



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

March quarter 2024

With the exception of the Commonwealth Coat of Arms, the Department's logo, any material protected by a trade mark and where otherwise noted all material presented in this document is provided under a [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/) (https://creativecommons.org/licenses/by/4.0/) licence. The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the [CC BY 4.0 International](https://creativecommons.org/licenses/by/4.0/legalcode) (https://creativecommons.org/licenses/by/4.0/legalcode)

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

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2024	4
Table 2: Average Annualised Wage Increases for agreements current on 31 March 2024	4
Table 3: Agreements approved in the quarter, by sector	17
Table 4: Agreements current on the last day of the quarter, by sector	18
Table 5: Agreements approved in the quarter, by agreement type	19
Table 6: Agreements current on the last day of the quarter, by agreement type	20
Table 7: Agreements approved in the quarter, by ANZSIC Division	22
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	25
Table 9: Agreements by ANZSIC Division, expiring by quarter	28
Table 10: Agreements approved in the quarter, by state	31
Table 11: Agreements current on the last day of the quarter, by state	33
Table 12a: Agreements approved in the quarter – non-quantifiable wage increases, by reason	35
Table 12b: Agreements approved in the quarter – quantifiable wage increases	38
Table 13: Agreements approved in the quarter by union coverage	39
Table 14: Agreements current on the last day of the quarter by union coverage	40
Table 15: Agreements approved in the March quarter 2024 covering 2,000 employees or more	41
Table 16: Agreements approved in the March quarter 2024 by state and ANZSIC division	44
Table 17: Agreements current on the last day of the March quarter 2024 by state and ANZSIC division	47
Trends Technical Notes	50

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

Disclaimer

The Commonwealth, its employees, officers and agents do not accept any liability for any action taken in reliance upon or based on or in connection with this document. To the extent legally possible, the Commonwealth, its employees, officers and agents disclaim all liability arising by reason of breach of any duty (including liability for negligence and negligent misstatement) or as a result of any errors or omissions contained in this document.

© 2024 Commonwealth of Australia.

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the March quarter 2024 which contained quantifiable wage increases (792 agreements)

Enterprise agreements approved in the quarter	December quarter 2023 (%)	March quarter 2024 (%)	Change (% Points)
All sectors	4.4	3.9	-0.5
Private sector	3.9	3.6	-0.3
Public sector	5.2	4.0	-1.2

Table 2 - Average Annualised Wage Increases for agreements current on 31 March 2024 which contained quantifiable wage increases (7,578 agreements)

All current enterprise agreements	December quarter 2023 (%)	March quarter 2024 (%)	Change (% Points)
All sectors	3.1	3.3	0.2
Private sector	3.2	3.2	0.0
Public sector	3.0	3.4	0.4

Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the March quarter 2024 was 3.9 per cent, down from 4.4 per cent in the December quarter 2023, and up from 3.7 per cent in the March quarter 2023 and the historic low of 2.2 per cent in the December quarter 2020.¹

For the March quarter 2024, the AAWI of 3.9 per cent is based on 792 agreements, covering 281,600 employees, with quantifiable wage increases. This was 77.5 per cent of the 1,022 agreements approved in the quarter, covering 77.1 per cent of the 365,000 employees covered by all approved agreements.²

For the 7,578 enterprise agreements (covering 1,461,687 employees) current as at 31 March 2024 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.3 per cent. This compares with 3.1 per cent in the December quarter 2023 and 2.7 per cent in the March quarter 2023.

2. Enterprise agreements – proportion of employees covered

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

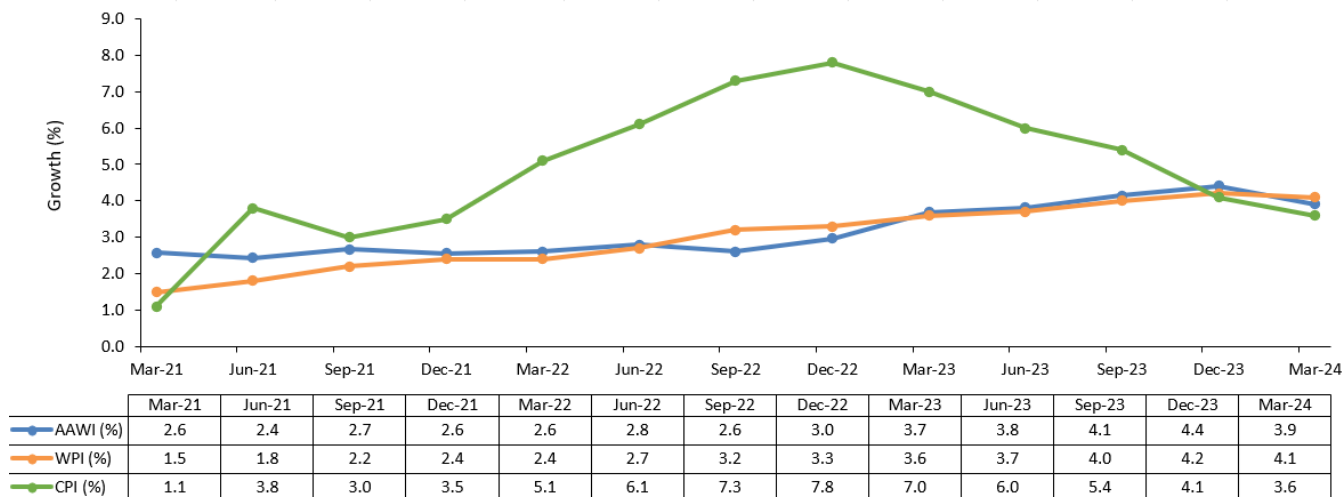
¹ See Note 1 at the end of this summary for more details.

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

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2023. Detailed breakdowns by state- and federal-registered agreements for the May 2023 data are not available.

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

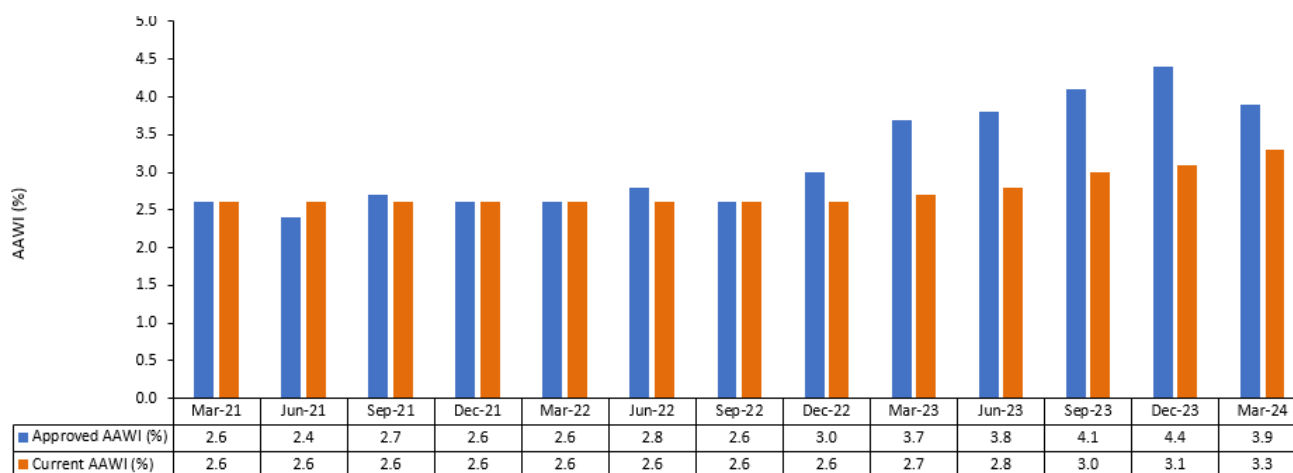
Chart 1 – AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – March quarter 2021 to March quarter 2024



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

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

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



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

Approved agreements

There were 1,022 agreements approved in the March quarter 2024, of which 792 contained wage increases that could be quantified.

The AAWI for agreements approved in the March quarter 2024 was 3.9 per cent, compared with 4.4 per cent in the December quarter 2023 and 3.7 per cent in the March quarter 2023.

The industries with the highest AAWIs were Administrative and Support Services (4.9 per cent), Electricity, Gas, Water and Waste Services (4.8 per cent), Construction (4.5 per cent) and Transport, Postal and Warehousing (4.5 per cent).

The industries with the lowest AAWIs were Rental, Hiring and Real Estate Services (2.5 per cent), Agriculture, Forestry and Fishing (2.8 per cent) and Healthcare and Social Assistance (3.2 per cent).

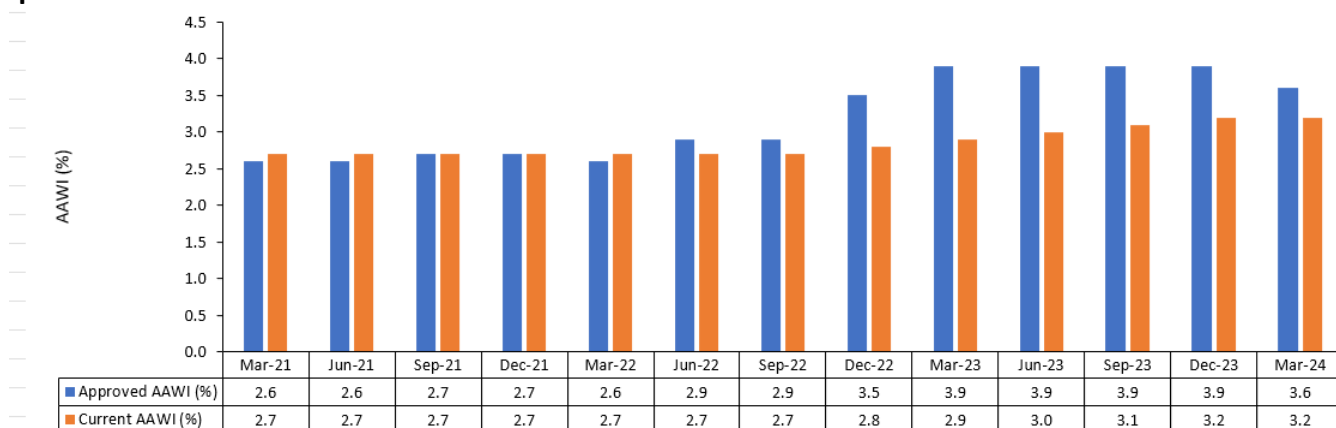
Current agreements

There were 9,769 agreements current as at 31 March 2024, of which 7,578 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2024 was 3.3 per cent, compared with 3.1 per cent in the December quarter 2023 and 2.7 per cent in the March quarter 2023.

5. Private sector wages growth – March quarter 2024 - Table 3 and 4 in Trends report

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



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

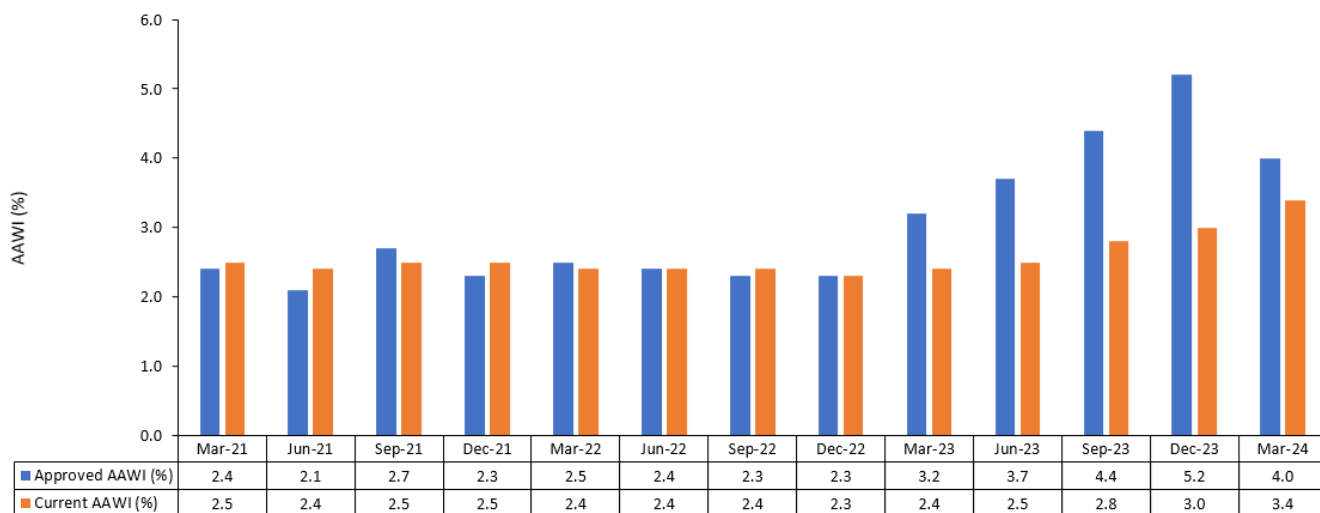
The AAWI for private sector enterprise agreements approved in the March quarter 2024 was 3.6 per cent, compared with 3.9 per cent in the December quarter 2023 and 3.9 per cent in the March quarter 2023.

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

- *WA Catholic School Teachers Enterprise Agreement 2023* (7,279 employees), with an AAWI of 1.9 per cent;
- *Crown Melbourne Limited Enterprise Agreement 2023* (5,578 employees), with an AAWI of 4.1 per cent; and
- *Calvary Health Care – Aged Care Victoria Enterprise Agreement 2023-2025* (4,212 employees), with an AAWI of 2.6 per cent.

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

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



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

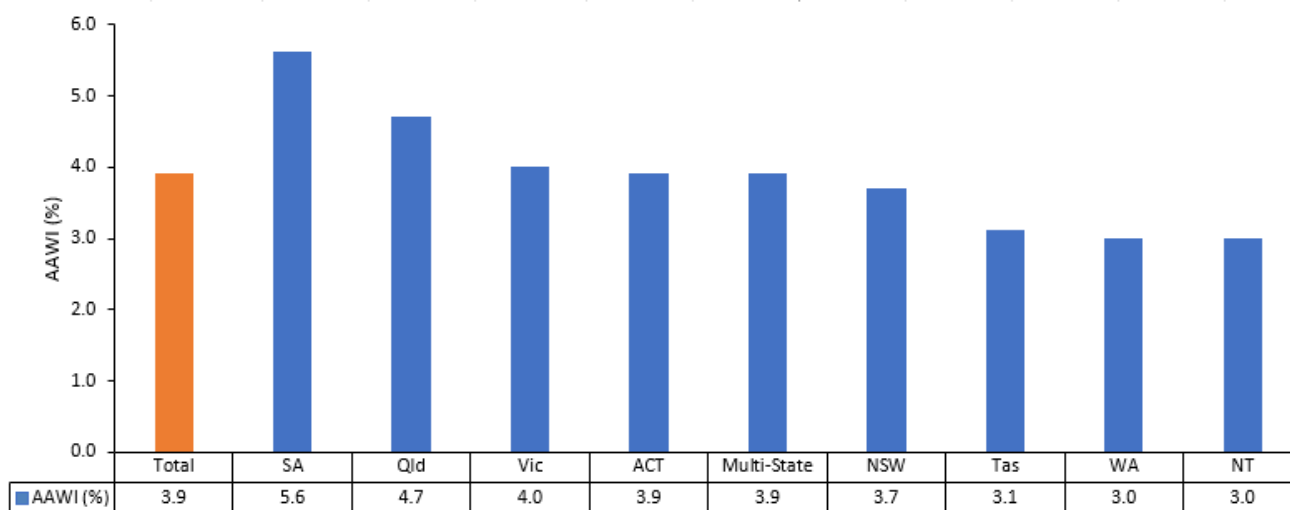
The AAWI for public sector enterprise agreements approved in the March quarter 2024 was 4.0 per cent, compared with 5.2 per cent in the December quarter 2023 and 3.2 per cent in the March quarter 2023.

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

- *SERVICES AUSTRALIA ENTERPRISE AGREEMENT 2024-2027* (33,951 employees), with an AAWI of 3.8 per cent;
- *Australian Taxation Office (ATO) Enterprise Agreement 2024* (21,101 employees), with an AAWI of 3.8 per cent; and
- *Defence Enterprise Collective Agreement 2024* (19,227 employees), with an AAWI of 3.8 per cent.

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

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



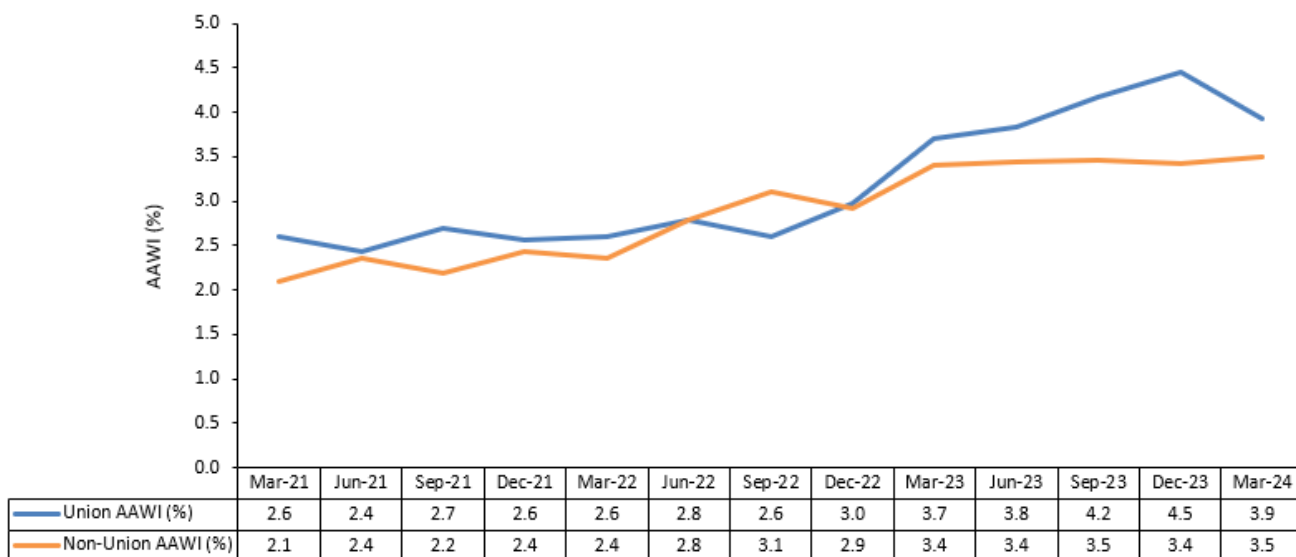
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

AAWI results for agreements approved in the March quarter 2024 were highest for South Australian agreements, which had an AAWI of 5.6 per cent.

Agreements approved in the March quarter 2024 in Western Australia and the Northern Territory had the lowest AAWI of 3.0 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered⁴ – March quarter 2024 – *Table 13 in Trends report*

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



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

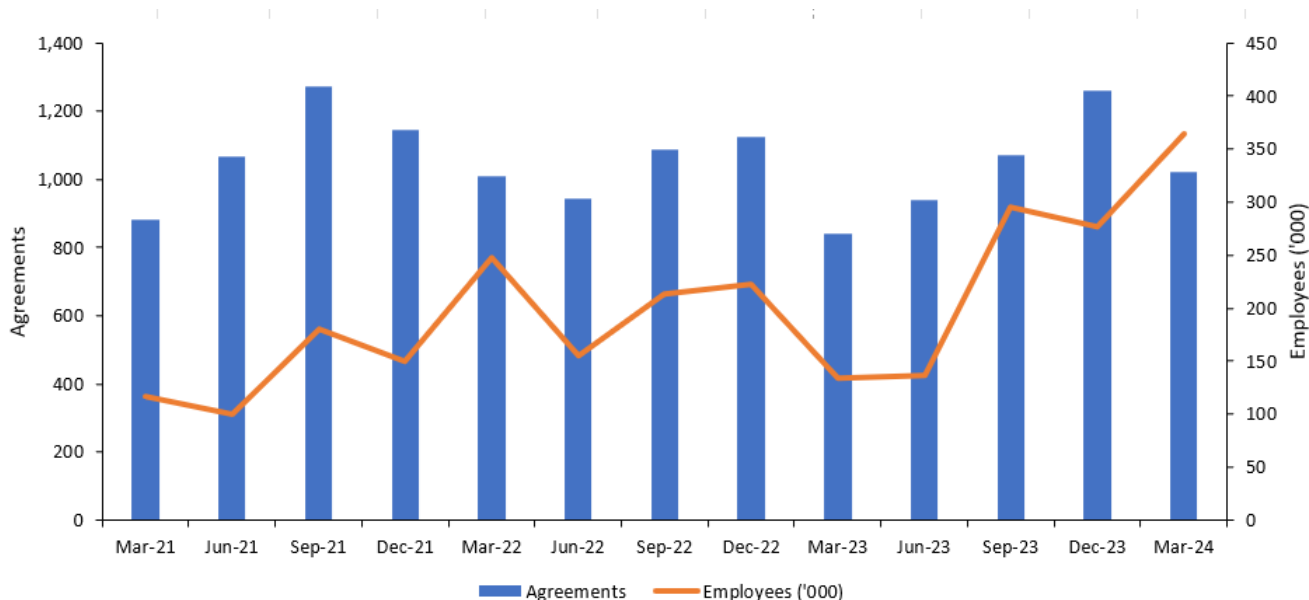
Agreements approved in the March quarter 2024 that formally covered unions had a combined AAWI of 3.9 per cent, compared with 4.5 per cent in the December quarter 2023 and 3.7 per cent in the March quarter 2023.

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

⁴ See Note 4 for more details.

9. Level of agreement making – March quarter 2024 and as at 31 March 2024 – Tables 3 and 4 in Trends report

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

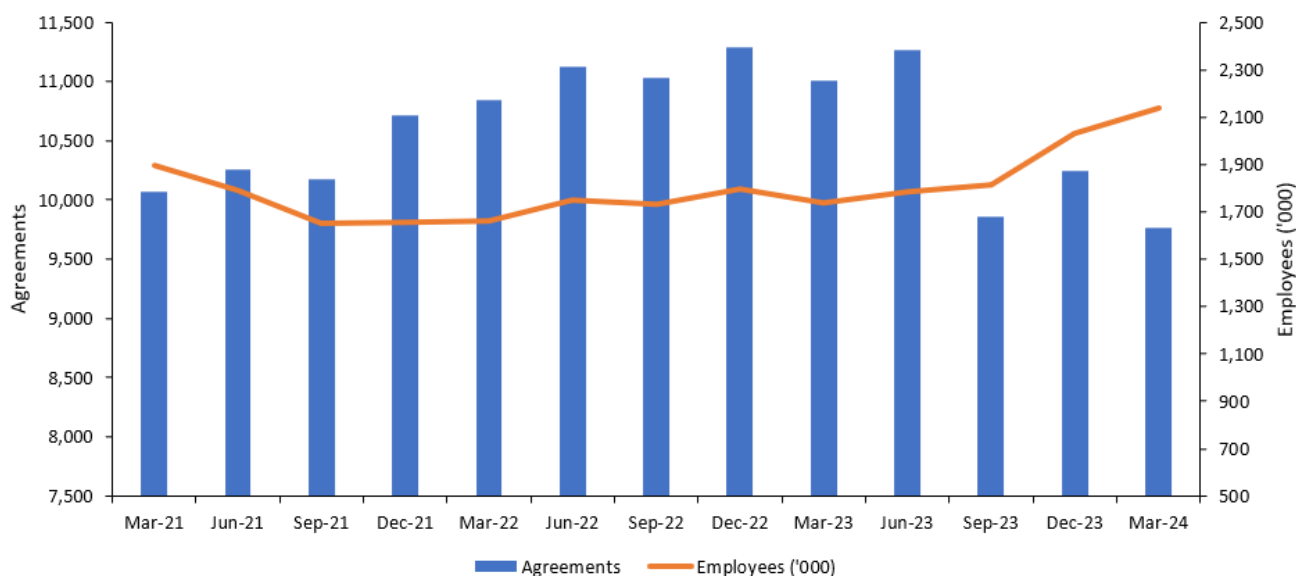


Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 1,022 agreements (covering 365,000 employees) approved in the March quarter 2024, compared with 1,259 agreements (covering 276,900 employees) in the December quarter 2023 and 841 agreements (covering 134,400 employees) in the March quarter 2023.

Agreements approved in the March quarter 2024 had the highest number of employees covered in one quarter since the September quarter 2013.

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



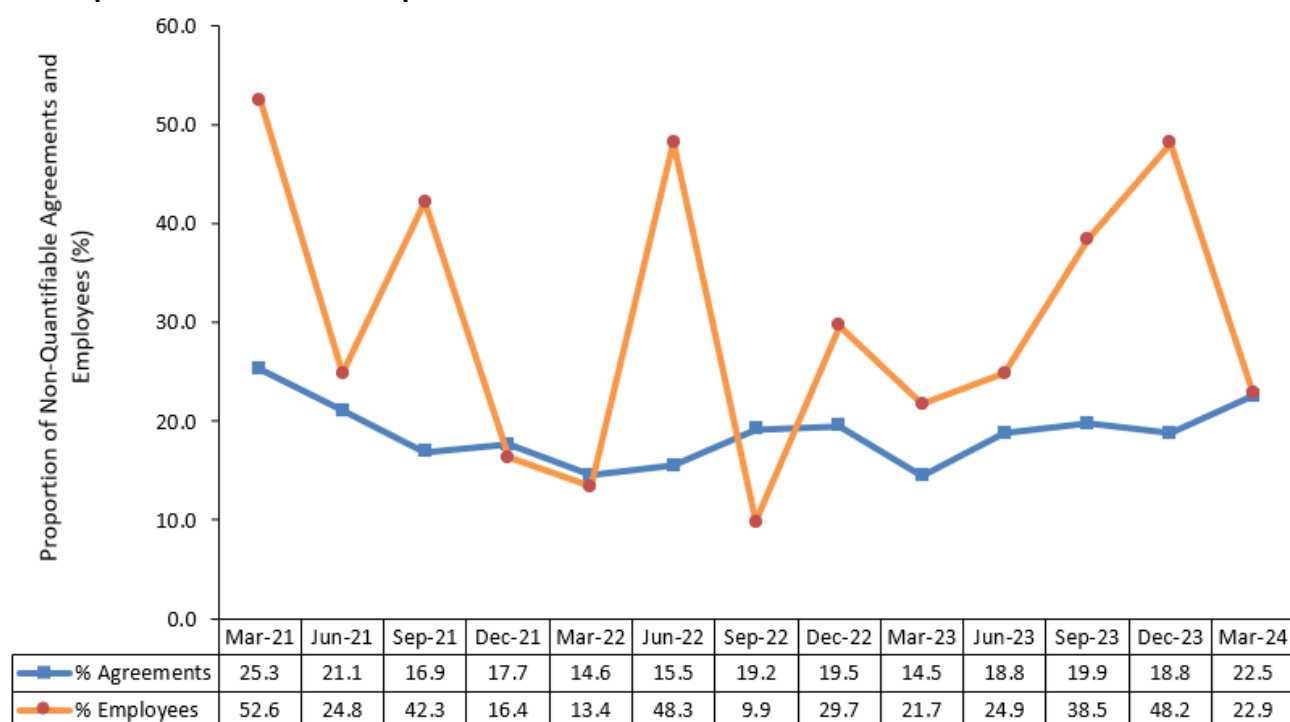
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 9,769 current (not expired or terminated) agreements as at 31 March 2024, compared with 10,241 agreements current as at 31 December 2023 and 11,009 agreements current at 31 March 2023 (see Chart 8).

The March quarter 2024 employee coverage of 2.14 million is higher than the 2.03 million employees covered as at 31 December 2023 and 1.74 million employees as at 31 March 2023. It is the highest number of employees covered since the June quarter 2020.

10. Non-quantifiable agreements⁵ – March quarter 2024 – Table 12a in Trends report

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



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

In the March quarter 2024, 22.5 per cent of approved agreements, covering 22.9 per cent of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

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

- *Catholic Employers Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2023-2026* (21,813 employees):
 - Other Reason – linked to a separate bargaining outcome
- *BIG W Stores Enterprise Agreement 2023* (15,099 employees):
 - Linked to minimum wage increases

⁵ See Trends Technical notes for more information on why an agreement is non-quantifiable.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and does not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the March quarter 2024, the calculated AAWI of 3.9 per cent is based on 792 agreements, covering 281,600 employees (that is, 77.5 per cent of the 1,022 agreements approved in the quarter, covering 77.1 per cent of the total 365,000 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 230 agreements (22.5 per cent of the total 1,022 agreements) covering 83,400 employees (22.9 per cent of the total 365,000 employees) had wage increases that could not be quantified. For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 34.0 per cent of all employees in Australia (as measured by the ABS Employee Earnings and Hours survey) had their pay set by an enterprise agreement as at May 2023.

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

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23.0	23.2
Collective Agreement (Federally Registered)	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (State Registered)	8.6		7.4		
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.

Trends in Federal Enterprise Bargaining Report Main Tables

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Public sector agreements	15	30	43	70	70	36	42	52	34	25	44	41	116
Public sector AAWI (%)	2.4	2.1	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.7	4.4	5.2	4.0
Public sector duration (yrs.)	2.3	1.2	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7
Public sector employees ('000)	3.7	27.7	47.5	44.7	120.3	21.7	103.2	70.0	33.4	33.5	83.8	65.6	201.9
Private sector agreements	865	1,035	1,228	1,077	939	907	1,046	1,074	807	913	1,029	1,218	906
Private sector AAWI (%)	2.6	2.6	2.7	2.7	2.6	2.9	2.9	3.5	3.9	3.9	3.9	3.9	3.6
Private sector duration (yrs.)	2.1	2.7	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6
Private sector employees ('000)	112.4	72.4	133.0	105.4	126.7	133.1	110.5	152.1	101.0	102.7	211.9	211.3	163.1
All sector agreements	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022
All sectors AAWI (%)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9
All sectors duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6
All sectors employees ('000)	116.1	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0

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

Notes:

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

How to read: 116 public sector agreements were approved in the March quarter 2024, covering 201,900 employees. The AAWI for these agreements was 4.0 per cent and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Public sector agreements	474	473	412	430	438	455	396	410	420	433	399	420	467
Public sector AAWI (%)	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4
Public sector duration (yrs.)	3.0	2.8	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7
Public sector employees ('000)	628.0	544.4	426.4	411.2	438.0	466.1	480.5	506.5	521.7	547.1	597.9	634.5	692.3
Private sector agreements	9,593	9,784	9,769	10,286	10,405	10,666	10,633	10,883	10,589	10,839	9,465	9,821	9,302
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.2
Private sector duration (yrs.)	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	2.9	3.0	2.9	2.9
Private sector employees ('000)	1,270.5	1,245.1	1,227.7	1,247.8	1,226.3	1,285.3	1,249.7	1,291.1	1,214.2	1,240.9	1,213.9	1,396.8	1,444.6
All sector agreements	10,067	10,257	10,181	10,716	10,843	11,121	11,029	11,293	11,009	11,272	9,864	10,241	9,769
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
All sectors duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9	2.8
All sectors employees ('000)	1,898.5	1,789.4	1,654.1	1,659.0	1,664.3	1,751.4	1,730.2	1,797.5	1,735.9	1,788.0	1,811.8	2,031.3	2,137.0

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

Notes:

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

How to read: 467 public sector agreements were current as at 31 March 2024, covering 692,300 employees. The AAWI for these agreements was 3.4 per cent and the average duration was 2.7 years.

Table 5 – Agreements approved in the quarter by agreement type (March quarter 2021 – March quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	1	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	3.0	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	3	1	1	7	12	7	7	3	1	3	5	1	16
Multi-enterprise non-Greenfields AAWI (%)	2.1	*	*	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5
Multi-enterprise non-Greenfields duration (yrs.)	2.6	3.4	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6
Multi-enterprise non-Greenfields employees ('000)	1.1	1.2	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.5	0.0	44.3
Single-enterprise Greenfields agreements	73	92	96	90	89	104	65	61	59	67	65	64	51
Single-enterprise Greenfields AAWI (%)	4.2	4.4	4.3	3.4	3.9	3.6	3.7	3.1	2.6	3.1	3.5	3.9	3.9
Single-enterprise Greenfields duration (yrs.)	2.1	1.8	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5
Single-enterprise Greenfields employees ('000)	2.3	2.6	2.1	4.0	3.4	3.2	1.6	2.9	2.4	2.5	2.1	1.8	1.6
Single-enterprise non-Greenfields agreements	804	972	1,174	1,050	908	832	1,016	1,061	781	868	1,003	1,194	955
Single-enterprise non-Greenfields AAWI (%)	2.5	2.4	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9
Single-enterprise non-Greenfields duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7
Single-enterprise non-Greenfields employees ('000)	112.7	96.2	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0	275.1	319.0
All agreements	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022
All AAWI (%)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9
All duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6
All employees ('000)	116.1	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0

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

Notes:

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

How to read: 16 multi-enterprise non-Greenfields agreements were approved in the March quarter 2024, covering 44,300 employees. The AAWI for these agreements was 2.5 per cent and the duration was 2.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	1	1	1	1	1	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	3.0	3.0	3.0	3.0	3.0	3.0
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	4.0	4.0	4.0	4.0	4.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	48	47	41	48	48	51	50	51	48	47	45	46	53
Multi-enterprise non-Greenfields AAWI (%)	3.4	3.7	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0
Multi-enterprise non-Greenfields duration (yrs.)	2.5	2.9	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6
Multi-enterprise non-Greenfields employees ('000)	58.4	32.2	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.0	76.1	110.9
Single-enterprise Greenfields agreements	503	551	611	693	746	828	845	663	576	625	548	578	393
Single-enterprise Greenfields AAWI (%)	2.7	2.8	3.0	3.1	3.3	3.4	3.4	3.0	2.8	2.9	3.0	3.1	2.9
Single-enterprise Greenfields duration (yrs.)	3.1	3.1	3.0	2.9	2.9	2.7	2.7	2.8	2.8	2.8	2.9	2.9	3.1
Single-enterprise Greenfields employees ('000)	24.1	24.8	24.7	28.1	28.6	30.7	27.8	26.4	24.8	25.3	23.1	23.5	19.1
Single-enterprise non-Greenfields agreements	9,456	9,599	9,469	9,915	9,989	10,182	10,074	10,518	10,324	10,539	9,210	9,557	9,269
Single-enterprise non-Greenfields AAWI (%)	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.3
Single-enterprise non-Greenfields duration (yrs.)	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8
Single-enterprise non-Greenfields employees ('000)	1,810.0	1,726.5	1,595.7	1,595.2	1,579.3	1,664.3	1,645.6	1,719.0	1,663.3	1,715.0	1,706.7	1,925.7	2,001.3
Union Collective agreements	30	30	30	30	30	30	30	30	30	30	30	30	27
Union Collective AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Union Collective duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3
Union Collective employees ('000)	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5
Employee Collective agreements	29	29	29	29	29	29	29	29	29	29	29	28	25
Employee Collective AAWI (%)	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Employee Collective duration (yrs.)	16.4	16.4	16.4	16.4	16.4	16.4	16.4	16.4	16.4	16.4	16.4	16.2	16.3
Employee Collective employees ('000)	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.9	1.7
Employer Greenfield agreements	1	1	1	1	1	1	1	1	1	1	1	1	1
Employer Greenfield AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Employer Greenfield duration (yrs.)	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0
Employer Greenfield employees ('000)	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
All agreements	10,067	10,257	10,181	10,716	10,843	11,121	11,029	11,293	11,009	11,272	9,864	10,241	9,769
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
All duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9	2.8
All employees ('000)	1,898.5	1,789.4	1,654.1	1,659.0	1,664.3	1,751.4	1,730.2	1,797.5	1,735.9	1,788.0	1,811.8	2,031.3	2,137.0

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

Notes:

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

How to read: *53 multi-enterprise non-Greenfields agreements were current as at 31 March 2024, covering 110,900 employees. The AAWI for these agreements was 3.0 per cent and the average duration was 2.6 years.*

Table 7 - Agreements approved in the quarter by ANZSIC Division (March quarter 2021 – March quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Agriculture, Forestry and Fishing agreements	2	10	8	11	4	3	14	9	5	14	11	16	9
Agriculture, Forestry and Fishing AAWI (%)	3.2	2.2	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3	3.3	2.8
Agriculture, Forestry and Fishing duration (yrs.)	3.9	3.1	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6	3.6	2.7
Agriculture, Forestry and Fishing employees ('000)	0.1	0.8	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9
Mining agreements	23	38	38	25	25	41	36	37	28	46	39	44	38
Mining AAWI (%)	2.0	2.3	2.0	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5
Mining duration (yrs.)	3.5	3.5	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6
Mining employees ('000)	3.7	6.4	4.7	2.4	1.9	4.9	4.9	4.0	8.0	4.5	4.3	5.2	6.7
Manufacturing agreements	139	154	180	196	186	167	226	203	188	156	203	223	150
Manufacturing AAWI (%)	2.2	2.4	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8
Manufacturing duration (yrs.)	2.4	2.7	2.7	2.8	2.5	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6
Manufacturing employees ('000)	10.5	10.2	11.4	15.6	15.3	13.8	18.8	17.6	18.2	11.4	13.9	15.5	13.9
Non-Metal Manufacturing agreements	90	109	120	123	125	114	143	139	152	108	135	144	106
Non-Metal Manufacturing AAWI (%)	2.2	2.4	2.3	2.4	2.7	2.8	3.4	3.7	3.6	4.2	4.1	4.1	3.8
Non-Metal Manufacturing duration (yrs.)	2.6	2.7	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9	2.7
Non-Metal Manufacturing employees ('000)	6.9	6.9	7.9	9.3	10.9	8.7	12.0	12.8	15.4	6.6	9.8	11.7	11.2
Metal Manufacturing agreements	49	45	60	73	61	53	83	64	36	48	68	79	44
Metal Manufacturing AAWI (%)	2.2	2.3	2.4	2.7	2.9	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8
Metal Manufacturing duration (yrs.)	2.1	2.7	2.5	2.7	2.5	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4
Metal Manufacturing employees ('000)	3.6	3.3	3.6	6.3	4.4	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7
Electricity, Gas, Water and Waste Services agreements	25	37	37	42	36	27	33	41	35	22	36	36	36
Electricity, Gas, Water and Waste Services AAWI (%)	3.5	1.3	2.1	2.8	2.5	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.2	1.8	2.4	2.1	2.4	2.2	2.3	1.7	2.2	1.6	2.7	2.5	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	1.2	7.2	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9	4.6	9.0
Construction agreements	401	529	684	459	367	402	370	361	256	339	380	512	320
Construction AAWI (%)	3.4	3.9	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1	4.5
Construction duration (yrs.)	2.5	2.4	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0	2.7
Construction employees ('000)	13.9	11.8	13.4	11.2	8.6	8.0	7.9	7.5	6.4	8.1	10.0	13.2	7.1
Wholesale Trade agreements	10	23	30	16	9	10	16	23	12	20	18	22	33
Wholesale Trade AAWI (%)	2.0	2.1	2.5	2.5	2.8	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.9
Wholesale Trade duration (yrs.)	2.6	2.7	2.5	2.2	2.6	3.0	2.6	2.8	2.7	2.9	3.5	3.5	2.9
Wholesale Trade employees ('000)	0.3	1.2	1.7	1.0	1.1	0.2	2.0	1.4	0.8	1.1	2.5	6.0	1.6
Retail Trade agreements	14	6	7	13	7	4	9	20	8	8	14	19	7
Retail Trade AAWI (%)	2.1	2.4	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8
Retail Trade duration (yrs.)	3.6	2.7	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4
Retail Trade employees ('000)	8.4	0.7	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Accommodation and Food Services agreements	4	6	13	5	9	6	12	5	5	10	9	11	20
Accommodation and Food Services AAWI (%)	2.5	1.6	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4
Accommodation and Food Services duration (yrs.)	3.9	2.5	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9	3.7
Accommodation and Food Services Employees ('000)	1.4	1.7	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6	1.8
Transport, Postal and Warehousing agreements	95	82	97	120	102	93	154	146	119	129	130	121	109
Transport, Postal and Warehousing AAWI (%)	2.6	2.1	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5
Transport, Postal and Warehousing duration (yrs.)	2.2	2.6	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6
Transport, Postal and Warehousing employees ('000)	10.8	7.9	35.9	10.8	23.6	12.2	15.7	14.9	22.1	17.2	12.1	16.7	27.2
Information Media and Telecommunications agreements	4	3	5	8	8	7	11	5	3	3	11	4	0
Information Media and Telecommunications AAWI (%)	2.4	1.3	2.0	2.1	2.9	2.3	2.5	3.7	2.0	3.6	4.1	4.6	*
Information Media and Telecommunications duration (yrs.)	2.9	1.0	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0
Information Media and Telecommunications employees ('000)	0.5	0.6	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0
Financial and Insurance Services agreements	7	4	10	17	3	5	8	10	2	4	6	13	5
Financial and Insurance Services AAWI (%)	2.1	2.1	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6
Financial and Insurance Services duration (yrs.)	3.0	2.7	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.0
Financial and Insurance Services employees ('000)	7.0	9.1	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6	3.0
Rental, Hiring and Real Estate Services agreements	4	11	5	3	3	4	4	3	2	3	5	8	7
Rental, Hiring and Real Estate Services AAWI (%)	2.6	2.5	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6	1.9	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	3.5	3.5	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8
Rental, Hiring and Real Estate Services employees ('000)	0.2	0.2	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2
Professional, Scientific and Technical Services agreements	6	11	13	7	10	6	8	10	10	8	8	11	10
Professional, Scientific and Technical Services AAWI (%)	1.8	3.0	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2
Professional, Scientific and Technical Services duration (yrs.)	2.5	3.2	2.5	2.7	2.6	2.7	2.2	2.6	3.2	3.1	2.4	3.5	2.6
Professional, Scientific and Technical Services employees ('000)	0.2	1.2	1.9	2.6	1.5	0.8	1.5	0.9	0.9	0.3	0.9	0.8	7.5
Administrative and Support Services agreements	11	22	20	20	15	14	23	13	4	9	22	20	18
Administrative and Support Services AAWI (%)	4.5	4.0	4.4	3.8	4.7	3.9	3.3	2.7	4.2	2.8	3.9	5.0	4.9
Administrative and Support Services duration (yrs.)	2.2	2.8	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3	3.2	3.5	2.7
Administrative and Support Services employees ('000)	0.9	1.0	1.2	0.9	1.4	1.0	1.2	0.6	0.5	1.1	2.3	2.4	0.9
Public Administration and Safety agreements	26	32	38	49	47	26	33	39	22	22	29	28	95
Public Administration and Safety AAWI (%)	2.4	2.2	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.5	3.5	3.4	3.8
Public Administration and Safety duration (yrs.)	2.6	2.6	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9
Public Administration and Safety employees ('000)	4.1	8.3	15.9	23.9	39.3	7.5	12.0	8.5	14.9	9.1	26.9	9.2	154.3
Education and Training agreements	38	27	20	40	66	33	40	69	44	37	42	60	58
Education and Training AAWI (%)	2.2	2.0	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1
Education and Training duration (yrs.)	1.2	2.3	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3
Education and Training employees ('000)	43.6	3.8	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.4	92.2	74.7
Health Care and Social Assistance agreements	49	42	43	78	67	66	58	90	65	87	78	84	60
Health Care and Social Assistance AAWI (%)	2.3	2.4	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2	3.4	3.2
Health Care and Social Assistance duration (yrs.)	2.2	1.4	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5	2.2
Health Care and Social Assistance employees ('000)	7.3	25.0	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3	34.0	30.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Arts and Recreation Services agreements	12	11	5	18	15	15	10	12	15	9	9	14	33
Arts and Recreation Services AAWI (%)	2.4	2.0	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0
Arts and Recreation Services duration (yrs.)	1.5	0.9	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7	1.6
Arts and Recreation Services employees ('000)	1.2	2.0	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7	8.6
Other Services agreements	10	17	18	20	30	14	23	30	18	12	23	13	14
Other Services AAWI (%)	2.5	2.3	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8
Other Services duration (yrs.)	2.0	2.8	2.7	2.7	2.8	3.0	3.1	2.7	1.8	3.1	3.0	2.5	2.9
Other Services employees ('000)	0.7	1.0	1.3	2.9	2.1	0.8	3.6	3.2	2.5	2.0	2.5	1.4	1.0
All sector agreements	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022
All sectors AAWI (%)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9
All sectors duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6
All sectors employees ('000)	116.1	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0

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

Notes:

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

How to read: 9 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2024, covering 900 employees. The AAWI for these agreements was 2.8 per cent and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Agriculture, Forestry and Fishing agreements	161	163	150	152	149	143	134	140	112	112	110	119	121
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.4	2.4	2.4	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0
Agriculture, Forestry and Fishing duration (yrs.)	3.7	3.7	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.5	3.5	3.5	3.5
Agriculture, Forestry and Fishing employees ('000)	11.6	12.2	12.8	13.1	12.9	12.3	10.7	11.4	10.7	10.4	8.5	10.2	10.3
Mining agreements	359	362	368	370	359	366	373	396	385	392	400	423	424
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0
Mining duration (yrs.)	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5
Mining employees ('000)	49.8	49.9	51.0	51.5	50.4	48.8	52.9	54.2	57.4	55.2	55.6	58.5	61.4
Manufacturing agreements	1,742	1,769	1,653	1,737	1,786	1,782	1,777	1,844	1,894	1,911	1,840	1,942	1,970
Manufacturing AAWI (%)	2.5	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4
Manufacturing duration (yrs.)	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	126.9	128.5	119.0	127.0	132.6	132.7	134.0	139.5	148.3	147.6	148.2	154.3	157.7
Non-Metal Manufacturing agreements	1,168	1,187	1,119	1,169	1,199	1,196	1,175	1,223	1,278	1,281	1,252	1,314	1,331
Non-Metal Manufacturing AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4
Non-Metal Manufacturing duration (yrs.)	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	3.0
Non-Metal Manufacturing employees ('000)	88.1	89.2	85.0	89.4	93.5	94.5	92.7	97.7	105.5	103.3	103.8	108.7	111.6
Metal Manufacturing agreements	574	582	534	568	587	586	602	621	616	630	588	628	639
Metal Manufacturing AAWI (%)	2.6	2.6	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4
Metal Manufacturing duration (yrs.)	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	38.8	39.2	34.0	37.6	39.1	38.3	41.4	41.8	42.8	44.2	44.4	45.6	46.1
Electricity, Gas, Water and Waste Services agreements	357	361	338	349	337	353	326	348	356	354	339	360	366
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.5	2.5	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.2	3.3	3.6
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.8	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	43.6	45.8	40.3	48.2	51.3	54.2	49.8	55.0	56.1	59.0	53.2	55.5	49.5
Construction agreements	3,286	3,494	3,939	4,263	4,432	4,667	4,799	4,697	4,412	4,516	3,312	3,331	2,770
Construction AAWI (%)	3.5	3.5	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8
Construction duration (yrs.)	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.1	3.1	3.3
Construction employees ('000)	92.0	96.8	102.3	110.7	113.5	116.5	116.5	115.4	108.2	109.7	87.4	90.2	80.5
Wholesale Trade agreements	248	240	216	215	208	196	175	182	171	174	172	182	199
Wholesale Trade AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.7	2.9	3.0	3.0	3.1	3.3	3.4
Wholesale Trade duration (yrs.)	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.0	3.2	3.2
Wholesale Trade employees ('000)	18.3	17.8	16.8	16.8	17.4	16.6	15.8	15.3	15.0	14.9	12.9	18.4	19.2
Retail Trade agreements	157	155	137	142	136	126	116	126	121	123	121	136	132
Retail Trade AAWI (%)	2.7	2.7	2.7	2.8	2.8	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0
Retail Trade duration (yrs.)	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.9	3.9	3.4	3.3
Retail Trade employees ('000)	261.6	260.2	251.7	252.1	245.1	225.8	225.6	223.6	92.6	87.2	83.9	116.8	107.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Accommodation and Food Services agreements	114	103	104	107	108	105	105	98	99	101	100	104	115
Accommodation and Food Services AAWI (%)	2.7	2.3	2.2	2.8	2.7	2.7	2.9	2.9	3.6	3.6	3.7	3.1	3.1
Accommodation and Food Services duration (yrs.)	3.9	4.0	3.9	3.8	3.8	3.8	3.9	3.9	3.7	3.6	3.7	3.9	3.9
Accommodation and Food Services Employees ('000)	52.8	51.9	50.7	54.6	55.0	54.6	56.7	56.8	60.0	61.1	61.4	59.4	60.0
Transport, Postal and Warehousing agreements	1,053	1,072	973	1,013	1,033	1,034	1,022	1,125	1,159	1,205	1,176	1,244	1,274
Transport, Postal and Warehousing AAWI (%)	2.7	2.6	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2
Transport, Postal and Warehousing duration (yrs.)	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8
Transport, Postal and Warehousing employees ('000)	130.2	118.4	135.7	137.6	152.3	160.0	163.3	166.7	176.2	185.3	166.1	177.4	195.2
Information Media and Telecommunications agreements	53	51	43	48	51	49	48	52	52	53	58	62	59
Information Media and Telecommunications AAWI (%)	1.9	1.9	1.8	1.9	2.0	2.2	2.4	2.5	2.5	2.5	2.6	2.6	2.6
Information Media and Telecommunications duration (yrs.)	1.8	1.8	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5
Information Media and Telecommunications employees ('000)	33.2	33.0	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8	37.0
Financial and Insurance Services agreements	76	74	67	77	74	74	70	72	71	70	67	74	75
Financial and Insurance Services AAWI (%)	2.5	2.5	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4
Financial and Insurance Services duration (yrs.)	3.1	3.0	2.3	2.3	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8
Financial and Insurance Services employees ('000)	55.1	63.3	96.6	99.4	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7	144.1
Rental, Hiring and Real Estate Services agreements	59	66	63	63	63	60	58	58	58	60	56	62	60
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.4	2.8	2.8	2.3	2.3	2.1	2.1	2.1	2.2	2.2	2.2	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.6	3.7	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Rental, Hiring and Real Estate Services employees ('000)	3.1	3.2	1.9	1.9	4.0	3.9	3.9	3.9	3.8	3.9	3.8	4.0	4.1
Professional, Scientific and Technical Services agreements	157	141	128	126	119	117	107	111	108	113	113	115	109
Professional, Scientific and Technical Services AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9
Professional, Scientific and Technical Services duration (yrs.)	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2
Professional, Scientific and Technical Services employees ('000)	19.0	17.9	17.7	17.6	17.8	17.6	17.9	18.2	17.8	18.2	18.0	13.2	12.4
Administrative and Support Services agreements	210	211	208	215	215	218	222	219	195	188	171	174	156
Administrative and Support Services AAWI (%)	2.6	2.7	2.7	2.9	2.9	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5
Administrative and Support Services duration (yrs.)	3.6	3.6	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
Administrative and Support Services employees ('000)	22.7	22.5	21.3	21.5	21.5	22.0	22.0	20.5	19.1	19.5	16.7	18.2	15.8
Public Administration and Safety agreements	395	394	374	382	391	400	359	366	367	370	342	346	393
Public Administration and Safety AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.3	2.5	2.6	3.3
Public Administration and Safety duration (yrs.)	3.0	3.0	3.1	3.0	2.9	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8
Public Administration and Safety employees ('000)	241.0	239.5	216.1	214.3	216.5	230.7	210.5	182.0	186.0	186.7	205.6	193.6	237.0
Education and Training agreements	498	506	464	475	410	424	422	471	453	480	481	516	483
Education and Training AAWI (%)	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5	3.7
Education and Training duration (yrs.)	2.8	2.6	2.5	2.3	2.7	2.7	3.1	3.0	2.9	2.8	2.8	2.6	2.5
Education and Training employees ('000)	439.4	328.3	224.9	208.6	167.1	167.1	209.1	227.0	239.7	267.1	301.6	390.8	442.7
Health Care and Social Assistance agreements	826	772	652	667	659	688	610	657	663	717	682	724	731
Health Care and Social Assistance AAWI (%)	2.9	2.8	2.8	2.8	2.5	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9
Health Care and Social Assistance duration (yrs.)	2.8	2.7	3.0	2.9	2.7	2.7	2.7	2.8	2.7	2.7	2.7	2.7	2.7
Health Care and Social Assistance employees ('000)	244.1	245.2	220.0	221.3	270.9	352.4	326.4	392.3	390.6	405.2	430.1	455.2	448.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Arts and Recreation Services agreements	103	110	100	110	108	116	108	116	112	119	111	117	122
Arts and Recreation Services AAWI (%)	2.8	2.7	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.8
Arts and Recreation Services duration (yrs.)	2.9	2.8	2.8	2.8	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8	2.6
Arts and Recreation Services employees ('000)	29.6	30.5	26.4	31.2	32.4	33.0	26.3	25.4	30.2	31.4	25.5	26.9	31.3
Other Services agreements	213	213	204	205	205	203	198	215	221	214	213	210	210
Other Services AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0	3.1
Other Services duration (yrs.)	3.0	3.0	3.3	3.3	3.3	3.4	3.5	3.4	3.2	3.2	3.2	3.2	3.2
Other Services employees ('000)	24.5	24.6	16.3	18.0	18.3	15.8	17.8	20.4	22.0	22.7	23.7	23.2	23.5
All sector agreements	10,067	10,257	10,181	10,716	10,843	11,121	11,029	11,293	11,009	11,272	9,864	10,241	9,769
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
All sectors duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9	2.8
All sectors employees ('000)	1,898.5	1,789.4	1,654.1	1,659.0	1,664.3	1,751.4	1,730.2	1,797.5	1,735.9	1,788.0	1,811.8	2,031.3	2,137.0

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

Notes:

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

How to read: 121 Agriculture, Forestry and Fishing agreements were current as at 31 March 2024, covering 10,300 employees. The AAWI for these agreements was 3.0 per cent and the average duration was 3.5 years.

Table 9 - Agreements by ANZSIC Division, expiring by quarter (March quarter 2024 – March quarter 2027)

FOR ALL CURRENT AGREEMENTS	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27
Agriculture, Forestry and Fishing agreements	7	13	13	11	3	14	9	4	1	9	5	4	5
Agriculture, Forestry and Fishing AAWI (%)	2.2	2.6	3.0	2.8	4.5	3.6	3.2	3.5	1.5	2.9	3.2	3.4	3.5
Agriculture, Forestry and Fishing employees ('000)	0.7	2.4	0.7	0.5	0.1	1.5	0.5	0.2	0.0	0.6	0.2	0.1	0.1
Mining agreements	35	30	24	18	19	40	35	37	19	43	27	20	9
Mining AAWI (%)	2.1	2.5	1.9	2.6	2.4	2.8	2.6	3.3	3.5	3.4	3.1	3.5	3.0
Mining employees ('000)	3.5	3.2	2.4	3.6	3.4	5.7	3.7	4.8	4.5	7.5	3.7	1.9	2.9
Manufacturing agreements	115	233	139	158	120	223	163	114	105	180	116	73	46
Manufacturing AAWI (%)	2.5	2.8	3.3	3.1	3.3	3.5	3.4	3.3	3.9	4.0	3.5	3.3	3.4
Manufacturing employees ('000)	9.3	17.4	11.0	14.6	7.6	16.5	15.7	8.4	7.5	12.9	10.1	5.0	5.3
Non-Metal Manufacturing agreements	76	155	86	112	86	156	106	78	75	121	79	46	32
Non-Metal Manufacturing AAWI (%)	2.5	2.6	3.4	2.9	3.2	3.5	3.5	3.2	3.9	3.9	3.6	3.4	3.2
Non-Metal Manufacturing employees ('000)	7.6	10.6	7.3	9.8	5.8	10.7	11.1	5.8	5.8	8.8	7.9	3.8	4.5
Metal Manufacturing agreements	39	78	53	46	34	67	57	36	30	59	37	27	14
Metal Manufacturing AAWI (%)	2.4	3.1	3.0	3.4	3.4	3.5	3.2	3.6	3.9	4.1	3.4	3.1	4.0
Metal Manufacturing employees ('000)	1.8	6.8	3.7	4.8	1.8	5.9	4.7	2.6	1.6	4.1	2.2	1.2	0.8
Electricity, Gas, Water & Waste Services agreements	26	53	30	27	17	35	36	25	22	25	25	14	2
Electricity, Gas, Water & Waste Services AAWI (%)	3.0	2.9	3.1	3.4	2.7	3.2	3.6	3.4	4.1	4.0	3.9	3.3	3.6
Electricity, Gas, Water & Waste Services Employees ('000)	10.2	9.8	7.3	3.2	1.2	2.7	3.4	1.3	4.9	1.9	2.2	1.2	0.4
Construction agreements	306	158	144	168	350	213	147	241	101	153	134	201	64
Construction AAWI (%)	3.8	2.8	3.1	2.9	3.0	3.3	3.1	4.2	3.3	3.8	4.4	4.4	2.8
Construction employees ('000)	6.9	4.4	4.0	5.2	9.5	7.8	3.9	6.6	2.7	4.7	3.8	4.7	2.2
Wholesale Trade agreements	16	21	18	10	11	18	16	14	9	12	9	7	2
Wholesale Trade AAWI (%)	2.6	2.5	2.5	3.2	2.5	3.9	3.8	3.5	3.6	3.9	3.7	3.0	2.3
Wholesale Trade employees ('000)	0.7	1.9	1.3	1.3	0.4	1.1	1.5	0.5	0.3	1.5	0.3	0.3	0.2
Retail Trade agreements	11	21	11	7	6	11	7	10	9	10	8	5	4
Retail Trade AAWI (%)	2.2	2.8	2.3	2.4	2.1	4.0	3.3	2.4	2.9	4.1	3.2	2.7	4.8
Retail Trade employees ('000)	13.9	7.9	3.3	3.5	7.1	5.2	1.8	1.6	4.0	6.4	45.9	1.5	9.2
Accommodation and Food Services agreements	7	12	12	8	5	4	9	4	8	5	10	2	1
Accommodation and Food Services AAWI (%)	1.9	2.6	2.3	2.6	2.3	2.8	3.5	4.4	3.1	3.3	2.9	2.4	6.1
Accommodation and Food Services Employees ('000)	0.6	38.0	3.9	1.9	1.5	1.5	0.9	1.6	1.0	2.0	3.1	0.4	0.1
Transport, Postal and Warehousing agreements	56	158	99	90	68	136	74	105	55	113	82	50	32
Transport, Postal and Warehousing AAWI (%)	3.1	2.8	3.0	2.8	3.3	3.1	3.4	3.2	2.9	3.5	3.7	3.4	4.0
Transport, Postal and Warehousing employees ('000)	5.0	29.7	36.4	10.8	6.5	12.8	6.0	13.0	9.5	18.6	6.9	7.5	4.0
Information Media & Telecommunications agreements	4	11	6	4	4	6	9	2	5	5	1	1	0
Information Media & Telecommunications AAWI (%)	2.1	3.0	2.4	2.7	2.9	2.9	3.1	2.6	3.6	3.2	*	2.2	*
Information Media & Telecommunications employees ('000)	1.0	2.3	22.0	0.1	3.0	1.0	1.9	0.3	2.8	2.5	0.1	0.0	0.0

FOR ALL CURRENT AGREEMENTS	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27
Financial and Insurance Services agreements	3	11	8	9	7	7	3	6	1	8	4	4	0
Financial and Insurance Services AAWI (%)	2.2	3.1	3.3	2.5	2.3	3.2	2.5	3.4	*	4.3	4.2	4.0	*
Financial and Insurance Services employees ('000)	6.9	4.0	3.1	35.1	1.3	2.5	0.6	2.1	0.2	37.4	6.9	29.9	0.0
Rental, Hiring and Real Estate Services agreements	6	8	4	1	3	7	5	5	3	4	5	2	0
Rental, Hiring and Real Estate Services AAWI (%)	2.8	2.3	2.9	2.6	2.5	2.3	4.5	3.1	1.7	3.6	2.7	1.9	*
Rental, Hiring and Real Estate Services ('000)	0.1	0.9	0.1	0.0	0.2	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0
Professional, Scientific & Technical Services agreements	13	18	9	5	3	13	7	7	7	11	3	3	4
Professional, Scientific & Technical Services AAWI (%)	2.5	2.3	2.5	2.5	3.2	2.9	3.9	3.5	4.2	3.8	3.0	2.6	3.5
Professional, Scientific & Technical Services employees ('000)	1.0	2.1	3.5	0.3	0.7	1.3	0.9	0.8	0.2	0.5	0.3	0.1	0.5
Administrative and Support Services agreements	20	17	13	6	14	12	9	18	3	13	7	8	0
Administrative and Support Services AAWI (%)	3.3	2.8	2.6	2.9	3.0	3.3	2.5	3.6	4.7	3.5	5.2	4.0	*
Administrative and Support Services employees ('000)	2.4	4.1	0.9	0.5	1.5	0.6	0.4	1.0	0.4	0.9	0.6	0.8	0.0
Public Administration and Safety agreements	21	64	32	20	18	75	19	27	17	17	7	5	2
Public Administration and Safety AAWI (%)	2.0	2.4	2.4	2.7	2.5	2.5	2.1	3.2	3.6	3.0	2.1	2.9	4.5
Public Administration and Safety employees ('000)	54.6	20.7	15.0	8.8	2.7	28.7	18.5	10.1	19.5	5.7	2.7	0.7	0.1
Education and Training agreements	21	45	10	77	37	39	14	91	27	30	11	27	3
Education and Training AAWI (%)	2.4	2.5	4.5	3.1	3.1	5.4	4.5	2.7	5.2	4.7	5.3	3.2	2.7
Education and Training employees ('000)	10.3	2.8	16.3	52.0	34.7	31.5	16.2	136.8	9.9	46.4	19.6	2.6	0.6
Health Care and Social Assistance agreements	39	154	49	45	29	91	43	47	37	73	22	21	9
Health Care and Social Assistance AAWI (%)	2.5	2.7	4.2	2.7	2.7	3.4	4.1	2.7	2.1	2.7	2.7	3.6	2.9
Health Care and Social Assistance employees ('000)	16.4	129.8	11.7	23.5	11.0	94.1	12.9	28.3	34.5	34.8	12.8	6.6	1.0
Arts and Recreation Services agreements	13	18	9	9	3	16	6	9	1	6	3	1	1
Arts and Recreation Services AAWI (%)	3.5	2.6	3.2	2.5	2.8	3.4	2.2	2.4	2.7	3.2	3.2	3.6	4.9
Arts and Recreation Services employees ('000)	5.2	2.5	1.8	1.1	2.1	3.0	2.7	2.7	0.1	1.8	0.1	0.9	0.0
Other Services agreements	12	22	18	16	8	32	23	20	15	11	9	5	3
Other Services AAWI (%)	3.4	3.1	2.2	3.0	2.2	3.3	3.0	3.3	3.4	3.2	2.9	4.7	3.6
Other Services employees ('000)	0.9	3.8	2.9	1.1	0.5	3.2	2.6	0.8	1.9	1.7	1.6	0.7	0.1
All sector agreements	731	1,067	648	689	725	992	634	786	445	728	488	453	187
All sectors AAWI (%)	2.4	2.7	2.9	2.9	3.0	3.6	3.6	2.8	3.1	3.8	4.1	3.6	3.4
All sectors employees ('000)	149.7	288.0	147.6	167.1	95.0	220.9	94.4	221.1	105.3	188.2	120.8	65.0	26.8

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: *5 Agriculture, Forestry and Fishing agreements, covering 100 employees, have an expiry date in the March quarter 2027. The AAWI for these agreements was 3.5 per cent.*

Table 10 - Agreements approved in the quarter by state (March quarter 2021 – March quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
ACT agreements	9	10	6	18	17	15	11	15	12	12	14	11	30
ACT AAWI (%)	3.0	3.0	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.8	3.5	3.6	3.9
ACT duration (yrs.)	1.0	3.0	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5
ACT employees ('000)	1.5	1.2	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0
NSW agreements	157	179	177	205	166	173	219	206	155	172	192	199	146
NSW AAWI (%)	2.3	2.5	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7
NSW duration (yrs.)	2.5	2.6	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1
NSW employees ('000)	9.8	10.2	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7	19.7	19.9	28.6
NT agreements	4	8	10	12	12	11	11	10	7	8	9	13	4
NT AAWI (%)	1.8	1.8	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0
NT duration (yrs.)	3.6	3.6	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6
NT employees ('000)	0.1	0.7	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1
Qld agreements	118	131	144	151	137	134	137	155	127	147	152	269	191
Qld AAWI (%)	2.5	2.6	2.5	3.0	2.8	2.9	3.4	3.5	4.0	4.3	4.3	4.2	4.7
Qld duration (yrs.)	2.7	2.7	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8	2.4
Qld employees ('000)	13.9	8.1	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5
SA agreements	52	55	49	72	58	63	51	70	45	44	57	61	46
SA AAWI (%)	3.2	2.6	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6
SA duration (yrs.)	2.3	2.0	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8
SA employees ('000)	2.9	5.9	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4
Tas agreements	20	25	27	28	31	24	30	32	26	32	27	25	25
Tas AAWI (%)	2.4	2.7	3.0	2.7	2.4	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1
Tas duration (yrs.)	2.3	2.4	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1
Tas employees ('000)	1.5	2.9	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2
Vic agreements	325	411	574	394	354	335	378	399	268	285	324	322	256
Vic AAWI (%)	3.1	2.6	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0	4.0
Vic duration (yrs.)	2.3	1.8	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4
Vic employees ('000)	17.8	37.8	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.1	34.8	38.0
WA agreements	68	64	74	85	77	74	92	91	81	82	77	76	74
WA AAWI (%)	2.2	1.5	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0
WA duration (yrs.)	2.6	2.2	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6
WA employees ('000)	6.0	11.3	9.0	7.3	7.8	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2
Multi-state agreements	127	181	210	180	156	114	159	148	120	156	221	282	250
Multi-state AAWI (%)	2.3	2.5	2.9	2.3	2.6	2.8	2.7	3.7	3.7	3.7	4.3	4.8	3.9
Multi-state duration (yrs.)	1.9	2.7	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8
Multi-state employees ('000)	62.8	21.9	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2	174.9	204.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Other agreements	0	1	0	2	1	0	0	0	0	0	0	1	0
Other AAWI (%)	*	2.0	*	1.9	2.0	*	*	*	*	*	*	*	*
Other duration (yrs.)	0.0	2.8	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0
Other employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
All States agreements	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022
All states AAWI (%)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9
All states duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6
All states employees ('000)	116.1	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0

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

Notes:

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

How to read: 30 agreements approved in the March quarter 2024 operate solely in the ACT, covering 10,000 employees. The AAWI for these agreements was 3.9 per cent and the average duration was 2.5 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
ACT agreements	146	143	127	118	122	129	125	109	115	119	112	117	133
ACT AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6
ACT duration	2.6	2.6	2.6	2.0	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6
ACT employees ('000)	32.8	33.7	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3
NSW agreements	1,989	2,046	1,979	2,070	2,043	2,054	2,057	2,143	2,035	2,074	2,068	2,128	1,811
NSW AAWI (%)	2.7	2.7	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6
NSW duration	2.9	2.9	2.9	2.7	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8
NSW employees ('000)	217.3	209.2	169.3	193.8	190.3	191.7	162.8	183.5	179.2	197.4	190.8	203.9	196.7
NT agreements	126	125	117	116	118	116	109	113	112	114	114	118	117
NT AAWI (%)	2.5	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0
NT duration	3.2	3.2	3.1	3.3	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8
NT employees ('000)	27.5	28.0	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7
Qld agreements	1,540	1,562	1,525	1,596	1,581	1,631	1,617	1,427	1,412	1,460	1,396	1,573	1,553
Qld AAWI (%)	2.5	2.5	2.5	2.6	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7
Qld duration	2.9	2.9	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.0	2.9	2.8
Qld employees ('000)	206.6	203.9	163.4	165.3	161.7	163.0	155.6	162.0	163.3	177.3	172.0	188.6	226.1
SA agreements	592	605	541	564	571	590	537	574	570	575	572	596	588
SA AAWI (%)	2.5	2.5	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9
SA duration	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.5	2.5	2.5	2.5	2.5	2.6
SA employees ('000)	49.7	51.7	39.3	39.0	41.6	45.4	44.2	58.8	58.5	58.3	60.8	64.3	66.6
Tas agreements	293	297	256	271	269	287	261	281	283	295	276	287	291
Tas AAWI (%)	3.2	3.1	3.1	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.3	3.4	3.4
Tas duration	2.7	2.7	2.9	2.8	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8
Tas employees ('000)	25.6	27.3	21.4	22.5	23.5	25.1	23.2	25.9	23.7	26.6	25.7	26.2	27.2
Vic agreements	2,659	2,674	2,874	3,125	3,262	3,436	3,483	3,723	3,809	3,956	2,650	2,588	2,422
Vic AAWI (%)	2.8	2.7	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.8
Vic duration	3.1	2.9	3.1	3.1	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	2.9
Vic employees ('000)	528.6	424.1	382.4	375.1	433.0	517.5	582.0	644.0	659.6	673.4	667.6	665.4	625.6
WA agreements	930	934	881	912	909	915	888	938	932	931	897	913	896
WA AAWI (%)	1.9	1.9	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2	3.2
WA duration	2.9	2.8	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.7	2.8	2.8	2.8
WA employees ('000)	109.4	109.7	83.4	86.8	90.7	90.6	88.1	83.1	89.7	95.6	88.5	91.2	101.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Multi-state agreements	1,789	1,868	1,878	1,939	1,962	1,957	1,946	1,979	1,735	1,744	1,776	1,917	1,955
Multi-state AAWI (%)	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6
Multi-state duration	3.2	3.1	3.0	3.1	3.2	3.2	3.3	3.3	3.1	3.0	3.1	2.9	2.9
Multi-state employees ('000)	700.7	701.5	745.8	736.7	669.9	666.1	627.7	618.4	540.4	535.6	561.0	744.1	841.2
Other agreements	3	3	3	5	6	6	6	6	6	4	3	4	3
Other AAWI (%)	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8
Other duration	3.1	3.0	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4
Other employees ('000)	0.2	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1
All sector agreements	10,067	10,257	10,181	10,716	10,843	11,121	11,029	11,293	11,009	11,272	9,864	10,241	9,769
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
All sectors duration	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9	2.8
All sectors employees ('000)	1,898.5	1,789.4	1,654.1	1,659.0	1,664.3	1,751.4	1,730.2	1,797.5	1,735.9	1,788.0	1,811.8	2,031.3	2,137.0

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

Notes:

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

How to read: 133 agreements current as at 31 March 2024 operate solely in the ACT, covering 31,300 employees. The AAWI for these agreements was 3.6 per cent and the average duration was 2.6 years.

Table 12a - Agreements approved in the quarter – non-quantifiable wage increases, by reason (March quarter 2023 – March quarter 2024)

Linked to minimum wage

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	44	56	70	72
Single-enterprise non-Greenfields employees ('000)	10.4	14.5	13.6	24.1
Single-enterprise Greenfields agreements	3	1	0	0
Single-enterprise Greenfields employees ('000)	0.3	0.1	0.0	0.0
Multi-enterprise non-Greenfields agreements	2	2	0	1
Multi-enterprise non-Greenfields employees ('000)	0.2	3.0	0.0	0.2
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	49	59	70	73
Sub-total employees ('000)	10.8	17.6	13.6	24.3

Linked to CPI

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	11	17	20	12
Single-enterprise non-Greenfields employees ('000)	1.7	1.5	1.2	0.5
Single-enterprise Greenfields agreements	0	1	1	0
Single-enterprise Greenfields employees ('000)	0.0	0.1	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	11	18	21	12
Sub-total employees ('000)	1.7	1.6	1.3	0.5

Inconsistent increase

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	53	53	40	47
Single-enterprise non-Greenfields employees ('000)	14.8	87.1	51.3	8.8
Single-enterprise Greenfields agreements	0	0	1	3
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.1	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	4
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	1.8

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	53	53	41	54
Sub-total employees ('000)	14.8	87.1	51.3	10.7

Performance linked

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	5	1	6	2
Single-enterprise non-Greenfields employees ('000)	0.6	0.0	36.8	0.0
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	5	1	6	2
Sub-total employees ('000)	0.6	0.0	36.8	0.0

Other reason

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	57	79	96	85
Single-enterprise non-Greenfields employees ('000)	6.0	7.2	30.4	17.9
Single-enterprise Greenfields agreements	1	3	3	0
Single-enterprise Greenfields employees ('000)	0.1	0.2	0.1	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	4
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	30.1
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	58	82	99	89
Sub-total employees ('000)	6.1	7.4	30.5	47.9

Totals

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Total non-quantifiable agreements	176	213	237	230
Total employees covered by non-quantifiable agreements ('000)	34.0	113.8	133.4	83.4

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. *Revisions have been made to historical series.*

How to read: *72 single enterprise non-Greenfields agreements approved in the March quarter 2024 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 24,100 employees.*

Table 12b - Agreements approved in the quarter – quantifiable wage increases (March quarter 2023 – March quarter 2024)

Quantifiable agreements

Agreement Type	Jun-23	Sep-23	Dec-23	Mar-24
Single-enterprise non-Greenfields agreements	698	797	962	737
Single-enterprise non-Greenfields employees ('000)	99.9	146.6	141.8	267.8
Single-enterprise Greenfields agreements	63	60	59	48
Single-enterprise Greenfields employees ('000)	2.2	1.8	1.6	1.6
Multi-enterprise non-Greenfields agreements	1	3	1	7
Multi-enterprise non-Greenfields employees ('000)	0.2	33.5	0.0	12.3
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	762	860	1022	792
Total employees covered by quantifiable agreements ('000)	102.2	181.9	143.4	281.6

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

Notes:

1. *Revisions have been made to historical series.*

How to read: 737 single enterprise non-Greenfields agreements approved in the March quarter 2024 had quantifiable AAWIs. These agreements covered 267,800 employees.

Table 13 - Agreements approved in the quarter by union coverage (March quarter 2021 – March quarter 2024)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Agreements (union covered)	718	869	1,055	928	847	742	870	910	673	713	805	1,002	794
AAWI (%) (union covered)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9
Duration (yrs.) (union covered)	2.1	2.1	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6
Employees ('000) (union covered)	110.5	91.3	172.6	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.3	263.2	356.6
Agreements (no union covered)	162	196	216	219	162	201	218	216	168	225	268	257	228
AAWI (%) (no union covered)	2.1	2.4	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5
Duration (yrs.) (no union covered)	3.2	3.6	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6
Employees ('000) (no union covered)	5.6	8.8	7.9	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.7	8.4
All agreements	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,073	1,259	1,022
All AAWI (%)	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9
All duration (yrs.)	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6
All employees ('000)	116.1	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.7	276.9	365.0

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

Notes:

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

How to read: 794 agreements approved in the March quarter 2024, covering 356,600 employees, formally covered a union. The AAWI for these agreements was 3.9 per cent and the average duration was 2.6 years.

Table 14 - Agreements current on the last day of the quarter by union coverage (March quarter 2021 – March quarter 2024)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Agreements (union covered)	6,803	7,047	7,072	7,594	7,800	8,125	8,079	8,310	8,112	8,452	7,111	7,438	6,926
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
Duration (yrs.) (union covered)	3.0	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8
Employees ('000) (union covered)	1,787.4	1,676.9	1,546.4	1,549.8	1,556.4	1,645.0	1,625.6	1,690.6	1,631.3	1,684.2	1,697.6	1,909.7	2,013.0
Agreements (no union covered)	3,264	3,210	3,109	3,122	3,043	2,996	2,950	2,983	2,897	2,820	2,753	2,803	2,843
AAWI (%) (no union covered)	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.9	3.0
Duration (yrs.) (no union covered)	3.8	3.8	3.8	3.8	3.9	3.9	3.9	3.9	3.9	3.8	3.9	3.9	3.8
Employees ('000) (no union covered)	111.1	112.5	107.7	109.2	108.0	106.4	104.6	106.9	104.7	103.9	114.2	121.7	124.0
All agreements	10,067	10,257	10,181	10,716	10,843	11,121	11,029	11,293	11,009	11,272	9,864	10,241	9,769
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3
Overall duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9	2.8
All employees ('000)	1,898.5	1,789.4	1,654.1	1,659.0	1,664.3	1,751.4	1,730.2	1,797.5	1,735.9	1,788.0	1,811.8	2,031.3	2,137.0

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

Notes:

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

How to read: 6,926 agreements current as at 31 March 2024, covering 2,013,000 employees, formally covered a union. The AAWI for these agreements was 3.3 per cent and the average duration was 2.8 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE523957	SERVICES AUSTRALIA ENTERPRISE AGREEMENT 2024-2027	33,951	3.8	Public Administration and Safety	Australia-wide	Public
AE522955	Catholic Employers Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2023-2026	21,813	Other reason	Education and Training	Qld	Private
AE523904	Australian Taxation Office (ATO) Enterprise Agreement 2024	21,101	3.8	Public Administration and Safety	Australia-wide, external territories	Public
AE523910	Defence Enterprise Collective Agreement 2024	19,227	3.8	Public Administration and Safety	Australia-wide, external territories	Public
AE523897	Department of Home Affairs Enterprise Agreement 2024-27	15,243	3.8	Public Administration and Safety	Australia-wide	Public
AE523762	BIG W Stores Enterprise Agreement 2023	15,099	Linked to Minimum Wage	Retail Trade	Australia-wide	Private
AE523166	The University of Queensland Enterprise Agreement 2021-2026	11,943	4.9	Education and Training	Qld	Public
AE523557	WA Catholic School Teachers Enterprise Agreement 2023	7,279	1.9	Education and Training	WA	Private
AE523933	CSIRO Enterprise Agreement 2023 - 2026	6,522	4.2	Professional, Scientific and Technical Services	Australia-wide	Public
AE523185	Department of Health and Aged Care Enterprise Agreement 2024–2027	6,437	3.6	Public Administration and Safety	Australia-wide, external territories	Public
AE523735	Crown Melbourne Limited Enterprise Agreement 2023	5,578	4.1	Arts and Recreation Services	Vic	Private
AE523997	Department of Agriculture, Fisheries and Forestry Enterprise Agreement 2024-2027	5,539	3.8	Public Administration and Safety	Australia-wide, external territories	Public
AE522956	Catholic Employers Single Enterprise Collective Agreement – Religious Institute Schools of Queensland 2023-2026	5,487	Other reason	Education and Training	Qld	Private
AE523616	TAFE COMMISSION OF NSW ADMINISTRATIVE,SUPPORT AND RELATED EMPLOYEES ENTERPRISE AGREEMENT 2023	5,308	4.0	Education and Training	NSW	Public
AE523642	Department of Foreign Affairs and Trade Enterprise Agreement 2024	4,377	3.7	Public Administration and Safety	Australia-wide	Public

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE523872	Calvary Health Care – Aged Care Victoria Enterprise Agreement 2023-2025	4,212	2.6	Health Care and Social Assistance	Vic	Private
AE523572	BlueCross Residential and HomeCare, ANMF and HWU Enterprise Agreement 2024	4,109	Linked to Minimum Wage	Health Care and Social Assistance	Vic	Private
AE523095	Team Global Express – TWU Enterprise Agreement 2023- 2026	3,844	Other reason	Transport, Postal and Warehousing	Australia-wide	Private
AE523975	DVA Enterprise Agreement 2024-2027	3,650	3.8	Public Administration and Safety	Australia-wide	Public
AE523679	Metro Trains Melbourne Pty Ltd Rail Operations Enterprise Agreement 2023	3,567	4.3	Transport, Postal and Warehousing	Vic	Private
AE523693	Ramsay Health Care New South Wales Health Professionals and Support Services Enterprise Agreement 2023	3,305	2.9	Health Care and Social Assistance	NSW	Private
AE523932	Australian Bureau of Statistics Enterprise Agreement 2024-2027	3,216	3.8	Public Administration and Safety	Australia-wide	Public
AE523927	Murdoch University Enterprise Agreement 2023	3,183	5.1	Education and Training	WA	Public
AE523645	Sydney Water Enterprise Agreement 2023	3,125	4.0	Electricity, Gas, Water and Waste Services	NSW	Public
AE523806	Department of Social Services Enterprise Agreement 2024-2027	3,106	3.8	Public Administration and Safety	Australia-wide	Public
AE523507	Charles Sturt University Enterprise Agreement 2023-2025	2,929	6.3	Education and Training	Australia-wide	Public
AE523422	Utilities Management Pty Ltd Enterprise Agreement 2024	2,578	7.1	Electricity, Gas, Water and Waste Services	SA	Private
AE523338	UWA Professional and General Employees Enterprise Agreement 2023	2,481	4.7	Education and Training	Australia-wide	Public
AE523518	UWA Academic Employees Enterprise Agreement 2023	2,319	4.7	Education and Training	Australia-wide	Public
AE523913	Attorney-General's Department Enterprise Agreement 2024	2,275	3.8	Public Administration and Safety	Australia-wide, external territories	Public
AE522995	Queensland Rail Administrative, Professional and Technical Enterprise Agreement 2023	2,225	6.0	Transport, Postal and Warehousing	Qld	Public
AE523132	Linfox and Transport Workers Union Road Transport and Distribution Centres Agreement 2023	2,190	Inconsistent increase	Transport, Postal and Warehousing	NSW, NT, Qld, SA, Vic, WA	Private
AE523974	Department of Infrastructure, Transport, Regional Development, Communications and the Arts Enterprise Agreement – 2024	2,185	3.8	Public Administration and Safety	Australia-wide	Public

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE523420	Olympic Dam Employee Agreement 2023	2,140	Other reason	Mining	SA	Private
AE523884	Virgin Australia Cabin Crew Agreement 2023 (EA6)	2,068	Other reason	Transport, Postal and Warehousing	NSW, Qld, SA, Vic, WA	Private
AE523393	TLC Aged Care Victoria and Staff, ANMF and HWU Enterprise Agreement 2023-March 2027	2,033	3.2	Health Care and Social Assistance	Vic	Private
AE523118	ACT Public Sector Technical and Other Professional Enterprise Agreement 2023-2026.	2,005	3.5	Public Administration and Safety	ACT	Public

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

Notes:

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

How to read: SERVICES AUSTRALIA ENTERPRISE AGREEMENT 2024-2027 covers 33,951 employees. The AAWI for this agreement was 3.8 per cent, it covers employees in the Public Administration and Safety industry, and operates Australia-wide.

Table 16 - Agreements approved in the March quarter 2024 by state and ANZSIC division.

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	3	0	0	2	0	2	0	9
Agriculture, Forestry and Fishing AAWI (%)	*	*	*	1.7	*	*	4.2	*	*	*	2.8
Agriculture, Forestry and Fishing duration (yrs.)	0.0	1.5	0.0	3.9	0.0	0.0	3.9	0.0	3.7	0.0	2.7
Agriculture, Forestry and Fishing employees ('000)	0.0	0.5	0.0	0.1	0.0	0.0	0.1	0.0	0.3	0.0	0.9
Mining agreements	0	7	0	12	3	0	4	3	9	0	38
Mining AAWI (%)	*	3.8	*	3.4	*	*	3.8	2.5	3.6	*	3.5
Mining duration (yrs.)	0.0	3.0	0.0	3.1	3.8	0.0	3.1	4.0	3.9	0.0	3.6
Mining employees ('000)	0.0	0.8	0.0	1.2	2.9	0.0	0.3	0.8	0.7	0.0	6.7
Manufacturing agreements	1	36	0	21	6	6	57	10	13	0	150
Manufacturing AAWI (%)	*	4.1	*	3.4	4.0	2.9	4.0	3.7	3.2	*	3.8
Manufacturing duration (yrs.)	2.5	2.5	0.0	2.6	2.3	1.9	2.7	3.0	2.8	0.0	2.6
Manufacturing employees ('000)	0.0	2.1	0.0	1.9	1.7	0.7	5.2	0.6	1.8	0.0	13.9
Non-Metal Manufacturing agreements	0	27	0	16	6	5	39	6	7	0	106
Non-Metal Manufacturing AAWI (%)	*	4.1	*	3.3	4.0	2.9	4.0	3.0	3.2	*	3.8
Non-Metal Manufacturing duration (yrs.)	0.0	2.6	0.0	2.5	2.3	2.3	2.7	3.3	3.0	0.0	2.7
Non-Metal Manufacturing employees ('000)	0.0	1.6	0.0	1.6	1.7	0.3	4.5	0.4	1.1	0.0	11.2
Metal Manufacturing agreements	1	9	0	5	0	1	18	4	6	0	44
Metal Manufacturing AAWI (%)	*	4.1	*	3.7	*	*	3.9	5.0	3.2	*	3.8
Metal Manufacturing duration (yrs.)	2.5	2.5	0.0	2.9	0.0	1.4	2.6	2.4	2.5	0.0	2.4
Metal Manufacturing employees ('000)	0.0	0.6	0.0	0.4	0.0	0.3	0.6	0.2	0.7	0.0	2.7
Electricity, Gas, Water and Waste Services agreements	1	12	0	4	5	0	7	5	2	0	36
Electricity, Gas, Water and Waste Services AAWI (%)	4.9	4.1	*	4.7	7.0	*	3.1	4.7	3.2	*	4.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.5	0.0	2.6	1.9	0.0	3.5	2.9	3.8	0.0	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	3.9	0.0	0.1	2.7	0.0	1.1	0.1	1.0	0.0	9.0
Construction agreements	3	22	0	71	8	5	102	19	90	0	320
Construction AAWI (%)	5.2	3.5	*	5.5	5.0	4.0	3.3	3.4	5.3	*	4.5
Construction duration (yrs.)	3.3	3.0	0.0	2.7	2.0	2.6	1.5	3.3	3.3	0.0	2.7
Construction employees ('000)	0.1	0.6	0.0	1.2	0.3	0.2	1.7	0.5	2.5	0.0	7.1
Wholesale Trade agreements	0	5	1	13	0	0	5	5	4	0	33
Wholesale Trade AAWI (%)	*	4.9	3.6	3.2	*	*	4.0	4.0	3.0	*	3.9
Wholesale Trade duration (yrs.)	0.0	2.4	2.9	3.8	0.0	0.0	2.8	2.4	2.9	0.0	2.9
Wholesale Trade employees ('000)	0.0	0.3	0.0	0.3	0.0	0.0	0.3	0.3	0.4	0.0	1.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	0	0	1	1	0	1	1	3	0	7
Retail Trade AAWI (%)	*	*	*	5.0	*	*	*	3.7	*	*	3.8
Retail Trade duration (yrs.)	0.0	0.0	0.0	2.5	3.0	0.0	4.0	3.4	3.4	0.0	3.4
Retail Trade employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	16.1	0.0	16.4
Accommodation and Food Services agreements	1	5	0	4	0	0	3	2	5	0	20
Accommodation and Food Services AAWI (%)	4.0	2.9	*	*	*	*	5.5	4.8	3.2	*	3.4
Accommodation and Food Services duration (yrs.)	3.0	4.0	0.0	3.7	0.0	0.0	3.1	2.9	3.9	0.0	3.7
Accommodation and Food Services Employees ('000)	0.1	0.5	0.0	0.2	0.0	0.0	0.3	0.1	0.5	0.0	1.8
Transport, Postal and Warehousing agreements	1	22	2	23	7	1	13	12	28	0	109
Transport, Postal and Warehousing AAWI (%)	3.7	3.9	2.6	5.7	5.0	5.3	4.3	3.9	3.7	*	4.5
Transport, Postal and Warehousing duration (yrs.)	2.0	2.5	3.9	2.3	2.9	3.0	3.3	2.4	2.5	0.0	2.6
Transport, Postal and Warehousing employees ('000)	1.2	1.4	0.1	5.1	0.2	0.0	4.5	1.2	13.5	0.0	27.2
Information Media and Telecommunications agreements	0	0	0	0	0	0	0	0	0	0	0
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	*	*	*	*	*
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial and Insurance Services agreements	0	0	0	0	0	1	1	0	3	0	5
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	5.3	*	3.5	*	3.6
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	1.3	3.0	0.0	1.9	0.0	2.0
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	2.8	0.0	3.0
Rental, Hiring and Real Estate Services agreements	0	1	0	3	1	0	1	0	1	0	7
Rental, Hiring and Real Estate Services AAWI (%)	*	1.0	*	*	3.5	*	*	*	*	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	0.0	3.5	3.0	0.0	4.0	0.0	4.0	0.0	3.8
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.2
Professional, Scientific and Technical Services agreements	0	3	0	0	1	0	0	0	6	0	10
Professional, Scientific and Technical Services AAWI (%)	*	2.7	*	*	*	*	*	*	4.2	*	4.2
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.8	0.0	0.0	3.0	0.0	0.0	0.0	2.6	0.0	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.5	0.0	7.5
Administrative and Support Services agreements	1	0	0	2	2	0	7	2	4	0	18
Administrative and Support Services AAWI (%)	8.4	*	*	7.0	4.0	*	4.7	6.4	2.7	*	4.9
Administrative and Support Services duration (yrs.)	1.6	0.0	0.0	3.8	1.4	0.0	2.4	2.3	3.9	0.0	2.7
Administrative and Support Services employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.4	0.1	0.3	0.0	0.9
Public Administration and Safety agreements	15	3	0	6	3	2	5	0	61	0	95
Public Administration and Safety AAWI (%)	3.9	3.8	*	4.1	3.7	4.3	3.6	*	3.8	*	3.8
Public Administration and Safety duration (yrs.)	2.5	2.9	0.0	2.8	3.1	1.5	1.8	0.0	2.9	0.0	2.9
Public Administration and Safety employees ('000)	7.4	0.2	0.0	0.4	0.4	0.1	0.6	0.0	145.4	0.0	154.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	4	16	0	15	2	5	5	6	5	0	58
Education and Training AAWI (%)	3.7	3.8	*	4.9	3.7	2.9	2.6	2.9	5.3	*	4.1
Education and Training duration (yrs.)	2.1	1.8	0.0	2.4	2.8	3.0	3.2	2.8	1.4	0.0	2.3
Education and Training employees ('000)	0.6	12.6	0.0	39.7	0.3	0.8	1.9	10.9	8.0	0.0	74.7
Health Care and Social Assistance agreements	1	6	1	11	5	3	23	5	5	0	60
Health Care and Social Assistance AAWI (%)	4.0	3.2	3.1	3.5	3.7	3.0	3.1	3.0	3.2	*	3.2
Health Care and Social Assistance duration (yrs.)	3.0	2.1	4.0	2.2	3.2	1.6	2.2	1.0	3.0	0.0	2.2
Health Care and Social Assistance employees ('000)	0.2	5.4	0.0	3.0	1.7	1.2	14.1	2.2	2.4	0.0	30.1
Arts and Recreation Services agreements	2	4	0	1	1	1	17	1	6	0	33
Arts and Recreation Services AAWI (%)	3.8	3.5	*	4.0	6.2	3.0	6.3	3.0	2.7	*	5.8
Arts and Recreation Services duration (yrs.)	2.9	1.4	0.0	3.0	1.8	2.2	1.4	1.0	2.2	0.0	1.6
Arts and Recreation Services employees ('000)	0.4	0.3	0.0	0.0	0.0	0.1	6.8	0.1	1.0	0.0	8.6
Other Services agreements	0	2	0	1	1	1	3	3	3	0	14
Other Services AAWI (%)	*	4.5	*	4.5	4.0	*	3.4	3.3	4.8	*	3.8
Other Services duration (yrs.)	0.0	2.6	0.0	1.2	3.0	1.4	3.4	3.0	2.7	0.0	2.9
Other Services employees ('000)	0.0	0.0	0.0	0.0	0.1	0.1	0.4	0.2	0.1	0.0	1.0
All sector agreements	30	146	4	191	46	25	256	74	250	0	1,022
All sectors AAWI (%)	3.9	3.7	3.0	4.7	5.6	3.1	4.0	3.0	3.9	*	3.9
All sectors duration (yrs.)	2.5	2.1	3.6	2.4	2.8	2.1	2.4	2.6	2.8	0.0	2.6
All sectors employees ('000)	10.0	28.6	0.1	53.5	10.4	3.2	38.0	17.2	204.1	0.0	365.0

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

Notes:

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

How to read: Of the 9 Agriculture, Forestry and Fishing agreements approved in the March quarter 2024, 2 operate solely in New South Wales. These 2 agreements cover 500 employees, with a non-quantifiable AAWI and an average duration of 1.5 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Agriculture, Forestry and Fishing agreements	0	24	1	26	7	16	24	5	18	0	121
Agriculture, Forestry and Fishing AAWI (%)	*	2.9	2.5	2.3	3.2	3.5	3.2	4.1	3.3	*	3.0
Agriculture, Forestry and Fishing duration (yrs.)	0.0	2.9	4.0	3.3	3.4	2.3	2.9	3.3	4.9	0.0	3.5
Agriculture, Forestry and Fishing employees ('000)	0.0	1.5	0.0	2.6	0.4	1.3	1.3	0.5	2.8	0.0	10.3
Mining agreements	0	127	6	104	16	9	27	47	88	0	424
Mining AAWI (%)	*	3.0	2.7	2.8	3.8	4.4	3.6	3.3	2.9	*	3.0
Mining duration (yrs.)	0.0	3.5	2.9	3.4	3.7	2.5	3.4	3.6	3.8	0.0	3.5
Mining employees ('000)	0.0	16.0	0.8	18.4	3.5	0.8	1.7	7.0	13.3	0.0	61.4
Manufacturing agreements	5	488	7	283	157	62	682	135	151	0	1,970
Manufacturing AAWI (%)	2.8	3.6	3.1	3.4	3.2	3.7	3.3	3.3	3.3	*	3.4
Manufacturing duration (yrs.)	2.7	2.9	3.0	3.1	2.8	2.6	2.9	3.2	2.8	0.0	2.9
Manufacturing employees ('000)	0.1	34.4	0.1	26.4	12.7	3.6	48.2	10.6	21.7	0.0	157.7
Non-Metal Manufacturing agreements	4	326	6	198	115	47	473	86	76	0	1,331
Non-Metal Manufacturing AAWI (%)	2.8	3.5	3.1	3.3	3.2	3.8	3.4	3.2	3.2	*	3.4
Non-Metal Manufacturing duration (yrs.)	2.8	3.0	3.0	3.1	2.8	2.5	2.9	3.1	2.9	0.0	3.0
Non-Metal Manufacturing employees ('000)	0.1	23.3	0.1	20.4	9.5	2.4	36.9	6.9	11.9	0.0	111.6
Metal Manufacturing agreements	1	162	1	85	42	15	209	49	75	0	639
Metal Manufacturing AAWI (%)	*	3.7	4.4	3.5	3.2	3.5	3.2	3.4	3.5	*	3.4
Metal Manufacturing duration (yrs.)	2.5	2.6	2.7	3.0	2.6	2.6	2.8	3.4	2.8	0.0	2.8
Metal Manufacturing employees ('000)	0.0	11.1	0.0	6.0	3.2	1.2	11.2	3.7	9.7	0.0	46.1
Electricity, Gas, Water and Waste Services agreements	6	85	6	59	27	11	102	42	28	0	366
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	3.6	4.8	4.0	6.0	3.5	3.2	3.3	2.7	*	3.6
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	2.7	3.0	2.5	2.2	3.1	2.7	2.1	2.5	0.0	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	1.2	11.0	0.9	3.7	3.9	2.3	9.2	6.5	10.9	0.0	49.5
Construction agreements	58	403	20	442	141	62	550	264	830	0	2,770
Construction AAWI (%)	4.8	3.9	2.1	4.1	3.6	3.1	3.3	2.9	4.2	*	3.8
Construction duration (yrs.)	2.6	3.2	3.7	3.0	3.1	2.9	3.0	3.5	3.6	0.0	3.3
Construction employees ('000)	1.1	12.0	0.5	11.8	3.6	2.3	14.6	7.0	27.5	0.0	80.5
Wholesale Trade agreements	1	40	1	32	6	8	57	21	33	0	199
Wholesale Trade AAWI (%)	4.0	3.9	3.6	3.4	3.7	2.7	3.3	3.3	3.0	*	3.4
Wholesale Trade duration (yrs.)	3.0	2.6	2.9	3.3	2.7	2.8	2.7	3.0	3.6	0.0	3.2
Wholesale Trade employees ('000)	0.0	2.2	0.0	1.6	0.3	0.3	4.5	1.2	9.2	0.0	19.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Retail Trade agreements	1	21	1	26	7	1	26	11	38	0	132
Retail Trade AAWI (%)	*	4.0	1.6	3.0	3.3	*	3.4	3.6	2.5	*	3.0
Retail Trade duration (yrs.)	4.0	3.1	3.0	4.7	2.6	3.0	3.2	3.5	3.2	0.0	3.3
Retail Trade employees ('000)	0.0	1.9	0.0	4.9	0.5	0.1	5.8	2.8	91.0	0.0	107.0
Accommodation and Food Services agreements	3	30	2	18	3	1	12	13	33	0	115
Accommodation and Food Services AAWI (%)	4.0	3.1	4.0	3.2	1.1	4.0	3.2	2.5	3.3	*	3.1
Accommodation and Food Services duration (yrs.)	3.2	3.7	3.1	3.6	12.1	2.1	3.4	3.8	3.9	0.0	3.9
Accommodation and Food Services Employees ('000)	0.3	3.9	0.0	2.9	0.1	0.0	0.8	4.3	47.8	0.0	60.0
Transport, Postal and Warehousing agreements	7	266	23	200	83	22	249	166	258	0	1,274
Transport, Postal and Warehousing AAWI (%)	3.6	3.4	2.2	4.2	3.9	3.3	3.3	3.3	3.0	*	3.2
Transport, Postal and Warehousing duration (yrs.)	2.5	3.2	3.8	2.9	2.7	3.4	3.0	3.1	2.7	0.0	2.8
Transport, Postal and Warehousing employees ('000)	0.2	25.5	1.5	18.6	6.2	1.7	22.8	12.6	106.1	0.0	195.2
Information Media and Telecommunications agreements	1	6	0	0	2	1	14	3	32	0	59
Information Media and Telecommunications AAWI (%)	3.7	4.8	*	*	1.5	2.1	4.0	2.1	2.6	*	2.6
Information Media and Telecommunications duration (yrs.)	1.6	2.4	0.0	0.0	2.6	3.0	2.3	3.9	2.5	0.0	2.5
Information Media and Telecommunications employees ('000)	0.0	0.6	0.0	0.0	0.0	0.1	0.9	0.2	35.2	0.0	37.0
Financial and Insurance Services agreements	0	5	0	3	1	2	10	4	50	0	75
Financial and Insurance Services AAWI (%)	*	2.2	*	2.9	3.3	2.5	2.6	3.0	3.5	*	3.4
Financial and Insurance Services duration (yrs.)	0.0	2.5	0.0	3.0	4.0	2.1	2.8	2.6	2.8	0.0	2.8
Financial and Insurance Services employees ('000)	0.0	1.0	0.0	1.1	0.0	0.1	2.2	0.4	139.3	0.0	144.1
Rental, Hiring and Real Estate Services agreements	0	12	1	15	1	0	14	2	15	0	60
Rental, Hiring and Real Estate Services AAWI (%)	*	2.6	3.0	3.0	3.5	*	2.3	2.9	2.1	*	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.1	3.0	3.7	3.0	0.0	3.6	4.0	3.4	0.0	3.5
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.4	0.0	0.0	0.5	0.1	2.8	0.0	4.1
Professional, Scientific and Technical Services agreements	0	16	1	5	3	2	21	13	47	1	109
Professional, Scientific and Technical Services AAWI (%)	*	3.0	2.5	2.2	2.7	2.1	2.8	2.8	2.9	2.0	2.9
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	4.7	2.1	3.5	4.3	3.4	2.9	2.5	3.2
Professional, Scientific and Technical Services employees ('000)	0.0	0.9	0.3	0.1	0.1	0.0	1.5	0.9	8.6	0.0	12.4
Administrative and Support Services agreements	2	15	0	19	4	2	43	15	56	0	156
Administrative and Support Services AAWI (%)	8.4	3.2	*	2.9	4.0	3.6	3.7	4.1	3.3	*	3.5
Administrative and Support Services duration (yrs.)	1.4	3.6	0.0	3.1	1.6	3.1	2.7	3.2	4.1	0.0	3.6
Administrative and Support Services employees ('000)	0.3	0.8	0.0	1.2	0.1	0.2	2.9	0.9	9.4	0.0	15.8
Public Administration and Safety agreements	23	12	23	21	9	29	135	45	94	2	393
Public Administration and Safety AAWI (%)	3.6	3.2	2.9	4.9	4.6	3.0	2.4	3.0	3.7	1.5	3.3
Public Administration and Safety duration (yrs.)	2.6	2.9	2.2	2.5	2.5	3.1	2.8	2.5	2.9	3.7	2.8
Public Administration and Safety employees ('000)	24.7	1.1	7.7	2.1	0.7	3.7	64.8	8.6	123.6	0.1	237.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Education and Training agreements	9	106	6	147	38	17	84	31	45	0	483
Education and Training AAWI (%)	3.2	4.2	3.2	4.3	4.8	3.0	2.7	3.2	4.6	*	3.7
Education and Training duration (yrs.)	2.6	2.3	2.1	2.4	2.0	3.2	3.2	2.7	2.1	0.0	2.5
Education and Training employees ('000)	1.8	47.5	1.9	67.4	19.4	2.0	145.3	17.0	140.4	0.0	442.7
Health Care and Social Assistance agreements	11	102	16	102	63	36	270	52	79	0	731
Health Care and Social Assistance AAWI (%)	2.9	3.2	3.2	3.6	3.1	3.6	2.6	3.1	3.2	*	2.9
Health Care and Social Assistance duration (yrs.)	2.6	2.4	3.1	2.7	2.7	2.3	2.7	2.0	3.0	0.0	2.7
Health Care and Social Assistance employees ('000)	1.1	28.2	6.2	53.8	11.9	8.4	277.8	18.0	42.9	0.0	448.2
Arts and Recreation Services agreements	2	16	2	18	6	4	57	3	14	0	122
Arts and Recreation Services AAWI (%)	3.8	3.5	2.1	3.4	3.4	3.6	4.2	2.8	2.4	*	3.8
Arts and Recreation Services duration (yrs.)	2.9	2.7	3.2	2.9	1.8	11.0	2.4	1.7	2.5	0.0	2.6
Arts and Recreation Services employees ('000)	0.4	5.4	0.6	5.3	1.4	0.2	15.4	0.1	2.3	0.0	31.3
Other Services agreements	4	37	1	33	14	6	45	24	46	0	210
Other Services AAWI (%)	3.1	3.6	1.2	3.2	3.5	3.9	2.9	2.8	2.9	*	3.1
Other Services duration (yrs.)	2.9	5.3	4.0	3.0	3.0	2.2	3.0	3.2	2.8	0.0	3.2
Other Services employees ('000)	0.1	2.7	0.0	3.9	1.8	0.2	5.6	2.7	6.5	0.0	23.5
All sector agreements	133	1,811	117	1,553	588	291	2,422	896	1,955	3	9,769
All sectors AAWI (%)	3.6	3.6	3.0	3.7	3.9	3.4	2.8	3.2	3.6	1.8	3.3
All sectors duration (yrs.)	2.6	2.8	2.8	2.8	2.6	2.8	2.9	2.8	2.9	3.4	2.8
All sectors employees ('000)	31.3	196.7	20.7	226.1	66.6	27.2	625.6	101.5	841.2	0.1	2,137.0

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

Notes:

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

How to read: Of the 121 Agriculture, Forestry and Fishing agreements current as at 31 March 2023, 24 operate solely in New South Wales. These 24 agreements cover 1,500 employees, with an AAWI of 2.9 per cent and an average duration of 2.9 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

Technical Notes Table - Instrument providing rate of pay for all employees, 2014-2023

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23.0	23.2
Collective Agreement (Federally Registered)	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (State Registered)	8.6		7.4		
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 data are not yet 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.

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

Note: Not all agreements contain quantifiable wage increases and in most cases the AAWI is not derived from the total number of agreements shown in the first row or the total number of employees shown in the fourth row. A more detailed explanation of why this is the case is provided below under **Average Annualised Wage Increases**.

Employee coverage

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

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

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

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

Duration of agreements

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

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

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

Average Annualised Wage Increases

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

AAWI data examines only increases to the base rate of pay and does not take into account allowances and bonus payments that are paid separately to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)).

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Alternative AAWI data – Fair Work Commission

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union coverage

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

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

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

Non-quantifiable wage increases

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

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

Types of enterprise agreements

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

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

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

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

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.