



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

June quarter 2024

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

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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 June quarter 2024 which contained quantifiable wage increases (984 agreements)

Enterprise agreements approved in the quarter	March quarter 2024 (%)	June quarter 2024 (%)	Change (% Points)
All sectors	3.9	4.0	0.1
Private sector	3.6	4.0	0.4
Public sector	4.0	3.9	-0.1

Table 2 - Average Annualised Wage Increases for agreements current on 30 June 2024 which contained quantifiable wage increases (8,123 agreements)

All current enterprise agreements	March quarter 2024 (%)	June quarter 2024 (%)	Change (% Points)
All sectors	3.3	3.4	0.1
Private sector	3.2	3.3	0.1
Public sector	3.4	3.6	0.2

Trends in Federal Enterprise Bargaining Report

Summary

1. Wages growth under federal enterprise agreements June quarter 2024 - *Tables 1 and 2 in Trends report*

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the June quarter 2024 was 4.0 per cent. This compares with an AAWI of 3.9 per cent in the March quarter 2024 and 3.8 per cent in the June quarter 2023. The five-year AAWI from the June quarter 2019 to the June quarter 2024 was 3.1 per cent.

For the June quarter 2024, the calculated AAWI of 4.0 per cent is based on 984 agreements, covering 143,000 employees with quantifiable wage increases. This was 81.8 per cent of the 1,203 agreements approved in the quarter, covering 51.9 per cent of the 275,400 employees covered by all approved agreements.¹

For the 8,123 enterprise agreements (covering 1,536,484 employees) current as at 30 June 2024 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.4 per cent. This compares with an AAWI of 3.3 per cent in the March quarter 2024 and 2.8 per cent in the June quarter 2023.

2. Enterprise agreements - proportion of employees covered

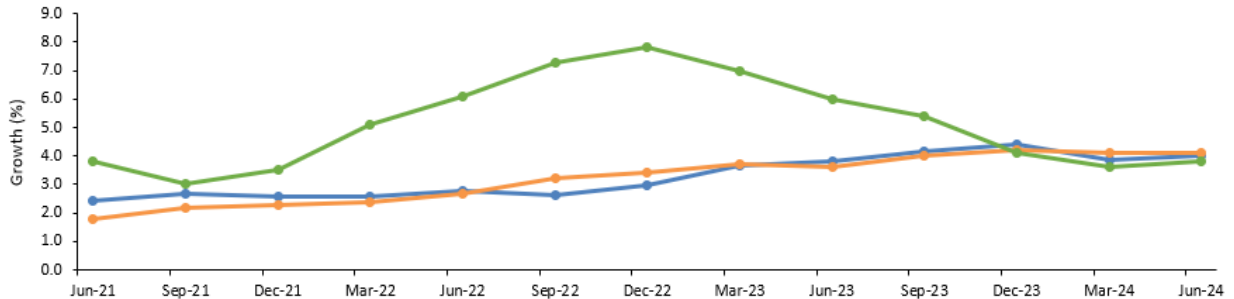
Federal and state enterprise agreements covered 34.0 per cent of all Australian employees in May 2023 (latest available data).²

¹ 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.

² Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2023. Detailed breakdowns by state- and federal-registered agreements for the May 2023 data are not available.

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

Chart 1 – AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – June quarter 2021 to June quarter 2024

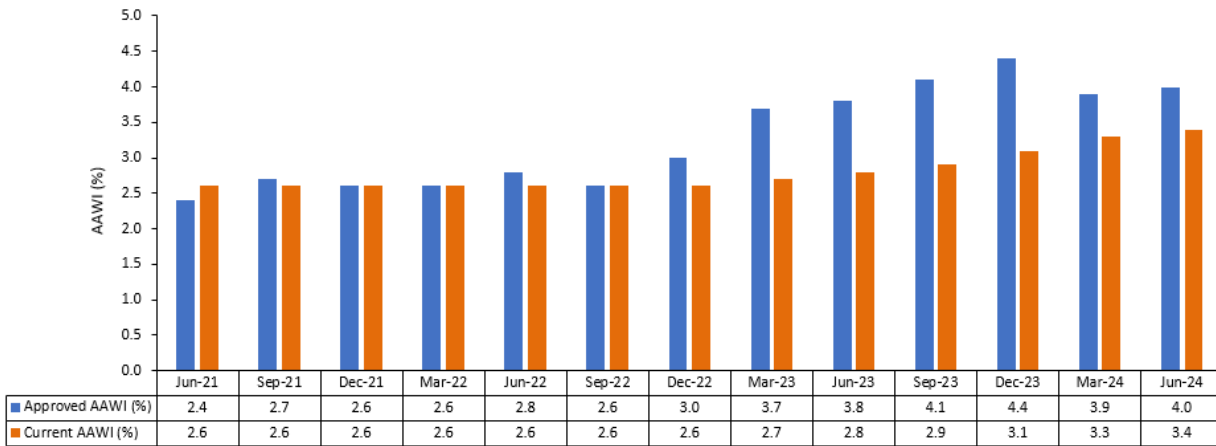


	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
WPI (%)	1.8	2.2	2.3	2.4	2.7	3.2	3.4	3.7	3.6	4.0	4.2	4.1	4.1
CPI (%)	3.8	3.0	3.5	5.1	6.1	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8

Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, June 2024; ABS, *Wage Price Index, Australia*, June 2024.

4. AAWI - agreements approved in the June quarter 2024 and agreements current as at 30 June 2024 - Tables 3, 4, 7 and 8 in Trends report

Chart 2 – AAWI for approved and current agreements - June quarter 2021 to June quarter 2024



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

Approved agreements

There were 1,203 agreements approved in the June quarter 2024, of which 984 contained wage increases that could be quantified.

The AAWI for agreements approved in the June quarter 2024 was 4.0 per cent, compared with 3.9 per cent in the March quarter 2024 and 3.8 per cent in the June quarter 2023.

The industries with the highest AAWIs were Construction (4.6 per cent), Transport, Postal and Warehousing (4.5 per cent) and Arts and Recreation Services (4.3 per cent).

The industries with the lowest AAWIs were Rental, Hiring and Real Estate Services (2.7 per cent), Retail Trade (3.3 per cent) and Professional, Scientific and Technical Services (3.5 per cent).

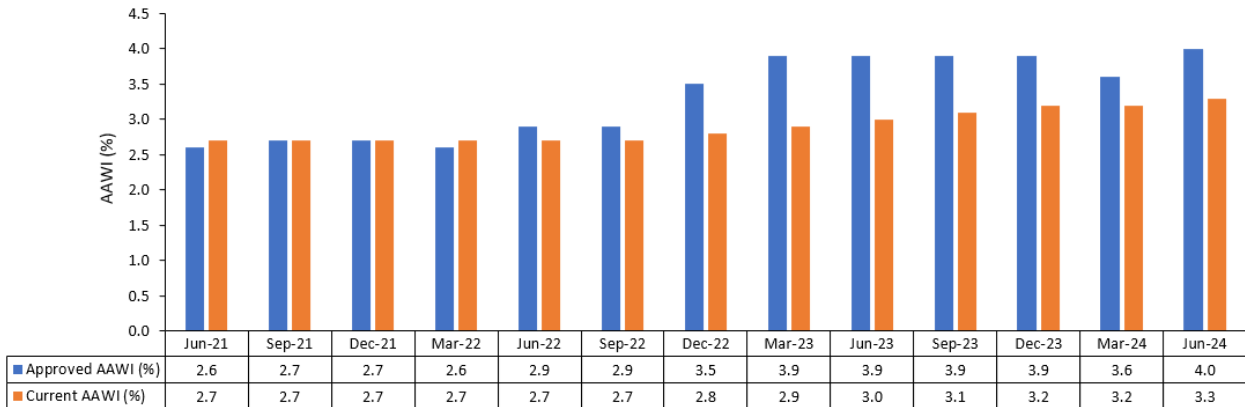
Current agreements

There were 10,406 agreements current as at 30 June 2024, of which 8,123 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 June 2024 was 3.4 per cent, compared with 3.3 per cent in the March quarter 2024 and 2.8 per cent in the June quarter 2023.

5. Private sector wages growth - June quarter 2024 - Tables 3 and 4 in Trends report

Chart 3 – Private sector AAWI – approved and current agreements – June quarter 2021 to June quarter 2024



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

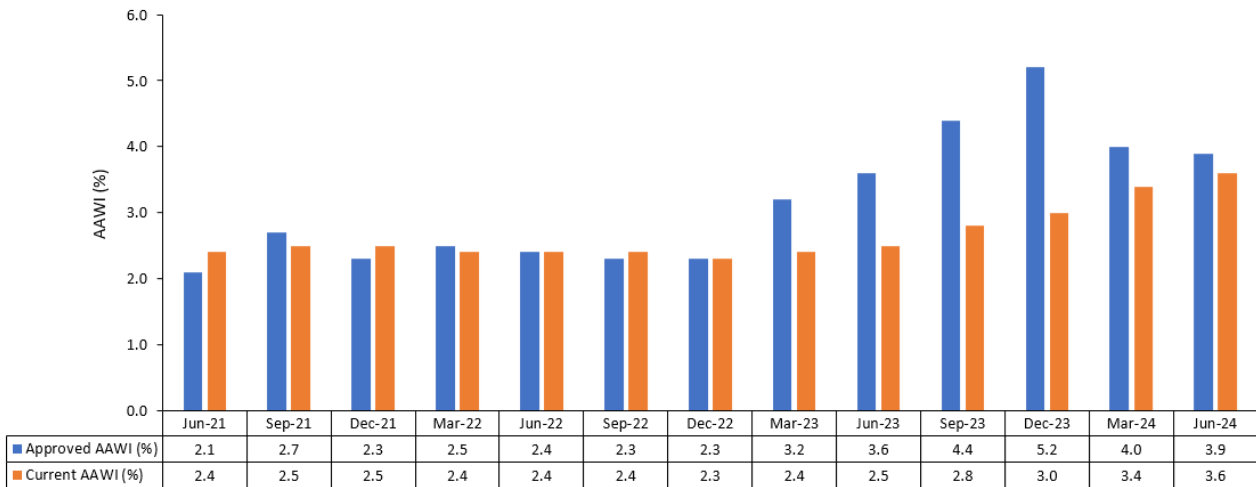
The AAWI for private sector agreements approved in the June quarter 2024 was 4.0 per cent, compared with 3.6 per cent in the March quarter 2024 and 3.9 per cent in the June quarter 2023.

Large quantifiable private sector agreements approved in the June quarter 2024 include:

- *Super Retail Group Retail & CCC Enterprise Agreement 2024* (11,941 employees), with an AAWI of 3.3 per cent;
- *Crown Perth & UWU Hospitality Enterprise Agreement 2023* (3,391 employees), with an AAWI of 3.9 per cent; and
- *Silverchain Health Professional and Support Services Enterprise Agreement 2023* (2,909 employees), with an AAWI of 4.0 per cent.

6. Public sector wages growth - June quarter 2024 - Tables 3 and 4 in Trends report

Chart 4 – Public sector AAWI – approved and current agreements – June quarter 2021 to June quarter 2024



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

The AAWI for public sector enterprise agreements approved in the June quarter 2024 was 3.9 per cent, compared with 4.0 per cent in the March quarter 2024 and 3.6 per cent in the June quarter 2023.

Large quantifiable public sector agreements approved in the June quarter 2024 include:

- *University of Melbourne Enterprise Agreement 2024* (13,927 employees), with an AAWI of 3.8 per cent;
- *National Disability Insurance Agency Enterprise Agreement 2024-2027* (6,877 employees), with an AAWI of 3.8 per cent; and
- *Department of Climate Change, Energy, the Environment and Water Enterprise Agreement 2024–2027* (5,042 employees), with an AAWI of 3.8 per cent.

7. State and Territory wages growth - June quarter 2024 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State and Territory – June quarter 2024



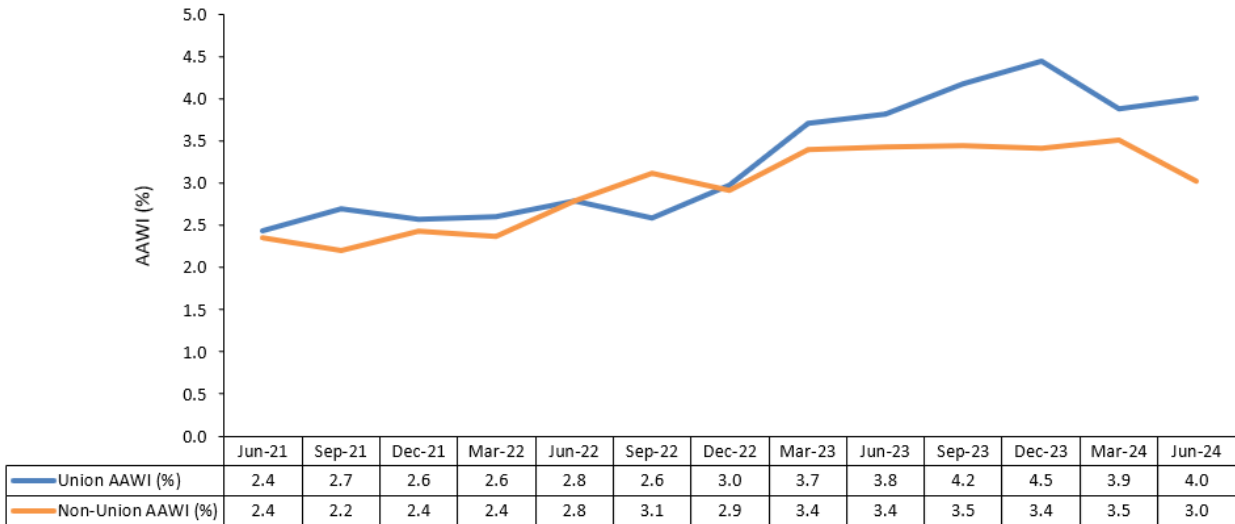
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

AAWI results for agreements approved in the June quarter 2024 were highest for New South Wales, which had an AAWI of 4.4 per cent.

Agreements approved in the June quarter 2024 in Australian Capital Territory had the lowest AAWI of 3.6 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered³ - June quarter 2024 - Table 13 in Trends report

Chart 6 – Union and non-union AAWI in approved agreements – June quarter 2021 to June quarter 2024



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

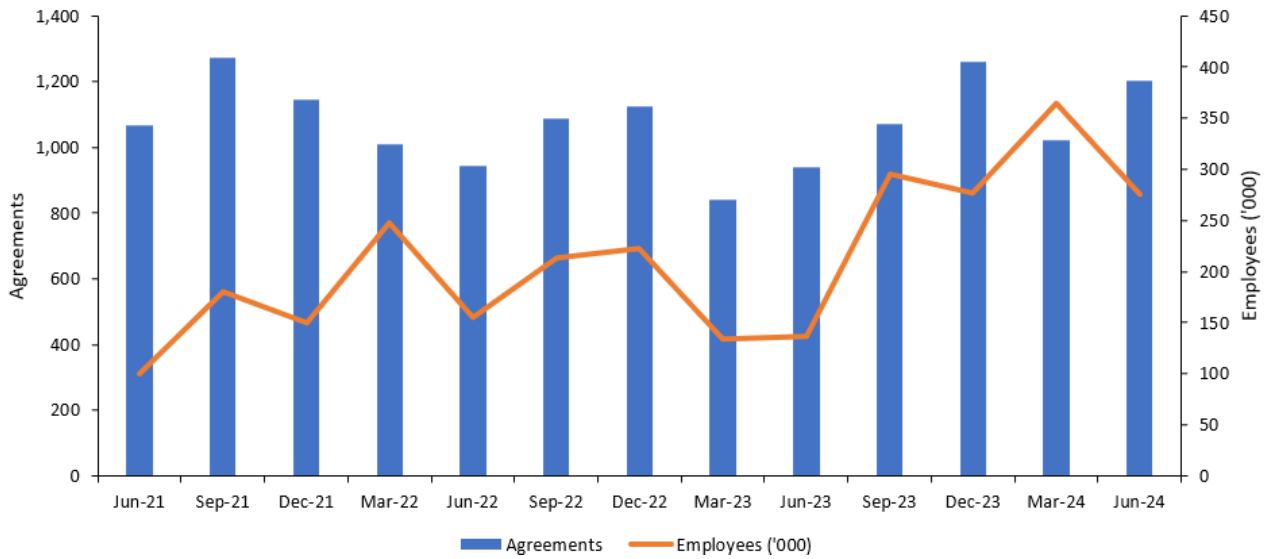
Agreements approved in the June quarter 2024 that formally covered unions had a combined AAWI of 4.0 per cent, compared with 3.9 per cent in the March quarter 2024 and 3.8 in the June quarter 2023.

Agreements approved in the June quarter 2024 with no unions formally covered had a combined AAWI of 3.0 per cent, compared with 3.5 per cent in the March quarter 2024 and 3.4 per cent in the June quarter 2023.

³ See Note 4 for more details.

9. Level of agreement making - June quarter 2024 and as at 30 June 2024 - Tables 3 and 4 in Trends report

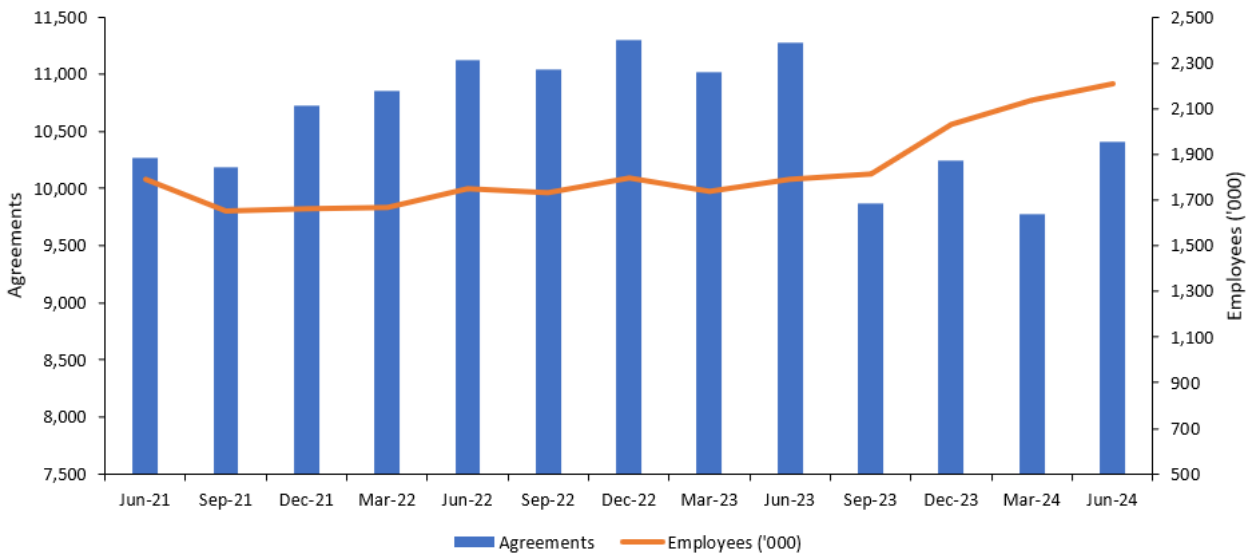
Chart 7 – Approved agreements and employee coverage – June quarter 2021 to June quarter 2024



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

There were 1,203 agreements (covering 275,400 employees) approved in the June quarter 2024, compared with 1,022 agreements (covering 365,000 employees) in the March quarter 2024 and 938 agreements (covering 136,200 employees) in the June quarter 2023.

Chart 8 – Current agreements and employee coverage – June quarter 2021 to June quarter 2024



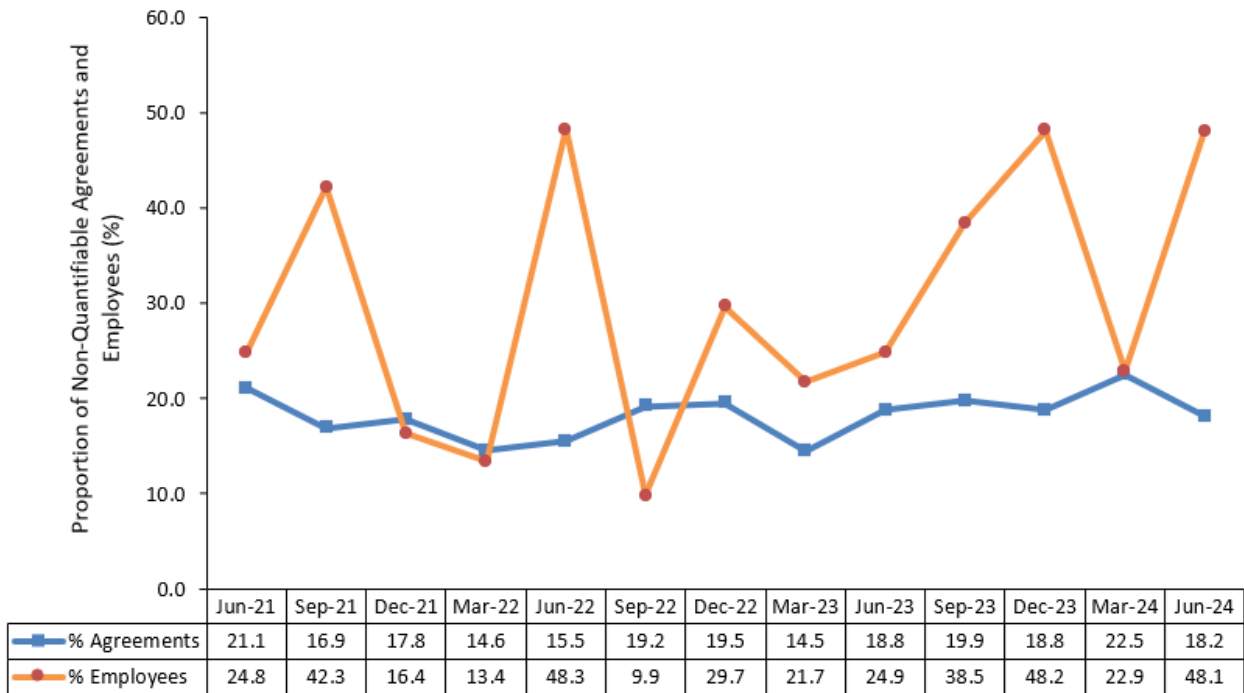
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 10,406 current (not expired or terminated) agreements as at 30 June 2024, compared with 9,778 agreements current as at 31 March 2024 and 11,282 agreements current at 30 June 2023 (see Chart 8).

The June quarter 2024 employee coverage of 2.21 million is higher than the 2.14 million employees covered as at 31 March 2024 and higher than 1.79 million employees as at 30 June 2023. It is the highest number of employees covered since the March quarter 2020.

10. Non-quantifiable agreements⁴ - June quarter 2024 - Table 12a in Trends report

Chart 9 – Non-quantifiable agreements, proportion of approved agreements and employees covered – June quarter 2021 to June quarter 2024



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

In the June quarter 2024, 18.2 per cent of approved agreements, covering 48.1 per cent of employees, did 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 June quarter 2024, the two largest approved agreements that did not have quantifiable wage increases were:

- *Coles Retail Enterprise Agreement 2024* (92,574 employees):
 - Wage outcomes are linked to minimum wage.
- *David Jones Enterprise Agreement 2024* (4,644 employees):
 - Inconsistent increases between groups of employees.

⁴ 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 June quarter 2024, the calculated AAWI of 4 per cent is based on 984 agreements, covering 143,000 employees (that is, 81.8 per cent of the 1,203 agreements approved in the quarter, covering 51.9 per cent of the total 275,400 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 219 agreements (18.2 per cent of the total 1,203 agreements) covering 132,400 employees (48.1 per cent of the total 275,400 employees) had 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:
 - 34.0 per cent 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 2023.

Notes table: Instrument providing rate of pay for all employees, 2010-2023

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23	23.2
Collective Agreement (Federally Registered)	32.6		30.4		
Collective Agreement (State Registered)	8.6	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), 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.

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.

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 (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Public sector agreements	30	43	70	70	36	42	52	34	25	44	41	116	78
Public sector AAWI (%)	2.1	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9
Public sector duration (yrs.)	1.2	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5
Public sector employees ('000)	27.7	47.5	44.7	120.3	21.7	103.2	70.0	33.4	33.5	83.8	65.6	201.9	61.8
Private sector agreements	1,035	1,228	1,077	939	907	1,046	1,074	807	913	1,029	1,218	906	1,125
Private sector AAWI (%)	2.6	2.7	2.7	2.6	2.9	2.9	3.5	3.9	3.9	3.9	3.9	3.6	4.0
Private sector duration (yrs.)	2.7	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1
Private sector employees ('000)	72.4	133.0	105.4	126.7	133.1	110.5	152.1	101.0	102.7	211.9	211.3	163.1	213.6
All sectors agreements	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203
All sectors AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
All sectors duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0
All sectors employees ('000)	100.1	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4

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: 78 public sector agreements were approved in the June quarter 2024, covering 61,800 employees. The AAWI for these agreements was 3.9 per cent and the average duration was 2.5 years.

Table 4 - Agreements current on the last day of the quarter, by sector (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Public sector agreements	474	412	430	438	455	396	410	420	433	399	420	467	548
Public sector AAWI (%)	2.4	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.6
Public sector duration (yrs.)	2.8	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8
Public sector employees ('000)	544.4	426.4	411.2	438.0	466.1	480.5	506.5	521.7	547.1	597.9	634.5	692.3	729.8
Private sector agreements	9,793	9,779	10,296	10,415	10,676	10,643	10,893	10,599	10,849	9,475	9,831	9,311	9,858
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.2	3.3
Private sector duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.0	3.0	3.0	2.9	2.9	2.9
Private sector employees ('000)	1,245.9	1,228.5	1,248.6	1,227.2	1,286.1	1,250.6	1,292.0	1,215.1	1,241.8	1,214.7	1,397.6	1,445.1	1,480.3
All sectors agreements	10,267	10,191	10,726	10,853	11,131	11,039	11,303	11,019	11,282	9,874	10,251	9,778	10,406
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4
All sectors duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8
All sectors employees ('000)	1,790.3	1,654.9	1,659.8	1,665.2	1,752.3	1,731.1	1,798.4	1,736.8	1,788.9	1,812.6	2,032.1	2,137.4	2,210.1

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: 548 public sector agreements were current as at 30 June 2024, covering 729,800 employees. The AAWI for these agreements was 3.6 per cent and the average duration was 2.8 years.

Table 5 - Agreements approved in the quarter by agreement type (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	972	1,174	1,050	908	832	1,016	1,061	781	868	1,003	1,194	955	1,091
Single enterprise non-Greenfields AAWI (%)	2.4	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9	4.0
Single enterprise non-Greenfields duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0
Single enterprise non-Greenfields employees ('000)	96.2	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0	275.1	319.0	269.2
Single enterprise Greenfields agreements	92	96	90	89	104	65	61	59	67	65	64	51	108
Single enterprise Greenfields AAWI (%)	4.4	4.3	3.4	3.9	3.6	3.7	3.1	2.6	3.1	3.5	3.9	3.9	4.0
Single enterprise Greenfields duration (yrs.)	1.8	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5	2.4
Single enterprise Greenfields employees ('000)	2.6	2.1	4.0	3.4	3.2	1.6	2.9	2.4	2.5	2.1	1.8	1.6	2.4
Multi-enterprise non-Greenfields agreements	1	1	7	12	7	7	3	1	3	5	1	16	4
Multi-enterprise non-Greenfields AAWI (%)	*	*	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5	6.6
Multi-enterprise non-Greenfields duration (yrs.)	3.4	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.2
Multi-enterprise non-Greenfields employees ('000)	1.2	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.5	0.0	44.3	3.7
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	1	0	0	0	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	4.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All types agreements	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203
All types AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
All types duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0
All types employees ('000)	100.1	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4

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: 1,091 single enterprise non-Greenfields agreements were approved in the June quarter 2024, covering 269,200 employees. The AAWI for these agreements was 4.0 per cent and the average duration was 3.0 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	9,599	9,469	9,915	9,989	10,182	10,074	10,518	10,324	10,539	9,210	9,557	9,269	9,822
Single enterprise non-Greenfields AAWI (%)	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.5
Single enterprise non-Greenfields duration (yrs.)	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8
Single enterprise non-Greenfields employees ('000)	1,726.6	1,595.8	1,595.3	1,579.4	1,664.4	1,645.7	1,719.1	1,663.4	1,715.1	1,706.7	1,925.7	2,001.3	2,067.0
Single enterprise Greenfields agreements	551	611	693	746	828	845	663	576	625	548	578	393	480
Single enterprise Greenfields AAWI (%)	2.8	3.0	3.1	3.3	3.3	3.4	2.9	2.8	2.9	2.9	3.1	2.9	3.0
Single enterprise Greenfields duration (yrs.)	3.1	3.0	2.9	2.9	2.7	2.7	2.8	2.8	2.8	2.9	2.9	3.1	3.1
Single enterprise Greenfields employees ('000)	24.6	24.4	27.9	28.5	30.5	27.6	26.2	24.6	25.1	22.9	23.3	19.1	20.6
Multi-enterprise non-Greenfields agreements	47	41	48	48	51	50	51	48	47	45	46	53	61
Multi-enterprise non-Greenfields AAWI (%)	3.7	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0	3.0
Multi-enterprise non-Greenfields duration (yrs.)	2.9	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6
Multi-enterprise non-Greenfields employees ('000)	32.2	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.0	76.1	110.9	118.3
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	1	1	1	1	1	1	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	3.0	3.0	3.0	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	4.0	4.0	4.0	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
Employee collective agreements	36	36	36	36	36	36	36	36	36	36	35	32	19
Employee collective AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4
Employee collective duration (yrs.)	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.4	16.4	17.1
Employee collective employees ('000)	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.0	0.8
Employer Greenfields agreements	1	1	1	1	1	1	1	1	1	1	1	1	0
Employer Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Employer Greenfields duration (yrs.)	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	0.0
Employer Greenfields employees ('000)	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.0
Union collective agreements	33	33	33	33	33	33	33	33	33	33	33	29	23
Union collective AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Union collective duration (yrs.)	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.3	17.3
Union collective employees ('000)	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	4.3	3.7	3.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
All types agreements	10,267	10,191	10,726	10,853	11,131	11,039	11,303	11,019	11,282	9,874	10,251	9,778	10,406
All types AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4
All types duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8
All types employees ('000)	1,790.3	1,654.9	1,659.8	1,665.2	1,752.3	1,731.1	1,798.4	1,736.8	1,788.9	1,812.6	2,032.1	2,137.4	2,210.1

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: 9,822 single enterprise non-Greenfields agreements were current as at 30 June 2024, covering 2,067,000 employees. The AAWI for these agreements was 3.5 per cent and the average duration was 2.8 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Agriculture, Forestry and Fishing agreements	10	8	11	4	3	14	9	5	14	11	16	9	11
Agriculture, Forestry and Fishing AAWI (%)	2.2	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3	3.3	2.8	3.6
Agriculture, Forestry and Fishing duration (yrs.)	3.1	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6	3.6	2.7	3.8
Agriculture, Forestry and Fishing employees ('000)	0.8	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1
Mining agreements	38	38	25	25	41	36	37	28	46	39	44	38	35
Mining AAWI (%)	2.3	2.0	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5	3.8
Mining duration (yrs.)	3.5	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6	3.7
Mining employees ('000)	6.4	4.7	2.4	1.9	4.9	4.9	4.0	8.0	4.5	4.3	5.2	6.7	3.7
Manufacturing agreements	153	180	196	186	167	227	203	188	156	203	223	150	128
Manufacturing AAWI (%)	2.4	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8	4.0
Manufacturing duration (yrs.)	2.7	2.7	2.8	2.5	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6	2.8
Manufacturing employees ('000)	10.2	11.4	15.6	15.3	13.8	18.9	17.6	18.2	11.4	13.9	15.5	13.9	9.8
Non-Metal Manufacturing agreements	108	120	123	125	114	143	139	152	108	135	144	106	83
Non-Metal Manufacturing AAWI (%)	2.4	2.3	2.4	2.7	2.8	3.4	3.7	3.6	4.2	4.1	4.1	3.8	3.9
Non-Metal Manufacturing duration (yrs.)	2.7	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9	2.7	2.7
Non-Metal Manufacturing employees ('000)	6.9	7.9	9.3	10.9	8.7	12.0	12.8	15.4	6.6	9.8	11.7	11.2	6.4
Metal Manufacturing agreements	45	60	73	61	53	84	64	36	48	68	79	44	45
Metal Manufacturing AAWI (%)	2.3	2.4	2.7	2.9	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8	4.4
Metal Manufacturing duration (yrs.)	2.7	2.5	2.7	2.5	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4	3.1
Metal Manufacturing employees ('000)	3.3	3.6	6.2	4.4	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7	3.5
Electricity, Gas, Water and Waste Services agreements	38	37	42	36	27	33	41	35	22	36	36	36	33
Electricity, Gas, Water and Waste Services AAWI (%)	1.3	2.1	2.8	2.5	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	1.8	2.4	2.1	2.4	2.2	2.3	1.7	2.2	1.6	2.7	2.5	2.6	2.7
Electricity, Gas, Water and Waste Services employees ('000)	7.2	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7
Construction agreements	528	685	459	366	402	369	361	256	339	380	511	320	571
Construction AAWI (%)	3.9	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1	4.5	4.6
Construction duration (yrs.)	2.4	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0	2.7	3.1
Construction employees ('000)	11.8	13.4	11.2	8.6	8.0	7.9	7.5	6.4	8.1	10.0	13.2	7.1	16.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Wholesale Trade agreements	23	30	16	9	10	16	23	12	20	18	22	33	13
Wholesale Trade AAWI (%)	2.1	2.5	2.5	2.8	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.8	3.9
Wholesale Trade duration (yrs.)	2.7	2.5	2.2	2.6	3.0	2.6	2.8	2.7	2.9	3.5	3.5	2.9	3.5
Wholesale Trade employees ('000)	1.2	1.7	1.0	1.1	0.2	2.0	1.4	0.8	1.1	2.5	6.0	1.6	0.6
Retail Trade agreements	6	7	13	7	4	9	20	8	8	14	19	7	11
Retail Trade AAWI (%)	2.4	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8	3.3
Retail Trade duration (yrs.)	2.7	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5
Retail Trade employees ('000)	0.7	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8
Accommodation and Food Services agreements	6	13	5	9	6	12	5	5	10	9	11	20	9
Accommodation and Food Services AAWI (%)	1.6	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4	3.9
Accommodation and Food Services duration (yrs.)	2.5	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9	3.7	2.6
Accommodation and Food Services employees ('000)	1.7	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6	1.8	4.2
Transport, Postal and Warehousing agreements	82	97	120	102	93	154	146	119	129	130	121	109	84
Transport, Postal and Warehousing AAWI (%)	2.1	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5	4.5
Transport, Postal and Warehousing duration (yrs.)	2.6	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1
Transport, Postal and Warehousing employees ('000)	7.9	35.9	10.8	23.6	12.2	15.7	14.9	22.1	17.2	12.1	16.7	27.2	7.1
Information Media and Telecommunications agreements	3	5	8	8	7	11	5	3	3	11	4	0	0
Information Media and Telecommunications AAWI (%)	1.3	2.0	2.1	2.9	2.3	2.5	3.7	2.0	3.6	4.1	4.6	*	*
Information Media and Telecommunications duration (yrs.)	1.0	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0	0.0
Information Media and Telecommunications employees ('000)	0.6	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0	0.0
Financial and Insurance Services agreements	4	10	17	3	5	8	10	2	4	6	13	5	5
Financial and Insurance Services AAWI (%)	2.1	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6	3.8
Financial and Insurance Services duration (yrs.)	2.7	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.0	2.5
Financial and Insurance Services employees ('000)	9.1	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6	3.0	6.4
Rental, Hiring and Real Estate Services agreements	11	5	3	3	4	4	3	2	3	5	8	7	7
Rental, Hiring and Real Estate Services AAWI (%)	2.5	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6	1.9	2.5	2.7
Rental, Hiring and Real Estate Services duration (yrs.)	3.5	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.2	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Professional, Scientific and Technical Services agreements	11	13	7	10	6	8	10	10	8	8	11	10	13
Professional, Scientific and Technical Services AAWI (%)	3.0	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2	3.5
Professional, Scientific and Technical Services duration (yrs.)	3.2	2.5	2.7	2.6	2.7	2.2	2.6	3.2	3.1	2.4	3.5	2.6	2.2
Professional, Scientific and Technical Services employees ('000)	1.2	1.9	2.6	1.5	0.8	1.4	0.9	0.9	0.3	0.9	0.8	7.5	4.2
Administrative and Support Services agreements	22	19	20	16	14	23	13	4	9	22	21	18	12
Administrative and Support Services AAWI (%)	4.0	4.4	3.8	4.7	3.9	3.3	2.7	4.2	2.8	3.9	5.0	4.9	3.7
Administrative and Support Services duration (yrs.)	2.8	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3	3.2	3.5	2.7	3.4
Administrative and Support Services employees ('000)	1.0	1.2	0.9	1.5	1.0	1.2	0.6	0.5	1.1	2.3	2.4	0.9	0.9
Public Administration and Safety agreements	33	38	49	47	26	33	39	22	22	29	28	95	67
Public Administration and Safety AAWI (%)	2.2	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.4	3.5	3.4	3.8	3.8
Public Administration and Safety duration (yrs.)	2.6	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7
Public Administration and Safety employees ('000)	8.3	15.9	23.9	39.3	7.5	12.0	8.5	14.9	9.1	26.9	9.2	154.3	42.0
Education and Training agreements	27	20	40	66	33	40	69	44	37	42	60	58	45
Education and Training AAWI (%)	2.0	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1	4.2
Education and Training duration (yrs.)	2.3	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2
Education and Training employees ('000)	3.8	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.4	92.2	74.7	27.3
Health Care and Social Assistance agreements	42	43	78	67	66	58	90	65	87	78	84	60	120
Health Care and Social Assistance AAWI (%)	2.4	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2	3.4	3.2	4.0
Health Care and Social Assistance duration (yrs.)	1.4	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5	2.2	2.0
Health Care and Social Assistance employees ('000)	25.0	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3	34.0	30.1	24.7
Arts and Recreation Services agreements	11	5	18	15	15	10	12	15	9	9	14	33	17
Arts and Recreation Services AAWI (%)	2.0	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0	4.3
Arts and Recreation Services duration (yrs.)	0.9	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7	1.6	2.4
Arts and Recreation Services employees ('000)	2.0	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7	8.6	5.6
Other Services agreements	17	18	20	30	14	23	30	18	12	23	13	14	22
Other Services AAWI (%)	2.3	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8	3.8
Other Services duration (yrs.)	2.8	2.7	2.7	2.8	3.0	3.1	2.7	1.8	3.1	3.0	2.5	2.9	3.0
Other Services employees ('000)	1.0	1.3	2.9	2.1	0.8	3.6	3.2	2.5	2.0	2.5	1.4	1.0	2.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
All industries agreements	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203
All industries AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
All industries duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0
All industries employees ('000)	100.1	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4

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: 11 Agriculture, Forestry and Fishing agreements were approved in the June quarter 2024, covering 1,100 employees. The AAWI for these agreements was 3.6 per cent and the average duration was 3.8 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Agriculture, Forestry and Fishing agreements	163	150	152	149	143	134	140	112	112	110	119	121	124
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.4	2.4	2.4	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0	3.0
Agriculture, Forestry and Fishing duration (yrs.)	3.7	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.5	3.5	3.5	3.5	3.2
Agriculture, Forestry and Fishing employees ('000)	12.2	12.8	13.1	12.9	12.3	10.7	11.4	10.7	10.4	8.5	10.2	10.3	10.9
Mining agreements	364	370	372	361	368	375	398	387	394	401	424	425	442
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1
Mining duration (yrs.)	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5
Mining employees ('000)	50.0	51.0	51.6	50.4	48.9	52.9	54.3	57.5	55.2	55.7	58.5	61.4	63.2
Manufacturing agreements	1,772	1,655	1,739	1,788	1,784	1,780	1,846	1,896	1,912	1,840	1,943	1,971	1,992
Manufacturing AAWI (%)	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4	3.5
Manufacturing duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	128.7	119.2	127.2	132.7	132.9	134.2	139.6	148.5	147.6	148.0	154.3	157.7	160.1
Non-Metal Manufacturing agreements	1,188	1,119	1,169	1,199	1,196	1,175	1,223	1,278	1,281	1,252	1,314	1,330	1,344
Non-Metal Manufacturing AAWI (%)	2.4	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4	3.4
Non-Metal Manufacturing duration (yrs.)	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	3.0	2.9
Non-Metal Manufacturing employees ('000)	89.2	85.0	89.4	93.5	94.4	92.7	97.7	105.5	103.3	103.8	108.7	111.5	112.4
Metal Manufacturing agreements	584	536	570	589	588	605	623	618	631	588	629	641	648
Metal Manufacturing AAWI (%)	2.6	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4	3.5
Metal Manufacturing duration (yrs.)	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	39.4	34.2	37.7	39.3	38.5	41.6	42.0	43.0	44.3	44.2	45.6	46.2	47.7
Electricity, Gas, Water and Waste Services agreements	361	338	349	337	353	326	348	356	354	340	360	366	378
Electricity, Gas, Water and Waste Services AAWI (%)	2.5	2.4	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.1	3.3	3.6	3.7
Electricity, Gas, Water and Waste Services duration (yrs.)	2.8	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6
Electricity, Gas, Water and Waste Services employees ('000)	45.6	40.1	47.9	51.1	53.9	49.6	54.7	55.9	58.7	53.0	55.3	49.5	52.0
Construction agreements	3,498	3,944	4,268	4,436	4,671	4,802	4,701	4,414	4,518	3,314	3,330	2,772	3,138
Construction AAWI (%)	3.5	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8	4.0
Construction duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.1	3.2	3.3	3.3
Construction employees ('000)	96.9	102.4	110.8	113.6	116.6	116.6	115.5	108.2	109.8	87.5	90.2	80.5	91.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Wholesale Trade agreements	238	214	213	207	195	174	181	170	173	171	181	198	202
Wholesale Trade AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.7	2.9	3.0	3.0	3.1	3.3	3.4	3.4
Wholesale Trade duration (yrs.)	3.1	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.0	3.2	3.2	3.2
Wholesale Trade employees ('000)	17.8	16.7	16.8	17.4	16.6	15.8	15.3	15.0	14.9	12.9	18.4	19.2	18.4
Retail Trade agreements	154	136	141	135	125	115	125	121	123	121	136	132	132
Retail Trade AAWI (%)	2.7	2.7	2.8	2.8	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0	3.2
Retail Trade duration (yrs.)	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.4	3.3	3.2
Retail Trade employees ('000)	260.2	251.7	252.1	245.1	225.8	225.5	223.5	92.6	87.2	83.9	116.8	107.0	136.8
Accommodation and Food Services agreements	105	106	109	110	107	107	100	101	103	102	106	117	114
Accommodation and Food Services AAWI (%)	2.2	2.2	2.7	2.7	2.7	2.9	2.9	3.6	3.6	3.6	3.0	3.1	3.1
Accommodation and Food Services duration (yrs.)	4.0	4.0	3.9	3.9	3.9	3.9	3.9	3.7	3.7	3.7	3.9	3.9	3.7
Accommodation and Food Services employees ('000)	52.0	50.8	54.7	55.1	54.8	56.8	57.0	60.1	61.2	61.5	59.6	60.1	23.0
Transport, Postal and Warehousing agreements	1,070	971	1,011	1,030	1,031	1,019	1,122	1,156	1,203	1,175	1,244	1,273	1,294
Transport, Postal and Warehousing AAWI (%)	2.6	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.4
Transport, Postal and Warehousing duration (yrs.)	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9
Transport, Postal and Warehousing employees ('000)	118.1	135.4	137.3	151.9	159.7	163.0	166.3	175.9	185.1	166.1	177.4	195.1	185.9
Information Media and Telecommunications agreements	51	43	48	51	49	48	52	52	53	58	62	59	57
Information Media and Telecommunications AAWI (%)	1.9	1.8	1.9	2.0	2.2	2.4	2.5	2.5	2.5	2.6	2.6	2.6	2.6
Information Media and Telecommunications duration (yrs.)	1.8	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5
Information Media and Telecommunications employees ('000)	33.0	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8	37.0	36.9
Financial and Insurance Services agreements	74	67	77	74	74	70	72	71	70	67	74	75	78
Financial and Insurance Services AAWI (%)	2.5	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4	3.4
Financial and Insurance Services duration (yrs.)	3.0	2.3	2.3	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8
Financial and Insurance Services employees ('000)	63.3	96.6	99.4	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7	144.1	147.3
Rental, Hiring and Real Estate Services agreements	66	63	63	63	60	58	58	58	60	56	62	60	63
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.8	2.8	2.3	2.3	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.7	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Rental, Hiring and Real Estate Services employees ('000)	3.2	1.9	1.9	4.0	3.9	3.9	3.9	3.8	3.9	3.8	4.0	4.1	4.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Professional, Scientific and Technical Services agreements	140	127	125	118	116	106	110	107	112	113	115	110	116
Professional, Scientific and Technical Services AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9	3.5
Professional, Scientific and Technical Services duration (yrs.)	3.1	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	2.9
Professional, Scientific and Technical Services employees ('000)	17.9	17.7	17.6	17.8	17.6	17.9	18.2	17.8	18.2	18.0	13.2	12.5	22.6
Administrative and Support Services agreements	212	208	215	216	219	223	220	196	189	172	177	157	156
Administrative and Support Services AAWI (%)	2.7	2.7	2.9	2.9	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5	3.5
Administrative and Support Services duration (yrs.)	3.7	3.7	3.7	3.7	3.6	3.6	3.6	3.7	3.6	3.7	3.6	3.7	3.3
Administrative and Support Services employees ('000)	22.6	21.4	21.6	21.6	22.2	22.2	20.6	19.2	19.7	16.8	18.3	15.9	14.0
Public Administration and Safety agreements	394	374	382	391	400	359	366	368	371	343	347	393	461
Public Administration and Safety AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.3	2.5	2.6	3.3	3.4
Public Administration and Safety duration (yrs.)	3.0	3.1	3.0	2.9	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8
Public Administration and Safety employees ('000)	239.5	216.1	214.3	216.5	230.7	210.5	182.0	186.0	186.7	205.6	193.6	237.0	327.1
Education and Training agreements	507	465	476	411	425	423	472	453	480	481	516	483	512
Education and Training AAWI (%)	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5	3.7	3.7
Education and Training duration (yrs.)	2.6	2.5	2.3	2.7	2.7	3.1	2.9	2.9	2.8	2.8	2.6	2.5	2.5
Education and Training employees ('000)	328.2	224.8	208.5	167.1	167.1	209.1	227.0	239.6	267.0	301.6	390.8	442.6	472.5
Health Care and Social Assistance agreements	773	653	668	660	689	611	658	665	719	685	727	733	794
Health Care and Social Assistance AAWI (%)	2.8	2.8	2.7	2.5	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0
Health Care and Social Assistance duration (yrs.)	2.8	3.0	3.0	2.7	2.7	2.7	2.8	2.7	2.7	2.7	2.7	2.7	2.8
Health Care and Social Assistance employees ('000)	246.0	220.8	222.1	271.7	353.3	327.2	393.1	391.4	406.0	430.8	455.9	448.4	388.1
Arts and Recreation Services agreements	111	101	111	109	117	109	117	113	120	111	117	122	136
Arts and Recreation Services AAWI (%)	2.7	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.3	3.2
Arts and Recreation Services duration (yrs.)	2.8	2.8	2.8	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8	2.6	2.5
Arts and Recreation Services employees ('000)	30.6	26.5	31.3	32.5	33.1	26.4	25.5	30.3	31.5	25.5	26.9	31.3	31.3
Other Services agreements	214	206	207	207	205	200	217	223	216	214	211	211	217
Other Services AAWI (%)	2.6	2.6	2.6	2.5	2.4	2.5	2.7	2.8	2.8	2.9	3.0	3.0	3.1
Other Services duration (yrs.)	3.0	3.3	3.3	3.3	3.5	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.1
Other Services employees ('000)	24.7	16.3	18.0	18.3	15.8	17.9	20.5	22.0	22.7	23.8	23.3	23.5	24.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
All industries agreements	10,267	10,191	10,726	10,853	11,131	11,039	11,303	11,019	11,282	9,874	10,251	9,778	10,406
All industries AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4
All industries duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8
All industries employees ('000)	1,790.3	1,654.9	1,659.8	1,665.2	1,752.3	1,731.1	1,798.4	1,736.8	1,788.9	1,812.6	2,032.1	2,137.4	2,210.1

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: 124 Agriculture, Forestry and Fishing agreements were current as at 30 June 2024, covering 10,900 employees. The AAWI for these agreements was 3.0 per cent and the average duration was 3.2 years.

Table 9 - Agreements expiring, by ANZSIC Division and quarter (June quarter 2024 - June quarter 2027)

FOR ALL CURRENT AGREEMENTS	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27
Agriculture, Forestry and Fishing agreements	13	13	11	3	15	9	4	1	9	5	4	6	5
Agriculture, Forestry and Fishing AAWI (%)	2.6	3.0	2.8	4.5	3.6	3.2	3.5	1.5	2.9	3.2	3.4	3.5	3.0
Agriculture, Forestry and Fishing employees ('000)	2.4	0.7	0.5	0.1	1.9	0.5	0.2	0.0	0.6	0.2	0.1	0.2	1.1
Mining agreements	30	24	18	19	40	35	38	22	43	29	21	19	21
Mining AAWI (%)	2.5	1.9	2.6	2.4	2.8	2.6	3.3	3.5	3.4	3.1	3.5	3.1	3.4
Mining employees ('000)	3.2	2.4	3.6	3.4	5.7	3.7	4.8	5.0	7.5	3.7	1.9	3.8	2.5
Manufacturing agreements	233	144	158	120	228	164	121	117	207	138	94	61	58
Manufacturing AAWI (%)	2.8	3.4	3.1	3.3	3.5	3.4	3.3	3.8	4.0	3.6	3.5	3.3	3.4
Manufacturing employees ('000)	17.4	11.3	14.6	7.6	17.0	15.8	8.7	8.5	16.4	12.3	6.9	7.1	4.5
Non-Metal Manufacturing agreements	155	90	112	86	160	106	84	84	135	95	64	43	35
Non-Metal Manufacturing AAWI (%)	2.6	3.5	2.9	3.2	3.5	3.5	3.2	3.9	4.0	3.6	3.5	3.2	3.6
Non-Metal Manufacturing employees ('000)	10.6	7.6	9.8	5.8	10.8	11.1	6.1	6.6	11.5	9.7	5.5	6.0	3.2
Metal Manufacturing agreements	78	54	46	34	68	58	37	33	72	43	30	18	23
Metal Manufacturing AAWI (%)	3.1	3.0	3.4	3.4	3.5	3.2	3.6	3.7	4.0	3.6	3.4	3.8	3.1
Metal Manufacturing employees ('000)	6.8	3.7	4.8	1.8	6.2	4.8	2.7	1.9	4.9	2.6	1.4	1.2	1.3
Electricity, Gas, Water and Waste Services agreements	53	30	27	17	36	37	27	22	31	26	18	13	6
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	3.1	3.4	2.7	3.3	3.7	5.8	4.1	4.0	4.0	3.4	4.1	3.8
Electricity, Gas, Water and Waste Services employees ('000)	9.8	7.2	3.2	1.2	2.7	3.4	4.0	4.9	5.2	2.3	1.2	0.8	0.6
Construction agreements	165	146	169	371	220	150	249	108	163	154	241	83	94
Construction AAWI (%)	2.9	3.1	2.9	3.0	3.3	3.1	4.2	3.2	3.8	4.7	4.5	3.0	3.5
Construction employees ('000)	4.5	4.0	5.2	9.7	8.1	4.1	6.9	2.9	4.8	4.2	5.5	2.9	3.1
Wholesale Trade agreements	21	18	11	11	18	16	14	11	15	11	10	6	9
Wholesale Trade AAWI (%)	2.5	2.5	3.2	2.6	3.9	3.8	3.5	3.6	3.9	4.2	3.3	2.8	2.8
Wholesale Trade employees ('000)	1.9	1.3	1.3	0.4	1.1	1.5	0.5	0.4	1.8	0.6	0.4	0.3	1.8
Retail Trade agreements	21	11	7	6	11	7	10	9	10	9	5	5	10
Retail Trade AAWI (%)	2.8	2.3	2.4	2.1	4.0	3.3	2.4	2.9	4.1	3.3	2.7	4.8	3.6
Retail Trade employees ('000)	7.9	3.3	3.5	7.1	5.2	1.8	1.6	4.0	6.4	45.9	1.5	9.2	4.6
Accommodation and Food Services agreements	13	13	9	5	4	9	5	8	5	10	2	4	4
Accommodation and Food Services AAWI (%)	2.7	2.1	2.6	2.3	2.8	3.5	4.4	3.1	3.3	2.9	2.4	5.1	2.7
Accommodation and Food Services employees ('000)	38.1	4.0	2.0	1.5	1.5	0.9	1.6	1.0	2.0	3.1	0.4	0.3	0.7

FOR ALL CURRENT AGREEMENTS	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27
Transport, Postal and Warehousing agreements	160	101	90	68	141	75	106	65	130	91	60	50	56
Transport, Postal and Warehousing AAWI (%)	2.8	3.0	2.8	3.3	3.1	3.4	3.2	4.0	3.6	3.7	3.5	4.0	3.8
Transport, Postal and Warehousing employees ('000)	30.0	36.5	10.8	6.5	13.2	6.0	13.1	15.0	28.3	9.3	8.8	5.1	8.3
Information Media and Telecommunications agreements	11	6	4	4	6	9	2	5	5	1	1	0	1
Information Media and Telecommunications AAWI (%)	3.0	2.4	2.7	2.9	2.9	3.1	2.6	3.6	3.2	*	2.2	*	2.6
Information Media and Telecommunications employees ('000)	2.3	22.0	0.1	3.0	1.0	1.9	0.3	2.8	2.5	0.1	0.0	0.0	0.0
Financial and Insurance Services agreements	11	8	9	7	8	3	6	1	9	4	4	2	1
Financial and Insurance Services AAWI (%)	3.1	3.3	2.5	2.3	3.2	2.5	3.4	*	4.4	4.2	4.0	3.4	4.0
Financial and Insurance Services employees ('000)	4.0	3.1	35.1	1.3	2.6	0.6	2.1	0.2	37.6	6.9	29.9	1.7	0.1
Rental, Hiring and Real Estate Services agreements	8	4	1	3	7	5	5	3	4	5	2	3	1
Rental, Hiring and Real Estate Services AAWI (%)	2.3	2.9	2.6	2.5	2.3	4.5	3.1	1.7	3.6	2.7	1.9	2.5	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.9	0.1	0.0	0.2	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0	0.0
Professional, Scientific and Technical Services agreements	18	8	6	3	14	7	7	7	11	4	4	7	4
Professional, Scientific and Technical Services AAWI (%)	2.3	2.5	2.5	3.2	3.4	3.9	3.5	4.2	3.8	3.5	4.2	3.5	3.1
Professional, Scientific and Technical Services employees ('000)	2.1	3.5	0.4	0.7	1.4	0.9	0.8	0.2	0.5	0.9	6.6	0.6	0.1
Administrative and Support Services agreements	18	13	6	14	14	10	19	4	17	9	9	2	2
Administrative and Support Services AAWI (%)	2.8	2.6	2.9	3.0	3.4	2.6	3.7	5.1	3.5	5.6	4.0	4.4	2.4
Administrative and Support Services employees ('000)	4.2	0.9	0.5	1.5	0.7	0.4	1.0	0.5	1.1	0.7	0.8	0.1	0.5
Public Administration and Safety agreements	66	32	20	18	76	19	28	22	20	9	11	71	9
Public Administration and Safety AAWI (%)	2.4	2.4	2.7	2.5	2.5	2.1	3.2	3.7	3.0	2.9	3.6	3.8	3.1
Public Administration and Safety employees ('000)	21.1	15.0	8.8	2.7	28.8	18.5	10.1	23.1	5.8	2.8	4.0	146.7	2.9
Education and Training agreements	45	11	78	38	41	16	99	29	35	12	41	12	7
Education and Training AAWI (%)	2.6	4.1	3.1	3.1	5.3	4.8	2.7	5.0	4.7	5.3	3.1	2.3	3.7
Education and Training employees ('000)	2.9	21.6	52.0	34.7	36.3	19.2	138.6	22.4	73.8	22.8	7.8	10.8	0.9
Health Care and Social Assistance agreements	155	50	47	30	97	46	51	43	86	25	24	15	19
Health Care and Social Assistance AAWI (%)	2.7	4.0	2.7	2.8	3.4	4.0	2.7	2.2	2.8	2.9	3.7	3.2	3.1
Health Care and Social Assistance employees ('000)	129.9	13.1	23.7	11.0	95.4	13.8	36.4	35.5	43.0	15.4	9.7	1.7	8.5
Arts and Recreation Services agreements	18	10	12	6	17	7	11	2	6	3	3	5	4
Arts and Recreation Services AAWI (%)	2.6	3.3	3.2	2.8	3.9	2.2	2.3	2.8	3.2	3.2	3.6	3.8	*
Arts and Recreation Services employees ('000)	2.5	1.9	1.6	2.4	8.6	3.4	2.9	0.2	1.8	0.1	1.0	0.6	0.9

FOR ALL CURRENT AGREEMENTS	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27
Other Services agreements	23	18	16	8	34	23	21	15	11	11	7	8	8
Other Services AAWI (%)	3.1	2.2	3.0	2.2	3.3	3.0	3.3	3.4	3.2	2.9	4.7	3.6	3.8
Other Services employees ('000)	3.8	2.9	1.1	0.5	3.3	2.6	0.9	1.9	1.7	1.7	0.8	0.6	0.8
All industries agreements	1,082	660	699	751	1,027	647	823	494	817	556	561	372	319
All industries AAWI (%)	2.7	3.0	2.9	3.0	3.7	3.7	2.9	3.5	3.8	4.1	3.8	3.6	3.5
All industries employees ('000)	289.1	154.8	168.0	95.6	234.5	99.2	234.6	129.9	241.1	132.9	87.3	192.6	41.9

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: 5 Agriculture, Forestry and Fishing agreements, covering 1,100 employees, have an expiry date in the June quarter 2027. The AAWI of these agreements is 3.0 per cent.

Table 10 - Agreements approved in the quarter, by state (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
ACT agreements	10	6	18	17	15	11	15	12	12	14	11	30	16
ACT AAWI (%)	3.0	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.7	3.5	3.6	3.9	3.6
ACT duration (yrs.)	3.0	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1
ACT employees ('000)	1.2	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1
NSW agreements	179	177	205	166	173	219	206	155	172	192	199	146	195
NSW AAWI (%)	2.5	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7	4.4
NSW duration (yrs.)	2.6	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1
NSW employees ('000)	10.2	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7	19.7	19.9	28.6	29.5
NT agreements	8	10	12	12	11	11	10	7	8	9	13	4	5
NT AAWI (%)	1.8	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0	4.1
NT duration (yrs.)	3.6	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8
NT employees ('000)	0.7	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2
Qld agreements	131	144	151	137	134	137	155	127	147	152	269	191	187
Qld AAWI (%)	2.6	2.5	3.0	2.8	2.9	3.4	3.5	4.0	4.3	4.3	4.2	4.7	4.3
Qld duration (yrs.)	2.7	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8	2.4	2.8
Qld employees ('000)	8.1	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5	14.4
SA agreements	55	49	72	58	63	51	70	45	44	57	61	46	48
SA AAWI (%)	2.6	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6	4.2
SA duration (yrs.)	2.0	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7
SA employees ('000)	5.9	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1
Tas agreements	25	27	28	31	24	30	32	26	32	27	25	25	27
Tas AAWI (%)	2.7	3.0	2.7	2.4	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1	3.9
Tas duration (yrs.)	2.4	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8
Tas employees ('000)	2.9	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6
Vic agreements	411	574	394	354	335	378	399	268	285	324	322	256	337
Vic AAWI (%)	2.6	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0	3.6	4.0
Vic duration (yrs.)	1.8	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4
Vic employees ('000)	37.8	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.1	34.8	38.0	33.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
WA agreements	64	74	85	77	74	92	91	81	82	77	76	74	115
WA AAWI (%)	1.5	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0	4.1
WA duration (yrs.)	2.2	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7
WA employees ('000)	11.3	9.0	7.3	7.9	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2	10.3
Multi-state agreements	181	210	180	156	114	159	148	120	156	221	282	250	273
Multi-state AAWI (%)	2.5	2.9	2.3	2.6	2.8	2.7	3.7	3.7	3.7	4.3	4.8	3.9	3.7
Multi-state duration (yrs.)	2.7	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3
Multi-state employees ('000)	21.9	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2	174.9	204.1	174.8
Other agreements	1	0	2	1	0	0	0	0	0	0	1	0	0
Other AAWI (%)	2.0	*	1.9	2.0	*	*	*	*	*	*	*	*	*
Other duration (yrs.)	2.8	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0
Other employees ('000)	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
All states agreements	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203
All states AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
All states duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0
All states employees ('000)	100.1	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4

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. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 16 agreements approved in the June quarter 2024 operate solely in the ACT, covering 3,100 employees. The AAWI for these agreements was 3.6 per cent and the average duration was 2.1 years.

Table 11 - Agreements current on the last day of the quarter, by state (June quarter 2021 - June quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
ACT agreements	143	127	118	122	129	125	109	115	119	112	117	133	143
ACT AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6	3.6
ACT duration (yrs.)	2.6	2.6	2.0	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5
ACT employees ('000)	33.7	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3	36.6
NSW agreements	2,047	1,980	2,071	2,044	2,055	2,058	2,144	2,036	2,075	2,069	2,129	1,812	1,896
NSW AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6	3.8
NSW duration (yrs.)	2.9	2.9	2.7	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7
NSW employees ('000)	209.2	169.3	193.9	190.4	191.7	162.9	183.6	179.3	197.5	190.8	204.0	196.8	219.0
NT agreements	125	117	116	118	116	109	113	112	114	114	118	117	117
NT AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0	3.0
NT duration (yrs.)	3.2	3.1	3.3	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8	2.7
NT employees ('000)	28.0	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7	20.4
Qld agreements	1,565	1,528	1,599	1,584	1,634	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663
Qld AAWI (%)	2.5	2.5	2.6	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8
Qld duration (yrs.)	2.9	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8
Qld employees ('000)	203.7	163.3	165.1	161.6	162.9	155.5	161.8	163.2	177.2	171.9	188.4	226.2	233.6
SA agreements	605	541	564	571	590	537	574	570	575	572	596	588	603
SA AAWI (%)	2.5	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9	4.0
SA duration (yrs.)	2.9	2.9	2.9	2.9	2.8	2.8	2.5	2.5	2.5	2.5	2.5	2.6	2.6
SA employees ('000)	51.8	39.4	39.1	41.6	45.5	44.3	58.9	58.6	58.4	60.8	64.3	66.6	72.0
Tas agreements	297	256	271	269	287	261	281	283	295	276	287	291	306
Tas AAWI (%)	3.1	3.1	3.0	2.9	2.9	2.9	2.9	3.0	3.1	3.3	3.4	3.4	3.4
Tas duration (yrs.)	2.7	2.9	2.8	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8
Tas employees ('000)	27.3	21.4	22.5	23.5	25.1	23.1	25.9	23.7	26.6	25.7	26.2	27.2	27.9
Vic agreements	2,677	2,877	3,128	3,265	3,439	3,486	3,726	3,812	3,959	2,653	2,591	2,425	2,596
Vic AAWI (%)	2.7	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.7	2.8
Vic duration (yrs.)	2.9	3.1	3.1	3.0	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9
Vic employees ('000)	424.3	382.6	375.3	433.2	517.7	582.2	644.2	659.8	673.6	667.8	665.6	625.8	574.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
WA agreements	935	882	913	910	916	889	939	933	932	898	914	897	949
WA AAWI (%)	1.9	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2	3.2	3.3
WA duration (yrs.)	2.8	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.7	2.8	2.8	2.8	2.9
WA employees ('000)	109.7	83.5	86.8	90.8	90.6	88.1	83.2	89.8	95.6	88.6	91.3	101.5	103.0
Multi-state agreements	1,870	1,880	1,941	1,964	1,959	1,948	1,981	1,737	1,746	1,778	1,919	1,956	2,130
Multi-state AAWI (%)	2.4	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7
Multi-state duration (yrs.)	3.2	3.1	3.1	3.2	3.2	3.3	3.3	3.1	3.1	3.1	2.9	2.9	2.8
Multi-state employees ('000)	702.2	746.4	737.3	670.5	666.7	628.4	619.1	541.1	536.2	561.6	744.8	841.3	923.2
Other agreements	3	3	5	6	6	6	6	6	4	3	4	3	3
Other AAWI (%)	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8	1.8
Other duration (yrs.)	3.0	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4
Other employees ('000)	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1
All states agreements	10,267	10,191	10,726	10,853	11,131	11,039	11,303	11,019	11,282	9,874	10,251	9,778	10,406
All states AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4
All states duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8
All states employees ('000)	1,790.3	1,654.9	1,659.8	1,665.2	1,752.3	1,731.1	1,798.4	1,736.8	1,788.9	1,812.6	2,032.1	2,137.4	2,210.1

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. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 143 agreements current as at 30 June 2024 operate solely in the ACT, covering 36,600 employees. The AAWI for these agreements was 3.6 per cent and the average duration was 2.5 years.

Table 12a - Agreements approved in the quarter - non-quantifiable wage increases, by reason (June quarter 2021 to June quarter 2024)

Linked to minimum wage

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	43	44	36	32	30	51	52	35	44	56	70	72	51
Single enterprise non-Greenfields employees ('000)	1.7	20.7	5.2	1.5	4.6	6.6	9.9	12.1	10.4	14.5	13.6	24.1	100.9
Single enterprise Greenfields agreements	0	1	0	2	1	3	2	1	3	1	0	0	4
Single enterprise Greenfields employees ('000)	0.0	0.1	0.0	0.2	0.1	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.3
Multi-enterprise non-Greenfields agreements	0	1	1	1	0	3	0	0	2	2	0	1	2
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.3	0.0	0.0	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total agreements	43	46	37	35	31	57	54	36	49	59	70	73	57
Sub-total employees ('000)	1.7	20.8	5.5	1.7	4.7	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.6

Linked to CPI

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	22	15	22	10	21	22	30	13	11	17	20	12	11
Single enterprise non-Greenfields employees ('000)	1.0	0.8	2.3	2.9	1.5	1.5	1.9	2.0	1.7	1.5	1.2	0.5	0.2
Single enterprise Greenfields agreements	0	6	0	0	1	0	0	0	0	1	1	0	1
Single enterprise Greenfields employees ('000)	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0	0	0	0	1	0	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total agreements	22	21	22	10	22	22	30	14	11	18	21	12	12
Sub-total employees ('000)	1.0	1.0	2.3	2.9	1.6	1.5	1.9	2.7	1.7	1.6	1.3	0.5	0.2

Inconsistent increase

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	88	68	72	38	38	55	67	31	53	53	40	47	69
Single enterprise non-Greenfields employees ('000)	4.7	3.9	6.9	19.9	63.8	6.4	39.1	8.5	14.8	87.1	51.3	8.8	19.3
Single enterprise Greenfields agreements	11	5	7	4	7	4	8	1	0	0	1	3	3
Single enterprise Greenfields employees ('000)	0.1	0.1	0.1	0.1	0.3	0.1	0.2	0.2	0.0	0.0	0.1	0.0	0.0
Multi-enterprise non-Greenfields agreements	1	0	1	2	0	0	0	0	0	0	0	4	1
Multi-enterprise non-Greenfields employees ('000)	1.2	0.0	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total agreements	100	73	80	44	45	59	75	32	53	53	41	54	73
Sub-total employees ('000)	6.1	4.0	7.2	20.2	64.1	6.5	39.3	8.7	14.8	87.1	51.3	10.7	19.4

Performance linked

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	1	5	1	1	3	4	2	2	5	1	6	2	4
Single enterprise non-Greenfields employees ('000)	0.0	34.0	1.7	0.1	0.1	0.3	0.2	0.1	0.6	0.0	36.8	0.0	0.3
Single enterprise Greenfields agreements	0	0	0	0	0	0	1	0	0	0	0	0	0
Single 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	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise non-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 Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total agreements	1	5	1	1	3	4	3	2	5	1	6	2	4
Sub-total employees ('000)	0.0	34.0	1.7	0.1	0.1	0.3	0.2	0.1	0.6	0.0	36.8	0.0	0.3

Other reason

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	57	67	62	51	42	65	57	37	57	79	96	85	73
Single enterprise non-Greenfields employees ('000)	15.1	16.5	7.9	7.1	4.2	5.0	14.3	5.5	6.0	7.2	30.4	17.9	7.8
Single enterprise Greenfields agreements	2	3	1	5	2	2	1	1	1	3	3	0	0
Single enterprise Greenfields employees ('000)	0.9	0.1	0.1	0.9	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	1	1	1	0	0	0	0	0	0	4	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	30.1	0.0
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total agreements	59	70	64	57	45	67	58	38	58	82	99	89	73
Sub-total employees ('000)	16.0	16.6	8.0	8.2	4.3	5.0	14.4	5.5	6.1	7.4	30.5	47.9	7.8

Totals

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Total non-quantifiable agreements	225	215	204	147	146	209	220	122	176	213	237	230	219
Total non-quantifiable employees ('000)	24.8	76.3	24.6	33.1	74.7	21.1	65.9	29.2	34.0	113.8	133.4	83.4	132.4

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. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 51 single enterprise non-Greenfields agreements approved in the June quarter 2024 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 100,900 employees.

Table 12b - Agreements approved in the quarter - quantifiable wage increases (June quarter 2021 to June quarter 2024)

Quantifiable agreements

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Single enterprise non-Greenfields agreements	761	975	857	776	698	819	853	663	698	797	962	737	883
Single enterprise non-Greenfields employees ('000)	73.6	102.5	120.1	185.7	76.5	188.7	151.1	103.2	99.9	146.6	141.8	267.8	140.8
Single enterprise Greenfields agreements	79	81	82	78	93	56	49	56	63	60	59	48	100
Single enterprise Greenfields employees ('000)	1.6	1.7	3.8	2.3	2.6	1.3	2.4	2.1	2.2	1.8	1.6	1.6	2.0
Multi-enterprise non-Greenfields agreements	0	0	4	8	6	4	3	0	1	3	1	7	1
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	1.5	26.0	0.9	2.7	2.6	0.0	0.2	33.5	0.0	12.3	0.2
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	1	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
Total quantifiable agreements	840	1,056	943	862	797	879	906	719	762	860	1,022	792	984
Total quantifiable employees ('000)	75.3	104.2	125.4	214.0	80.1	192.6	156.2	105.3	102.2	181.9	143.4	281.6	143.0

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

Notes:

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 883 single enterprise non-Greenfields agreements approved in the June quarter 2024 had quantifiable AAWIs. These agreements covered 140,800 employees.

Table 13 - Agreements approved in the quarter, by union coverage (June quarter 2021 to June quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Union covered agreements	869	1,055	928	847	742	870	910	673	713	805	1,001	794	1,005
Union covered AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0
Union covered duration (yrs.)	2.1	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0
Union covered employees ('000)	91.3	172.6	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.3	263.1	356.6	266.6
No union covered agreements	196	216	219	162	201	218	216	168	225	268	258	228	198
No union covered AAWI (%)	2.4	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0
No union covered duration (yrs.)	3.6	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6
No union covered employees ('000)	8.8	7.9	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8
All agreements	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203
All AAWI (%)	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0
All duration (yrs.)	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0
All employees ('000)	100.1	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4

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: 1,005 agreements approved in the June quarter 2024, covering 266,600 employees, formally covered a union. The AAWI for these agreements was 4.0 per cent and the average duration was 3.0 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (June quarter 2021 to June quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Union covered agreements	7,050	7,075	7,597	7,803	8,128	8,082	8,313	8,115	8,455	7,114	7,440	6,927	7,531
Union covered AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4
Union covered duration (yrs.)	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8
Union covered employees ('000)	1,677.5	1,547.0	1,550.4	1,557.0	1,645.6	1,626.2	1,691.3	1,631.9	1,684.8	1,698.1	1,910.2	2,013.1	2,085.9
No union covered agreements	3,217	3,116	3,129	3,050	3,003	2,957	2,990	2,904	2,827	2,760	2,811	2,851	2,875
No union covered AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.6	2.8	2.9	3.0	3.0
No union covered duration (yrs.)	3.8	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.9	3.7
No union covered employees ('000)	112.8	107.9	109.4	108.2	106.7	104.8	107.1	104.9	104.1	114.4	121.9	124.3	124.2
All agreements	10,267	10,191	10,726	10,853	11,131	11,039	11,303	11,019	11,282	9,874	10,251	9,778	10,406
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4
All duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8
All employees ('000)	1,790.3	1,654.9	1,659.8	1,665.2	1,752.3	1,731.1	1,798.4	1,736.8	1,788.9	1,812.6	2,032.1	2,137.4	2,210.1

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: 7,531 agreements current as at 30 June 2024, covering 2,085,900 employees, formally covered a union. The AAWI for these agreements was 3.4 per cent and the average duration was 2.8 years.

Table 15 - Agreements approved in the June quarter 2024, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE524516	Coles Retail Enterprise Agreement 2024	92,574	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE524065	University of Melbourne Enterprise Agreement 2024	13,927	3.8	Education and Training	Vic	Public
AE524487	Super Retail Group Retail & CCC Enterprise Agreement 2024	11,941	3.3	Retail Trade	Australia-wide	Private
AE524165	National Disability Insurance Agency Enterprise Agreement 2024-2027	6,877	3.8	Public Administration and Safety	Australia-wide	Public
AE524297	Department of Climate Change, Energy, the Environment and Water Enterprise Agreement 2024-2027	5,042	3.8	Public Administration and Safety	Australia-wide, external territories	Public
AE524326	David Jones Enterprise Agreement 2024	4,644	Inconsistent increase	Retail Trade	ACT, NSW, Qld, SA, Vic, WA	Private
AE524155	Department of Employment and Workplace Relations Enterprise Agreement 2024-27	4,044	3.8	Public Administration and Safety	Australia-wide	Public
AE524090	Department of Industry, Science and Resources Enterprise Agreement 2024 – 2027	3,531	3.8	Public Administration and Safety	Australia-wide	Public
AE525171	Crown Perth & UWU Hospitality Enterprise Agreement 2023	3,391	3.9	Accommodation and Food Services	WA	Private
AE525107	UWU and ADIA Market & Social Research Industry Agreement 2023-2026	2,921	Linked to minimum wage	Professional, Scientific and Technical Services	Australia-wide, external territories	Private
AE524283	Australian Retirement Trust Enterprise Agreement 2022	2,911	Inconsistent increase	Financial and Insurance Services	Australia-wide	Private
AE524353	Silverchain Health Professional and Support Services Enterprise Agreement 2023	2,909	4.0	Health Care and Social Assistance	ACT, NSW, Qld, SA, Tas, Vic, WA	Private
AE524134	Best & Less Enterprise Agreement 2023	2,894	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE524322	Bupa Australia Enterprise Agreement 2024	2,858	Inconsistent increase	Financial and Insurance Services	Australia-wide	Private

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE525233	The Star Sydney Enterprise Agreement 2024	2,683	4.8	Arts and Recreation Services	NSW	Private
AE525038	Lutheran Schools SA Enterprise Agreement 2024	2,313	Inconsistent increase	Education and Training	SA	Private
AE525226	ALDI Derrimut Agreement 2024	2,125	Other reason	Retail Trade	NSW, Tas, Vic	Private
AE525104	University of Wollongong (Professional Services Employees) Enterprise Agreement, 2023	2,053	5.9	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 at least one 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: Coles Retail Enterprise Agreement 2024 covers 92,574 employees. The AAWI for this agreement was non-quantifiable because wage increases are linked to the minimum wage. It operates Australia-wide in the Retail Trade industry.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, June quarter 2024

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	1	0	1	1	0	2	2	4	0	11
Agriculture, Forestry and Fishing AAWI (%)	*	*	*	2.5	*	*	5.2	4.3	2.5	*	3.6
Agriculture, Forestry and Fishing duration (yrs.)	0.0	2.2	0.0	2.0	4.0	0.0	1.9	3.1	4.0	0.0	3.8
Agriculture, Forestry and Fishing employees ('000)	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.1	0.6	0.0	1.1
Mining agreements	0	6	0	10	2	2	2	5	8	0	35
Mining AAWI (%)	*	3.6	*	4.1	*	3.0	4.6	4.2	2.8	*	3.8
Mining duration (yrs.)	0.0	3.9	0.0	3.6	3.3	3.0	2.9	4.0	3.6	0.0	3.7
Mining employees ('000)	0.0	1.0	0.0	1.0	0.2	0.2	0.1	0.8	0.5	0.0	3.7
Manufacturing agreements	1	19	0	21	9	7	47	12	12	0	128
Manufacturing AAWI (%)	4.0	3.8	*	4.5	3.7	5.1	3.7	4.6	4.1	*	4.0
Manufacturing duration (yrs.)	1.3	2.9	0.0	2.8	3.1	2.6	2.5	2.8	3.7	0.0	2.8
Manufacturing employees ('000)	0.0	1.3	0.0	1.9	1.3	0.4	3.2	0.7	1.0	0.0	9.8
Non-Metal Manufacturing agreements	1	13	0	15	7	6	35	3	3	0	83
Non-Metal Manufacturing AAWI (%)	4.0	3.8	*	4.2	3.7	5.1	3.7	3.9	5.5	*	3.9
Non-Metal Manufacturing duration (yrs.)	1.3	2.9	0.0	2.8	3.2	2.5	2.5	3.3	2.7	0.0	2.7
Non-Metal Manufacturing employees ('000)	0.0	1.1	0.0	1.2	1.0	0.3	2.6	0.1	0.1	0.0	6.4
Metal Manufacturing agreements	0	6	0	6	2	1	12	9	9	0	45
Metal Manufacturing AAWI (%)	*	3.8	*	5.1	3.8	5.2	3.7	4.6	3.8	*	4.4
Metal Manufacturing duration (yrs.)	0.0	3.2	0.0	2.7	2.8	2.7	2.9	2.8	3.7	0.0	3.1
Metal Manufacturing employees ('000)	0.0	0.2	0.0	0.7	0.3	0.1	0.6	0.6	0.9	0.0	3.5
Electricity, Gas, Water and Waste Services agreements	0	6	0	8	3	0	12	3	1	0	33
Electricity, Gas, Water and Waste Services AAWI (%)	*	3.7	*	4.5	3.7	*	4.1	3.0	4.1	*	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	2.6	0.0	2.9	3.6	0.0	2.7	2.8	2.0	0.0	2.7
Electricity, Gas, Water and Waste Services employees ('000)	0.0	0.2	0.0	1.8	0.1	0.0	1.8	0.1	0.7	0.0	4.7
Construction agreements	6	46	2	83	10	6	213	52	153	0	571
Construction AAWI (%)	4.1	3.3	5.4	4.9	3.7	3.7	5.0	3.7	5.1	*	4.6
Construction duration (yrs.)	2.0	3.5	2.5	2.9	2.1	2.6	2.8	3.3	3.5	0.0	3.1
Construction employees ('000)	0.1	1.8	0.0	1.4	0.2	0.1	5.9	2.0	4.6	0.0	16.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Wholesale Trade agreements	0	3	0	4	1	0	4	0	1	0	13
Wholesale Trade AAWI (%)	*	5.1	*	2.9	4.0	*	3.4	*	3.5	*	3.9
Wholesale Trade duration (yrs.)	0.0	2.8	0.0	3.9	2.7	0.0	2.9	0.0	2.9	0.0	3.5
Wholesale Trade employees ('000)	0.0	0.1	0.0	0.4	0.0	0.0	0.1	0.0	0.0	0.0	0.6
Retail Trade agreements	0	0	0	3	1	1	0	1	5	0	11
Retail Trade AAWI (%)	*	*	*	3.9	3.6	4.0	*	3.9	3.3	*	3.3
Retail Trade duration (yrs.)	0.0	0.0	0.0	3.2	4.0	3.3	0.0	2.2	3.5	0.0	3.5
Retail Trade employees ('000)	0.0	0.0	0.0	0.3	0.3	0.0	0.0	0.0	114.2	0.0	114.8
Accommodation and Food Services agreements	0	1	0	4	0	0	1	2	1	0	9
Accommodation and Food Services AAWI (%)	*	*	*	2.7	*	*	*	3.9	*	*	3.9
Accommodation and Food Services duration (yrs.)	0.0	3.7	0.0	4.0	0.0	0.0	4.0	2.3	4.0	0.0	2.6
Accommodation and Food Services employees ('000)	0.0	0.1	0.0	0.3	0.0	0.0	0.0	3.5	0.3	0.0	4.2
Transport, Postal and Warehousing agreements	0	18	0	13	6	2	10	14	21	0	84
Transport, Postal and Warehousing AAWI (%)	*	5.1	*	4.8	4.2	4.5	4.5	4.8	3.2	*	4.5
Transport, Postal and Warehousing duration (yrs.)	0.0	3.1	0.0	3.2	2.9	3.5	3.2	2.6	3.1	0.0	3.1
Transport, Postal and Warehousing employees ('000)	0.0	1.5	0.0	0.9	0.3	0.4	1.9	0.9	1.4	0.0	7.1
Information Media and Telecommunications agreements	0	0	0	0	0	0	0	0	0	0	0
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	*	*	*	*	*
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial and Insurance Services agreements	0	0	0	0	0	0	0	0	5	0	5
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	*	*	3.8	*	3.8
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.4	0.0	6.4
Rental, Hiring and Real Estate Services agreements	1	0	0	2	0	0	1	2	1	0	7
Rental, Hiring and Real Estate Services AAWI (%)	2.7	*	*	*	*	*	1.0	2.7	3.9	*	2.7
Rental, Hiring and Real Estate Services duration (yrs.)	3.9	0.0	0.0	4.0	0.0	0.0	3.0	3.2	3.0	0.0	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Professional, Scientific and Technical Services agreements	0	2	0	1	0	0	2	1	7	0	13
Professional, Scientific and Technical Services AAWI (%)	*	2.7	*	2.1	*	*	4.5	*	3.7	*	3.5
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.2	0.0	4.0	0.0	0.0	3.9	4.0	2.2	0.0	2.2
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	4.0	0.0	4.2
Administrative and Support Services agreements	0	2	0	1	0	1	4	2	2	0	12
Administrative and Support Services AAWI (%)	*	3.0	*	3.0	*	*	4.5	4.9	3.2	*	3.7
Administrative and Support Services duration (yrs.)	0.0	2.8	0.0	4.0	0.0	3.1	3.3	3.9	4.0	0.0	3.4
Administrative and Support Services employees ('000)	0.0	0.2	0.0	0.1	0.0	0.2	0.2	0.2	0.1	0.0	0.9
Public Administration and Safety agreements	6	6	0	2	2	2	7	5	37	0	67
Public Administration and Safety AAWI (%)	3.6	3.7	*	3.9	4.0	*	2.7	3.8	3.8	*	3.8
Public Administration and Safety duration (yrs.)	2.1	2.7	0.0	2.8	1.5	2.7	1.6	2.0	2.8	0.0	2.7
Public Administration and Safety employees ('000)	2.9	3.3	0.0	0.2	0.1	0.2	2.2	0.2	33.0	0.0	42.0
Education and Training agreements	0	8	0	16	6	3	5	4	3	0	45
Education and Training AAWI (%)	*	5.9	*	3.8	5.0	3.0	3.8	3.6	3.7	*	4.2
Education and Training duration (yrs.)	0.0	2.0	0.0	3.4	2.1	2.8	2.1	2.6	2.1	0.0	2.2
Education and Training employees ('000)	0.0	4.2	0.0	1.4	3.3	0.9	14.8	0.5	2.2	0.0	27.3
Health Care and Social Assistance agreements	2	64	3	11	7	3	16	7	7	0	120
Health Care and Social Assistance AAWI (%)	3.1	4.1	3.7	4.1	4.7	3.4	3.8	4.3	3.7	*	4.0
Health Care and Social Assistance duration (yrs.)	3.4	1.3	2.9	1.9	3.4	1.8	3.0	2.2	2.8	0.0	2.0
Health Care and Social Assistance employees ('000)	0.1	10.7	0.1	4.0	1.1	0.2	2.1	1.0	5.3	0.0	24.7
Arts and Recreation Services agreements	0	10	0	3	0	0	4	0	0	0	17
Arts and Recreation Services AAWI (%)	*	4.5	*	2.5	*	*	4.1	*	*	*	4.3
Arts and Recreation Services duration (yrs.)	0.0	2.3	0.0	3.0	0.0	0.0	1.5	0.0	0.0	0.0	2.4
Arts and Recreation Services employees ('000)	0.0	4.8	0.0	0.6	0.0	0.0	0.3	0.0	0.0	0.0	5.6
Other Services agreements	0	3	0	4	0	0	7	3	5	0	22
Other Services AAWI (%)	*	4.0	*	2.6	*	*	3.4	5.3	3.5	*	3.8
Other Services duration (yrs.)	0.0	3.0	0.0	3.2	0.0	0.0	2.9	2.8	3.4	0.0	3.0
Other Services employees ('000)	0.0	0.4	0.0	0.2	0.0	0.0	0.8	0.3	0.6	0.0	2.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
All industries agreements	16	195	5	187	48	27	337	115	273	0	1,203
All industries AAWI (%)	3.6	4.4	4.1	4.3	4.2	3.9	4.0	4.1	3.7	*	4.0
All industries duration (yrs.)	2.1	2.1	2.8	2.8	2.7	2.8	2.4	2.7	3.3	0.0	3.0
All industries employees ('000)	3.1	29.5	0.2	14.4	7.1	2.6	33.5	10.3	174.8	0.0	275.4

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

Notes:

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

How to read: Of the 11 Agriculture, Forestry and Fishing agreements approved in the June quarter 2024, 1 operate solely in New South Wales. This 1 agreement covers fewer than one hundred employees, with a non-quantifiable AAWI and the duration was 2.2 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, June quarter 2024

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	24	1	27	8	14	24	6	20	0	124
Agriculture, Forestry and Fishing AAWI (%)	*	2.9	2.5	2.3	3.2	3.7	3.2	4.1	3.3	*	3.0
Agriculture, Forestry and Fishing duration (yrs.)	0.0	2.9	4.0	3.3	3.7	2.4	2.9	3.3	3.7	0.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.0	1.5	0.0	2.6	0.7	1.1	1.3	0.6	3.2	0.0	10.9
Mining agreements	0	125	6	111	18	11	29	52	90	0	442
Mining AAWI (%)	*	3.1	2.7	2.9	3.8	4.1	3.6	3.5	3.0	*	3.1
Mining duration (yrs.)	0.0	3.6	2.9	3.4	3.7	2.6	3.3	3.6	3.8	0.0	3.5
Mining employees ('000)	0.0	16.2	0.8	19.0	3.6	1.0	2.0	7.8	12.8	0.0	63.2
Manufacturing agreements	6	477	7	280	157	65	701	141	158	0	1,992
Manufacturing AAWI (%)	3.2	3.6	3.1	3.6	3.3	4.0	3.4	3.3	3.4	*	3.5
Manufacturing duration (yrs.)	2.3	2.9	3.0	3.1	2.8	2.6	2.9	3.2	2.9	0.0	2.9
Manufacturing employees ('000)	0.2	34.2	0.1	26.0	13.1	3.3	50.1	10.9	22.2	0.0	160.1
Non-Metal Manufacturing agreements	5	316	6	195	116	52	490	87	77	0	1,344
Non-Metal Manufacturing AAWI (%)	3.2	3.6	3.1	3.5	3.3	4.1	3.4	3.1	3.2	*	3.4
Non-Metal Manufacturing duration (yrs.)	2.3	3.0	3.0	3.1	2.8	2.6	2.9	3.1	2.9	0.0	2.9
Non-Metal Manufacturing employees ('000)	0.1	23.2	0.1	19.6	9.9	2.5	38.5	6.8	11.6	0.0	112.4
Metal Manufacturing agreements	1	161	1	85	41	13	211	54	81	0	648
Metal Manufacturing AAWI (%)	*	3.7	4.4	3.7	3.2	3.4	3.2	3.6	3.5	*	3.5
Metal Manufacturing duration (yrs.)	2.5	2.6	2.7	3.0	2.6	2.5	2.8	3.3	2.9	0.0	2.8
Metal Manufacturing employees ('000)	0.0	11.0	0.0	6.4	3.2	0.8	11.6	4.1	10.6	0.0	47.7
Electricity, Gas, Water and Waste Services agreements	6	88	6	60	29	10	110	41	28	0	378
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	3.6	4.8	4.3	6.0	2.7	3.4	3.4	2.9	*	3.7
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	2.7	3.0	2.7	2.2	2.5	2.8	2.2	2.6	0.0	2.6
Electricity, Gas, Water and Waste Services employees ('000)	1.2	10.8	0.9	5.1	3.9	1.3	10.2	6.1	12.5	0.0	52.0
Construction agreements	58	420	22	504	143	67	696	295	933	0	3,138
Construction AAWI (%)	4.8	3.9	2.5	4.3	3.7	3.1	3.8	3.2	4.3	*	4.0
Construction duration (yrs.)	2.6	3.2	3.6	3.1	3.0	2.9	2.9	3.5	3.6	0.0	3.3
Construction employees ('000)	1.1	12.5	0.6	12.5	3.7	2.4	19.4	8.6	31.0	0.0	91.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Wholesale Trade agreements	1	42	1	35	7	8	56	20	32	0	202
Wholesale Trade AAWI (%)	4.0	4.0	3.6	3.4	3.7	2.7	3.5	3.3	3.0	*	3.4
Wholesale Trade duration (yrs.)	3.0	2.7	2.9	3.5	2.7	2.8	2.7	3.0	3.6	0.0	3.2
Wholesale Trade employees ('000)	0.0	2.2	0.0	1.9	0.3	0.3	3.8	1.1	8.7	0.0	18.4
Retail Trade agreements	1	21	1	26	7	2	24	12	38	0	132
Retail Trade AAWI (%)	*	4.0	1.6	3.0	3.3	4.0	3.4	3.9	3.1	*	3.2
Retail Trade duration (yrs.)	4.0	3.1	3.0	3.7	2.6	3.0	3.2	3.4	3.2	0.0	3.2
Retail Trade employees ('000)	0.0	1.9	0.0	4.5	0.5	0.1	5.7	2.4	121.7	0.0	136.8
Accommodation and Food Services agreements	2	29	2	21	0	1	14	13	32	0	114
Accommodation and Food Services AAWI (%)	4.0	3.1	4.0	2.7	*	4.0	3.2	3.0	3.3	*	3.1
Accommodation and Food Services duration (yrs.)	3.0	3.5	3.1	4.0	0.0	2.1	4.4	3.9	3.6	0.0	3.7
Accommodation and Food Services employees ('000)	0.2	3.8	0.0	2.9	0.0	0.0	0.9	4.0	11.1	0.0	23.0
Transport, Postal and Warehousing agreements	7	267	23	204	86	23	248	168	268	0	1,294
Transport, Postal and Warehousing AAWI (%)	3.7	3.6	2.2	4.2	3.9	3.6	3.4	3.4	3.1	*	3.4
Transport, Postal and Warehousing duration (yrs.)	2.0	3.2	3.8	2.8	2.7	3.4	3.0	3.1	2.8	0.0	2.9
Transport, Postal and Warehousing employees ('000)	1.4	26.1	1.5	19.1	6.4	2.1	23.9	13.0	92.4	0.0	185.9
Information Media and Telecommunications agreements	1	6	0	0	1	1	14	3	31	0	57
Information Media and Telecommunications AAWI (%)	3.7	4.8	*	*	1.5	2.1	4.0	2.1	2.6	*	2.6
Information Media and Telecommunications duration (yrs.)	1.6	2.4	0.0	0.0	2.8	3.0	2.3	3.9	2.5	0.0	2.5
Information Media and Telecommunications employees ('000)	0.0	0.6	0.0	0.0	0.0	0.1	0.9	0.2	35.1	0.0	36.9
Financial and Insurance Services agreements	0	4	0	3	1	2	10	4	54	0	78
Financial and Insurance Services AAWI (%)	*	4.0	*	2.9	3.3	2.5	2.6	3.0	3.5	*	3.4
Financial and Insurance Services duration (yrs.)	0.0	2.3	0.0	3.0	4.0	2.1	2.8	2.6	2.8	0.0	2.8
Financial and Insurance Services employees ('000)	0.0	0.6	0.0	1.1	0.0	0.1	2.2	0.4	142.9	0.0	147.3
Rental, Hiring and Real Estate Services agreements	1	11	0	18	1	0	14	4	14	0	63
Rental, Hiring and Real Estate Services AAWI (%)	2.7	2.7	*	3.0	3.5	*	2.3	2.9	2.1	*	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.9	3.2	0.0	3.7	3.0	0.0	3.6	4.0	3.4	0.0	3.5
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.5	0.1	2.8	0.0	4.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Professional, Scientific and Technical Services agreements	0	18	1	5	3	2	21	14	51	1	116
Professional, Scientific and Technical Services AAWI (%)	*	3.0	2.5	2.1	2.7	2.1	2.9	2.8	3.7	2.0	3.5
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	4.6	2.1	3.5	4.5	3.4	2.7	2.5	2.9
Professional, Scientific and Technical Services employees ('000)	0.0	1.0	0.3	0.1	0.1	0.0	1.5	0.9	18.7	0.0	22.6
Administrative and Support Services agreements	2	15	0	18	4	3	47	16	51	0	156
Administrative and Support Services AAWI (%)	8.4	3.2	*	3.1	4.0	3.6	3.8	4.1	3.3	*	3.5
Administrative and Support Services duration (yrs.)	1.4	3.6	0.0	3.0	1.6	3.1	2.8	3.2	3.6	0.0	3.3
Administrative and Support Services employees ('000)	0.3	0.8	0.0	1.1	0.1	0.3	3.2	0.9	7.3	0.0	14.0
Public Administration and Safety agreements	31	19	22	23	10	30	141	45	138	2	461
Public Administration and Safety AAWI (%)	3.6	3.6	2.9	4.6	4.5	3.1	2.4	3.2	3.7	1.5	3.4
Public Administration and Safety duration (yrs.)	2.5	2.7	2.2	2.5	2.5	3.1	2.7	2.5	2.9	3.7	2.8
Public Administration and Safety employees ('000)	28.8	4.4	7.6	2.5	0.8	3.8	66.4	7.9	204.8	0.1	327.1
Education and Training agreements	9	105	6	163	43	20	87	33	46	0	512
Education and Training AAWI (%)	3.2	4.4	3.2	4.3	4.8	3.0	2.8	3.3	4.6	*	3.7
Education and Training duration (yrs.)	2.6	2.3	2.1	2.5	2.0	3.0	3.1	2.7	2.1	0.0	2.5
Education and Training employees ('000)	1.8	55.1	1.9	68.8	22.9	2.9	159.6	17.0	142.4	0.0	472.5
Health Care and Social Assistance agreements	12	164	16	111	67	37	250	54	83	0	794
Health Care and Social Assistance AAWI (%)	2.9	3.5	3.2	3.7	3.2	3.6	2.5	3.3	3.4	*	3.0
Health Care and Social Assistance duration (yrs.)	2.7	2.1	3.1	2.7	2.8	2.3	3.0	1.9	3.0	0.0	2.8
Health Care and Social Assistance employees ('000)	1.1	39.5	6.0	56.8	12.8	8.6	201.4	17.9	44.0	0.0	388.1
Arts and Recreation Services agreements	2	24	2	19	6	4	60	3	16	0	136
Arts and Recreation Services AAWI (%)	3.8	3.3	2.1	3.3	3.4	3.6	3.2	2.8	2.6	*	3.2
Arts and Recreation Services duration (yrs.)	2.9	2.4	3.2	2.9	1.8	11.0	2.3	1.7	2.6	0.0	2.5
Arts and Recreation Services employees ('000)	0.4	4.8	0.6	5.3	1.4	0.2	15.6	0.1	2.8	0.0	31.3
Other Services agreements	4	37	1	35	12	6	50	25	47	0	217
Other Services AAWI (%)	3.1	3.5	1.2	3.3	3.6	3.9	3.0	3.1	2.9	*	3.1
Other Services duration (yrs.)	2.9	4.3	4.0	2.9	3.1	2.2	3.0	3.1	2.9	0.0	3.1
Other Services employees ('000)	0.1	2.6	0.0	3.7	1.7	0.2	6.0	3.0	6.9	0.0	24.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
All industries agreements	143	1,896	117	1,663	603	306	2,596	949	2,130	3	10,406
All industries AAWI (%)	3.6	3.8	3.0	3.8	4.0	3.4	2.8	3.3	3.7	1.8	3.4
All industries duration (yrs.)	2.5	2.7	2.7	2.8	2.6	2.8	2.9	2.9	2.8	3.4	2.8
All industries employees ('000)	36.6	219.0	20.4	233.6	72.0	27.9	574.4	103.0	923.2	0.1	2,210.1

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

Notes:

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

How to read: Of the 124 Agriculture, Forestry and Fishing agreements current as at 30 June 2024, 24 operate solely in New South Wales. These 24 agreements cover 1,500 employees, with an AAWI of 2.9 per cent and an average duration of 2.9 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 rates of pay for all employees, 2014 - 2023

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23	23.2
Collective Agreement (Federally Registered)	32.6		30.4		
Collective Agreement (State Registered)	8.6	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), 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.

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.

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:

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

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 whereas Trends data considers only those agreements which have been *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.

Recent methodological change

Pre-reform Agreements were approved under the *Workplace Relations Act 1996*, before the *Fair Work Act 2009*. Pre-reform agreement types appearing in this report (Table 6) include:

- Union Collective Agreements
- Employee Collective Agreements
- Employer Greenfields

On application to the Fair Work Commission, the default period for Pre-reform Agreements can be extended, meaning that [extended arrangements](#) did not sunset and continue to operate on and after 7 December 2023.

These agreements appeared for the first time in the December 2023 *Trends in Federal Enterprise Bargaining* report. They are considered current and will affect historical data.