



Australian Government  
Department of Employment  
and Workplace Relations

# Trends in Federal Enterprise Bargaining

December 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](mailto: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 December quarter 2024 which contained quantifiable wage increases (994 agreements)**

<b>Enterprise agreements approved in the quarter</b>	<b>September quarter 2024 (%)</b>	<b>December quarter 2024 (%)</b>	<b>Change (% Points)</b>
All sectors	3.6	4.8	1.2
Public sector	3.5	5.4	1.9
Private sector	3.9	4.0	0.1

**Table 2 - Average Annualised Wage Increases for agreements current on 31 December 2024 which contained quantifiable wage increases (8,400 agreements)**

<b>All current enterprise agreements</b>	<b>September quarter 2024 (%)</b>	<b>December quarter 2024 (%)</b>	<b>Change (% Points)</b>
All sectors	3.5	3.7	0.2
Public sector	3.6	3.9	0.3
Private sector	3.4	3.6	0.2

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

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the December quarter 2024 was 4.8%. This compares with 3.6% in the September quarter 2024, 4.4% in the December quarter 2023 and the five-year average of 3.2% (December quarter 2019 to December quarter 2024).<sup>1</sup>

For the December quarter 2024, the calculated AAWI of 4.8% is based on 994 agreements with quantifiable wage increases, covering 243,700 employees. This was 82.4% of the 1,206 agreements approved in the quarter, covering 64.8% of the 376,100 employees covered by all approved agreements.<sup>2</sup>

For the 8,400 enterprise agreements (covering 1,685,729 employees) current as at 31 December 2024 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.7%. This compares with 3.5% in the September quarter 2024 and 3.1% in the December 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)<sup>3</sup>.

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<sup>1</sup> See Note 1 at the end of this summary for more details.

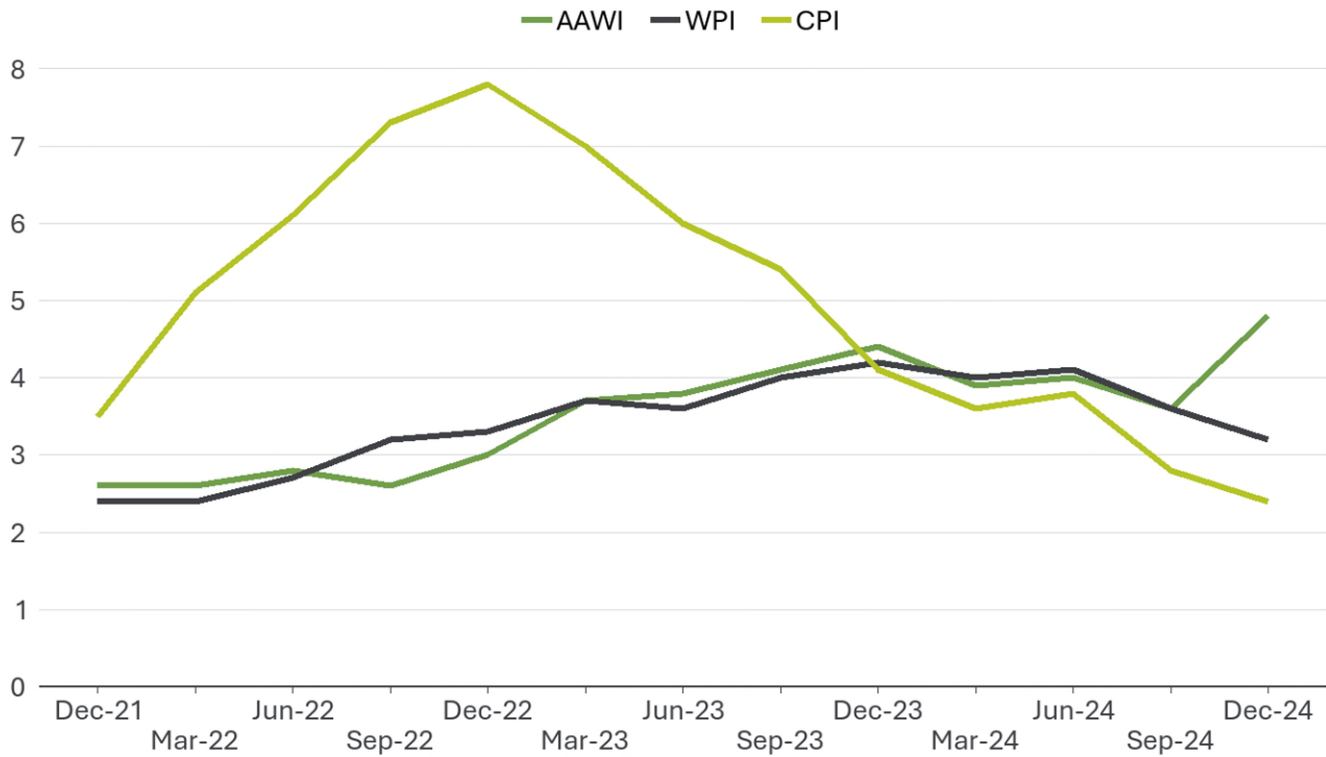
<sup>2</sup> An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; 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.

<sup>3</sup> 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 fifth consecutive quarter in December**

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



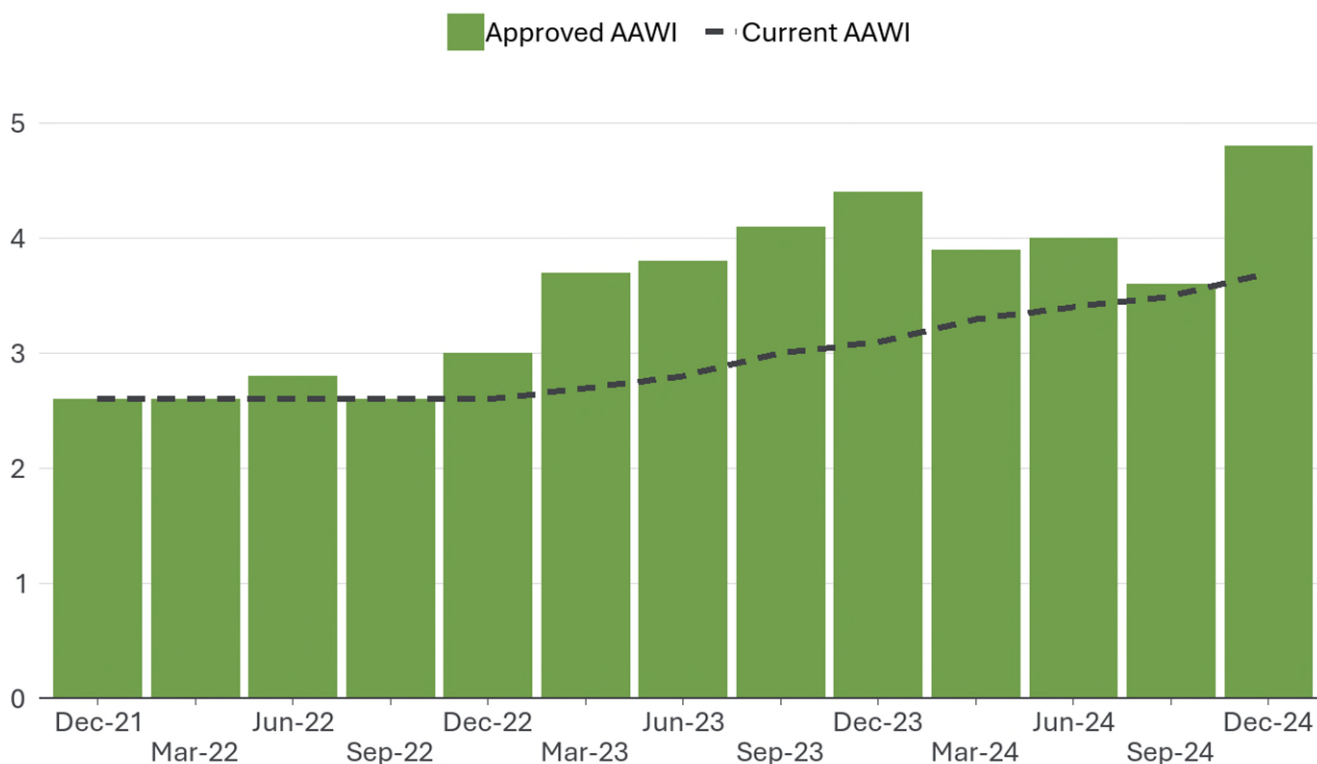
**Sources:** Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, December 2024; ABS, *Wage Price Index, Australia*, December 2024.

	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
AAWI	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
WPI	2.4	2.4	2.7	3.2	3.3	3.7	3.6	4.0	4.2	4.0	4.1	3.6	3.2
CPI	3.5	5.1	6.1	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4

#### 4. AAWI - agreements approved in the December quarter 2024 and agreements current as at 31 December 2024 - Tables 3, 4, 7 and 8 in Trends report

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

Quarterly AAWI for approved and current agreements (%)



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

	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Approved AAWI	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
Current AAWI	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7

#### Approved agreements

There were 1,206 agreements approved in the December quarter 2024, of which 994 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2024 was 4.8%, compared with 3.6% in the September quarter 2024 and 4.4% in the December quarter 2023.

The industries with the highest AAWIs were Administrative and Support Services (6.4%), Construction (5.8%) and Health Care and Social Assistance (5.6%).

The industries with the lowest AAWIs were Information Media and Telecommunications (2.4%), Accommodation and Food Services (3.2%), Arts and Recreation Services (3.2%) and Other Services (3.2%).

## **Current agreements**

There were 10,799 agreements current as at 31 December 2024, of which 8,400 contained quantifiable wage increases.

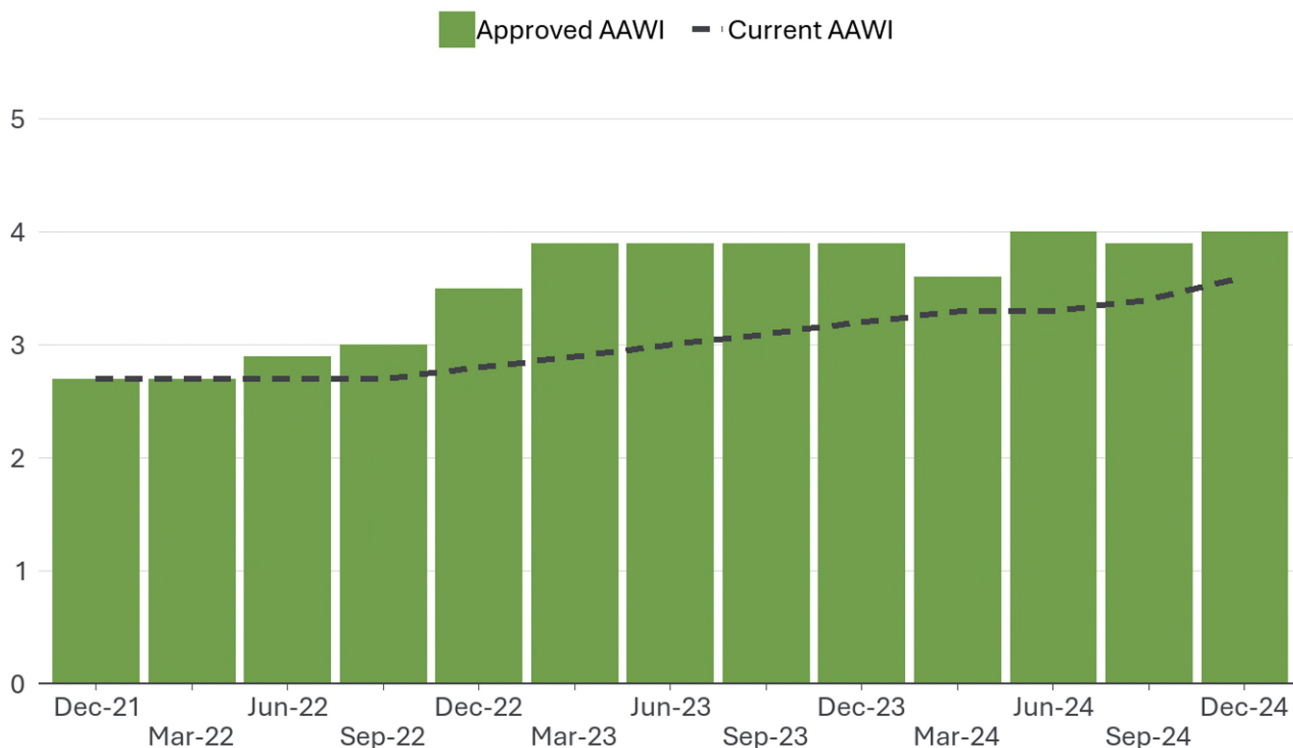
The AAWI for agreements current (not expired or terminated) as at 31 December 2024 was 3.7%, compared with 3.5% in the September quarter 2024 and 3.1% in the December quarter 2023.



## 5. Private sector wages growth - December 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.

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

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

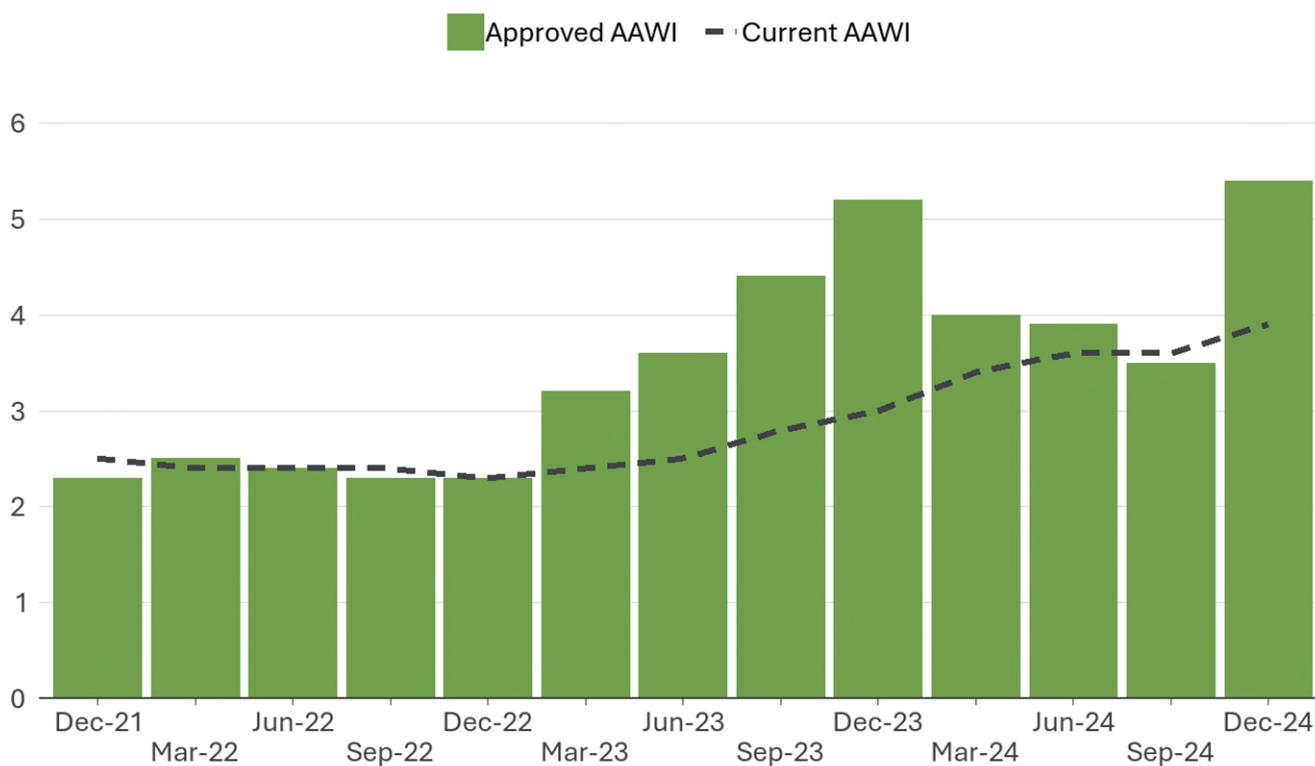
Large quantifiable private sector agreements approved in the December quarter 2024 include:

- *Opal HealthCare (NSW) Enterprise Agreement 2023* (5,783 employees), with an AAWI of 3.4%;
- *Bolton Clarke (Victoria) Enterprise Agreement 2024* (4,473 employees), with an AAWI of 4.3%; and
- *Insignia Financial Enterprise Agreement 2024* (4,239 employees), with an AAWI of 3.5%.

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

**Chart 4 – The public sector AAWI for current agreements increased as wage growth in approved agreements strengthened in December**

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



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

	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Approved AAWI	2.3	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5	5.4
Current AAWI	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.6	3.6	3.9

The AAWI for public sector enterprise agreements approved in the December quarter 2024 was 5.4%, compared with 3.5% in the September quarter 2024 and 5.2% in the December quarter 2023.

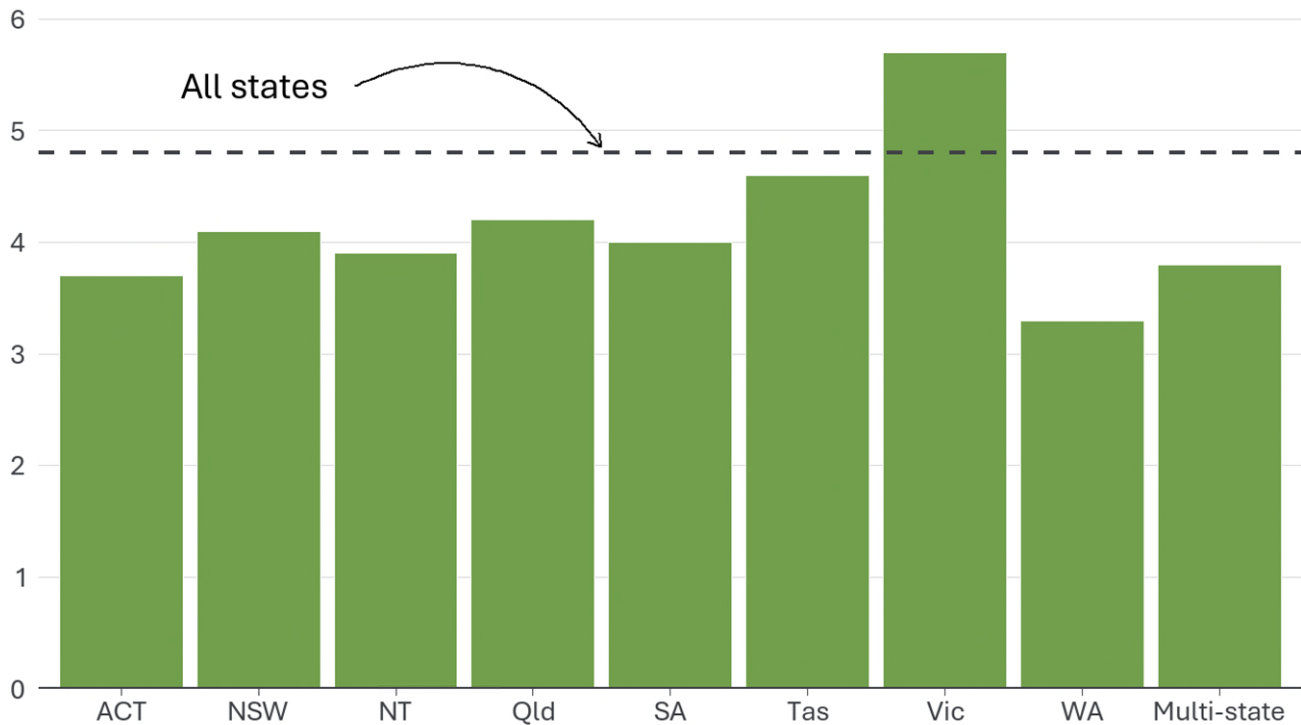
Large quantifiable public sector agreements approved in the December quarter 2024 include:

- *Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028* (73,096 employees), with an AAWI of 6.7%;
- *Australia Post Enterprise Agreement 2024* (29,131 employees), with an AAWI of 3.9%; and
- *Australian Federal Police Enterprise Agreement 2024 - 2027* (7,642 employees), with an AAWI of 3.7%.

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

**Chart 5 – Agreements in Victoria recorded an AAWI of 5.7% in December, the highest for the state since 1992**

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	4.8	3.7	4.1	3.9	4.2	4.0	4.6	5.7	3.3	3.8

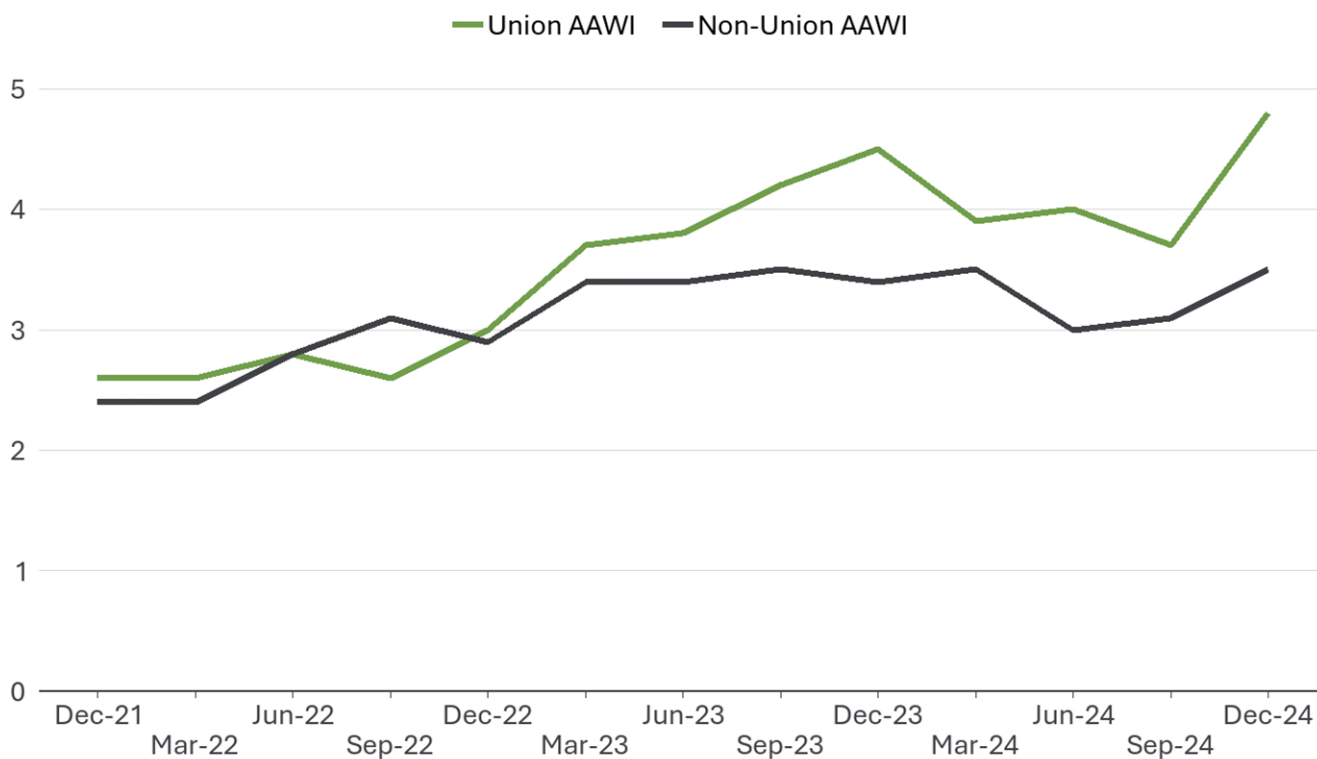
AAWI results for agreements approved in the December quarter 2024 were highest for Victorian agreements, with an AAWI of 5.7%.

Agreements approved in the December quarter 2024 in Western Australia had the lowest AAWI of 3.3%.

## 8. Wages growth for agreements that cover union/s and agreements with no union/s covered<sup>4</sup> - December quarter 2024 - Table 13 in Trends report

**Chart 6 – Wage outcomes for agreements that cover a union were stronger than agreements that did not in December**

Quarterly AAWI for union and non-union covered approved agreements (%)



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

	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Union AAWI	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7	4.8
Non-Union AAWI	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1	3.5

Agreements approved in the December quarter 2024 that formally covered unions had a combined AAWI of 4.8%, compared with 3.7% in the September quarter 2024 and 4.5% in the December quarter 2023.

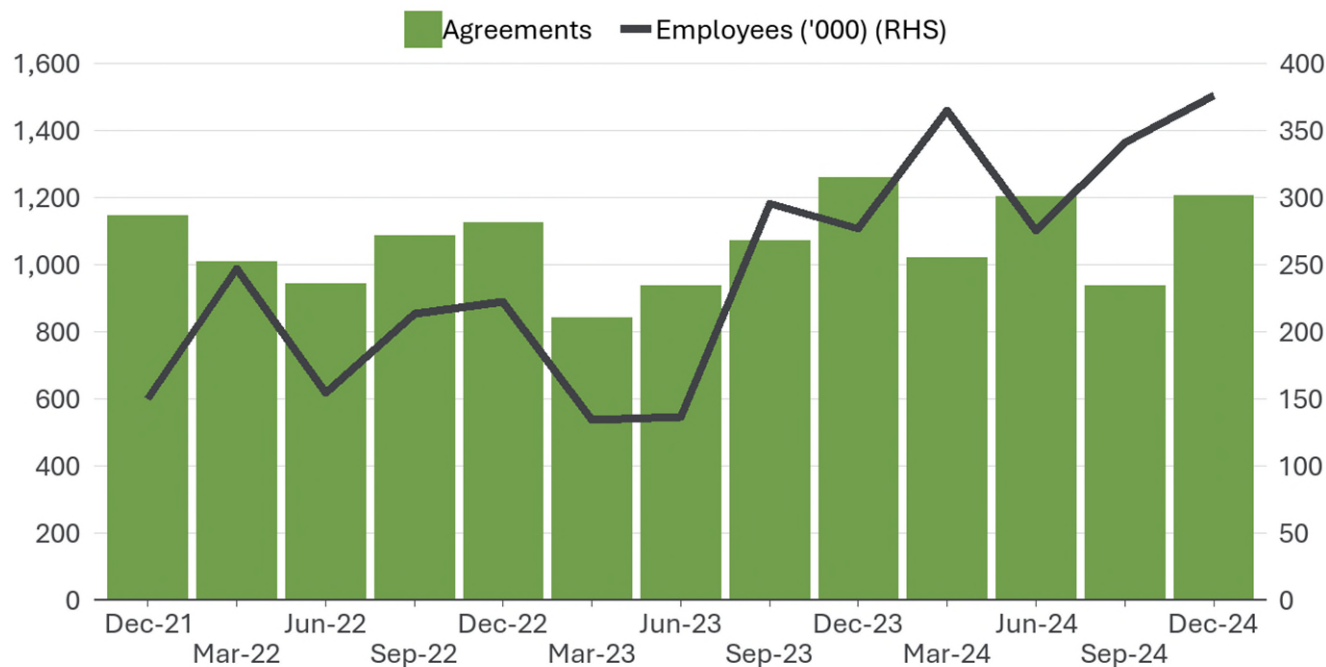
Agreements approved in the December quarter 2024 with no unions formally covered had a combined AAWI of 3.5%, compared with 3.1% in the September quarter 2024 and 3.4% in the December quarter 2023.

<sup>4</sup> See Note 4 for more details.

## 9. Level of agreement making - December quarter 2024 and as at 31 December 2024 - Tables 3 and 4 in Trends report

**Chart 7 – Approved agreements covered more than 375,000 employees in December**

Number of approved agreements and employees covered

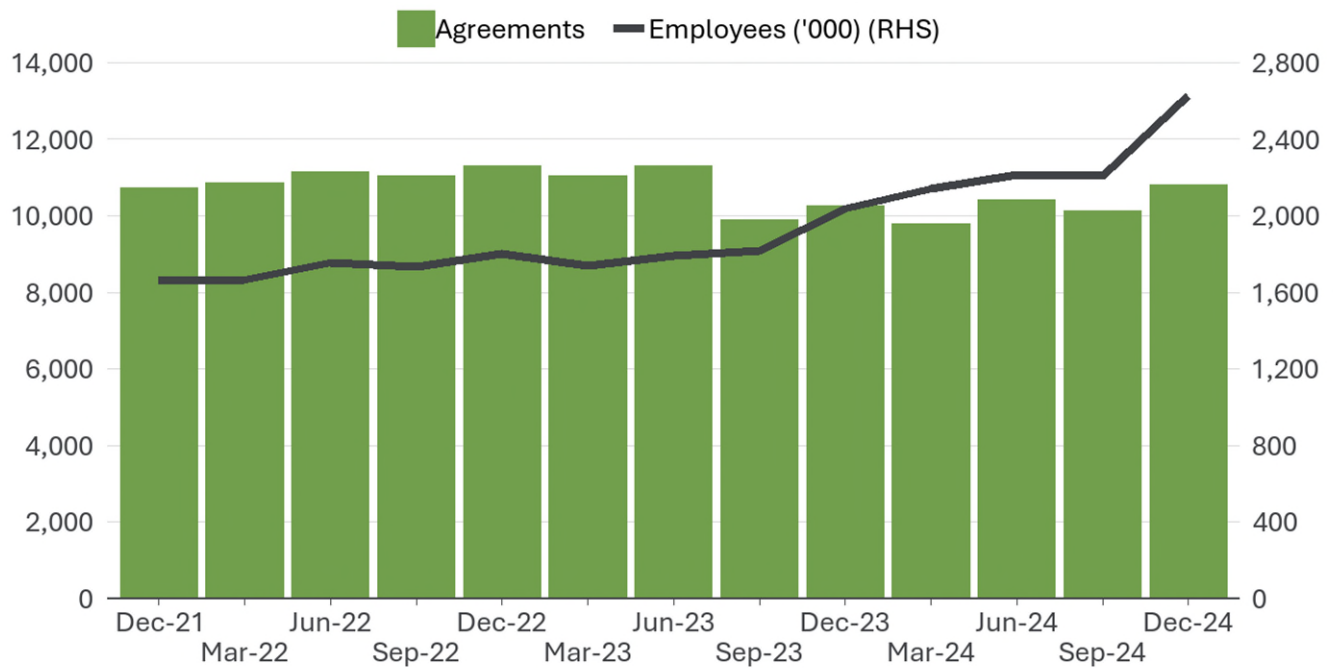


**Source:** Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 1,206 agreements (covering 376,100 employees) approved in the December quarter 2024, compared with 938 agreements (covering 341,200 employees) in the September quarter 2024 and 1,259 agreements (covering 276,900 employees) in the December quarter 2023.

**Chart 8 – The number of employees covered by agreements reached 2.62 million in December**

Number of current agreements and employees covered



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

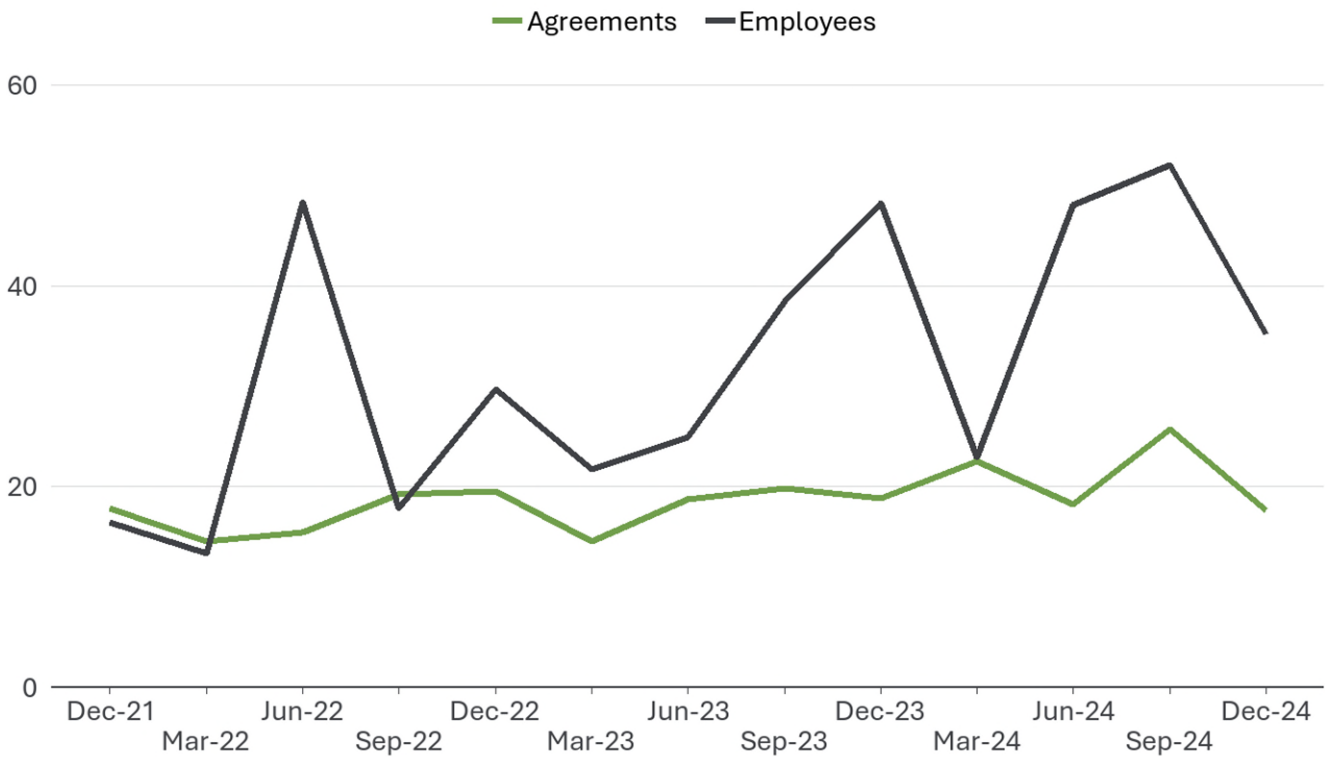
There were 10,799 current (not expired or terminated) agreements as at 31 December 2024, compared with 10,120 agreements current as at 30 September 2024 and 10,267 agreements current at 31 December 2023.

As at 31 December 2024, employees covered by an agreement was 2.62 million, compared with 2.21 million employees covered as at 30 September 2024 and 2.03 million employees as at 31 December 2023. The number of employees covered by an agreement as at 31 December 2024 is the highest since the March quarter 2014.

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

**Chart 9 – Approved agreements with non-quantifiable wage increases covered around a third of employees in December**

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



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

	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Agreements	17.8	14.6	15.5	19.2	19.5	14.5	18.8	19.9	18.8	22.5	18.2	25.7	17.6
Employees	16.4	13.4	48.3	17.9	29.7	21.7	24.9	38.5	48.2	22.9	48.1	52.0	35.2

17.6% of agreements approved in the December quarter 2024, covering 35.2% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

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

- *Westpac Group Enterprise Agreement 2025* (29,350 employees):
  - Inconsistent increase
- *Kmart National Agreement 2024* (27,203 employees):
  - Linked to minimum wage

## NOTES

- 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.
- For the December quarter 2024, the calculated AAWI of 4.8% is based on 994 agreements, covering 243,700 employees (that is, 82.4% of the 1,206 agreements approved in the quarter, covering 64.8% of the total 376,100 employees) with quantifiable wage increases (see Table 12b in the Trends report).
  - 212 agreements (17.6% of the total 1,206 agreements) covering 132,400 employees (35.2% of the total 376,100 employees) have wage increases that could not be quantified. For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
- 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:

- 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.
  - This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.
- An agreement is identified as being ‘union’ where the decision approving the agreement notes in accordance with s.201(2) of the Fair Work Act 2009 that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.



## Trends in Federal Enterprise Bargaining Report

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Public sector	Agreements	70	71	37	42	53	34	26	44	42	116	78	42	56
	AAWI (%)	2.3	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5	5.4
	Duration (yrs.)	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1
	Employees ('000)	44.7	121.0	21.9	103.2	70.0	33.4	33.7	83.8	65.6	201.9	61.8	112.9	138.9
Private sector	Agreements	1,077	938	906	1,046	1,073	807	912	1,029	1,217	906	1,126	896	1,150
	AAWI (%)	2.7	2.7	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9	4.0
	Duration (yrs.)	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.7
	Employees ('000)	105.4	126.1	132.9	110.5	152.1	101.0	102.5	212.0	211.3	163.2	213.6	228.3	237.2
All sectors	Agreements	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,204	938	1,206
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.8	276.9	365.1	275.5	341.2	376.1

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

**Notes:**

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

**How to read:** 56 public sector agreements were approved in the December quarter 2024, covering 138,900 employees. The AAWI for these agreements was 5.4% and the average duration was 3.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Public sector	Agreements	437	445	463	403	418	428	438	403	425	470	550	506	532
	AAWI (%)	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.6	3.6	3.9
	Duration (yrs.)	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9
	Employees ('000)	412.5	439.9	468.2	482.4	508.3	523.6	548.9	599.1	635.7	693.5	730.0	801.2	894.1
Private sector	Agreements	10,304	10,423	10,683	10,651	10,900	10,607	10,860	9,487	9,842	9,325	9,872	9,614	10,267
	AAWI (%)	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4	3.6
	Duration (yrs.)	3.1	3.1	3.1	3.2	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0
	Employees ('000)	1,249.2	1,227.2	1,286.0	1,250.5	1,291.9	1,215.1	1,241.8	1,215.5	1,398.4	1,446.9	1,483.2	1,406.3	1,730.4
All sectors	Agreements	10,741	10,868	11,146	11,054	11,318	11,035	11,298	9,890	10,267	9,795	10,422	10,120	10,799
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7
	Duration (yrs.)	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9
	Employees ('000)	1,661.7	1,667.1	1,754.1	1,732.8	1,800.2	1,738.7	1,790.8	1,814.6	2,034.1	2,140.4	2,213.1	2,207.4	2,624.5

**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:** 532 public sector agreements were current as at 31 December 2024, covering 894,100 employees. The AAWI for these agreements was 3.9% and the average duration was 2.9 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	1,050	908	832	1,016	1,061	781	868	1,003	1,194	955	1,093	867	1,116
	AAWI (%)	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9	4.0	3.6	4.0
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8
	Employees ('000)	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0	275.1	319.0	269.3	338.8	280.5
Single enterprise Greenfields	Agreements	90	89	104	65	61	59	67	65	64	51	107	71	84
	AAWI (%)	3.4	3.9	3.6	3.6	3.1	2.6	3.1	3.5	3.9	3.9	4.0	3.6	2.6
	Duration (yrs.)	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5	2.4	2.5	2.0
	Employees ('000)	4.0	3.4	3.2	1.5	3.0	2.4	2.5	2.1	1.8	1.6	2.4	2.4	4.3
Multi-enterprise non-Greenfields	Agreements	7	12	7	7	3	1	3	5	1	16	4	0	6
	AAWI (%)	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5	6.6	*	6.7
	Duration (yrs.)	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.3	0.0	3.2
	Employees ('000)	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.6	0.0	44.4	3.8	0.0	91.2
Multi-enterprise Greenfields	Agreements	0	0	0	0	1	0	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	3.0	*	*	*	*	*	*	*	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	4.0	0.0	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	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,204	938	1,206
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.8	276.9	365.1	275.5	341.2	376.1

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

**Notes:**

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

5. *Agreement types - see 'Types of Enterprise Agreements' section in Technical Notes at the end of this report.*

**How to read:** *1,116 single enterprise non-Greenfields agreements were approved in the December quarter 2024, covering 280,500 employees. The AAWI for these agreements was 4.0% and the average duration was 2.8 years.*

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

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Single enterprise non-Greenfields</b>	<b>Agreements</b>	9,915	9,989	10,182	10,074	10,518	10,325	10,540	9,211	9,558	9,270	9,824	9,520	10,159
	<b>AAWI (%)</b>	2.6	2.5	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.6	3.6
	<b>Duration (yrs.)</b>	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0
	<b>Employees ('000)</b>	1,595.3	1,579.4	1,664.4	1,645.7	1,719.1	1,663.5	1,715.1	1,706.7	1,925.8	2,001.4	2,067.0	2,067.6	2,396.3
<b>Single enterprise Greenfields</b>	<b>Agreements</b>	693	746	828	845	663	576	625	548	578	393	479	509	582
	<b>AAWI (%)</b>	3.1	3.3	3.3	3.4	2.9	2.8	2.9	2.9	3.1	2.9	3.0	3.1	3.1
	<b>Duration (yrs.)</b>	2.9	2.9	2.7	2.7	2.8	2.8	2.8	2.9	2.9	3.1	3.1	3.0	2.8
	<b>Employees ('000)</b>	27.9	28.5	30.5	27.6	26.2	24.6	25.1	22.9	23.3	19.1	20.5	20.5	23.3
<b>Multi-enterprise non-Greenfields</b>	<b>Agreements</b>	48	48	51	50	51	48	47	45	46	54	62	56	56
	<b>AAWI (%)</b>	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0	3.0	3.0	4.8
	<b>Duration (yrs.)</b>	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.9
	<b>Employees ('000)</b>	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.1	76.3	112.0	119.5	115.9	204.8
<b>Multi-enterprise Greenfields</b>	<b>Agreements</b>	0	0	0	0	1	1	1	1	1	1	1	1	1
	<b>AAWI (%)</b>	*	*	*	*	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	<b>Duration (yrs.)</b>	0.0	0.0	0.0	0.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0
	<b>Employees ('000)</b>	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
<b>Employee collective</b>	<b>Agreements</b>	49	49	49	49	49	49	49	49	48	45	31	11	1
	<b>AAWI (%)</b>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.4	*
	<b>Duration (yrs.)</b>	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.1	17.2	17.8	16.6	16.5
	<b>Employees ('000)</b>	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.9	3.7	2.6	0.3	0.0
<b>Employer Greenfields</b>	<b>Agreements</b>	1	1	1	1	1	1	1	1	1	1	0	0	0
	<b>AAWI (%)</b>	*	*	*	*	*	*	*	*	*	*	*	*	*
	<b>Duration (yrs.)</b>	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	0.0	0.0	0.0
	<b>Employees ('000)</b>	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.0	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Union collective	Agreements	35	35	35	35	35	35	35	35	35	31	25	23	0
	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	*
	Duration (yrs.)	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.1	17.3	17.3	17.4	0.0
	Employees ('000)	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	3.8	3.5	3.1	0.0
Union certified agreement	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	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
Non-union certified agreement	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	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	10,741	10,868	11,146	11,054	11,318	11,035	11,298	9,890	10,267	9,795	10,422	10,120	10,799
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7
	Duration (yrs.)	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9
	Employees ('000)	1,661.7	1,667.1	1,754.1	1,732.8	1,800.2	1,738.7	1,790.8	1,814.6	2,034.1	2,140.4	2,213.1	2,207.4	2,624.5

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:** 10,159 single enterprise non-Greenfields agreements were current as at 31 December 2024, covering 2,396,300 employees. The AAWI for these agreements was 3.6% and the average duration was 3.0 years.

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

<b>FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Agriculture, Forestry and Fishing</b>	<b>Agreements</b>	10	4	3	14	9	5	14	11	16	9	11	11	9
	<b>AAWI (%)</b>	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3	3.3	2.8	3.6	2.7	4.4
	<b>Duration (yrs.)</b>	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6	3.6	2.7	3.8	3.1	2.6
	<b>Employees ('000)</b>	0.8	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7	1.8
<b>Mining</b>	<b>Agreements</b>	26	24	41	36	36	28	46	39	44	38	35	17	42
	<b>AAWI (%)</b>	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5	3.8	2.6	3.7
	<b>Duration (yrs.)</b>	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6	3.7	3.7	3.2
	<b>Employees ('000)</b>	2.4	1.9	4.9	4.9	3.9	8.0	4.5	4.3	5.2	6.7	3.7	1.9	4.0
<b>Manufacturing</b>	<b>Agreements</b>	200	186	168	228	203	188	156	203	223	150	128	149	203
	<b>AAWI (%)</b>	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8	4.0	4.1	4.2
	<b>Duration (yrs.)</b>	2.8	2.5	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6
	<b>Employees ('000)</b>	15.6	15.2	13.8	18.9	17.6	18.2	11.4	13.9	15.5	13.9	9.8	9.9	17.1
<b>Non-Metal Manufacturing</b>	<b>Agreements</b>	125	125	115	143	139	152	108	135	144	106	83	98	137
	<b>AAWI (%)</b>	2.4	2.7	2.8	3.3	3.7	3.6	4.2	4.1	4.1	3.8	3.9	3.8	4.3
	<b>Duration (yrs.)</b>	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9	2.7	2.7	3.0	2.6
	<b>Employees ('000)</b>	9.3	10.9	8.8	12.0	12.8	15.4	6.6	9.8	11.7	11.2	6.4	6.1	12.4
<b>Metal Manufacturing</b>	<b>Agreements</b>	75	61	53	85	64	36	48	68	79	44	45	51	66
	<b>AAWI (%)</b>	2.7	2.8	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8	4.4	4.4	4.1
	<b>Duration (yrs.)</b>	2.7	2.5	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6
	<b>Employees ('000)</b>	6.3	4.3	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7
<b>Electricity, Gas, Water and Waste Services</b>	<b>Agreements</b>	43	36	27	32	41	35	22	36	36	36	33	26	50
	<b>AAWI (%)</b>	2.8	2.5	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8	4.2	4.0	4.5
	<b>Duration (yrs.)</b>	2.1	2.4	2.2	2.2	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3
	<b>Employees ('000)</b>	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Construction	Agreements	455	367	401	370	360	256	339	380	511	320	571	399	467
	AAWI (%)	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1	4.5	4.6	4.9	5.8
	Duration (yrs.)	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0	2.7	3.1	2.8	2.7
	Employees ('000)	11.2	8.6	8.0	7.9	7.4	6.4	8.1	9.9	13.2	7.1	16.1	9.9	16.9
Wholesale Trade	Agreements	16	10	11	16	23	12	20	18	22	33	13	17	16
	AAWI (%)	2.5	2.9	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.8	3.9	3.8	3.7
	Duration (yrs.)	2.2	2.6	2.6	2.6	2.8	2.7	2.9	3.5	3.5	2.9	3.5	2.5	2.8
	Employees ('000)	1.0	1.3	0.4	2.0	1.4	0.8	1.1	2.5	6.0	1.6	0.6	1.5	1.9
Retail Trade	Agreements	13	7	4	9	20	8	8	14	19	7	11	14	10
	AAWI (%)	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8	3.3	3.2	3.6
	Duration (yrs.)	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6
	Employees ('000)	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9
Accommodation and Food Services	Agreements	5	9	6	12	5	5	10	9	11	20	9	7	8
	AAWI (%)	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4	3.9	2.9	3.2
	Duration (yrs.)	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9	3.7	2.6	3.7	2.8
	Employees ('000)	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6	1.8	4.2	0.5	1.2
Transport, Postal and Warehousing	Agreements	119	101	94	154	146	119	129	129	121	109	85	92	116
	AAWI (%)	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5	4.5	3.8	4.0
	Duration (yrs.)	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8
	Employees ('000)	10.7	23.6	12.2	15.7	14.9	22.1	17.2	12.0	16.7	27.2	7.1	10.7	45.1
Information Media and Telecommunications	Agreements	8	8	7	11	5	3	3	11	4	0	0	9	10
	AAWI (%)	2.1	2.9	2.3	2.6	3.7	2.0	3.6	4.1	4.6	*	*	3.3	2.4
	Duration (yrs.)	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0	0.0	2.9	1.5
	Employees ('000)	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0	0.0	24.3	2.5



FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Financial and Insurance Services	Agreements	17	3	5	8	10	2	4	6	13	5	5	4	13
	AAWI (%)	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6	3.8	3.0	3.4
	Duration (yrs.)	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0
	Employees ('000)	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6	3.1	6.4	0.5	51.2
Rental, Hiring and Real Estate Services	Agreements	3	3	4	4	3	2	3	5	8	7	7	4	4
	AAWI (%)	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6	1.9	2.5	2.7	3.9	3.9
	Duration (yrs.)	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1
	Employees ('000)	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8
Professional, Scientific and Technical Services	Agreements	7	10	6	8	11	10	8	8	11	10	13	12	18
	AAWI (%)	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2	3.5	2.8	3.7
	Duration (yrs.)	2.7	2.6	2.7	2.2	2.5	3.2	3.1	2.4	3.5	2.6	2.2	3.3	2.7
	Employees ('000)	2.6	1.5	0.8	1.4	0.9	0.9	0.3	0.9	0.8	7.5	4.2	1.0	1.9
Administrative and Support Services	Agreements	20	16	14	22	14	4	9	23	21	18	12	10	27
	AAWI (%)	3.8	4.7	3.9	3.1	3.2	4.2	2.8	3.8	5.0	4.9	3.7	4.1	6.4
	Duration (yrs.)	2.3	2.7	2.7	2.1	2.2	2.7	3.3	3.1	3.5	2.7	3.4	3.4	2.5
	Employees ('000)	0.9	1.5	1.0	1.2	0.7	0.5	1.1	2.4	2.4	0.9	0.9	1.6	3.2
Public Administration and Safety	Agreements	49	47	25	33	39	22	22	29	28	95	67	14	34
	AAWI (%)	2.4	2.3	2.2	2.5	3.4	3.1	3.4	3.5	3.4	3.8	3.8	3.2	3.6
	Duration (yrs.)	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8
	Employees ('000)	23.9	39.3	7.3	12.0	8.5	14.9	9.1	26.9	9.2	154.3	42.0	68.5	24.7
Education and Training	Agreements	40	66	33	40	69	44	37	42	60	58	45	45	52
	AAWI (%)	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1	4.2	4.3	4.1
	Duration (yrs.)	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4
	Employees ('000)	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.5	92.2	74.7	27.3	34.1	21.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Health Care and Social Assistance	Agreements	78	67	66	58	90	65	87	78	84	60	120	76	93
	AAWI (%)	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2	3.4	3.2	3.9	3.0	5.6
	Duration (yrs.)	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.8
	Employees ('000)	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3	34.0	30.1	24.7	18.9	140.8
Arts and Recreation Services	Agreements	18	15	15	10	12	15	9	9	14	33	17	10	11
	AAWI (%)	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0	4.3	3.5	3.2
	Duration (yrs.)	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7	1.6	2.4	3.5	2.6
	Employees ('000)	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7	8.6	5.6	2.9	2.3
Other Services	Agreements	20	30	13	23	30	18	12	23	13	14	22	22	23
	AAWI (%)	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8	3.8	4.2	3.2
	Duration (yrs.)	2.7	2.8	3.1	3.1	2.7	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2
	Employees ('000)	2.9	2.1	0.7	3.6	3.2	2.5	2.0	2.5	1.4	1.0	2.2	4.5	3.5
All industries	Agreements	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,204	938	1,206
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.8	276.9	365.1	275.5	341.2	376.1

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

**Notes:**

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

**How to read:** 9 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2024, covering 1,800 employees. The AAWI for these agreements was 4.4% and the average duration was 2.6 years.

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

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Agriculture, Forestry and Fishing</b>	<b>Agreements</b>	151	148	142	133	139	111	111	109	118	120	123	115	115
	<b>AAWI (%)</b>	2.4	2.4	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0	3.0	3.2	3.6
	<b>Duration (yrs.)</b>	3.6	3.7	3.7	3.7	3.6	3.6	3.5	3.5	3.5	3.5	3.2	3.3	3.2
	<b>Employees ('000)</b>	13.0	12.9	12.3	10.7	11.4	10.6	10.4	8.4	10.1	10.2	10.8	8.9	10.2
<b>Mining</b>	<b>Agreements</b>	373	362	368	376	398	387	393	401	424	425	443	425	451
	<b>AAWI (%)</b>	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3
	<b>Duration (yrs.)</b>	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.6	3.6
	<b>Employees ('000)</b>	51.7	50.5	48.9	53.1	54.3	57.5	55.2	55.6	58.5	61.4	63.2	61.6	62.2
<b>Manufacturing</b>	<b>Agreements</b>	1,746	1,795	1,792	1,789	1,855	1,905	1,921	1,848	1,950	1,977	1,996	1,872	1,932
	<b>AAWI (%)</b>	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4	3.5	3.6	3.7
	<b>Duration (yrs.)</b>	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0
	<b>Employees ('000)</b>	127.4	132.9	133.1	134.4	139.8	148.7	147.8	148.1	154.4	157.7	160.0	150.2	152.4
<b>Non-Metal Manufacturing</b>	<b>Agreements</b>	1,174	1,204	1,202	1,181	1,229	1,284	1,287	1,257	1,319	1,335	1,347	1,269	1,308
	<b>AAWI (%)</b>	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4	3.4	3.5	3.7
	<b>Duration (yrs.)</b>	3.0	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	3.0	2.9	3.0	3.0
	<b>Employees ('000)</b>	89.5	93.6	94.6	92.8	97.8	105.6	103.4	103.9	108.8	111.6	112.4	106.2	109.3
<b>Metal Manufacturing</b>	<b>Agreements</b>	572	591	590	608	626	621	634	591	631	642	649	603	624
	<b>AAWI (%)</b>	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4	3.5	3.7	3.8
	<b>Duration (yrs.)</b>	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.9	2.9
	<b>Employees ('000)</b>	37.9	39.4	38.5	41.6	42.0	43.1	44.4	44.2	45.6	46.1	47.6	43.9	43.1
<b>Electricity, Gas, Water and Waste Services</b>	<b>Agreements</b>	350	338	354	326	348	356	354	340	360	366	378	337	366
	<b>AAWI (%)</b>	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.1	3.3	3.6	3.7	4.0	4.1
	<b>Duration (yrs.)</b>	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.9	2.9
	<b>Employees ('000)</b>	48.0	51.1	53.9	49.6	54.7	55.9	58.7	53.0	55.3	49.5	51.9	49.5	53.2

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Construction</b>	<b>Agreements</b>	4,266	4,434	4,669	4,800	4,698	4,412	4,517	3,313	3,329	2,771	3,137	3,322	3,681
	<b>AAWI (%)</b>	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8	4.0	4.1	4.5
	<b>Duration (yrs.)</b>	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.2	3.2	3.3	3.3	3.3	3.2
	<b>Employees ('000)</b>	110.8	113.6	116.5	116.6	115.5	108.2	109.8	87.5	90.2	80.7	92.1	95.7	109.3
<b>Wholesale Trade</b>	<b>Agreements</b>	214	209	198	177	184	173	176	174	184	202	204	189	197
	<b>AAWI (%)</b>	2.5	2.6	2.6	2.7	2.9	3.0	3.0	3.2	3.3	3.4	3.4	3.6	3.6
	<b>Duration (yrs.)</b>	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	3.1	3.1	3.2	3.2	3.2
	<b>Employees ('000)</b>	16.8	17.6	16.8	16.0	15.6	15.2	15.1	13.1	18.7	19.5	18.5	18.0	19.6
<b>Retail Trade</b>	<b>Agreements</b>	149	143	133	123	133	129	131	129	144	140	140	124	128
	<b>AAWI (%)</b>	2.8	2.8	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0	3.2	3.2	3.2
	<b>Duration (yrs.)</b>	3.8	3.8	3.9	3.9	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4
	<b>Employees ('000)</b>	253.6	246.6	227.4	227.1	225.1	94.1	88.7	85.4	118.4	108.6	138.4	139.6	364.5
<b>Accommodation and Food Services</b>	<b>Agreements</b>	110	111	108	108	101	102	104	103	107	118	116	110	106
	<b>AAWI (%)</b>	2.7	2.7	2.7	2.9	2.9	3.6	3.6	3.6	3.0	3.1	3.1	3.5	3.5
	<b>Duration (yrs.)</b>	3.9	3.9	3.9	3.9	3.9	3.7	3.7	3.7	3.9	3.9	3.7	3.4	3.3
	<b>Employees ('000)</b>	54.7	55.1	54.8	56.8	57.0	60.1	61.2	61.5	59.6	60.1	23.0	23.0	22.0
<b>Transport, Postal and Warehousing</b>	<b>Agreements</b>	1,006	1,024	1,025	1,014	1,117	1,151	1,198	1,169	1,239	1,268	1,289	1,201	1,249
	<b>AAWI (%)</b>	2.7	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.4	3.4	3.7
	<b>Duration (yrs.)</b>	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0
	<b>Employees ('000)</b>	136.9	151.5	159.3	162.6	166.0	175.5	184.7	165.7	177.0	194.7	185.6	178.2	183.4
<b>Information Media and Telecommunications</b>	<b>Agreements</b>	48	51	49	48	52	52	53	58	62	59	57	52	57
	<b>AAWI (%)</b>	1.9	1.9	2.2	2.4	2.4	2.5	2.6	2.8	2.9	2.9	2.9	2.9	3.0
	<b>Duration (yrs.)</b>	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.8
	<b>Employees ('000)</b>	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8	37.0	36.9	36.1	39.3

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Financial and Insurance Services</b>	<b>Agreements</b>	77	74	74	70	72	71	70	67	74	76	79	65	70
	<b>AAWI (%)</b>	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4	3.4	3.4	3.6
	<b>Duration (yrs.)</b>	2.3	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8	2.8	2.8
	<b>Employees ('000)</b>	99.4	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7	145.1	148.3	144.9	182.7
<b>Rental, Hiring and Real Estate Services</b>	<b>Agreements</b>	62	62	59	57	57	57	59	55	61	59	63	61	64
	<b>AAWI (%)</b>	2.8	2.3	2.3	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.6
	<b>Duration (yrs.)</b>	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.7	3.6
	<b>Employees ('000)</b>	1.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	4.0	4.0	4.0	3.2	4.0
<b>Professional, Scientific and Technical Services</b>	<b>Agreements</b>	126	119	117	107	112	109	114	115	117	112	117	110	122
	<b>AAWI (%)</b>	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9	3.5	3.7	3.9
	<b>Duration (yrs.)</b>	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8
	<b>Employees ('000)</b>	17.7	17.9	17.7	18.0	18.3	17.9	18.3	18.2	13.3	12.6	22.7	21.7	20.4
<b>Administrative and Support Services</b>	<b>Agreements</b>	214	215	218	221	219	195	189	172	177	157	156	146	171
	<b>AAWI (%)</b>	2.9	2.9	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5	3.5	3.7	4.4
	<b>Duration (yrs.)</b>	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.7	3.3	3.3	3.1
	<b>Employees ('000)</b>	20.5	20.5	21.1	21.1	19.6	18.2	18.8	16.0	17.5	15.9	14.0	13.2	16.3
<b>Public Administration and Safety</b>	<b>Agreements</b>	381	390	398	357	364	367	370	343	347	393	461	403	411
	<b>AAWI (%)</b>	2.2	2.2	2.2	2.2	2.2	2.2	2.3	2.5	2.6	3.3	3.4	3.4	3.5
	<b>Duration (yrs.)</b>	3.0	2.9	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9
	<b>Employees ('000)</b>	214.1	216.2	230.2	210.1	181.5	185.8	186.5	205.6	193.6	237.0	327.1	369.9	382.7
<b>Education and Training</b>	<b>Agreements</b>	478	413	427	425	474	456	482	483	518	484	513	521	552
	<b>AAWI (%)</b>	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5	3.7	3.7	3.8	3.8
	<b>Duration (yrs.)</b>	2.4	2.7	2.7	3.1	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6
	<b>Employees ('000)</b>	209.7	168.3	168.2	210.2	228.1	240.9	268.1	302.8	392.0	442.8	472.6	487.7	465.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Health Care and Social Assistance	Agreements	673	664	693	615	662	668	722	687	729	735	796	729	774
	AAWI (%)	2.7	2.5	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0	3.0	3.9
	Duration (yrs.)	3.0	2.7	2.8	2.7	2.8	2.7	2.7	2.7	2.7	2.7	2.8	2.9	2.8
	Employees ('000)	222.8	272.1	353.6	327.5	393.4	391.6	406.3	431.0	456.0	448.6	388.2	348.5	476.2
Arts and Recreation Services	Agreements	110	108	116	108	116	112	119	110	116	122	136	124	129
	AAWI (%)	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.3	3.2	3.4	3.5
	Duration (yrs.)	2.8	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8	2.6	2.5	2.7	2.6
	Employees ('000)	31.2	32.4	33.0	26.4	25.5	30.2	31.4	25.5	26.9	31.3	31.3	33.8	34.3
Other Services	Agreements	207	208	206	200	217	222	215	214	211	211	218	214	224
	AAWI (%)	2.6	2.5	2.4	2.5	2.7	2.8	2.8	2.9	3.0	3.0	3.1	3.5	3.5
	Duration (yrs.)	3.3	3.3	3.5	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.1	3.0	3.1
	Employees ('000)	17.9	18.6	16.1	18.1	20.7	21.9	22.7	23.8	23.3	23.6	24.4	23.7	25.9
All industries	Agreements	10,741	10,868	11,146	11,054	11,318	11,035	11,298	9,890	10,267	9,795	10,422	10,120	10,799
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7
	Duration (yrs.)	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9
	Employees ('000)	1,661.7	1,667.1	1,754.1	1,732.8	1,800.2	1,738.7	1,790.8	1,814.6	2,034.1	2,140.4	2,213.1	2,207.4	2,624.5

**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 31 December 2024, covering 10,200 employees. The AAWI for these agreements was 3.6% and the average duration was 3.2 years.

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

<b>FOR ALL CURRENT AGREEMENTS</b>		<b>Dec-24</b>	<b>Mar-25</b>	<b>Jun-25</b>	<b>Sep-25</b>	<b>Dec-25</b>	<b>Mar-26</b>	<b>Jun-26</b>	<b>Sep-26</b>	<b>Dec-26</b>	<b>Mar-27</b>	<b>Jun-27</b>	<b>Sep-27</b>	<b>Dec-27</b>
<b>Agriculture, Forestry and Fishing</b>	<b>Agreements</b>	11	3	16	10	5	1	11	6	5	8	5	5	13
	<b>AAWI (%)</b>	2.8	4.5	3.6	3.2	4.2	1.5	2.9	3.3	3.4	3.8	3.0	3.6	3.3
	<b>Employees ('000)</b>	0.5	0.1	1.9	0.6	0.2	0.0	0.7	0.2	0.2	0.3	1.1	0.6	0.7
<b>Mining</b>	<b>Agreements</b>	18	19	40	35	38	22	47	30	23	20	33	29	31
	<b>AAWI (%)</b>	2.6	2.4	2.8	2.6	3.3	3.5	3.4	3.1	3.5	3.1	3.5	3.0	3.7
	<b>Employees ('000)</b>	3.6	3.4	5.7	3.7	4.8	5.0	7.6	3.7	1.9	3.8	3.3	3.9	3.3
<b>Manufacturing</b>	<b>Agreements</b>	158	121	230	169	125	124	230	158	118	91	121	94	46
	<b>AAWI (%)</b>	3.1	3.3	3.5	3.5	3.4	3.8	4.0	3.7	3.8	3.5	3.7	3.9	3.4
	<b>Employees ('000)</b>	14.6	7.8	17.0	16.5	8.9	9.2	17.8	13.7	8.9	9.3	8.4	7.4	3.3
<b>Non-Metal Manufacturing</b>	<b>Agreements</b>	114	86	162	108	87	89	150	110	82	65	77	62	31
	<b>AAWI (%)</b>	2.9	3.2	3.5	3.6	3.3	3.8	4.0	3.7	3.7	3.4	3.7	3.6	3.4
	<b>Employees ('000)</b>	9.8	5.8	10.9	11.3	6.2	7.2	12.6	10.5	6.8	7.7	5.2	5.0	2.7
<b>Metal Manufacturing</b>	<b>Agreements</b>	44	35	68	61	38	35	80	48	36	26	44	32	15
	<b>AAWI (%)</b>	3.4	3.4	3.5	3.3	3.6	3.8	4.0	3.9	4.1	3.9	3.6	4.4	3.6
	<b>Employees ('000)</b>	4.7	1.9	6.2	5.2	2.7	2.0	5.3	3.2	2.1	1.6	3.2	2.4	0.6
<b>Electricity, Gas, Water and Waste Services</b>	<b>Agreements</b>	27	17	40	37	27	26	38	29	20	17	20	13	7
	<b>AAWI (%)</b>	3.4	2.7	3.3	3.7	5.8	4.1	4.2	4.6	3.4	4.0	4.0	3.6	3.0
	<b>Employees ('000)</b>	3.2	1.2	2.8	3.4	4.0	5.0	7.1	3.3	1.2	1.2	2.6	1.9	0.5
<b>Construction</b>	<b>Agreements</b>	172	409	232	158	271	134	186	227	292	97	144	462	282
	<b>AAWI (%)</b>	2.9	3.0	3.3	3.1	4.3	3.6	3.8	5.1	4.7	3.3	3.5	5.9	4.6
	<b>Employees ('000)</b>	5.3	10.1	8.4	4.3	7.3	3.4	5.5	7.0	6.1	3.5	5.2	14.5	7.7
<b>Wholesale Trade</b>	<b>Agreements</b>	11	11	18	16	15	11	15	12	11	12	21	11	16
	<b>AAWI (%)</b>	3.2	2.6	3.9	3.8	3.5	3.6	3.9	4.2	3.3	3.6	3.2	3.8	3.9
	<b>Employees ('000)</b>	1.3	0.4	1.1	1.5	0.6	0.4	1.8	1.0	0.4	0.6	2.4	5.4	0.4

FOR ALL CURRENT AGREEMENTS		Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27
Retail Trade	Agreements	7	6	11	7	10	9	11	10	5	5	15	7	9
	AAWI (%)	2.4	2.1	4.0	3.3	2.4	2.9	4.1	3.4	2.7	4.8	3.3	2.5	2.5
	Employees ('000)	3.5	7.1	5.2	1.8	1.6	4.0	9.3	45.9	1.5	9.2	17.2	3.0	20.3
Accommodation and Food Services	Agreements	10	5	4	9	5	8	5	12	2	4	4	7	11
	AAWI (%)	2.6	2.3	2.8	3.5	4.4	3.1	3.3	3.8	2.4	5.1	2.7	3.3	2.1
	Employees ('000)	2.0	1.5	1.5	0.9	1.6	1.0	2.0	6.5	0.4	0.3	0.7	0.7	1.4
Transport, Postal and Warehousing	Agreements	90	68	151	75	108	66	150	94	75	60	89	63	34
	AAWI (%)	2.8	3.3	3.2	3.4	3.2	4.0	3.6	3.7	3.7	3.9	3.8	3.6	3.7
	Employees ('000)	10.7	6.5	13.8	6.0	13.3	15.0	29.5	9.5	9.7	5.9	15.6	5.6	1.9
Information Media and Telecommunications	Agreements	4	4	8	9	2	5	5	1	1	0	3	8	0
	AAWI (%)	2.7	2.9	3.1	3.1	2.6	3.6	3.2	*	2.2	*	2.5	3.4	*
	Employees ('000)	0.1	3.0	2.1	1.9	0.3	2.8	2.5	0.1	0.0	0.0	0.1	23.9	0.0
Financial and Insurance Services	Agreements	9	7	8	3	6	1	10	5	4	3	5	2	1
	AAWI (%)	2.5	2.3	3.2	2.5	3.4	*	4.4	4.2	4.0	3.4	3.9	3.2	*
	Employees ('000)	35.1	1.3	2.6	0.6	2.1	0.2	40.5	6.9	29.9	2.8	3.9	18.9	0.1
Rental, Hiring and Real Estate Services	Agreements	1	3	7	5	5	3	4	6	2	3	4	3	6
	AAWI (%)	2.6	2.5	2.3	4.5	3.1	1.7	3.6	2.9	1.9	2.5	3.5	3.5	*
	Employees ('000)	0.0	0.2	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0	0.1	0.0	0.2
Professional, Scientific and Technical Services	Agreements	6	4	14	8	8	7	15	4	5	7	5	4	8
	AAWI (%)	2.5	3.2	3.4	3.9	3.7	4.2	3.3	3.5	4.2	3.5	3.4	3.5	2.9
	Employees ('000)	0.4	0.7	1.4	1.0	1.3	0.2	3.6	0.9	6.6	0.6	0.3	0.3	0.5
Administrative and Support Services	Agreements	5	15	15	12	19	4	17	9	9	2	5	14	9
	AAWI (%)	2.9	3.0	3.4	2.9	3.7	5.1	3.5	5.6	4.0	4.4	2.5	5.5	4.1
	Employees ('000)	0.5	1.6	0.7	0.6	1.0	0.5	1.1	0.7	0.8	0.1	1.0	1.4	1.5
Public Administration and Safety	Agreements	20	18	80	19	28	25	25	14	19	110	20	8	9
	AAWI (%)	2.7	2.5	2.5	2.1	3.2	3.6	3.0	4.4	3.7	3.8	3.5	3.9	3.6
	Employees ('000)	8.8	2.7	30.2	18.5	10.1	30.4	6.8	5.5	6.7	178.7	8.3	0.4	1.7



FOR ALL CURRENT AGREEMENTS		Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27
Education and Training	Agreements	94	40	44	16	102	33	41	17	63	14	16	6	21
	AAWI (%)	3.3	3.3	5.3	4.8	2.7	5.0	4.6	5.0	3.8	2.3	4.0	3.1	3.3
	Employees ('000)	58.3	44.0	36.6	19.2	139.0	22.9	105.1	27.7	10.2	11.0	4.1	0.6	2.6
Health Care and Social Assistance	Agreements	49	30	101	109	53	46	112	33	32	21	43	41	17
	AAWI (%)	2.7	2.8	3.4	4.0	2.7	2.2	2.9	2.9	3.6	3.2	3.1	3.5	3.1
	Employees ('000)	24.0	11.0	96.3	25.0	36.5	35.7	51.5	21.4	11.3	2.5	12.6	7.2	5.5
Arts and Recreation Services	Agreements	13	7	20	9	11	7	10	3	4	6	8	0	19
	AAWI (%)	3.2	2.9	3.9	2.2	2.3	3.2	3.2	3.2	3.6	3.8	4.7	*	3.0
	Employees ('000)	1.7	2.4	9.7	3.6	2.9	1.1	2.2	0.1	1.0	0.7	4.3	0.0	0.9
Other Services	Agreements	16	9	34	24	23	15	16	13	8	10	19	11	3
	AAWI (%)	3.0	2.3	3.3	3.0	3.6	3.4	3.2	3.1	4.3	4.0	3.7	4.7	3.9
	Employees ('000)	1.1	0.5	3.3	2.7	0.9	1.9	2.4	1.8	0.8	0.8	2.7	3.2	0.1
All industries	Agreements	721	796	1,073	730	861	547	948	683	698	490	580	788	542
	AAWI (%)	3.0	3.1	3.7	3.8	2.9	3.5	3.9	4.1	3.9	3.7	3.6	4.4	3.5
	Employees ('000)	174.5	105.6	240.5	111.7	236.7	140.3	297.3	156.0	97.9	231.5	93.8	99.0	52.8

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

**Notes:**

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

**How to read:** 13 Agriculture, Forestry and Fishing agreements, covering 700 employees, have an expiry date in the December quarter 2027. The AAWI of these agreements is 3.3%.

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

<b>FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>ACT</b>	<b>Agreements</b>	18	17	15	11	15	12	12	14	11	30	16	17	10
	<b>AAWI (%)</b>	2.7	2.7	3.7	4.4	2.6	3.7	3.7	3.5	3.6	3.9	3.6	3.5	3.7
	<b>Duration (yrs.)</b>	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2
	<b>Employees ('000)</b>	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.3
<b>NSW</b>	<b>Agreements</b>	205	166	173	219	206	155	172	192	199	146	195	175	252
	<b>AAWI (%)</b>	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7	4.4	3.9	4.1
	<b>Duration (yrs.)</b>	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4
	<b>Employees ('000)</b>	41.6	26.5	13.4	16.6	28.0	11.5	30.7	19.7	19.9	28.6	29.5	25.4	27.1
<b>NT</b>	<b>Agreements</b>	12	12	11	11	10	7	8	9	13	4	5	9	22
	<b>AAWI (%)</b>	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0	4.1	3.3	3.9
	<b>Duration (yrs.)</b>	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0
	<b>Employees ('000)</b>	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9
<b>Qld</b>	<b>Agreements</b>	151	137	134	137	155	127	147	152	269	191	187	117	184
	<b>AAWI (%)</b>	3.0	2.8	2.9	3.3	3.5	4.0	4.3	4.3	4.2	4.7	4.3	3.9	4.2
	<b>Duration (yrs.)</b>	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8	2.4	2.8	3.1	2.5
	<b>Employees ('000)</b>	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5	14.4	9.2	32.1
<b>SA</b>	<b>Agreements</b>	72	58	63	51	70	45	44	57	61	46	48	32	53
	<b>AAWI (%)</b>	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6	4.2	3.7	4.0
	<b>Duration (yrs.)</b>	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5
	<b>Employees ('000)</b>	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4
<b>Tas</b>	<b>Agreements</b>	28	31	24	30	32	26	32	27	25	25	27	25	40
	<b>AAWI (%)</b>	2.7	2.5	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1	3.9	3.6	4.6
	<b>Duration (yrs.)</b>	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.2	1.8
	<b>Employees ('000)</b>	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.4	5.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Vic	Agreements	394	354	335	378	399	268	285	324	322	256	338	308	361
	AAWI (%)	2.6	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0	3.6	4.0	3.3	5.7
	Duration (yrs.)	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1
	Employees ('000)	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.2	34.8	38.0	33.5	85.9	121.5
WA	Agreements	85	77	74	92	91	81	82	77	76	74	115	71	102
	AAWI (%)	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0	4.1	3.7	3.3
	Duration (yrs.)	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8
	Employees ('000)	7.3	7.9	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2	10.3	5.5	9.1
Multi-state	Agreements	180	156	114	159	148	120	156	221	282	250	273	183	182
	AAWI (%)	2.3	2.6	2.8	2.9	3.7	3.7	3.7	4.3	4.8	3.9	3.7	4.2	3.8
	Duration (yrs.)	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.9
	Employees ('000)	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2	174.9	204.2	174.8	203.3	171.3
Other	Agreements	2	1	0	0	0	0	0	0	1	0	0	1	0
	AAWI (%)	1.9	2.0	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0
	Employees ('000)	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0
All states	Agreements	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,204	938	1,206
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.8	276.9	365.1	275.5	341.2	376.1

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

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.

6. *Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.*
7. *All estimates are rounded and are subject to revision. Revisions have been made to historical series.*

**How to read:** *10 agreements approved in the December quarter 2024 operate solely in the ACT, covering 1,300 employees. The AAWI for these agreements was 3.7% and the average duration was 2.2 years.*

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

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>ACT</b>	<b>Agreements</b>	118	122	129	125	109	115	119	112	117	133	143	137	138
	<b>AAWI (%)</b>	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6	3.6	3.6	3.6
	<b>Duration (yrs.)</b>	2.0	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4
	<b>Employees ('000)</b>	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3	36.6	41.9	42.9
<b>NSW</b>	<b>Agreements</b>	2,071	2,044	2,055	2,058	2,144	2,037	2,076	2,070	2,130	1,812	1,896	1,815	1,980
	<b>AAWI (%)</b>	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6	3.8	3.9	3.9
	<b>Duration (yrs.)</b>	2.7	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6
	<b>Employees ('000)</b>	193.9	190.4	191.7	162.9	183.6	179.4	197.6	190.9	204.1	196.8	219.0	215.1	235.6
<b>NT</b>	<b>Agreements</b>	116	118	116	109	113	112	114	114	118	117	117	107	117
	<b>AAWI (%)</b>	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0	3.0	3.1	3.4
	<b>Duration (yrs.)</b>	3.3	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8	2.7	2.8	3.0
	<b>Employees ('000)</b>	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7	20.4	19.9	20.2
<b>Qld</b>	<b>Agreements</b>	1,598	1,583	1,634	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736
	<b>AAWI (%)</b>	2.6	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0
	<b>Duration (yrs.)</b>	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7
	<b>Employees ('000)</b>	165.1	161.6	162.9	155.4	161.8	163.2	177.1	171.8	188.4	226.2	233.6	218.3	242.4
<b>SA</b>	<b>Agreements</b>	564	571	590	537	574	570	575	572	596	588	603	558	570
	<b>AAWI (%)</b>	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9	4.0	4.1	4.2
	<b>Duration (yrs.)</b>	2.9	2.9	2.8	2.8	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.7
	<b>Employees ('000)</b>	39.1	41.6	45.5	44.3	58.9	58.6	58.4	60.8	64.3	66.6	72.0	58.7	57.7

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>Dec-21</b>	<b>Mar-22</b>	<b>Jun-22</b>	<b>Sep-22</b>	<b>Dec-22</b>	<b>Mar-23</b>	<b>Jun-23</b>	<b>Sep-23</b>	<b>Dec-23</b>	<b>Mar-24</b>	<b>Jun-24</b>	<b>Sep-24</b>	<b>Dec-24</b>
<b>Tas</b>	<b>Agreements</b>	271	269	287	261	281	283	295	276	287	291	306	270	299
	<b>AAWI (%)</b>	3.0	3.0	2.9	2.9	3.0	3.0	3.1	3.4	3.5	3.4	3.4	3.4	3.7
	<b>Duration (yrs.)</b>	2.8	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.6
	<b>Employees ('000)</b>	22.5	23.5	25.1	23.1	25.9	23.7	26.6	25.7	26.2	27.2	27.9	24.2	28.7
<b>Vic</b>	<b>Agreements</b>	3,134	3,271	3,444	3,491	3,731	3,817	3,964	2,658	2,596	2,430	2,600	2,545	2,769
	<b>AAWI (%)</b>	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.7	2.8	2.9	3.5
	<b>Duration (yrs.)</b>	3.1	3.0	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0
	<b>Employees ('000)</b>	375.5	433.5	517.9	582.4	644.4	660.0	673.8	668.1	666.0	626.2	574.7	605.3	699.7
<b>WA</b>	<b>Agreements</b>	913	910	916	889	939	933	932	898	914	898	950	938	990
	<b>AAWI (%)</b>	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2	3.2	3.3	3.4	3.4
	<b>Duration (yrs.)</b>	2.9	2.8	2.8	2.9	2.9	2.8	2.7	2.8	2.8	2.8	2.9	3.0	3.1
	<b>Employees ('000)</b>	86.8	90.8	90.6	88.1	83.2	89.8	95.6	88.6	91.3	101.6	103.1	96.9	93.6
<b>Multi-state</b>	<b>Agreements</b>	1,951	1,974	1,969	1,958	1,991	1,747	1,756	1,788	1,929	1,967	2,141	2,116	2,197
	<b>AAWI (%)</b>	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7	3.8	3.9
	<b>Duration (yrs.)</b>	3.1	3.2	3.2	3.4	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0
	<b>Employees ('000)</b>	739.0	672.2	668.3	630.0	620.7	542.7	537.8	563.2	746.4	843.9	925.9	927.0	1,203.5
<b>Other</b>	<b>Agreements</b>	5	6	6	6	6	6	4	3	4	3	3	3	3
	<b>AAWI (%)</b>	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8	1.8	1.5	1.5
	<b>Duration (yrs.)</b>	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9
	<b>Employees ('000)</b>	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2
<b>All states</b>	<b>Agreements</b>	10,741	10,868	11,146	11,054	11,318	11,035	11,298	9,890	10,267	9,795	10,422	10,120	10,799
	<b>AAWI (%)</b>	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7
	<b>Duration (yrs.)</b>	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9
	<b>Employees ('000)</b>	1,661.7	1,667.1	1,754.1	1,732.8	1,800.2	1,738.7	1,790.8	1,814.6	2,034.1	2,140.4	2,213.1	2,207.4	2,624.5

**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:** *138 agreements current as at 31 December 2024 operate solely in the ACT, covering 42,900 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 (December quarter 2021 to December quarter 2024)**

**Linked to minimum wage**

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	36	32	30	51	52	35	44	56	70	72	51	45	51
	Employees ('000)	5.2	1.5	4.6	6.6	9.9	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3
Single enterprise Greenfields	Agreements	0	2	1	3	2	1	3	1	0	0	4	2	2
	Employees ('000)	0.0	0.2	0.1	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.3	0.1	0.2
Multi-enterprise non-Greenfields	Agreements	1	1	0	3	0	0	2	2	0	1	2	0	1
	Employees ('000)	0.3	0.0	0.0	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0	12.6
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	37	35	31	57	54	36	49	59	70	73	57	47	54
	Employees ('000)	5.5	1.7	4.7	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.6	136.3	50.1

**Linked to CPI**

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



## Inconsistent increase

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	72	38	38	55	67	31	53	53	40	47	69	106	53
	Employees ('000)	6.9	19.9	63.8	6.4	39.1	8.5	14.8	87.1	51.3	8.8	19.3	9.0	44.1
Single enterprise Greenfields	Agreements	7	4	7	4	8	1	0	0	1	3	3	7	5
	Employees ('000)	0.1	0.1	0.3	0.1	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.1
Multi-enterprise non-Greenfields	Agreements	1	2	0	0	0	0	0	0	0	4	1	0	2
	Employees ('000)	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2
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	80	44	45	59	75	32	53	53	41	54	73	113	60
	Employees ('000)	7.2	20.2	64.1	6.5	39.3	8.7	14.8	87.1	51.3	10.7	19.4	9.1	49.4

## Performance linked

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	1	1	3	4	2	2	5	1	6	2	4	8	3
	Employees ('000)	1.7	0.1	0.1	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6
Single enterprise Greenfields	Agreements	0	0	0	0	1	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 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	1	1	3	4	3	2	5	1	6	2	4	8	3
	Employees ('000)	1.7	0.1	0.1	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6

## Other reason

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	62	51	42	65	57	37	57	79	96	85	73	53	73
	Employees ('000)	7.9	7.1	4.2	5.0	14.3	5.5	6.0	7.2	30.4	17.9	7.8	8.7	25.6
Single enterprise Greenfields	Agreements	1	5	2	2	1	1	1	3	3	0	0	3	2
	Employees ('000)	0.1	0.9	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1
Multi-enterprise non-Greenfields	Agreements	1	1	1	0	0	0	0	0	0	4	0	0	0
	Employees ('000)	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	30.2	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	64	57	45	67	58	38	58	82	99	89	73	56	75
	Employees ('000)	8.0	8.2	4.3	5.0	14.4	5.5	6.1	7.4	30.5	48.0	7.8	8.8	25.7

## Totals

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Total non-quantifiable	Agreements	204	147	146	209	220	122	176	213	237	230	219	241	212
	Employees ('000)	24.6	33.1	74.7	38.2	65.9	29.2	34.0	113.8	133.4	83.5	132.4	177.4	132.4

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

### Notes:

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

**How to read:** 51 single enterprise non-Greenfields agreements approved in the December quarter 2024 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 37,300 employees.

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

**Quantifiable agreements**

Agreement Type		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Single enterprise non-Greenfields	Agreements	857	776	698	819	853	663	698	797	962	737	885	638	916
	Employees ('000)	120.1	185.7	76.5	171.6	151.1	103.2	99.9	146.6	141.8	267.8	140.8	161.7	166.3
Single enterprise Greenfields	Agreements	82	78	93	56	49	56	63	60	59	48	99	59	75
	Employees ('000)	3.8	2.3	2.6	1.2	2.5	2.1	2.2	1.8	1.6	1.6	2.0	2.1	4.0
Multi-enterprise non-Greenfields	Agreements	4	8	6	4	3	0	1	3	1	7	1	0	3
	Employees ('000)	1.5	26.0	0.9	2.7	2.6	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4
Multi-enterprise Greenfields	Agreements	0	0	0	0	1	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
Total quantifiable	Agreements	943	862	797	879	906	719	762	860	1,022	792	985	697	994
	Employees ('000)	125.4	214.0	80.1	175.5	156.2	105.3	102.2	182.1	143.4	281.6	143.0	163.8	243.7

**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:** 916 single enterprise non-Greenfields agreements approved in the December quarter 2024 had quantifiable AAWIs. These agreements covered 166,300 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Union covered	Agreements	928	847	742	870	910	673	713	805	1,001	794	1,005	753	1,024
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7	4.8
	Duration (yrs.)	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.4	263.1	356.7	266.7	332.7	369.1
No union covered	Agreements	219	162	201	218	216	168	225	268	258	228	199	185	182
	AAWI (%)	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1	3.5
	Duration (yrs.)	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4
	Employees ('000)	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.5	7.0
All	Agreements	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022	1,204	938	1,206
	AAWI (%)	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8
	Duration (yrs.)	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.9
	Employees ('000)	150.1	247.1	154.8	213.7	222.1	134.4	136.2	295.8	276.9	365.1	275.5	341.2	376.1

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

**Notes:**

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

**How to read:** 1,024 agreements approved in the December quarter 2024, covering 369,100 employees, formally covered a union. The AAWI for these agreements was 4.8% and the average duration was 2.9 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
Union covered	Agreements	7,600	7,806	8,130	8,084	8,315	8,118	8,458	7,117	7,443	6,931	7,535	7,294	7,966
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.5	3.8
	Duration (yrs.)	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9
	Employees ('000)	1,550.5	1,557.1	1,645.7	1,626.2	1,691.3	1,632.0	1,684.9	1,698.4	1,910.4	2,014.4	2,087.2	2,083.2	2,498.8
No union covered	Agreements	3,141	3,062	3,016	2,970	3,003	2,917	2,840	2,773	2,824	2,864	2,887	2,826	2,833
	AAWI (%)	2.4	2.4	2.4	2.5	2.5	2.6	2.6	2.8	2.9	3.0	3.0	3.0	3.1
	Duration (yrs.)	4.1	4.1	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.1	3.9	3.7	3.6
	Employees ('000)	111.2	109.9	108.4	106.6	108.9	106.7	105.9	116.2	123.7	126.0	125.9	124.3	125.7
All	Agreements	10,741	10,868	11,146	11,054	11,318	11,035	11,298	9,890	10,267	9,795	10,422	10,120	10,799
	AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7
	Duration (yrs.)	3.0	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9
	Employees ('000)	1,661.7	1,667.1	1,754.1	1,732.8	1,800.2	1,738.7	1,790.8	1,814.6	2,034.1	2,140.4	2,213.1	2,207.4	2,624.5

**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:** 7,966 agreements current as at 31 December 2024, covering 2,498,800 employees, formally covered a union. The AAWI for these agreements was 3.8% and the average duration was 2.9 years.

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

<b>Agreement ID</b>	<b>Title</b>	<b>Employees</b>	<b>AAWI (%)</b>	<b>ANZSIC</b>	<b>States</b>	<b>Sector</b>
<b>AE526693</b>	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028	73,096	6.7	Health Care and Social Assistance	Vic	Public
<b>AE526824</b>	WESTPAC GROUP ENTERPRISE AGREEMENT 2025	29,350	Inconsistent increase	Financial and Insurance Services	Australia-wide, external territories	Private
<b>AE526228</b>	Australia Post Enterprise Agreement 2024	29,131	3.9	Transport, Postal and Warehousing	Australia-wide	Public
<b>AE526796</b>	Kmart National Agreement 2024	27,203	Linked to minimum wage	Retail Trade	Australia-wide	Private
<b>AE526850</b>	Goodstart Early Learning Enterprise Agreement 2024	15,521	Other reason	Health Care and Social Assistance	Australia-wide	Private
<b>AE527165</b>	Early Childhood Education and Care Multi-Employer Agreement 2024-2026	12,600	Linked to minimum wage	Health Care and Social Assistance	Australia-wide	Private
<b>AE526460</b>	IAG Enterprise Agreement 2024	8,239	Inconsistent increase	Financial and Insurance Services	Australia-wide	Private
<b>AE526995</b>	Australian Federal Police Enterprise Agreement 2024 - 2027	7,642	3.7	Public Administration and Safety	Australia-wide, external territories	Public
<b>AE526839</b>	RMIT University Enterprise Agreement 2024	6,537	4.2	Education and Training	Vic	Public
<b>AE526721</b>	Opal HealthCare (NSW) Enterprise Agreement 2023	5,783	3.4	Health Care and Social Assistance	NSW	Private
<b>AE527345</b>	Allianz Australia Group Business Partnership Agreement 2024	5,486	Performance linked	Financial and Insurance Services	Australia-wide	Private
<b>AE526790</b>	The Queensland Anglican Schools Enterprise Agreement 2024	5,182	Inconsistent increase	Education and Training	Qld	Private
<b>AE526930</b>	Bolton Clarke (Victoria) Enterprise Agreement 2024	4,473	4.3	Health Care and Social Assistance	Vic	Private
<b>AE527438</b>	Insignia Financial Enterprise Agreement 2024	4,239	3.5	Financial and Insurance Services	Australia-wide	Private

Agreement ID	Title	Employees	AAWI (%)	ANZSIC	States	Sector
AE527362	Queensland Lutheran Schools Single Enterprise Agreement 2024	3,751	4.8	Education and Training	Qld	Private
AE526698	FedEx Express Australia – TWU Fair Work Agreement – 2024 - 2026	3,523	4.6	Transport, Postal and Warehousing	Australia-wide	Private
AE526566	Northern Territory Public Sector Educators' 2024 - 2027 Enterprise Agreement	3,291	4.0	Public Administration and Safety	NT	Public
AE526729	Uniting AgeWell Victoria ANMF, HWU and ASU Enterprise Agreement 2024	2,699	2.9	Health Care and Social Assistance	Vic	Private
AE527364	Opal HealthCare (Queensland) Enterprise Agreement 2023	2,626	3.4	Health Care and Social Assistance	Qld	Private
AE526545	Commonwealth Members of Parliament Staff Enterprise Agreement 2024-27	2,452	3.7	Public Administration and Safety	Australia-wide	Public
AE526565	ALDI Dandenong Agreement 2024	2,247	Other reason	Retail Trade	Vic	Private
AE526697	Mission Australia Service Delivery Enterprise Agreement 2024	2,144	Linked to minimum wage	Health Care and Social Assistance	Australia-wide	Private
AE527329	MECWA (trading as mecwacare), ANMF and HWU Enterprise Agreement 2024	2,142	1.9	Health Care and Social Assistance	Vic	Private

**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:** Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028 covers 73,096 employees. The AAWI for this agreement was 6.7%, it covers employees in the Health Care and Social Assistance industry and operates in Victoria.

**Table 16 - Agreements approved in the quarter, by state and ANZSIC division, December 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	3	0	0	0	9
	AAWI (%)	*	3.9	*	4.5	4.0	*	4.0	*	*	*	4.4
	Duration (yrs.)	0.0	1.9	0.0	2.6	3.4	0.7	3.4	0.0	0.0	0.0	2.6
	Employees ('000)	0.0	0.2	0.0	1.3	0.2	0.0	0.1	0.0	0.0	0.0	1.8
Mining	Agreements	0	11	2	12	2	2	3	4	6	0	42
	AAWI (%)	*	3.9	4.2	3.7	3.1	4.3	2.7	3.5	3.4	*	3.7
	Duration (yrs.)	0.0	3.8	2.8	3.4	2.9	2.1	1.5	2.9	2.6	0.0	3.2
	Employees ('000)	0.0	1.3	0.0	1.4	0.1	0.2	0.1	0.3	0.6	0.0	4.0
Manufacturing	Agreements	0	45	1	32	22	5	74	12	12	0	203
	AAWI (%)	*	4.2	3.4	5.2	3.9	4.1	3.9	3.8	3.5	*	4.2
	Duration (yrs.)	0.0	2.4	2.7	2.4	2.8	2.0	2.6	3.1	2.4	0.0	2.6
	Employees ('000)	0.0	4.0	0.0	3.7	1.9	0.3	5.1	0.9	1.1	0.0	17.1
Non-Metal Manufacturing	Agreements	0	28	1	16	19	5	54	9	5	0	137
	AAWI (%)	*	4.1	3.4	5.5	3.9	4.1	3.9	3.5	3.3	*	4.3
	Duration (yrs.)	0.0	2.4	2.7	2.4	2.8	2.0	2.6	3.3	2.3	0.0	2.6
	Employees ('000)	0.0	3.0	0.0	2.9	1.8	0.3	3.6	0.5	0.3	0.0	12.4
Metal Manufacturing	Agreements	0	17	0	16	3	0	20	3	7	0	66
	AAWI (%)	*	4.6	*	4.4	4.3	*	3.9	4.0	3.6	*	4.1
	Duration (yrs.)	0.0	2.5	0.0	2.4	1.8	0.0	2.6	2.9	2.4	0.0	2.6
	Employees ('000)	0.0	1.0	0.0	0.8	0.1	0.0	1.6	0.4	0.8	0.0	4.7
Electricity, Gas, Water and Waste Services	Agreements	2	14	1	7	3	5	10	6	2	0	50
	AAWI (%)	3.5	4.0	4.5	3.8	3.8	4.9	4.6	3.0	4.0	*	4.5
	Duration (yrs.)	3.3	2.6	2.5	3.1	2.4	1.6	2.4	2.7	2.7	0.0	2.3
	Employees ('000)	0.0	0.5	0.0	0.5	0.0	1.8	1.3	0.8	0.1	0.0	5.1



FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Construction	Agreements	2	109	2	53	12	8	160	43	78	0	467
	AAWI (%)	4.4	6.7	4.9	4.5	3.9	5.6	6.3	4.2	4.2	*	5.8
	Duration (yrs.)	2.7	2.8	1.9	2.7	1.5	3.1	2.5	3.4	3.1	0.0	2.7
	Employees ('000)	0.0	4.0	0.1	1.7	0.4	0.5	6.3	1.2	2.7	0.0	16.9
Wholesale Trade	Agreements	0	2	0	2	0	0	7	4	1	0	16
	AAWI (%)	*	4.9	*	3.0	*	*	3.6	5.4	2.1	*	3.7
	Duration (yrs.)	0.0	2.6	0.0	2.9	0.0	0.0	2.9	2.5	3.0	0.0	2.8
	Employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	0.7	0.2	0.5	0.0	1.9
Retail Trade	Agreements	0	0	0	2	1	0	4	0	3	0	10
	AAWI (%)	*	*	*	4.8	4.3	*	3.6	*	3.4	*	3.6
	Duration (yrs.)	0.0	0.0	0.0	2.7	2.6	0.0	3.3	0.0	3.7	0.0	3.6
	Employees ('000)	0.0	0.0	0.0	0.2	0.0	0.0	2.4	0.0	28.3	0.0	30.9
Accommodation and Food Services	Agreements	0	3	0	1	0	1	2	1	0	0	8
	AAWI (%)	*	*	*	*	*	3.5	1.2	*	*	*	3.2
	Duration (yrs.)	0.0	3.6	0.0	3.9	0.0	1.6	3.3	4.0	0.0	0.0	2.8
	Employees ('000)	0.0	0.6	0.0	0.0	0.0	0.5	0.1	0.0	0.0	0.0	1.2
Transport, Postal and Warehousing	Agreements	0	23	4	20	4	4	23	10	28	0	116
	AAWI (%)	*	3.5	4.2	4.6	4.3	3.8	4.2	4.8	4.0	*	4.0
	Duration (yrs.)	0.0	2.5	2.8	3.1	1.7	1.5	2.2	2.9	2.8	0.0	2.8
	Employees ('000)	0.0	2.5	0.1	3.7	0.2	0.2	1.2	0.8	36.4	0.0	45.1
Information Media and Telecommunications	Agreements	1	3	0	2	0	0	0	0	4	0	10
	AAWI (%)	6.8	1.8	*	1.9	*	*	*	*	3.8	*	2.4
	Duration (yrs.)	1.6	1.1	0.0	1.1	0.0	0.0	0.0	0.0	2.7	0.0	1.5
	Employees ('000)	0.0	1.2	0.0	0.6	0.0	0.0	0.0	0.0	0.7	0.0	2.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Financial and Insurance Services	Agreements	0	2	0	0	0	0	2	0	9	0	13
	AAWI (%)	*	3.2	*	*	*	*	3.6	*	3.4	*	3.4
	Duration (yrs.)	0.0	2.7	0.0	0.0	0.0	0.0	2.5	0.0	3.0	0.0	3.0
	Employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	50.9	0.0	51.2
Rental, Hiring and Real Estate Services	Agreements	0	1	0	1	0	0	0	0	2	0	4
	AAWI (%)	*	3.7	*	3.3	*	*	*	*	4.0	*	3.9
	Duration (yrs.)	0.0	2.2	0.0	3.8	0.0	0.0	0.0	0.0	3.0	0.0	3.1
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.8
Professional, Scientific and Technical Services	Agreements	0	3	0	3	0	0	8	2	2	0	18
	AAWI (%)	*	4.1	*	3.6	*	*	3.5	*	3.0	*	3.7
	Duration (yrs.)	0.0	2.7	0.0	3.3	0.0	0.0	2.3	2.6	3.2	0.0	2.7
	Employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	0.5	0.3	0.5	0.0	1.9
Administrative and Support Services	Agreements	0	6	1	3	1	0	8	2	6	0	27
	AAWI (%)	*	7.4	*	6.7	8.2	*	7.0	5.8	3.7	*	6.4
	Duration (yrs.)	0.0	2.6	4.0	1.7	0.5	0.0	1.8	3.0	3.5	0.0	2.5
	Employees ('000)	0.0	0.2	0.1	0.3	0.0	0.0	1.4	0.1	1.1	0.0	3.2
Public Administration and Safety	Agreements	1	2	5	3	0	3	15	2	3	0	34
	AAWI (%)	3.4	*	4.1	*	*	3.8	3.0	3.0	3.7	*	3.6
	Duration (yrs.)	1.6	3.1	3.0	3.5	0.0	1.9	2.6	2.7	2.9	0.0	2.8
	Employees ('000)	0.4	0.0	4.1	0.9	0.0	0.3	8.2	0.6	10.1	0.0	24.7
Education and Training	Agreements	0	5	1	26	4	1	5	5	5	0	52
	AAWI (%)	*	3.7	2.3	4.6	4.1	3.3	4.1	3.2	2.4	*	4.1
	Duration (yrs.)	0.0	2.5	2.1	2.4	2.2	2.6	2.1	2.8	3.9	0.0	2.4
	Employees ('000)	0.0	0.3	0.2	10.2	0.6	0.0	7.2	1.1	1.5	0.0	21.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Health Care and Social Assistance	Agreements	3	13	5	11	2	8	27	9	15	0	93
	AAWI (%)	3.9	3.5	2.7	3.3	4.0	5.1	6.2	2.7	3.3	*	5.6
	Duration (yrs.)	2.4	1.8	3.3	2.0	2.8	1.7	3.4	2.3	2.1	0.0	2.8
	Employees ('000)	0.7	9.2	0.3	6.2	0.1	1.2	85.4	2.7	35.0	0.0	140.8
Arts and Recreation Services	Agreements	1	3	0	2	0	1	4	0	0	0	11
	AAWI (%)	*	1.9	*	4.0	*	3.8	3.2	*	*	*	3.2
	Duration (yrs.)	3.0	2.3	0.0	1.7	0.0	1.6	3.3	0.0	0.0	0.0	2.6
	Employees ('000)	0.2	0.3	0.0	0.3	0.0	0.3	1.1	0.0	0.0	0.0	2.3
Other Services	Agreements	0	5	0	3	0	1	6	2	6	0	23
	AAWI (%)	*	2.7	*	4.1	*	5.4	4.9	3.7	2.7	*	3.2
	Duration (yrs.)	0.0	3.3	0.0	2.8	0.0	2.6	2.0	3.4	3.7	0.0	3.2
	Employees ('000)	0.0	1.4	0.0	0.8	0.0	0.0	0.2	0.1	1.0	0.0	3.5
All industries	Agreements	10	252	22	184	53	40	361	102	182	0	1,206
	AAWI (%)	3.7	4.1	3.9	4.2	4.0	4.6	5.7	3.3	3.8	*	4.8
	Duration (yrs.)	2.2	2.4	3.0	2.5	2.5	1.8	3.1	2.8	2.9	0.0	2.9
	Employees ('000)	1.3	27.1	4.9	32.1	3.4	5.4	121.5	9.1	171.3	0.0	376.1

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

**Notes:**

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

**How to read:** Of the 9 Agriculture, Forestry and Fishing agreements approved in the December quarter 2024, 2 operate solely in New South Wales. These 2 agreements cover 200 employees, with an AAWI of 3.9% and an average duration of 1.9 years.

**Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, December 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	11	8	21	7	19	1	115
	AAWI (%)	*	3.2	2.5	3.9	3.4	3.5	3.8	4.1	3.3	*	3.6
	Duration (yrs.)	0.0	2.8	4.0	3.0	3.5	2.8	3.1	3.3	3.7	4.0	3.2
	Employees ('000)	0.0	1.6	0.0	2.2	0.9	0.7	1.0	0.6	3.2	0.1	10.2
Mining	Agreements	0	120	6	117	17	12	32	57	90	0	451
	AAWI (%)	*	3.3	3.8	3.1	3.6	4.2	3.6	3.5	3.0	*	3.3
	Duration (yrs.)	0.0	3.6	3.1	3.4	3.7	2.5	3.2	3.6	3.8	0.0	3.6
	Employees ('000)	0.0	15.3	0.3	18.0	3.6	1.2	2.1	8.3	13.5	0.0	62.2
Manufacturing	Agreements	6	475	7	279	145	59	673	146	142	0	1,932
	AAWI (%)	3.3	3.7	2.8	3.9	3.7	4.3	3.6	3.5	3.6	*	3.7
	Duration (yrs.)	2.4	3.0	3.4	3.1	2.8	2.5	2.9	3.2	3.1	0.0	3.0
	Employees ('000)	0.1	35.3	0.1	26.6	11.2	3.3	46.4	11.3	18.1	0.0	152.4
Non-Metal Manufacturing	Agreements	5	315	5	195	109	47	473	93	66	0	1,308
	AAWI (%)	3.3	3.7	2.7	3.9	3.7	4.4	3.6	3.3	3.3	*	3.7
	Duration (yrs.)	2.4	3.1	3.5	3.1	2.9	2.5	2.9	3.2	3.1	0.0	3.0
	Employees ('000)	0.1	24.9	0.1	20.6	9.1	2.4	35.3	7.3	9.5	0.0	109.3
Metal Manufacturing	Agreements	1	160	2	84	36	12	200	53	76	0	624
	AAWI (%)	*	3.9	3.9	4.0	3.9	3.6	3.6	3.8	3.8	*	3.8
	Duration (yrs.)	2.5	2.8	2.8	3.1	2.6	2.5	2.9	3.3	3.1	0.0	2.9
	Employees ('000)	0.0	10.4	0.0	6.1	2.1	0.9	11.1	4.0	8.6	0.0	43.1
Electricity, Gas, Water and Waste Services	Agreements	8	85	4	61	24	11	106	41	26	0	366
	AAWI (%)	3.2	3.9	4.9	4.1	6.3	4.7	3.7	3.9	3.8	*	4.1
	Duration (yrs.)	2.7	2.8	3.0	3.1	2.2	1.8	2.9	2.8	3.2	0.0	2.9
	Employees ('000)	1.2	8.1	0.8	7.2	3.6	2.2	10.7	3.2	16.1	0.0	53.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Construction	Agreements	46	537	19	561	149	63	966	339	1,001	0	3,681
	AAWI (%)	5.1	4.9	3.0	4.7	3.8	3.6	4.6	3.4	4.4	*	4.5
	Duration (yrs.)	2.9	3.2	3.5	3.0	2.9	3.0	2.8	3.5	3.5	0.0	3.2
	Employees ('000)	0.7	17.2	0.7	13.5	3.7	2.4	28.2	10.1	32.6	0.0	109.3
Wholesale Trade	Agreements	1	39	2	36	7	6	54	22	30	0	197
	AAWI (%)	4.0	4.3	3.6	3.5	3.7	3.3	3.5	4.0	3.2	*	3.6
	Duration (yrs.)	3.0	2.7	2.9	3.5	2.7	2.9	2.8	2.5	3.5	0.0	3.2
	Employees ('000)	0.0	2.4	0.1	2.0	0.3	0.3	4.2	1.3	9.0	0.0	19.6
Retail Trade	Agreements	1	18	0	21	7	2	22	12	45	0	128
	AAWI (%)	*	4.1	*	3.5	3.7	4.0	3.5	4.0	3.1	*	3.2
	Duration (yrs.)	4.0	3.7	0.0	3.8	3.6	3.0	3.1	3.2	3.4	0.0	3.4
	Employees ('000)	0.0	3.7	0.0	4.0	0.5	0.1	5.7	2.5	348.0	0.0	364.5
Accommodation and Food Services	Agreements	3	30	1	20	0	2	12	13	25	0	106
	AAWI (%)	4.0	3.1	*	3.5	*	3.5	1.7	3.9	3.4	*	3.5
	Duration (yrs.)	2.8	3.6	4.0	3.7	0.0	1.6	3.7	3.0	3.5	0.0	3.3
	Employees ('000)	0.3	4.5	0.0	2.4	0.0	0.5	0.8	6.0	7.5	0.0	22.0
Transport, Postal and Warehousing	Agreements	5	252	24	207	75	23	227	152	284	0	1,249
	AAWI (%)	3.7	3.7	2.5	4.4	4.0	4.0	3.6	3.6	3.6	*	3.7
	Duration (yrs.)	2.1	3.2	3.7	2.9	2.8	3.0	3.1	3.2	2.8	0.0	3.0
	Employees ('000)	1.3	25.4	1.6	21.4	6.4	1.7	22.9	12.0	90.7	0.0	183.4
Information Media and Telecommunications	Agreements	1	8	0	3	0	1	11	3	30	0	57
	AAWI (%)	6.8	2.8	*	1.9	*	2.1	3.0	2.1	3.2	*	3.0
	Duration (yrs.)	1.6	1.5	0.0	1.0	0.0	3.0	2.6	3.9	2.9	0.0	2.8
	Employees ('000)	0.0	1.8	0.0	0.7	0.0	0.1	0.5	0.2	35.9	0.0	39.3

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>		<b>ACT</b>	<b>NSW</b>	<b>NT</b>	<b>Qld</b>	<b>SA</b>	<b>Tas</b>	<b>Vic</b>	<b>WA</b>	<b>Multi-state</b>	<b>Other</b>	<b>Total</b>
<b>Financial and Insurance Services</b>	<b>Agreements</b>	0	5	0	3	1	2	10	3	46	0	70
	<b>AAWI (%)</b>	*	3.4	*	2.9	3.3	2.5	3.9	2.9	3.6	*	3.6
	<b>Duration (yrs.)</b>	0.0	2.3	0.0	3.0	4.0	2.1	2.6	2.9	2.8	0.0	2.8
	<b>Employees ('000)</b>	0.0	0.7	0.0	1.1	0.0	0.1	0.8	0.4	179.6	0.0	182.7
<b>Rental, Hiring and Real Estate Services</b>	<b>Agreements</b>	1	11	1	18	1	0	15	4	13	0	64
	<b>AAWI (%)</b>	2.7	3.0	3.3	3.2	3.5	*	2.8	2.9	2.6	*	2.6
	<b>Duration (yrs.)</b>	3.9	3.1	3.0	3.8	3.0	0.0	3.6	4.0	3.6	0.0	3.6
	<b>Employees ('000)</b>	0.0	0.2	0.0	0.4	0.0	0.0	0.4	0.1	2.7	0.0	4.0
<b>Professional, Scientific and Technical Services</b>	<b>Agreements</b>	0	18	0	8	2	2	28	14	50	0	122
	<b>AAWI (%)</b>	*	3.5	*	2.9	1.8	2.1	3.1	3.5	4.0	*	3.9
	<b>Duration (yrs.)</b>	0.0	3.0	0.0	3.8	3.0	3.5	2.9	3.1	2.7	0.0	2.8
	<b>Employees ('000)</b>	0.0	1.1	0.0	0.2	0.0	0.0	1.9	1.0	16.2	0.0	20.4
<b>Administrative and Support Services</b>	<b>Agreements</b>	2	24	1	17	5	2	50	18	52	0	171
	<b>AAWI (%)</b>	8.4	5.2	*	3.5	4.5	3.8	5.1	4.3	3.7	*	4.4
	<b>Duration (yrs.)</b>	1.4	3.1	4.0	2.7	1.5	3.1	2.5	3.2	3.6	0.0	3.1
	<b>Employees ('000)</b>	0.3	1.2	0.1	1.1	0.2	0.3	4.3	1.1	7.8	0.0	16.3
<b>Public Administration and Safety</b>	<b>Agreements</b>	33	18	21	20	7	26	112	33	139	2	411
	<b>AAWI (%)</b>	3.6	3.6	3.5	3.7	3.8	3.5	2.9	3.4	3.8	1.5	3.5
	<b>Duration (yrs.)</b>	2.4	2.8	2.9	3.3	2.7	3.1	3.2	2.9	2.9	3.7	2.9
	<b>Employees ('000)</b>	34.6	4.3	7.4	2.4	0.6	3.1	110.3	4.1	215.8	0.1	382.7
<b>Education and Training</b>	<b>Agreements</b>	8	105	7	178	45	23	93	40	53	0	552
	<b>AAWI (%)</b>	3.2	4.3	3.0	4.3	4.9	3.1	2.9	3.3	4.6	*	3.8
	<b>Duration (yrs.)</b>	2.5	2.1	2.1	2.5	2.2	3.0	2.9	2.7	2.5	0.0	2.6
	<b>Employees ('000)</b>	1.3	60.4	2.1	77.2	14.8	3.1	167.1	18.4	121.3	0.0	465.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Health Care and Social Assistance	Agreements	16	145	20	116	61	45	226	57	88	0	774
	AAWI (%)	3.4	3.6	3.2	3.9	3.3	3.3	4.1	3.0	3.3	*	3.9
	Duration (yrs.)	2.7	1.9	3.2	2.3	3.0	2.4	3.2	2.7	2.6	0.0	2.8
	Employees ('000)	2.3	40.1	6.7	52.2	10.5	9.0	270.4	9.7	75.4	0.0	476.2
Arts and Recreation Services	Agreements	3	29	1	19	3	5	54	2	13	0	129
	AAWI (%)	3.8	3.9	*	3.4	3.3	3.7	3.3	2.9	2.5	*	3.5
	Duration (yrs.)	2.9	2.7	4.0	3.1	3.6	1.7	2.4	1.6	2.7	0.0	2.6
	Employees ('000)	0.6	8.8	0.2	6.1	0.1	0.4	15.5	0.1	2.5	0.0	34.3
Other Services	Agreements	4	37	2	29	10	7	57	27	51	0	224
	AAWI (%)	3.2	3.3	1.2	3.6	3.5	4.7	3.3	3.1	3.8	*	3.5
	Duration (yrs.)	2.8	2.9	4.0	2.9	3.2	2.1	2.9	3.2	3.2	0.0	3.1
	Employees ('000)	0.1	3.5	0.0	3.6	1.4	0.2	6.4	3.1	7.6	0.0	25.9
All industries	Agreements	138	1,980	117	1,736	570	299	2,769	990	2,197	3	10,799
	AAWI (%)	3.6	3.9	3.4	4.0	4.2	3.7	3.5	3.4	3.9	1.5	3.7
	Duration (yrs.)	2.4	2.6	3.0	2.7	2.7	2.6	3.0	3.1	3.0	3.9	2.9
	Employees ('000)	42.9	235.6	20.2	242.4	57.7	28.7	699.7	93.6	1,203.5	0.2	2,624.5

**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 31 December 2024, 24 operate solely in New South Wales. These 24 agreements cover 1,600 employees, with an AAWI of 3.2% and an average duration of 2.8 years.

# Trends in Federal Enterprise Bargaining Report

## 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.

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.

## 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 take into account allowances and bonus payments that are paid separately to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)).

For agreements with quantifiable wage increases, the average annualised wage increase (AAWI) per agreement is calculated using the following formula:

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

## Alternative AAWI data - Fair Work Commission

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

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

## Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

## Union coverage

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

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

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

## Non-quantifiable wage increases

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

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

## Types of enterprise agreements

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

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

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

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

## **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.