%)	*	2.8	3.0	3.0	*	*	2.5	2.9	2.1	*	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.1	3.0	3.6	0.0	0.0	3.4	3.9	3.4	0.0	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.2	0.0	0.0	0.4	0.2	2.7	0.0	3.7
Professional, Scientific and Technical Services agreements	0	18	2	6	2	2	22	14	45	1	112
Professional, Scientific and Technical Services AAWI (%)	*	2.8	2.5	2.2	2.7	2.1	2.9	2.9	2.3	2.0	2.4
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	4.0	1.9	3.5	3.2	3.2	2.9	2.5	2.9
Professional, Scientific and Technical Services employees ('000)	0.0	1.0	0.3	0.1	0.1	0.0	1.3	1.0	14.0	0.0	17.9
Administrative and Support Services agreements	1	31	1	20	2	2	46	12	55	0	170
Administrative and Support Services AAWI (%)	*	4.7	*	3.6	2.8	3.6	3.0	2.7	3.1	*	3.3
Administrative and Support Services duration (yrs.)	1.4	2.9	4.0	3.1	1.7	3.1	2.9	3.4	3.7	0.0	3.4
Administrative and Support Services employees ('000)	0.3	1.6	0.1	1.6	0.0	0.2	3.0	0.7	8.8	0.0	16.4
Public Administration and Safety agreements	8	14	21	13	6	26	138	60	53	1	340
Public Administration and Safety AAWI (%)	3.5	5.4	2.8	5.0	3.6	3.0	2.1	2.8	3.3	1.5	2.5
Public Administration and Safety duration (yrs.)	2.6	2.0	2.3	2.6	2.6	3.0	3.1	2.4	2.9	4.0	3.0
Public Administration and Safety employees ('000)	18.9	1.6	7.2	1.7	0.2	3.4	130.9	10.8	30.6	0.0	205.4

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	4	110	7	168	41	18	69	26	30	0	473
Education and Training AAWI (%)	2.9	3.7	3.1	3.7	4.6	2.8	2.6	3.0	3.9	*	3.2
Education and Training duration (yrs.)	2.7	2.1	2.2	2.5	2.1	3.1	3.1	2.4	2.7	0.0	2.8
Education and Training employees ('000)	1.2	46.5	2.1	30.9	19.8	1.8	139.7	3.6	55.5	0.0	301.3
Health Care and Social Assistance agreements	11	91	20	78	63	33	246	53	68	0	663
Health Care and Social Assistance AAWI (%)	2.7	3.0	3.2	3.7	2.9	3.7	2.5	2.8	3.1	*	2.8
Health Care and Social Assistance duration (yrs.)	2.3	2.5	3.1	2.3	2.4	2.5	2.7	2.2	2.9	0.0	2.6
Health Care and Social Assistance employees ('000)	1.2	21.9	6.5	44.1	11.7	7.2	269.1	18.2	47.9	0.0	427.7
Arts and Recreation Services agreements	1	22	1	19	4	3	42	4	12	0	108
Arts and Recreation Services AAWI (%)	*	3.6	2.1	3.4	3.4	2.5	2.4	2.3	2.6	*	2.9
Arts and Recreation Services duration (yrs.)	3.6	2.4	2.8	2.9	2.1	1.3	2.7	2.0	2.7	0.0	2.6
Arts and Recreation Services employees ('000)	0.5	5.2	0.4	5.3	1.1	0.4	9.9	0.2	2.3	0.0	25.3
Other Services agreements	4	37	1	31	13	5	55	22	41	0	209
Other Services AAWI (%)	2.7	3.5	1.2	3.0	3.5	3.3	2.7	2.8	2.7	*	2.9
Other Services duration (yrs.)	3.2	2.6	4.0	2.9	3.1	2.8	2.9	3.3	2.9	0.0	2.9
Other Services employees ('000)	0.1	2.3	0.0	3.5	1.7	0.1	6.2	2.6	6.7	0.0	23.1
All sector agreements	112	2,060	114	1,389	569	274	2,618	895	1,763	3	9,797
All sectors AAWI (%)	3.5	3.5	3.0	3.4	3.4	3.3	2.5	3.0	3.1	1.9	3.0
All sectors duration (yrs.)	2.6	2.7	2.8	2.8	2.5	2.7	2.9	2.8	3.0	2.9	2.9
All sectors employees ('000)	25.1	190.0	20.2	169.8	60.7	25.5	666.3	88.5	559.2	0.1	1,805.6

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 Metal and non-Metal Manufacturing 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 107 Agriculture, Forestry and Fishing agreements current as at 30 September 2023, 21 operate solely in New South Wales. These 21 agreements cover 1,100 employees, their AAWI is 2.7 per cent and the average duration is 3.5 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: ABS, *Employee Earnings and Hours* (May 2012, May 2014, May 2016, May 2018 and 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

Note: 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 the 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 per cent and smallest 5 per cent 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 defined as the period from certification to expiry in years.

The '**effective duration**' of each agreement is used to calculate the 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 the 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 cannot 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 does not take into account allowances and bonus payments that are paid separately 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

Note: *Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE), drawn from [ABS, 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

Since September 2022, the Fair Work Commission (FWC) has published [fortnightly AAWI series on lodged agreements](#). There are some key differences in methodology between the FWC data and the AAWI data reported on in Trends:

- The FWC reports on 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 the 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 the Trends report 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 are shown in the following table.

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 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

Tables 5, 6 and 12a and 12b in Trends include information about enterprise 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.

Types of enterprise agreements made under the *Fair Work Act 2009*:

- single enterprise non-Greenfields
- single enterprise Greenfields
- multi-enterprise non-Greenfields
- multi-enterprise Greenfields.

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 *Fair Work Act 2009* 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.