



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

September 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 September quarter 2024 that contained quantifiable wage increases (694 agreements)

Enterprise agreements approved in the quarter	June quarter 2024 (%)	September quarter 2024 (%)	Change (% Points)
All sectors	4.0	3.6	-0.4
Private sector	4.0	3.9	-0.1
Public sector	3.9	3.5	-0.4

Table 2 - Average Annualised Wage Increases for agreements current on 30 September 2024 that contained quantifiable wage increases (7,839 agreements)

All current enterprise agreements	June quarter 2024 (%)	September quarter 2024 (%)	Change (% Points)
All sectors	3.4	3.5	0.1
Private sector	3.3	3.4	0.1
Public sector	3.6	3.6	0.0

Trends in Federal Enterprise Bargaining Report Summary

1. Wage growth under federal enterprise agreements September quarter 2024 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the September quarter 2024 was 3.6%. This compares with 4.0% in the June quarter 2024, 4.1% in the September quarter 2023 and the five-year average of 3.2% (September quarter 2019 to September quarter 2024).¹

For the September quarter 2024, the calculated AAWI of 3.6% is based on 694 agreements with quantifiable wage increases, covering 163,600 employees. This was 74.4% of the 933 agreements approved in the quarter, covering 48.0% of the 341,000 employees covered by all approved agreements.²

For the 7,839 enterprise agreements (covering 1,537,554 employees) current as at 30 September 2024 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.5%. This compares with 3.4% in the June quarter 2024 and 3.0% in the September quarter 2023.

2. Enterprise agreements - proportion of employees covered

Federal and state enterprise agreements covered 34.0% of all Australian employees in May 2023 (latest available data).³

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

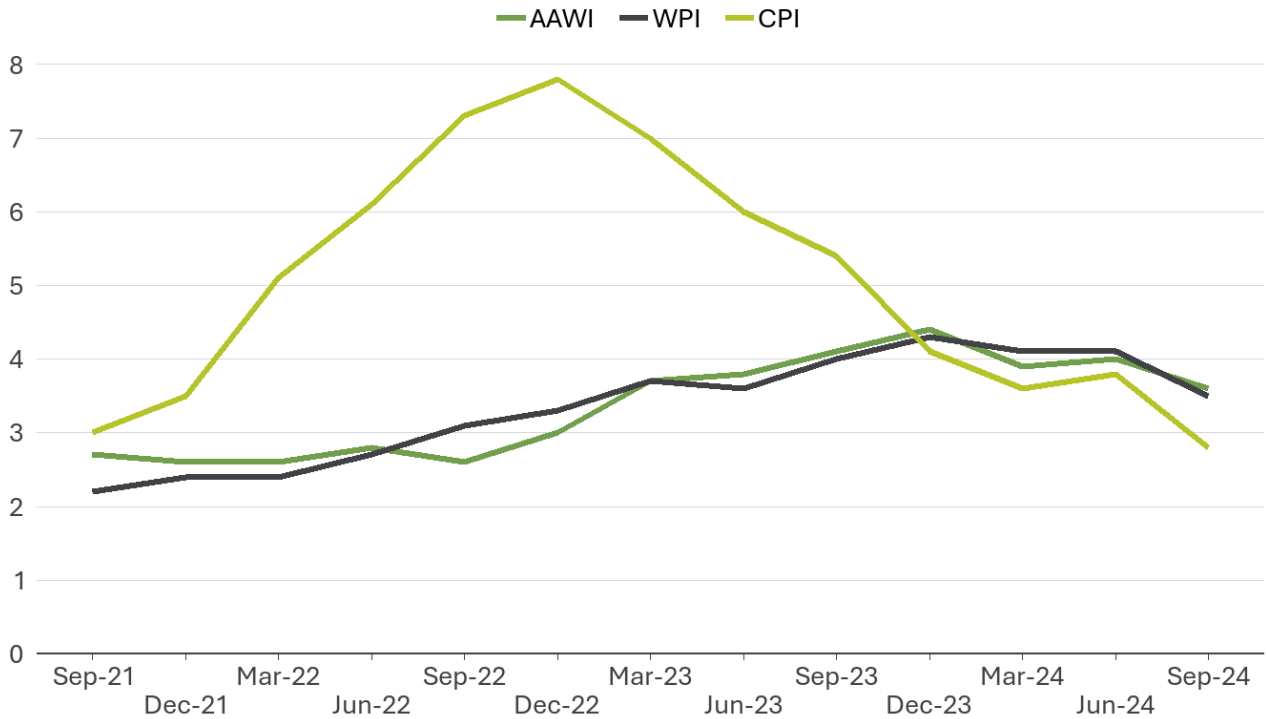
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; inconsistent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

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 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 – Wage growth outpaced inflation for the fourth consecutive quarter in September

Annual changes in quarterly AAWI, WPI and CPI (%)



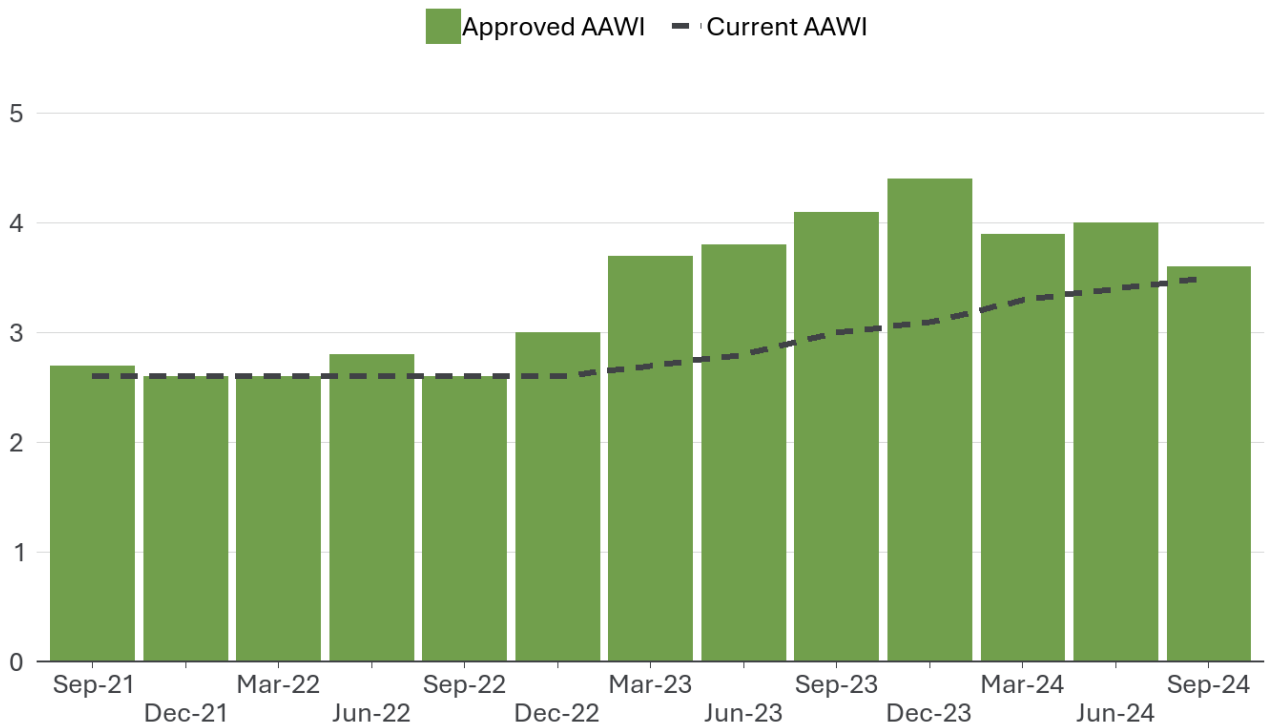
Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, September 2024; ABS, *Wage Price Index, Australia*, September 2024.

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
AAWI	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
WPI	2.2	2.4	2.4	2.7	3.1	3.3	3.7	3.6	4.0	4.3	4.1	4.1	3.5
CPI	3.0	3.5	5.1	6.1	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8

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

Chart 2 – Sustained wage growth in approved agreements has lifted the AAWI for current agreements

Quarterly AAWI for approved and current agreements (%)



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

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Approved AAWI	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
Current AAWI	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5

Approved agreements

There were 933 agreements approved in the September quarter 2024, of which 694 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2024 was 3.6%, compared with 4.0% in the June quarter 2024 and 4.1% in the September quarter 2023.

The industries with the highest AAWIs were Construction (4.9%), Education and Training (4.3%), and Other Services (4.2%).

The industries with the lowest AAWIs were Mining (2.6%), Agriculture, Forestry and Fishing (2.7%) and Professional, Scientific and Technical Services (2.8%).

Current agreements

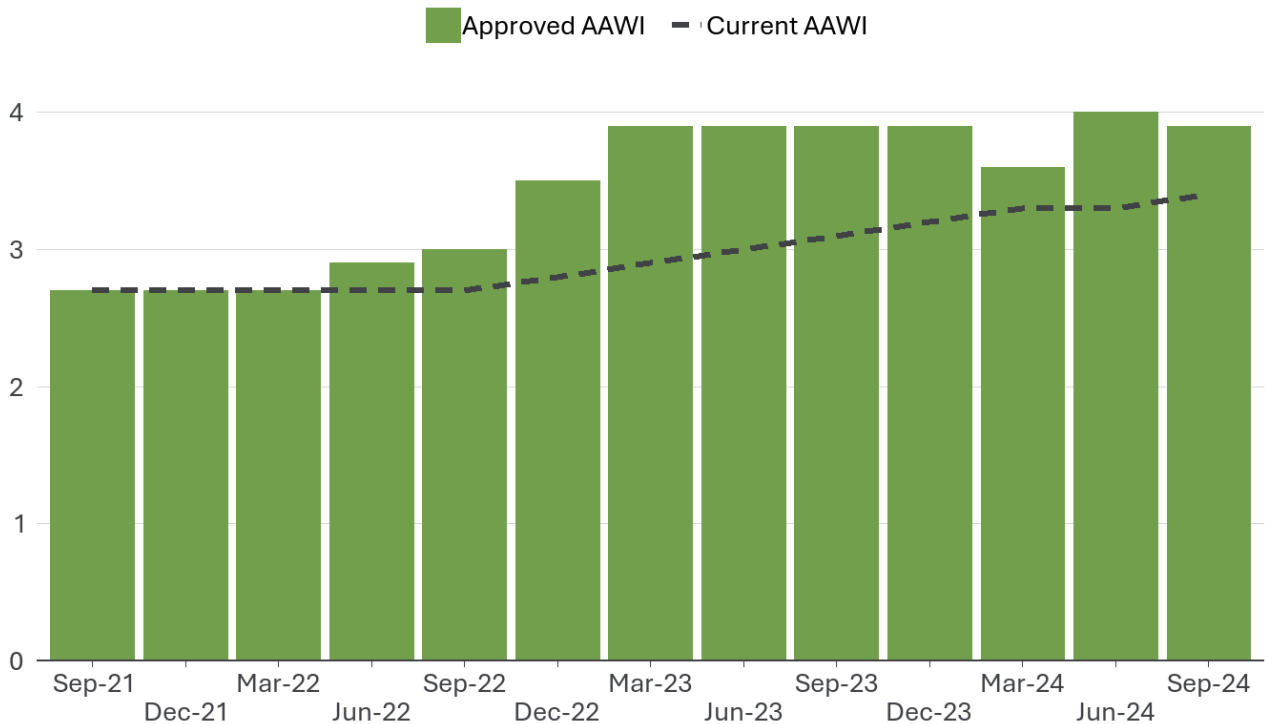
There were 10,113 agreements current as at 30 September 2024, of which 7,839 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 September 2024 was 3.5%, compared with 3.4% in the June quarter 2024 and 3.0% in the September quarter 2023.

5. Private sector wage growth - September quarter 2024 - Tables 3 and 4 in Trends report

Chart 3 – Sustained wage growth in the private sector has lifted the AAWI for current agreements

Quarterly AAWI for private sector approved and current agreements (%)



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

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Approved AAWI	2.7	2.7	2.7	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9
Current AAWI	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4

The AAWI for private sector agreements approved in the September quarter 2024 was 3.9%, compared with 4.0% in the June quarter 2024 and 3.9% in the September quarter 2023.

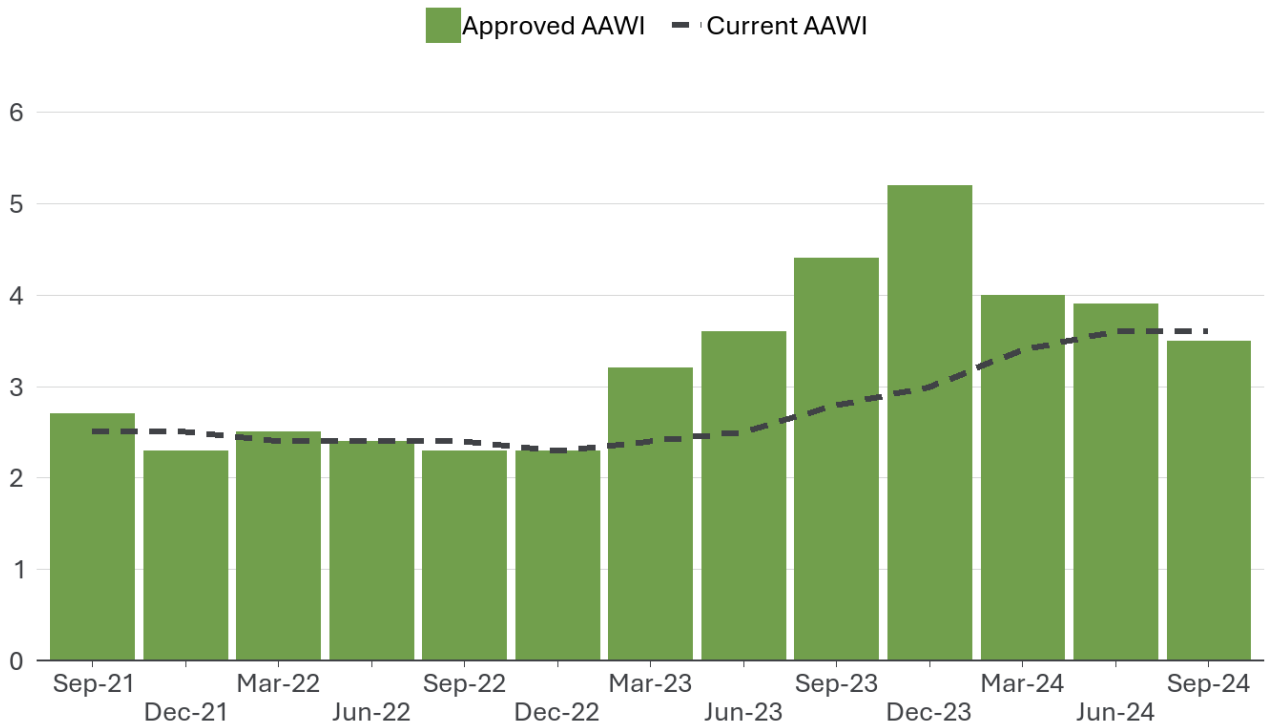
Large quantifiable private sector agreements approved in the September quarter 2024 include:

- *Estia Health NSW Enterprise Agreement 2024* (2,719 employees), with an AAWI of 3.0%;
- *Hastings Deering (Australia) Limited Enterprise Agreement 2024* (1,914 employees), with an AAWI of 5.1%; and
- *Yarra Trams Enterprise Agreement 2023 – Operations* (1,784 employees), with an AAWI of 4.0%.

6. Public sector wage growth - September quarter 2024 - Tables 3 and 4 in Trends report

Chart 4 – The public sector AAWI for current agreements has plateaued as wage growth in approved agreements eases

Quarterly AAWI for public sector approved and current agreements (%)



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

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Approved AAWI	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5
Current AAWI	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.6	3.6

The AAWI for public sector enterprise agreements approved in the September quarter 2024 was 3.5%, compared with 3.9 in the June quarter 2024 and 4.4% in the September quarter 2023.

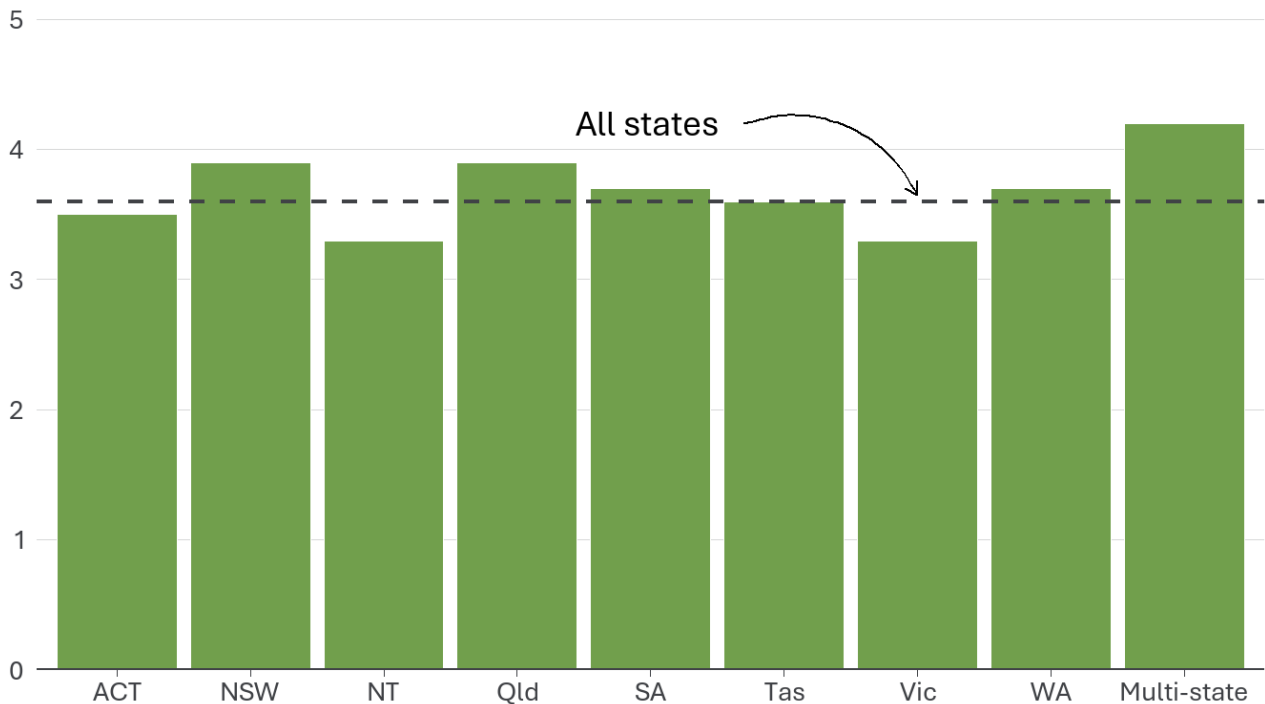
Large quantifiable public sector agreements approved in the September quarter 2024 include:

- *Victorian Public Service Enterprise Agreement 2024* (56,325 employees), with an AAWI of 3.0%;
- *Monash University Enterprise Agreement (Academic and Professional Staff) 2024* (11,147 employees), with an AAWI of 4.8%; and
- *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2024* (9,286 employees), with an AAWI of 4.0%.

7. State and Territory wage growth - September quarter 2024 - Table 10 in Trends report

Chart 5 – Multi-state agreements delivered the highest AAWI in the September quarter 2024

Quarterly AAWI for State and Territory approved agreements (%)



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

	All states	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state
AAWI (%)	3.6	3.5	3.9	3.3	3.9	3.7	3.6	3.3	3.7	4.2

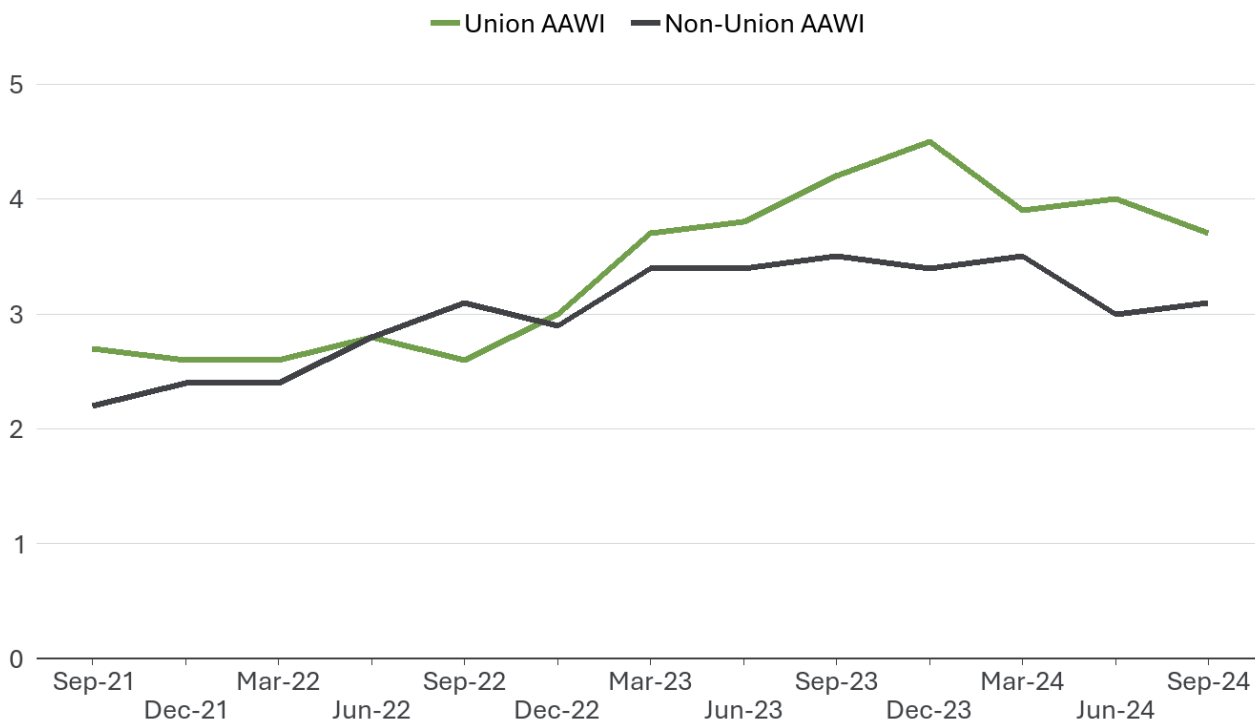
AAWI results for agreements approved in the September quarter 2024 were highest for Multi-state agreements, with an AAWI of 4.2%.

Agreements approved in the September quarter 2024 in the Northern Territory and Victoria had the lowest AAWI of 3.3%.

8. Wage growth for agreements that cover union/s and agreements with no union/s covered⁴ - September quarter 2024 - Table 13 in Trends report

Chart 6 – The wage outcomes for agreements that cover a union remain higher than those that do not

Quarterly AAWI for union covered and no union covered approved agreements (%)



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

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Union AAWI	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7
Non-Union AAWI	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1

Agreements approved in the September quarter 2024 that formally covered unions had a combined AAWI of 3.7%, compared with 4.0% in the June quarter 2024 and 4.2% in the September quarter 2023.

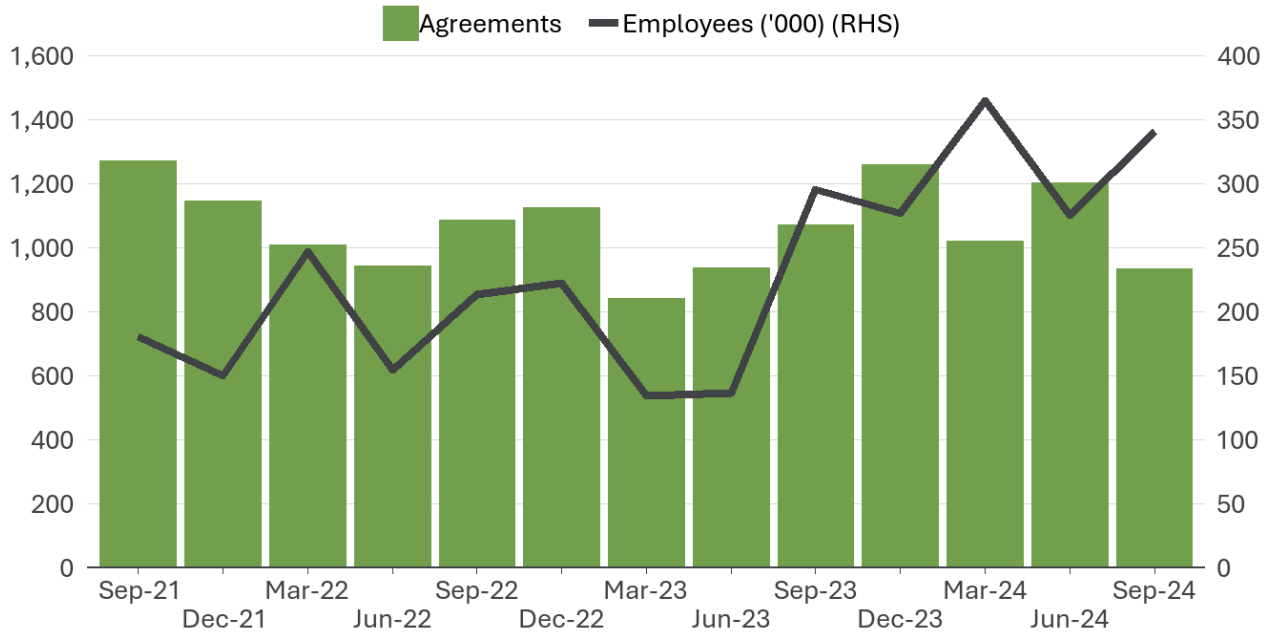
Agreements approved in the September quarter 2024 with no unions formally covered had a combined AAWI of 3.1%, compared with 3.0% in the June quarter 2024 and 3.5% in the September quarter 2023.

⁴ See Note 4 for more details.

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

Chart 7 – Approved agreements covered over 300,000 employees in the September quarter

Number of approved agreements and employees covered

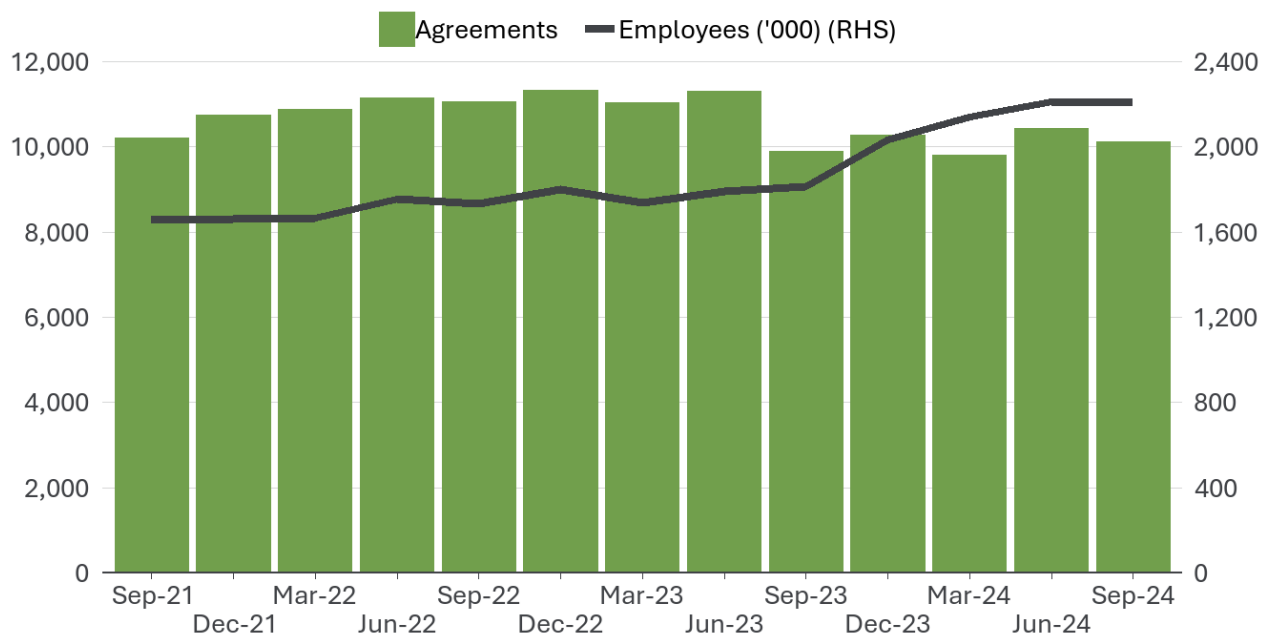


Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 933 agreements (covering 341,000 employees) approved in the September quarter 2024, compared with 1,203 agreements (covering 275,400 employees) in the June quarter 2024 and 1,073 agreements (covering 295,700 employees) in the September quarter 2023.

Chart 8 – The number of employees covered by agreements has trended up since 2022

Number of current agreements and employees covered as at 30 September 2024



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

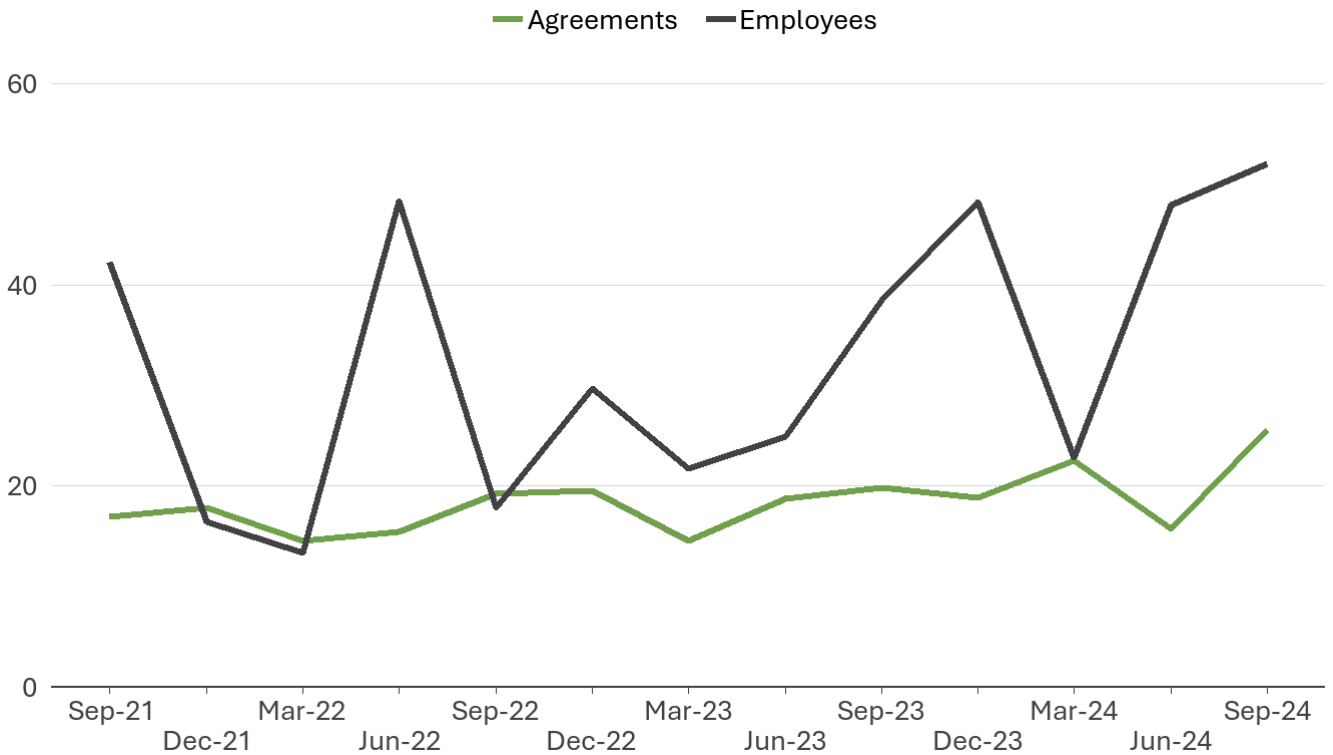
There were 10,113 current (not expired or terminated) agreements as at 30 September 2024, compared with 10,421 agreements current as at 30 June 2024 and 9,889 agreements current at 30 September 2023 (see Chart 8).

The 30 September 2024 employee coverage of 2.21 million, compared with 2.21 million employees as at 30 June 2024 and 1.81 million employees as at 30 September 2023. The number of employees covered by an agreement as at 30 September 2024 is the highest since the June quarter 2019.

10. Non-quantifiable agreements - September quarter 2024 - Table 12a in Trends report

Chart 9 – Non-quantifiable agreements covered more than half of all employees approved in the September quarter 2024

Share of non-quantifiable agreements and employees of all approved agreements (%)



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

	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Agreements	16.9	17.8	14.6	15.5	19.2	19.5	14.5	18.8	19.9	18.8	22.5	15.7	25.6
Employees	42.3	16.4	13.4	48.3	17.9	29.7	21.7	24.9	38.5	48.2	22.9	47.9	52.0

25.6% of agreements approved in the September quarter 2024, covering 52.0% of employees, do not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

In the September quarter 2024, the two largest approved agreements that did not have quantifiable wage increases were:

- *WOOLWORTHS AUSTRALIAN FOOD GROUP AGREEMENT 2024* (124,590 employees):
 - Linked to minimum wage
- *Telstra Limited Enterprise Agreement 2024-2027* (17,881 employees):
 - Performance-linked

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and does not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the September quarter 2024, the calculated AAWI of 3.6% is based on 694 agreements, covering 163,600 employees (that is, 74.4% of the 933 agreements approved in the quarter, covering 48.0% of the total 341,000 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 239 agreements (25.6% of the total 933 agreements) covering 177,400 employees (52.0% of the total 341,000 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. 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.
4. Context for wages growth in federally registered enterprise agreements:
 - 34.0% 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.

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. Detailed breakdowns for 2021 and 2023 data 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.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (September quarter 2021 - September quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Public sector	Agreements	43	70	71	37	42	52	34	26	44	42	116	78	41
	AAWI (%)	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5
	Duration (yrs.)	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8
	Employees ('000)	47.5	44.7	121.0	21.9	103.2	70.0	33.4	33.7	83.8	65.6	201.9	61.8	112.8
Private sector	Agreements	1,228	1,077	938	906	1,046	1,074	807	912	1,029	1,217	906	1,125	892
	AAWI (%)	2.7	2.7	2.7	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9
	Duration (yrs.)	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2
	Employees ('000)	133.0	105.4	126.1	132.9	110.5	152.1	101.0	102.5	211.9	211.3	163.1	213.6	228.3
All sectors	Agreements	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203	933
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4	341.0

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: 41 public sector agreements were approved in the September quarter 2024, covering 112,800 employees. The AAWI for these agreements was 3.5% and the average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Public sector	Agreements	415	433	442	460	401	415	425	436	401	423	469	550	505
	AAWI (%)	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.6	3.6
	Duration (yrs.)	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8
	Employees ('000)	426.5	411.4	438.8	467.1	481.3	507.3	522.6	547.9	598.1	634.7	692.5	730.0	801.0
Private sector	Agreements	9,791	10,308	10,426	10,686	10,653	10,903	10,609	10,861	9,488	9,843	9,325	9,871	9,608
	AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4
	Duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9
	Employees ('000)	1,230.2	1,250.3	1,228.2	1,287.0	1,251.5	1,292.9	1,216.0	1,242.8	1,216.2	1,399.2	1,446.8	1,482.0	1,405.0
All sectors	Agreements	10,206	10,741	10,868	11,146	11,054	11,318	11,034	11,297	9,889	10,266	9,794	10,421	10,113
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5
	Duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9
	Employees ('000)	1,656.7	1,661.6	1,667.0	1,754.1	1,732.8	1,800.2	1,738.6	1,790.7	1,814.3	2,033.9	2,139.3	2,211.9	2,206.0

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: 505 public sector agreements were current as at 30 September 2024, covering 801,000 employees. The AAWI for these agreements was 3.6% and the average duration was 2.8 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	1,174	1,050	908	832	1,016	1,061	781	868	1,003	1,194	955	1,092	862
	AAWI (%)	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1
	Employees ('000)	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0	275.1	319.0	269.3	338.6
Single enterprise Greenfields	Agreements	96	90	89	104	65	61	59	67	65	64	51	107	71
	AAWI (%)	4.3	3.4	3.9	3.6	3.6	3.1	2.6	3.1	3.5	3.9	3.9	4.0	3.6
	Duration (yrs.)	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5	2.4	2.5
	Employees ('000)	2.1	4.0	3.4	3.2	1.5	2.9	2.4	2.5	2.1	1.8	1.6	2.4	2.4
Multi-enterprise non-Greenfields	Agreements	1	7	12	7	7	3	1	3	5	1	16	4	0
	AAWI (%)	*	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5	6.6	*
	Duration (yrs.)	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.2	0.0
	Employees ('000)	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.5	0.0	44.3	3.7	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	1	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	3.0	*	*	*	*	*	*	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	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	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203	933
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4	341.0

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: 862 single enterprise non-Greenfields agreements were approved in the September quarter 2024, covering 338,600 employees. The AAWI for these agreements was 3.6% and the average duration was 3.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	9,469	9,915	9,989	10,182	10,074	10,518	10,324	10,539	9,210	9,557	9,270	9,824	9,514
	AAWI (%)	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.6
	Duration (yrs.)	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9
	Employees ('000)	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	2,001.4	2,067.0	2,067.4
Single enterprise Greenfields	Agreements	611	693	746	828	845	663	576	625	548	578	393	479	509
	AAWI (%)	3.0	3.1	3.3	3.3	3.4	2.9	2.8	2.9	2.9	3.0	2.9	3.0	3.1
	Duration (yrs.)	3.0	2.9	2.9	2.7	2.7	2.8	2.9	2.8	2.9	2.9	3.1	3.1	3.0
	Employees ('000)	24.4	27.9	28.5	30.5	27.5	26.1	24.6	25.1	22.8	23.3	19.1	20.5	20.5
Multi-enterprise non-Greenfields	Agreements	41	48	48	51	50	51	48	47	45	46	53	61	55
	AAWI (%)	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0	3.0	3.0
	Duration (yrs.)	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6
	Employees ('000)	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.0	76.1	110.9	118.3	114.7
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	1	1	1	1	1	1	1	1
	AAWI (%)	*	*	*	*	*	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
	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	49	49	49	49	49	49	49	49	49	48	45	31	11
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.4
	Duration (yrs.)	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.1	17.2	17.8	16.6
	Employees ('000)	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9	3.7	2.6	0.3
Employer Greenfields	Agreements	1	1	1	1	1	1	1	1	1	1	1	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	0.0	0.0
	Employees ('000)	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Union collective	Agreements	35	35	35	35	35	35	35	35	35	35	31	25	23
	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
	Duration (yrs.)	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.3	17.3	17.4
	Employees ('000)	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	3.8	3.5	3.1
All types	Agreements	10,206	10,741	10,868	11,146	11,054	11,318	11,034	11,297	9,889	10,266	9,794	10,421	10,113
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5
	Duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9
	Employees ('000)	1,656.7	1,661.6	1,667.0	1,754.1	1,732.8	1,800.2	1,738.6	1,790.7	1,814.3	2,033.9	2,139.3	2,211.9	2,206.0

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: 9,514 single enterprise non-Greenfields agreements were current as at 30 September 2024, covering 2,067,400 employees. The AAWI for these agreements was 3.6% and the average duration was 2.9 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Agriculture, Forestry and Fishing	Agreements	8	11	4	3	14	9	5	14	11	16	9	11	11
	AAWI (%)	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3	3.3	2.8	3.6	2.7
	Duration (yrs.)	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6	3.6	2.7	3.8	3.1
	Employees ('000)	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7
Mining	Agreements	38	25	25	41	37	36	28	46	39	44	38	35	17
	AAWI (%)	2.0	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5	3.8	2.6
	Duration (yrs.)	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6	3.7	3.7
	Employees ('000)	4.7	2.4	1.9	4.9	4.9	3.9	8.0	4.5	4.3	5.2	6.7	3.7	1.9
Manufacturing	Agreements	181	197	185	168	227	203	188	156	203	223	150	128	149
	AAWI (%)	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8	4.0	4.1
	Duration (yrs.)	2.7	2.8	2.5	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6	2.8	2.8
	Employees ('000)	11.5	15.6	15.2	13.8	18.9	17.6	18.2	11.4	13.9	15.5	13.9	9.8	9.9
Non-Metal Manufacturing	Agreements	120	123	125	115	143	139	152	108	135	144	106	83	98
	AAWI (%)	2.3	2.4	2.7	2.8	3.3	3.7	3.6	4.2	4.1	4.1	3.8	3.9	3.8
	Duration (yrs.)	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9	2.7	2.7	3.0
	Employees ('000)	7.9	9.3	10.9	8.8	12.0	12.8	15.4	6.6	9.8	11.7	11.2	6.4	6.1
Metal Manufacturing	Agreements	61	74	60	53	84	64	36	48	68	79	44	45	51
	AAWI (%)	2.4	2.7	2.8	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8	4.4	4.4
	Duration (yrs.)	2.5	2.7	2.5	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4	3.1	2.6
	Employees ('000)	3.6	6.3	4.3	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7	3.5	3.8
Electricity, Gas, Water and Waste Services	Agreements	37	43	36	27	32	41	35	22	36	36	36	33	26
	AAWI (%)	2.1	2.8	2.5	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8	4.2	4.0
	Duration (yrs.)	2.4	2.1	2.4	2.2	2.2	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5
	Employees ('000)	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9
Construction	Agreements	685	458	366	401	370	361	256	339	380	511	320	571	395
	AAWI (%)	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1	4.5	4.6	4.9
	Duration (yrs.)	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0	2.7	3.1	2.8
	Employees ('000)	13.4	11.2	8.6	8.0	7.9	7.5	6.4	8.1	10.0	13.2	7.1	16.0	9.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Wholesale Trade	Agreements	30	16	10	11	16	23	12	20	18	22	33	13	17
	AAWI (%)	2.5	2.5	2.9	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.8	3.9	3.8
	Duration (yrs.)	2.5	2.2	2.6	2.6	2.6	2.8	2.7	2.9	3.5	3.5	2.9	3.5	2.5
	Employees ('000)	1.7	1.0	1.3	0.4	2.0	1.4	0.8	1.1	2.5	6.0	1.6	0.6	1.5
Retail Trade	Agreements	7	13	7	4	9	20	8	8	14	19	7	11	14
	AAWI (%)	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8	3.3	3.2
	Duration (yrs.)	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5
	Employees ('000)	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8	136.9
Accommodation and Food Services	Agreements	13	5	9	6	12	5	5	10	9	11	20	9	7
	AAWI (%)	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4	3.9	2.9
	Duration (yrs.)	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9	3.7	2.6	3.7
	Employees ('000)	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6	1.8	4.2	0.5
Transport, Postal and Warehousing	Agreements	96	119	102	93	154	146	119	129	130	121	109	84	92
	AAWI (%)	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5	4.5	3.8
	Duration (yrs.)	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8
	Employees ('000)	35.8	10.7	23.6	12.0	15.7	14.9	22.1	17.2	12.1	16.7	27.2	7.1	10.7
Information Media and Tele-communications	Agreements	5	8	8	7	11	5	3	3	11	4	0	0	9
	AAWI (%)	2.0	2.1	2.9	2.3	2.6	3.7	2.0	3.6	4.1	4.6	*	*	3.3
	Duration (yrs.)	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0	0.0	2.9
	Employees ('000)	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0	0.0	24.3
Financial and Insurance Services	Agreements	10	17	3	5	8	10	2	4	6	13	5	5	4
	AAWI (%)	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6	3.8	3.0
	Duration (yrs.)	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.0	2.5	2.9
	Employees ('000)	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6	3.0	6.4	0.5
Rental, Hiring and Real Estate Services	Agreements	5	3	3	4	4	3	2	3	5	8	7	7	4
	AAWI (%)	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6	1.9	2.5	2.7	3.9
	Duration (yrs.)	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9
	Employees ('000)	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Professional, Scientific and Technical Services	Agreements	13	7	10	6	8	11	10	8	8	11	10	13	12
	AAWI (%)	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2	3.5	2.8
	Duration (yrs.)	2.5	2.7	2.6	2.7	2.2	2.5	3.2	3.1	2.4	3.5	2.6	2.2	3.3
	Employees ('000)	1.9	2.6	1.5	0.8	1.4	0.9	0.9	0.3	0.9	0.8	7.5	4.2	1.0
Administrative and Support Services	Agreements	19	20	16	14	22	13	4	9	22	21	18	12	10
	AAWI (%)	4.4	3.8	4.7	3.9	3.1	2.7	4.2	2.8	3.9	5.0	4.9	3.7	4.1
	Duration (yrs.)	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3	3.2	3.5	2.7	3.4	3.4
	Employees ('000)	1.2	0.9	1.5	1.0	1.2	0.6	0.5	1.1	2.3	2.4	0.9	0.9	1.6
Public Administration and Safety	Agreements	38	49	47	26	33	39	22	22	29	28	95	67	13
	AAWI (%)	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.4	3.5	3.4	3.8	3.8	3.2
	Duration (yrs.)	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4
	Employees ('000)	15.9	23.9	39.3	7.5	12.0	8.5	14.9	9.1	26.9	9.2	154.3	42.0	68.3
Education and Training	Agreements	20	40	66	33	40	69	44	37	42	60	58	45	45
	AAWI (%)	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1	4.2	4.3
	Duration (yrs.)	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4
	Employees ('000)	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.4	92.2	74.7	27.3	34.1
Health Care and Social Assistance	Agreements	43	78	67	66	58	90	65	87	78	84	60	120	76
	AAWI (%)	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2	3.4	3.2	3.9	3.0
	Duration (yrs.)	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4
	Employees ('000)	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3	34.0	30.1	24.7	18.9
Arts and Recreation Services	Agreements	5	18	15	15	10	12	15	9	9	14	33	17	10
	AAWI (%)	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0	4.3	3.5
	Duration (yrs.)	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7	1.6	2.4	3.5
	Employees ('000)	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7	8.6	5.6	2.9
Other Services	Agreements	18	20	30	13	23	30	18	12	23	13	14	22	22
	AAWI (%)	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8	3.8	4.2
	Duration (yrs.)	2.7	2.7	2.8	3.1	3.1	2.7	1.8	3.1	3.0	2.5	2.9	3.0	2.9
	Employees ('000)	1.3	2.9	2.1	0.7	3.6	3.2	2.5	2.0	2.5	1.4	1.0	2.2	4.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
All industries	Agreements	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203	933
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4	341.0

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 September quarter 2024, covering 700 employees. The AAWI for these agreements was 2.7% and the average duration was 3.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	
Agriculture, Forestry and Fishing	Agreements	150	152	149	143	134	140	112	112	110	119	121	124	115	
	AAWI (%)	2.4	2.4	2.4	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0	3.0	3.2	
	Duration (yrs.)	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.2	3.3
	Employees ('000)	12.8	13.1	12.9	12.3	10.7	11.4	10.7	10.7	10.4	8.5	10.2	10.3	10.9	8.9
Mining	Agreements	373	374	363	370	378	400	389	395	402	425	425	443	425	
	AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.6
	Employees ('000)	51.5	51.7	50.6	49.0	53.1	54.4	57.6	57.6	55.2	55.7	58.5	61.4	63.2	61.6
Manufacturing	Agreements	1,656	1,741	1,789	1,786	1,782	1,848	1,898	1,914	1,842	1,944	1,971	1,991	1,873	
	AAWI (%)	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4	3.5	3.6	
	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	3.0
	Employees ('000)	119.4	127.3	132.8	133.0	134.3	139.7	148.5	148.5	147.7	148.0	154.3	157.6	160.0	150.2
Non-Metal Manufacturing	Agreements	1,119	1,169	1,199	1,197	1,176	1,224	1,279	1,282	1,253	1,315	1,331	1,344	1,269	
	AAWI (%)	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4	3.4	3.5	
	Duration (yrs.)	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	3.0	2.9	3.0	
	Employees ('000)	85.0	89.4	93.5	94.5	92.7	97.7	105.5	103.3	103.8	108.7	111.5	112.4	106.2	
Metal Manufacturing	Agreements	537	572	590	589	606	624	619	632	589	629	640	647	604	
	AAWI (%)	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4	3.5	3.7	
	Duration (yrs.)	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.9	
	Employees ('000)	34.4	37.9	39.3	38.5	41.6	42.0	43.0	43.0	44.3	44.2	45.6	46.1	47.6	43.9
Electricity, Gas, Water and Waste Services	Agreements	338	350	338	354	326	348	356	354	340	360	366	378	337	
	AAWI (%)	2.4	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.1	3.3	3.6	3.7	4.0	
	Duration (yrs.)	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.9	
	Employees ('000)	40.1	48.0	51.1	53.9	49.6	54.7	55.9	58.7	53.0	55.3	49.5	51.9	49.5	

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Construction	Agreements	3,945	4,268	4,436	4,670	4,802	4,701	4,414	4,519	3,313	3,329	2,772	3,138	3,315
	AAWI (%)	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8	4.0	4.1
	Duration (yrs.)	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.1	3.2	3.3	3.3	3.3
	Employees ('000)	102.2	110.5	113.3	116.3	116.3	115.2	107.9	109.6	87.3	89.9	80.6	91.9	95.5
Wholesale Trade	Agreements	213	213	208	197	176	183	172	175	173	183	201	204	189
	AAWI (%)	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.0	3.1	3.3	3.4	3.4	3.6
	Duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	3.1	3.1	3.2	3.2
	Employees ('000)	16.3	16.8	17.6	16.8	16.0	15.6	15.2	15.1	13.1	18.7	19.5	18.5	18.0
Retail Trade	Agreements	144	149	143	133	123	133	129	131	129	144	140	140	124
	AAWI (%)	2.7	2.8	2.8	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0	3.2	3.2
	Duration (yrs.)	3.8	3.8	3.8	3.9	3.9	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2
	Employees ('000)	253.3	253.6	246.6	227.4	227.1	225.1	94.1	88.7	85.4	118.4	108.6	138.4	139.6
Accommodation and Food Services	Agreements	107	110	111	108	108	101	102	104	103	107	118	115	109
	AAWI (%)	2.2	2.7	2.7	2.7	2.9	2.9	3.6	3.6	3.6	3.0	3.1	3.1	3.5
	Duration (yrs.)	4.0	3.9	3.9	3.9	3.9	3.9	3.7	3.7	3.7	3.9	3.9	3.7	3.4
	Employees ('000)	50.9	54.8	55.1	54.8	56.9	57.0	60.1	61.2	61.6	59.6	60.1	23.0	23.0
Transport, Postal and Warehousing	Agreements	971	1,010	1,029	1,029	1,018	1,121	1,155	1,202	1,175	1,245	1,274	1,294	1,202
	AAWI (%)	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.4	3.4
	Duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0
	Employees ('000)	135.2	137.1	151.7	159.4	162.7	166.0	175.6	184.8	166.0	177.3	195.0	185.8	178.3
Information Media and Tele-communications	Agreements	43	48	51	49	48	52	52	53	58	62	59	57	52
	AAWI (%)	1.8	1.9	1.9	2.2	2.4	2.4	2.5	2.6	2.8	2.9	2.9	2.9	2.9
	Duration (yrs.)	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5
	Employees ('000)	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8	37.0	36.9	36.1
Financial and Insurance Services	Agreements	67	77	74	74	70	72	71	70	67	74	75	78	64
	AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4	3.4	3.4
	Duration (yrs.)	2.3	2.3	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8	2.8
	Employees ('000)	96.6	99.4	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7	144.1	147.3	143.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Rental, Hiring and Real Estate Services	Agreements	62	62	62	59	57	57	57	59	55	61	59	63	61
	AAWI (%)	2.9	2.8	2.3	2.3	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2
	Duration (yrs.)	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.7
	Employees ('000)	1.9	1.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	4.0	4.0	4.0	3.2
Professional, Scientific and Technical Services	Agreements	128	126	119	117	107	112	109	114	115	117	112	117	110
	AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9	3.5	3.7
	Duration (yrs.)	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8
	Employees ('000)	17.8	17.7	17.9	17.7	18.0	18.3	17.9	18.3	18.2	13.3	12.6	22.7	21.7
Administrative and Support Services	Agreements	207	214	215	218	221	218	194	187	171	176	157	156	147
	AAWI (%)	2.7	2.8	2.9	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5	3.5	3.7
	Duration (yrs.)	3.7	3.7	3.6	3.6	3.6	3.6	3.7	3.6	3.7	3.6	3.7	3.3	3.3
	Employees ('000)	20.6	20.8	20.8	21.3	21.3	19.7	18.3	18.8	15.9	17.4	15.9	14.0	13.2
Public Administration and Safety	Agreements	374	382	391	400	359	366	368	371	343	347	393	461	402
	AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.3	2.5	2.6	3.3	3.4	3.4
	Duration (yrs.)	3.1	3.0	2.9	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9
	Employees ('000)	216.1	214.3	216.5	230.7	210.5	182.0	186.0	186.7	205.6	193.6	237.0	327.1	369.8
Education and Training	Agreements	467	478	413	427	425	474	455	482	483	518	484	513	521
	AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5	3.7	3.7	3.8
	Duration (yrs.)	2.5	2.4	2.7	2.7	3.1	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5
	Employees ('000)	225.9	209.6	168.2	168.2	210.1	228.1	240.7	268.1	302.7	391.9	442.6	472.5	487.6
Health Care and Social Assistance	Agreements	656	671	662	691	613	660	667	721	687	729	735	796	729
	AAWI (%)	2.8	2.7	2.5	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0	3.0
	Duration (yrs.)	3.0	3.0	2.7	2.8	2.7	2.8	2.7	2.7	2.7	2.7	2.7	2.8	2.9
	Employees ('000)	221.2	222.6	271.9	353.4	327.3	393.2	391.5	406.1	431.0	456.0	448.6	388.2	348.5
Arts and Recreation Services	Agreements	100	110	108	116	108	116	112	119	110	116	122	136	124
	AAWI (%)	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.3	3.2	3.4
	Duration (yrs.)	2.8	2.8	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8	2.6	2.5	2.7
	Employees ('000)	26.4	31.2	32.4	33.0	26.4	25.5	30.2	31.4	25.5	26.9	31.3	31.3	33.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Other Services	Agreements	205	206	207	205	199	216	222	215	213	210	210	217	214
	AAWI (%)	2.6	2.6	2.5	2.4	2.5	2.7	2.8	2.8	2.9	3.0	3.0	3.1	3.5
	Duration (yrs.)	3.4	3.3	3.3	3.5	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.1	3.0
	Employees ('000)	16.0	17.7	18.3	15.8	17.9	20.5	22.0	22.7	23.7	23.2	23.5	24.3	23.7
All industries	Agreements	10,206	10,741	10,868	11,146	11,054	11,318	11,034	11,297	9,889	10,266	9,794	10,421	10,113
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5
	Duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9
	Employees ('000)	1,656.7	1,661.6	1,667.0	1,754.1	1,732.8	1,800.2	1,738.6	1,790.7	1,814.3	2,033.9	2,139.3	2,211.9	2,206.0

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: 115 Agriculture, Forestry and Fishing agreements were current as at 30 September 2024, covering 8,900 employees. The AAWI for these agreements was 3.2% and the average duration was 3.3 years.

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

FOR ALL CURRENT AGREEMENTS		Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27
Agriculture, Forestry and Fishing	Agreements	13	11	3	15	9	5	1	11	6	4	7	5	4
	AAWI (%)	3.0	2.8	4.5	3.6	3.2	4.2	1.5	2.9	3.3	3.4	3.8	3.0	3.7
	Employees ('000)	0.7	0.5	0.1	1.9	0.5	0.2	0.0	0.7	0.2	0.1	0.2	1.1	0.6
Mining	Agreements	24	18	19	40	35	38	22	47	30	23	20	33	25
	AAWI (%)	1.9	2.6	2.4	2.8	2.6	3.3	3.5	3.4	3.1	3.5	3.1	3.5	3.1
	Employees ('000)	2.4	3.6	3.4	5.7	3.7	4.8	5.0	7.6	3.7	1.9	3.8	3.3	3.5
Manufacturing	Agreements	145	159	120	230	165	124	120	221	153	113	74	84	58
	AAWI (%)	3.4	3.1	3.3	3.5	3.4	3.3	3.8	4.0	3.7	3.8	3.5	3.5	3.4
	Employees ('000)	11.3	14.6	7.6	17.0	15.9	8.8	8.9	17.4	13.4	8.7	8.4	6.1	5.0
Non-Metal Manufacturing	Agreements	91	113	86	162	107	86	87	144	106	78	53	53	38
	AAWI (%)	3.5	2.9	3.2	3.5	3.5	3.2	3.8	4.0	3.6	3.7	3.3	3.6	3.5
	Employees ('000)	7.6	9.8	5.8	10.9	11.1	6.1	7.1	12.3	10.4	6.6	7.0	4.2	3.6
Metal Manufacturing	Agreements	54	46	34	68	58	38	33	77	47	35	21	31	20
	AAWI (%)	3.0	3.4	3.4	3.5	3.2	3.6	3.7	4.0	3.8	4.1	3.9	3.4	3.2
	Employees ('000)	3.7	4.8	1.8	6.2	4.8	2.7	1.9	5.2	3.0	2.1	1.3	2.0	1.4
Electricity, Gas, Water and Waste Services	Agreements	30	27	17	39	37	27	26	36	27	19	14	16	9
	AAWI (%)	3.1	3.4	2.7	3.3	3.7	5.8	4.1	4.2	4.5	3.4	4.1	3.2	3.5
	Employees ('000)	7.2	3.2	1.2	2.8	3.4	4.0	5.0	6.9	3.1	1.2	0.8	1.7	1.6
Construction	Agreements	146	169	391	228	153	261	118	179	180	290	90	124	382
	AAWI (%)	3.1	2.9	3.0	3.3	3.1	4.3	3.4	3.8	4.9	4.7	3.1	3.5	5.8
	Employees ('000)	4.0	5.2	9.9	8.3	4.1	7.1	3.2	5.4	5.7	6.0	3.1	4.4	11.6
Wholesale Trade	Agreements	19	11	11	18	16	14	11	15	11	10	10	15	8
	AAWI (%)	2.5	3.2	2.6	3.9	3.8	3.5	3.6	3.9	4.2	3.3	3.4	3.0	3.7
	Employees ('000)	1.3	1.3	0.4	1.1	1.5	0.5	0.4	1.8	0.6	0.4	0.5	1.9	5.3
Retail Trade	Agreements	18	7	6	11	7	10	9	11	10	5	5	11	5
	AAWI (%)	2.3	2.4	2.1	4.0	3.3	2.4	2.9	4.1	3.4	2.7	4.8	3.3	2.5
	Employees ('000)	4.9	3.5	7.1	5.2	1.8	1.6	4.0	9.3	45.9	1.5	9.2	16.6	1.9

FOR ALL CURRENT AGREEMENTS		Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27
Accommodation and Food Services	Agreements	14	9	5	4	9	5	8	5	11	2	4	4	7
	AAWI (%)	2.1	2.6	2.3	2.8	3.5	4.4	3.1	3.3	3.8	2.4	5.1	2.7	3.3
	Employees ('000)	4.0	2.0	1.5	1.5	0.9	1.6	1.0	2.0	6.4	0.4	0.3	0.7	0.7
Transport, Postal and Warehousing	Agreements	101	90	68	144	75	109	65	144	91	73	57	72	42
	AAWI (%)	3.0	2.8	3.3	3.1	3.4	3.2	4.0	3.6	3.7	3.7	3.9	3.8	3.7
	Employees ('000)	36.4	10.8	6.5	13.2	6.0	13.4	15.0	29.1	9.3	9.6	5.3	10.3	3.6
Information Media and Tele-communications	Agreements	6	4	4	6	9	2	5	5	1	1	0	1	3
	AAWI (%)	2.4	2.7	2.9	2.9	3.1	2.6	3.6	3.2	*	2.2	*	2.6	*
	Employees ('000)	22.0	0.1	3.0	1.0	1.9	0.3	2.8	2.5	0.1	0.0	0.0	0.0	0.8
Financial and Insurance Services	Agreements	8	9	7	8	3	6	1	10	5	4	2	3	1
	AAWI (%)	3.3	2.5	2.3	3.2	2.5	3.4	*	4.4	4.2	4.0	3.4	4.1	*
	Employees ('000)	3.1	35.1	1.3	2.6	0.6	2.1	0.2	40.5	6.9	29.9	1.7	3.4	18.8
Rental, Hiring and Real Estate Services	Agreements	4	1	3	7	5	5	3	4	5	2	3	3	2
	AAWI (%)	2.9	2.6	2.5	2.3	4.5	3.1	1.7	3.6	2.7	1.9	2.5	1.9	3.9
	Employees ('000)	0.1	0.0	0.2	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0	0.0	0.0
Professional, Scientific and Technical Services	Agreements	10	6	3	14	7	8	7	13	4	4	7	5	2
	AAWI (%)	2.5	2.5	3.2	3.4	3.9	3.7	4.2	3.7	3.5	4.2	3.5	3.4	3.4
	Employees ('000)	3.5	0.4	0.7	1.4	0.9	1.3	0.2	3.5	0.9	6.6	0.6	0.3	0.1
Administrative and Support Services	Agreements	13	6	14	15	11	19	4	17	9	9	2	4	12
	AAWI (%)	2.6	2.9	3.0	3.4	2.8	3.7	5.1	3.5	5.6	4.0	4.4	2.5	5.2
	Employees ('000)	0.9	0.5	1.5	0.7	0.5	1.0	0.5	1.1	0.7	0.8	0.1	0.7	1.3
Public Administration and Safety	Agreements	32	20	18	80	19	28	24	25	13	18	109	14	6
	AAWI (%)	2.4	2.7	2.5	2.5	2.1	3.2	3.7	3.0	3.3	3.7	3.8	3.5	3.3
	Employees ('000)	15.0	8.8	2.7	30.2	18.5	10.1	25.0	6.8	4.2	5.7	177.8	6.1	0.2
Education and Training	Agreements	11	81	38	42	16	101	32	40	14	57	12	12	4
	AAWI (%)	4.1	3.2	3.1	5.3	4.8	2.7	5.0	4.6	5.1	3.2	2.3	3.4	3.5
	Employees ('000)	21.6	52.6	34.7	36.4	19.2	138.7	22.9	93.9	24.6	8.7	10.8	2.0	0.5
Health Care and Social Assistance	Agreements	51	48	30	100	105	52	45	100	27	28	18	35	22
	AAWI (%)	4.0	2.7	2.8	3.4	4.1	2.7	2.2	2.9	2.9	3.7	3.4	3.1	4.2
	Employees ('000)	13.3	23.7	11.0	96.2	24.2	36.5	35.7	49.6	15.9	10.1	2.0	10.4	3.2

FOR ALL CURRENT AGREEMENTS		Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27
Arts and Recreation Services	Agreements	10	13	7	20	8	11	5	9	3	4	6	6	0
	AAWI (%)	3.3	3.2	2.9	3.9	2.2	2.3	2.8	3.2	3.2	3.6	3.8	4.8	*
	Employees ('000)	1.9	1.7	2.4	9.7	3.5	2.9	0.9	2.2	0.1	1.0	0.7	3.9	0.0
Other Services	Agreements	18	16	9	34	24	22	15	14	12	7	10	14	5
	AAWI (%)	2.2	3.0	2.3	3.3	3.0	3.6	3.4	3.3	2.9	4.7	4.0	4.3	3.5
	Employees ('000)	2.9	1.1	0.5	3.3	2.7	0.9	1.9	1.9	1.8	0.8	0.8	1.3	1.1
All industries	Agreements	673	705	773	1,055	713	847	521	906	612	673	450	461	597
	AAWI (%)	3.1	2.9	3.0	3.7	3.8	2.9	3.5	3.8	4.2	3.9	3.7	3.5	4.5
	Employees ('000)	156.6	168.7	95.8	238.3	109.9	235.9	134.2	282.5	143.7	93.5	226.3	74.4	59.6

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

Notes:

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

How to read: 4 Agriculture, Forestry and Fishing agreements, covering 600 employees, have an expiry date in the September quarter 2027. The AAWI of these agreements is 3.7%.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
ACT	Agreements	6	18	17	15	11	15	12	12	14	11	30	16	17
	AAWI (%)	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.7	3.5	3.6	3.9	3.6	3.5
	Duration (yrs.)	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8
	Employees ('000)	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2
NSW	Agreements	177	205	166	173	219	206	155	172	192	199	146	195	175
	AAWI (%)	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7	4.4	3.9
	Duration (yrs.)	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9
	Employees ('000)	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7	19.7	19.9	28.6	29.5	25.4
NT	Agreements	10	12	12	11	11	10	7	8	9	13	4	5	9
	AAWI (%)	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0	4.1	3.3
	Duration (yrs.)	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0
	Employees ('000)	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0
Qld	Agreements	144	151	137	134	137	155	127	147	152	269	191	187	117
	AAWI (%)	2.5	3.0	2.8	2.9	3.3	3.5	4.0	4.3	4.3	4.2	4.7	4.3	3.9
	Duration (yrs.)	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8	2.4	2.8	3.1
	Employees ('000)	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5	14.4	9.2
SA	Agreements	49	72	58	63	51	70	45	44	57	61	46	48	32
	AAWI (%)	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6	4.2	3.7
	Duration (yrs.)	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5
	Employees ('000)	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3
Tas	Agreements	27	28	31	24	30	32	26	32	27	25	25	27	25
	AAWI (%)	3.0	2.7	2.5	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1	3.9	3.6
	Duration (yrs.)	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.2
	Employees ('000)	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.4
Vic	Agreements	574	394	354	335	378	399	268	285	324	322	256	337	305
	AAWI (%)	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0	3.6	4.1	3.3
	Duration (yrs.)	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2
	Employees ('000)	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.1	34.8	38.0	33.5	85.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
WA	Agreements	74	85	77	74	92	91	81	82	77	76	74	115	71
	AAWI (%)	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0	4.1	3.7
	Duration (yrs.)	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0
	Employees ('000)	9.0	7.3	7.9	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2	10.3	5.5
Multi-state	Agreements	210	180	156	114	159	148	120	156	221	282	250	273	181
	AAWI (%)	2.9	2.3	2.6	2.8	2.9	3.7	3.7	3.7	4.3	4.8	3.9	3.7	4.2
	Duration (yrs.)	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3
	Employees ('000)	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2	174.9	204.1	174.8	203.1
Other	Agreements	0	2	1	0	0	0	0	0	0	1	0	0	1
	AAWI (%)	*	1.9	2.0	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1
All states	Agreements	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203	933
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4	341.0

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: 17 agreements approved in the September quarter 2024 operate solely in the ACT, covering 6,200 employees. The AAWI for these agreements was 3.5% and the average duration was 1.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
ACT	Agreements	127	118	122	129	125	109	115	119	112	117	133	143	137
	AAWI (%)	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6	3.6	3.6
	Duration (yrs.)	2.6	2.0	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4
	Employees ('000)	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3	36.6	41.9
NSW	Agreements	1,980	2,071	2,044	2,055	2,058	2,144	2,036	2,075	2,069	2,129	1,812	1,896	1,815
	AAWI (%)	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6	3.8	3.9
	Duration (yrs.)	2.9	2.7	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7
	Employees ('000)	169.3	193.9	190.4	191.7	162.9	183.6	179.3	197.5	190.8	204.0	196.8	219.0	215.2
NT	Agreements	117	116	118	116	109	113	112	114	114	118	117	117	107
	AAWI (%)	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0	3.0	3.1
	Duration (yrs.)	3.1	3.3	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8	2.7	2.8
	Employees ('000)	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7	20.4	19.9
Qld	Agreements	1,527	1,598	1,583	1,634	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631
	AAWI (%)	2.5	2.6	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9
	Duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9
	Employees ('000)	163.3	165.1	161.6	162.9	155.4	161.8	163.2	177.1	171.8	188.4	226.2	233.6	218.3
SA	Agreements	541	564	571	590	537	574	570	575	572	596	588	603	558
	AAWI (%)	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9	4.0	4.1
	Duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.7
	Employees ('000)	39.4	39.1	41.6	45.5	44.3	58.9	58.6	58.4	60.8	64.3	66.6	72.0	58.7
Tas	Agreements	256	271	269	287	261	281	283	295	276	287	291	306	270
	AAWI (%)	3.1	3.0	3.0	2.9	2.9	3.0	3.0	3.1	3.4	3.5	3.4	3.4	3.4
	Duration (yrs.)	2.9	2.8	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8
	Employees ('000)	21.4	22.5	23.5	25.1	23.1	25.9	23.7	26.6	25.7	26.2	27.2	27.9	24.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Vic	Agreements	2,883	3,134	3,271	3,444	3,491	3,731	3,817	3,964	2,658	2,596	2,430	2,600	2,541
	AAWI (%)	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.7	2.8	2.9
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	3.0
	Employees ('000)	382.8	375.5	433.4	517.9	582.4	644.3	660.0	673.8	667.9	665.8	626.0	574.5	605.1
WA	Agreements	882	913	910	916	889	939	933	932	898	914	898	950	938
	AAWI (%)	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2	3.2	3.3	3.4
	Duration (yrs.)	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.7	2.8	2.8	2.8	2.9	3.0
	Employees ('000)	83.5	86.8	90.8	90.6	88.1	83.2	89.8	95.6	88.6	91.3	101.6	103.1	96.9
Multi-state	Agreements	1,890	1,951	1,974	1,969	1,958	1,991	1,747	1,756	1,788	1,929	1,966	2,140	2,113
	AAWI (%)	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7	3.8
	Duration (yrs.)	3.1	3.1	3.2	3.2	3.4	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8
	Employees ('000)	748.0	739.0	672.2	668.3	630.0	620.7	542.7	537.8	563.2	746.4	842.9	924.8	925.7
Other	Agreements	3	5	6	6	6	6	6	4	3	4	3	3	3
	AAWI (%)	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8	1.8	1.5
	Duration (yrs.)	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9
	Employees ('000)	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2
All states	Agreements	10,206	10,741	10,868	11,146	11,054	11,318	11,034	11,297	9,889	10,266	9,794	10,421	10,113
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5
	Duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9
	Employees ('000)	1,656.7	1,661.6	1,667.0	1,754.1	1,732.8	1,800.2	1,738.6	1,790.7	1,814.3	2,033.9	2,139.3	2,211.9	2,206.0

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: 137 agreements current as at 30 September 2024 operate solely in the ACT, covering 41,900 employees. The AAWI for these agreements was 3.6% and the average duration was 2.4 years.

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

Linked to minimum wage

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	44	36	32	30	51	52	35	44	56	70	72	51	45
	Employees ('000)	20.7	5.2	1.5	4.6	6.6	9.9	12.1	10.4	14.5	13.6	24.1	100.9	136.2
Single enterprise Greenfields	Agreements	1	0	2	1	3	2	1	3	1	0	0	4	2
	Employees ('000)	0.1	0.0	0.2	0.1	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.3	0.1
Multi-enterprise non-Greenfields	Agreements	1	1	1	0	3	0	0	2	2	0	1	2	0
	Employees ('000)	0.0	0.3	0.0	0.0	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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	46	37	35	31	57	54	36	49	59	70	73	57	47
	Employees ('000)	20.8	5.5	1.7	4.7	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.6	136.3

Linked to CPI

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

Inconsistent increase

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	68	72	38	38	55	67	31	53	53	40	47	39	104
	Employees ('000)	3.9	6.9	19.9	63.8	6.4	39.1	8.5	14.8	87.1	51.3	8.8	18.7	9.0
Single enterprise Greenfields	Agreements	5	7	4	7	4	8	1	0	0	1	3	3	7
	Employees ('000)	0.1	0.1	0.1	0.3	0.1	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.1
Multi-enterprise non-Greenfields	Agreements	0	1	2	0	0	0	0	0	0	0	4	1	0
	Employees ('000)	0.0	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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	73	80	44	45	59	75	32	53	53	41	54	43	111
	Employees ('000)	4.0	7.2	20.2	64.1	6.5	39.3	8.7	14.8	87.1	51.3	10.7	18.9	9.1

Performance linked

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	5	1	1	3	4	2	2	5	1	6	2	4	8
	Employees ('000)	34.0	1.7	0.1	0.1	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3
Single enterprise Greenfields	Agreements	0	0	0	0	0	1	0	0	0	0	0	0	0
	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
	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
	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	5	1	1	3	4	3	2	5	1	6	2	4	8
	Employees ('000)	34.0	1.7	0.1	0.1	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3

Other reason

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	67	62	51	42	65	57	37	57	79	96	85	73	53
	Employees ('000)	16.5	7.9	7.1	4.2	5.0	14.3	5.5	6.0	7.2	30.4	17.9	7.8	8.7
Single enterprise Greenfields	Agreements	3	1	5	2	2	1	1	1	3	3	0	0	3
	Employees ('000)	0.1	0.1	0.9	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1
Multi-enterprise non-Greenfields	Agreements	0	1	1	1	0	0	0	0	0	0	4	0	0
	Employees ('000)	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	30.1	0.0	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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	70	64	57	45	67	58	38	58	82	99	89	73	56
	Employees ('000)	16.6	8.0	8.2	4.3	5.0	14.4	5.5	6.1	7.4	30.5	47.9	7.8	8.8

Totals

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Total non-quantifiable	Agreements	215	204	147	146	209	220	122	176	213	237	230	189	239
	Employees ('000)	76.3	24.6	33.1	74.7	38.2	65.9	29.2	34.0	113.8	133.4	83.4	131.9	177.4

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: 45 single enterprise non-Greenfields agreements approved in the September quarter 2024 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 136,200 employees.

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

Quantifiable agreements

Agreement Type		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Single enterprise non-Greenfields	Agreements	975	857	776	698	819	853	663	698	797	962	737	914	630
	Employees ('000)	102.5	120.1	185.7	76.5	171.6	151.1	103.2	99.9	146.6	141.8	267.8	141.3	161.4
Single enterprise Greenfields	Agreements	81	82	78	93	56	49	56	63	60	59	48	99	59
	Employees ('000)	1.7	3.8	2.3	2.6	1.2	2.4	2.1	2.2	1.8	1.6	1.6	2.0	2.1
Multi-enterprise non-Greenfields	Agreements	0	4	8	6	4	3	0	1	3	1	7	1	0
	Employees ('000)	0.0	1.5	26.0	0.9	2.7	2.6	0.0	0.2	33.5	0.0	12.3	0.2	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	1	0	0	0	0	0	0	0
	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	1,056	943	862	797	879	906	719	762	860	1,022	792	1,014	694
	Employees ('000)	104.2	125.4	214.0	80.1	175.5	156.2	105.3	102.2	181.9	143.4	281.6	143.5	163.6

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: 630 single enterprise non-Greenfields agreements approved in the September quarter 2024 had quantifiable AAWIs. These agreements covered 161,400 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Union covered	Agreements	1,055	928	847	742	870	910	673	713	805	1,001	794	1,005	749
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7
	Duration (yrs.)	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	172.6	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.3	263.1	356.6	266.6	332.5
No union covered	Agreements	216	219	162	201	218	216	168	225	268	258	228	198	184
	AAWI (%)	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1
	Duration (yrs.)	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4
	Employees ('000)	7.9	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.5
All	Agreements	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,203	933
	AAWI (%)	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6
	Duration (yrs.)	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1
	Employees ('000)	180.5	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0	275.4	341.0

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: 749 agreements approved in the September quarter 2024, covering 332,500 employees, formally covered a union. The AAWI for these agreements was 3.7% and the average duration was 3.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Union covered	Agreements	7,078	7,600	7,806	8,130	8,084	8,315	8,117	8,457	7,116	7,442	6,930	7,534	7,289
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.5
	Duration (yrs.)	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8
	Employees ('000)	1,547.0	1,550.5	1,557.1	1,645.7	1,626.2	1,691.3	1,631.9	1,684.8	1,698.1	1,910.2	2,013.2	2,086.0	2,081.8
No union covered	Agreements	3,128	3,141	3,062	3,016	2,970	3,003	2,917	2,840	2,773	2,824	2,864	2,887	2,824
	AAWI (%)	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.6	2.8	2.9	3.0	3.0	3.0
	Duration (yrs.)	4.1	4.1	4.1	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	3.9	3.7
	Employees ('000)	109.7	111.2	109.9	108.4	106.6	108.9	106.7	105.9	116.2	123.7	126.0	125.9	124.3
All	Agreements	10,206	10,741	10,868	11,146	11,054	11,318	11,034	11,297	9,889	10,266	9,794	10,421	10,113
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5
	Duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9
	Employees ('000)	1,656.7	1,661.6	1,667.0	1,754.1	1,732.8	1,800.2	1,738.6	1,790.7	1,814.3	2,033.9	2,139.3	2,211.9	2,206.0

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: 7,289 agreements current as at 30 September 2024, covering 2,081,800 employees, formally covered a union. The AAWI for these agreements was 3.5% and the average duration was 2.8 years.

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

Agreement ID	Title	Employees	AAWI (%)	ANZSIC	States	Sector
AE525523	WOOLWORTHS AUSTRALIAN FOOD GROUP AGREEMENT 2024	124,590	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE525755	Victorian Public Service Enterprise Agreement 2024	56,325	3.0	Public Administration and Safety	Vic	Public
AE525928	Telstra Limited Enterprise Agreement 2024-2027	17,881	Performance linked	Information Media and Telecommunications	Australia-wide	Private
AE525785	Monash University Enterprise Agreement (Academic and Professional Staff) 2024	11,147	4.8	Education and Training	Australia-wide	Public
AE525409	TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2024	9,286	4.0	Education and Training	NSW	Public
AE525276	Energy Queensland Union Collective Agreement 2024	8,646	3.9	Electricity, Gas, Water and Waste Services	Australia-wide	Public
AE526143	OFFICEWORKS STORE OPERATIONS AGREEMENT 2024	6,563	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE525702	ACT Public Sector Nursing and Midwifery Enterprise Agreement 2023-2026	5,376	3.5	Public Administration and Safety	ACT	Public
AE525924	Telstra Retail Stores Agreement 2024-2027.	3,614	Performance linked	Information Media and Telecommunications	Australia-wide	Private
AE525456	Swinburne University of Technology – Academic & Professional Employees Enterprise Agreement 2024	2,964	4.0	Education and Training	Vic	Public
AE526158	Estia Health NSW Enterprise Agreement 2024	2,719	3.0	Health Care and Social Assistance	NSW	Private
AE526139	BAPTCARE, ANMF AND HWU ENTERPRISE AGREEMENT 2024	2,441	Inconsistent increase	Health Care and Social Assistance	Vic	Private
AE525648	V/Line Rail Operations and Administrative Employees Agreement 2023	2,109	Inconsistent increase	Transport, Postal and Warehousing	NSW, Vic	Public
AE525264	ALDI Minchinbury Agreement 2024	2,084	Other reason	Retail Trade	NSW	Private
AE526075	Southern Cross University Enterprise Agreement 2024	2,012	4.6	Education and Training	NSW, Qld	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: *WOOLWORTHS AUSTRALIAN FOOD GROUP AGREEMENT 2024 covers 124,590 employees. The AAWI for this agreement was non-quantifiable because it is linked to minimum wage, it covers employees in the Retail Trade industry and operates Australia-wide.*

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, September 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	2	0	1	2	1	1	1	2	1	11
	AAWI (%)	*	2.2	*	*	3.9	3.5	*	3.0	*	*	2.7
	Duration (yrs.)	0.0	4.0	0.0	4.0	2.2	0.8	2.5	3.0	4.0	4.0	3.1
	Employees ('000)	0.0	0.1	0.0	0.0	0.2	0.0	0.2	0.0	0.2	0.1	0.7
Mining	Agreements	0	7	0	3	0	0	1	2	4	0	17
	AAWI (%)	*	2.5	*	3.2	*	*	*	*	2.5	*	2.6
	Duration (yrs.)	0.0	3.9	0.0	3.4	0.0	0.0	3.7	4.0	3.5	0.0	3.7
	Employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	0.0	0.6	0.8	0.0	1.9
Manufacturing	Agreements	2	45	1	16	8	3	49	9	16	0	149
	AAWI (%)	3.5	3.7	2.8	3.6	4.1	5.3	4.0	4.1	4.9	*	4.1
	Duration (yrs.)	2.8	3.1	3.0	2.9	1.8	2.0	2.7	2.6	2.8	0.0	2.8
	Employees ('000)	0.0	3.3	0.0	0.6	0.5	0.2	2.5	0.8	2.1	0.0	9.9
Non-Metal Manufacturing	Agreements	2	32	0	12	4	3	30	7	8	0	98
	AAWI (%)	3.5	3.7	*	3.7	3.7	5.3	3.7	4.1	4.3	*	3.8
	Duration (yrs.)	2.8	3.2	0.0	3.1	3.4	2.0	2.8	2.5	3.2	0.0	3.0
	Employees ('000)	0.0	2.7	0.0	0.4	0.1	0.2	1.3	0.8	0.6	0.0	6.1
Metal Manufacturing	Agreements	0	13	1	4	4	0	19	2	8	0	51
	AAWI (%)	*	3.7	2.8	3.4	4.2	*	4.3	3.0	5.1	*	4.4
	Duration (yrs.)	0.0	2.7	3.0	2.6	1.2	0.0	2.7	4.0	2.7	0.0	2.6
	Employees ('000)	0.0	0.6	0.0	0.1	0.3	0.0	1.2	0.0	1.5	0.0	3.8
Electricity, Gas, Water and Waste Services	Agreements	1	4	0	6	0	1	6	4	4	0	26
	AAWI (%)	1.6	5.7	*	3.9	*	3.0	5.0	3.7	3.9	*	4.0
	Duration (yrs.)	2.4	2.4	0.0	3.5	0.0	2.0	2.6	3.1	3.6	0.0	3.5
	Employees ('000)	0.0	0.1	0.0	2.3	0.0	0.0	1.3	0.1	9.0	0.0	12.9
Construction	Agreements	7	61	2	45	7	2	166	26	79	0	395
	AAWI (%)	3.9	6.1	4.1	6.4	4.8	2.9	4.9	3.6	4.3	*	4.9
	Duration (yrs.)	2.4	3.0	3.1	2.2	2.7	3.9	2.5	3.6	3.2	0.0	2.8
	Employees ('000)	0.1	1.7	0.2	0.9	0.1	0.0	3.7	1.1	2.1	0.0	9.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Wholesale Trade	Agreements	0	2	1	1	0	1	3	5	4	0	17
	AAWI (%)	*	2.5	3.5	3.8	*	3.5	4.3	3.9	3.8	*	3.8
	Duration (yrs.)	0.0	3.4	3.0	2.8	0.0	2.9	3.0	1.9	2.4	0.0	2.5
	Employees ('000)	0.0	0.0	0.0	0.2	0.0	0.1	0.1	0.3	0.6	0.0	1.5
Retail Trade	Agreements	0	2	0	1	1	0	1	2	7	0	14
	AAWI (%)	*	3.9	*	3.8	*	*	5.3	4.0	3.0	*	3.2
	Duration (yrs.)	0.0	4.0	0.0	3.0	4.0	0.0	2.9	2.8	3.5	0.0	3.5
	Employees ('000)	0.0	2.1	0.0	0.1	0.0	0.0	0.0	0.6	134.1	0.0	136.9
Accommodation and Food Services	Agreements	1	2	0	1	0	0	0	2	1	0	7
	AAWI (%)	*	2.9	*	*	*	*	*	*	*	*	2.9
	Duration (yrs.)	2.0	4.0	0.0	3.9	0.0	0.0	0.0	4.0	4.0	0.0	3.7
	Employees ('000)	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.5
Transport, Postal and Warehousing	Agreements	0	20	1	18	4	1	17	7	24	0	92
	AAWI (%)	*	3.5	*	3.4	4.1	2.5	3.9	5.6	4.0	*	3.8
	Duration (yrs.)	0.0	2.9	2.7	2.8	3.2	4.0	2.9	2.8	2.7	0.0	2.8
	Employees ('000)	0.0	1.7	0.1	1.0	0.5	0.0	2.8	0.4	4.2	0.0	10.7
Information Media and Telecommunications	Agreements	0	1	0	1	0	0	1	0	6	0	9
	AAWI (%)	*	4.0	*	2.0	*	*	2.0	*	3.5	*	3.3
	Duration (yrs.)	0.0	2.8	0.0	1.0	0.0	0.0	2.8	0.0	2.9	0.0	2.9
	Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	24.1	0.0	24.3
Financial and Insurance Services	Agreements	0	0	0	1	0	0	0	1	2	0	4
	AAWI (%)	*	*	*	3.0	*	*	*	*	3.2	*	3.0
	Duration (yrs.)	0.0	0.0	0.0	3.0	0.0	0.0	0.0	2.9	3.3	0.0	2.9
	Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.4	0.1	0.0	0.5
Rental, Hiring and Real Estate Services	Agreements	0	1	1	0	0	0	2	0	0	0	4
	AAWI (%)	*	3.8	3.3	*	*	*	5.3	*	*	*	3.9
	Duration (yrs.)	0.0	2.7	3.0	0.0	0.0	0.0	3.1	0.0	0.0	0.0	2.9
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1

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	1	0	2	0	0	4	0	5	0	12
	AAWI (%)	*	*	*	3.0	*	*	2.1	*	3.1	*	2.8
	Duration (yrs.)	0.0	1.5	0.0	4.0	0.0	0.0	2.0	0.0	3.6	0.0	3.3
	Employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.7	0.0	1.0
Administrative and Support Services	Agreements	0	3	0	1	0	0	3	1	2	0	10
	AAWI (%)	*	5.9	*	*	*	*	3.3	2.4	3.9	*	4.1
	Duration (yrs.)	0.0	2.0	0.0	2.8	0.0	0.0	2.5	4.0	3.7	0.0	3.4
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.0	0.0	1.1	0.0	1.6
Public Administration and Safety	Agreements	1	1	0	0	0	2	5	0	4	0	13
	AAWI (%)	3.5	3.8	*	*	*	4.3	3.1	*	3.9	*	3.2
	Duration (yrs.)	1.6	3.0	0.0	0.0	0.0	3.0	3.6	0.0	2.8	0.0	3.4
	Employees ('000)	5.4	0.0	0.0	0.0	0.0	0.3	59.8	0.0	2.9	0.0	68.3
Education and Training	Agreements	1	7	0	10	3	3	12	1	8	0	45
	AAWI (%)	*	4.0	*	3.9	4.2	3.3	3.7	*	4.7	*	4.3
	Duration (yrs.)	0.8	0.6	0.0	3.2	2.5	2.7	1.1	4.3	1.9	0.0	1.4
	Employees ('000)	0.0	10.6	0.0	0.5	0.3	0.2	6.8	0.2	15.5	0.0	34.1
Health Care and Social Assistance	Agreements	3	11	2	7	5	9	23	9	7	0	76
	AAWI (%)	*	3.1	3.0	3.1	3.0	3.0	3.1	2.9	2.8	*	3.0
	Duration (yrs.)	3.0	1.9	3.0	2.8	2.4	2.0	2.6	1.9	2.6	0.0	2.4
	Employees ('000)	0.6	3.7	0.7	1.5	0.7	1.4	7.1	0.8	2.5	0.0	18.9
Arts and Recreation Services	Agreements	0	3	0	2	1	1	3	0	0	0	10
	AAWI (%)	*	3.5	*	3.6	*	4.0	2.8	*	*	*	3.5
	Duration (yrs.)	0.0	3.3	0.0	4.0	4.0	1.6	2.6	0.0	0.0	0.0	3.5
	Employees ('000)	0.0	1.2	0.0	1.2	0.1	0.0	0.5	0.0	0.0	0.0	2.9
Other Services	Agreements	1	2	1	1	1	1	8	1	6	0	22
	AAWI (%)	4.0	4.2	*	4.8	1.6	5.1	3.4	3.1	4.4	*	4.2
	Duration (yrs.)	1.9	3.3	4.0	3.0	3.0	1.3	2.9	2.6	2.8	0.0	2.9
	Employees ('000)	0.0	0.3	0.0	0.0	0.0	0.0	1.0	0.0	3.2	0.0	4.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
All industries	Agreements	17	175	9	117	32	25	305	71	181	1	933
	AAWI (%)	3.5	3.9	3.3	3.9	3.7	3.6	3.3	3.7	4.2	*	3.6
	Duration (yrs.)	1.8	1.9	3.0	3.1	2.5	2.2	3.2	3.0	3.3	4.0	3.1
	Employees ('000)	6.2	25.4	1.0	9.2	2.3	2.4	85.8	5.5	203.1	0.1	341.0

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 September quarter 2024, 2 operate solely in New South Wales. These 2 agreements cover 100 employees, with an AAWI of 2.2% and an average duration of 4.0 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, September 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	23	9	11	20	7	19	1	115
	AAWI (%)	*	2.9	2.5	2.3	3.2	3.5	3.2	4.1	3.3	*	3.2
	Duration (yrs.)	0.0	2.9	4.0	3.6	3.5	2.9	3.0	3.3	3.7	4.0	3.3
	Employees ('000)	0.0	1.5	0.0	1.0	0.7	0.7	1.1	0.6	3.2	0.1	8.9
Mining	Agreements	0	116	6	108	16	10	29	54	86	0	425
	AAWI (%)	*	3.2	2.7	3.0	3.7	4.1	3.6	3.5	3.0	*	3.2
	Duration (yrs.)	0.0	3.6	2.9	3.4	3.7	2.6	3.4	3.6	3.8	0.0	3.6
	Employees ('000)	0.0	15.2	0.8	17.7	3.6	1.0	1.9	8.3	13.1	0.0	61.6
Manufacturing	Agreements	6	463	7	268	137	55	648	144	145	0	1,873
	AAWI (%)	3.3	3.6	3.0	3.6	3.4	4.2	3.5	3.4	3.6	*	3.6
	Duration (yrs.)	2.4	3.0	3.2	3.2	2.8	2.6	2.9	3.2	3.0	0.0	3.0
	Employees ('000)	0.1	34.5	0.1	24.4	11.2	3.1	46.3	11.1	19.5	0.0	150.2
Non-Metal Manufacturing	Agreements	5	311	5	194	98	43	454	89	70	0	1,269
	AAWI (%)	3.3	3.5	2.9	3.6	3.5	4.4	3.5	3.3	3.3	*	3.5
	Duration (yrs.)	2.4	3.1	3.2	3.2	2.9	2.6	2.9	3.1	3.0	0.0	3.0
	Employees ('000)	0.1	23.8	0.1	18.7	8.0	2.2	35.8	7.1	10.4	0.0	106.2
Metal Manufacturing	Agreements	1	152	2	74	39	12	194	55	75	0	604
	AAWI (%)	*	3.8	3.9	3.8	3.3	3.6	3.4	3.7	3.8	*	3.7
	Duration (yrs.)	2.5	2.7	2.8	3.1	2.6	2.5	2.9	3.3	3.0	0.0	2.9
	Employees ('000)	0.0	10.7	0.0	5.7	3.2	0.9	10.5	4.0	9.0	0.0	43.9
Electricity, Gas, Water and Waste Services	Agreements	6	76	4	56	23	5	103	38	26	0	337
	AAWI (%)	3.2	3.9	4.9	4.1	6.3	3.2	3.5	3.9	3.7	*	4.0
	Duration (yrs.)	2.7	2.8	3.0	3.0	2.2	3.0	2.8	2.9	3.2	0.0	2.9
	Employees ('000)	1.2	7.7	0.8	6.8	3.6	0.4	9.8	2.6	16.5	0.0	49.5
Construction	Agreements	50	442	20	533	140	55	799	308	968	0	3,315
	AAWI (%)	5.0	4.1	2.9	4.5	3.7	3.2	4.0	3.3	4.4	*	4.1
	Duration (yrs.)	2.7	3.3	3.6	3.0	3.0	3.0	2.9	3.5	3.6	0.0	3.3
	Employees ('000)	0.9	13.7	0.7	12.8	3.6	2.0	21.1	9.3	31.5	0.0	95.5

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	39	2	34	7	8	49	19	30	0	189
	AAWI (%)	4.0	4.0	3.6	3.5	3.7	3.2	3.5	3.7	3.5	*	3.6
	Duration (yrs.)	3.0	2.7	2.9	3.5	2.7	2.9	2.7	2.5	3.5	0.0	3.2
	Employees ('000)	0.0	2.1	0.1	1.9	0.3	0.3	3.6	1.1	8.6	0.0	18.0
Retail Trade	Agreements	1	18	1	23	6	2	21	12	40	0	124
	AAWI (%)	*	4.1	1.6	3.2	3.7	4.0	3.4	4.0	3.1	*	3.2
	Duration (yrs.)	4.0	3.7	3.0	3.7	3.6	3.0	3.0	3.2	3.2	0.0	3.2
	Employees ('000)	0.0	3.7	0.0	4.3	0.5	0.1	3.4	2.5	125.0	0.0	139.6
Accommodation and Food Services	Agreements	3	29	1	20	0	1	12	15	28	0	109
	AAWI (%)	4.0	3.1	*	3.5	*	4.0	2.6	3.8	3.4	*	3.5
	Duration (yrs.)	2.8	3.6	4.0	3.8	0.0	2.1	4.6	3.1	3.4	0.0	3.4
	Employees ('000)	0.3	4.0	0.0	2.6	0.0	0.0	0.8	7.5	7.8	0.0	23.0
Transport, Postal and Warehousing	Agreements	5	242	20	196	78	20	219	153	269	0	1,202
	AAWI (%)	3.7	3.7	2.2	4.3	3.9	4.1	3.5	3.5	3.1	*	3.4
	Duration (yrs.)	2.1	3.3	3.7	2.9	2.8	3.2	3.1	3.2	2.9	0.0	3.0
	Employees ('000)	1.3	24.3	1.5	18.5	6.4	1.5	22.5	12.5	89.7	0.0	178.3
Information Media and Telecommunications	Agreements	0	6	0	1	1	1	12	3	28	0	52
	AAWI (%)	*	4.9	*	2.0	1.5	2.1	3.0	2.1	2.8	*	2.9
	Duration (yrs.)	0.0	2.4	0.0	1.0	2.8	3.0	2.6	3.9	2.5	0.0	2.5
	Employees ('000)	0.0	0.6	0.0	0.1	0.0	0.1	0.5	0.2	34.6	0.0	36.1
Financial and Insurance Services	Agreements	0	3	0	3	1	2	10	3	42	0	64
	AAWI (%)	*	4.0	*	2.9	3.3	2.5	2.6	2.9	3.6	*	3.4
	Duration (yrs.)	0.0	2.1	0.0	3.0	4.0	2.1	2.8	2.9	2.8	0.0	2.8
	Employees ('000)	0.0	0.5	0.0	1.1	0.0	0.1	2.2	0.4	139.6	0.0	143.9
Rental, Hiring and Real Estate Services	Agreements	1	10	1	18	1	0	15	4	11	0	61
	AAWI (%)	2.7	2.9	3.3	3.0	3.5	*	2.8	2.9	2.0	*	2.2
	Duration (yrs.)	3.9	3.1	3.0	3.7	3.0	0.0	3.6	4.0	3.8	0.0	3.7
	Employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.4	0.1	1.9	0.0	3.2

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	15	1	6	2	2	21	13	50	0	110
	AAWI (%)	*	3.0	2.5	2.1	1.8	2.1	3.0	3.5	3.8	*	3.7
	Duration (yrs.)	0.0	3.2	4.0	4.5	3.0	3.5	3.4	3.3	2.7	0.0	2.8
	Employees ('000)	0.0	0.6	0.3	0.1	0.0	0.0	1.4	0.7	18.5	0.0	21.7
Administrative and Support Services	Agreements	2	16	0	14	4	2	43	16	50	0	147
	AAWI (%)	8.4	3.3	*	3.1	4.0	3.8	3.8	4.1	3.7	*	3.7
	Duration (yrs.)	1.4	3.3	0.0	3.2	1.6	3.1	2.8	3.2	3.7	0.0	3.3
	Employees ('000)	0.3	0.9	0.0	0.8	0.1	0.3	3.0	1.0	6.9	0.0	13.2
Public Administration and Safety	Agreements	32	16	17	19	9	24	112	34	137	2	402
	AAWI (%)	3.6	3.6	2.9	3.7	4.8	3.4	2.8	3.4	3.8	1.5	3.4
	Duration (yrs.)	2.4	2.7	2.2	3.2	2.3	3.2	3.2	2.8	2.9	3.7	2.9
	Employees ('000)	34.2	4.3	6.5	1.6	0.7	2.8	110.4	4.9	204.3	0.1	369.8
Education and Training	Agreements	8	104	6	154	43	22	99	35	50	0	521
	AAWI (%)	3.2	4.3	3.2	4.3	4.9	3.1	2.8	3.3	4.6	*	3.8
	Duration (yrs.)	2.5	2.1	2.1	2.5	2.2	3.0	3.0	2.7	2.1	0.0	2.5
	Employees ('000)	1.3	60.2	1.9	67.0	14.6	3.1	166.6	17.3	155.5	0.0	487.6
Health Care and Social Assistance	Agreements	16	136	16	107	64	38	223	53	76	0	729
	AAWI (%)	3.0	4.0	3.2	3.9	3.3	3.1	2.5	3.1	3.3	*	3.0
	Duration (yrs.)	2.8	2.0	3.1	2.8	3.0	2.4	3.1	2.1	3.1	0.0	2.9
	Employees ('000)	1.8	30.6	6.5	47.6	10.6	8.3	188.8	13.7	40.6	0.0	348.5
Arts and Recreation Services	Agreements	2	26	2	17	5	5	52	2	13	0	124
	AAWI (%)	3.8	3.9	2.1	3.4	3.4	3.7	3.3	2.9	2.5	*	3.4
	Duration (yrs.)	2.9	2.7	3.2	3.1	2.2	9.9	2.3	1.6	2.7	0.0	2.7
	Employees ('000)	0.4	8.4	0.6	5.8	1.1	0.2	14.6	0.1	2.5	0.0	33.8
Other Services	Agreements	4	34	2	31	12	7	54	25	45	0	214
	AAWI (%)	3.2	3.8	1.2	3.5	3.5	4.2	3.1	3.1	3.9	*	3.5
	Duration (yrs.)	2.8	2.7	4.0	3.0	3.2	2.1	3.0	3.2	3.2	0.0	3.0
	Employees ('000)	0.1	2.1	0.0	3.4	1.5	0.2	6.6	3.0	6.6	0.0	23.7

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	137	1,815	107	1,631	558	270	2,541	938	2,113	3	10,113
	AAWI (%)	3.6	3.9	3.1	3.9	4.1	3.4	2.9	3.4	3.8	1.5	3.5
	Duration (yrs.)	2.4	2.7	2.8	2.9	2.7	2.8	3.0	3.0	2.8	3.9	2.9
	Employees ('000)	41.9	215.2	19.9	218.3	58.7	24.2	605.1	96.9	925.7	0.2	2,206.0

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 115 Agriculture, Forestry and Fishing agreements current as at 30 September 2024, 24 operate solely in New South Wales. These 24 agreements cover 1,500 employees, with an AAWI of 2.9% 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 Office of the Chief Economist in 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 1996* (WR Act), those that have been certified by the Australian Industrial Relations Commission (AIRC) 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 2023 [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. Detailed breakdowns for 2021 and 2023 data 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% and smallest 5% of agreements and then calculating the mean of the remainder.

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

Duration of agreements

'**Formal duration**' is 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 account for 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 *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.

Reason	Definition
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 Greenfield Agreements

On application to the Fair Work Commission, the default period for Pre-reform Agreements can be extended, meaning that [extended agreements](#) 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