



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

March quarter 2022

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the March quarter 2022 which contained quantifiable wage increases (862 agreements)

Enterprise agreements approved in the quarter	December Quarter 2021 (%)	March Quarter 2022 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.3	2.5	0.2

Table 2:

Average Annualised Wage Increases for agreements current on 31 March 2022 which contained quantifiable wage increases (8,346 agreements)

All current enterprise agreements	December Quarter 2021 (%)	March Quarter 2022 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.5	2.4	-0.1

Table of Contents

<u>Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2022</u>	2
<u>Table 2: Average Annualised Wage Increases for agreements current on 31 March 2022</u>	2
<u>Table 3: Agreements approved in the quarter, by sector</u>	5
<u>Table 4: Agreements current on the last day of the quarter, by sector</u>	6
<u>Table 5: Agreements approved in the quarter, by agreement type</u>	7
<u>Table 6: Agreements current on the last day of the quarter, by agreement type</u>	8
<u>Table 7: Agreements approved in the quarter, by ANZSIC Division</u>	9
<u>Table 8: Agreements current on the last day of the quarter, by ANZSIC Division</u>	12
<u>Table 9: Agreements, by ANZSIC Division, expiring by quarter</u>	15
<u>Table 10: Agreements approved in the quarter, by state</u>	18
<u>Table 11: Agreements current on the last day of the quarter, by state</u>	20
<u>Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason</u>	22
<u>Table 13: Agreements approved in the quarter, by union coverage</u>	25
<u>Table 14: Agreements current on the last day of the quarter, by union coverage</u>	26
<u>Table 15: Agreements approved in the quarter, covering 2,000 employees or more</u>	27
<u>Table 16: Agreements approved in the quarter, by state and ANZSIC Division</u>	28
<u>Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division</u>	31
<u>Trends Technical Notes</u>	34

Further Information

[Trends in Federal Enterprise Bargaining](#) is available online at:

<https://www.ag.gov.au/industrial-relations/enterprise-agreements-data/Pages/trends-in-federal-enterprise-bargaining.aspx>. 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@ag.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.

© 2021 Commonwealth of Australia.

Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements March quarter 2022 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the March quarter 2022 was 2.6 per cent unchanged from 2.6 per cent in the December quarter 2021, and unchanged from 2.6 per cent in the March quarter 2021.¹ The 2.6 per cent AAWI result is above the historic low of 2.2 per cent in the December quarter 2020.

The 2.6 per cent AAWI result is based on the 85.3 per cent of agreements approved in the March quarter 2022, covering 86.0 per cent of employees, which contained quantifiable wage increases.²

For the 8,346 enterprise agreements current as at 31 March 2022 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, unchanged from 2.6 per cent in the December quarter 2021 and unchanged from 2.6 per cent in the March quarter 2021.

2. Federal enterprise agreements – Proportion of employees covered

In total, enterprise agreements (including federal and state) covered 35.1 per cent (rounded) of all Australian employees in May 2021 (latest available data).

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018 (latest available data)³.

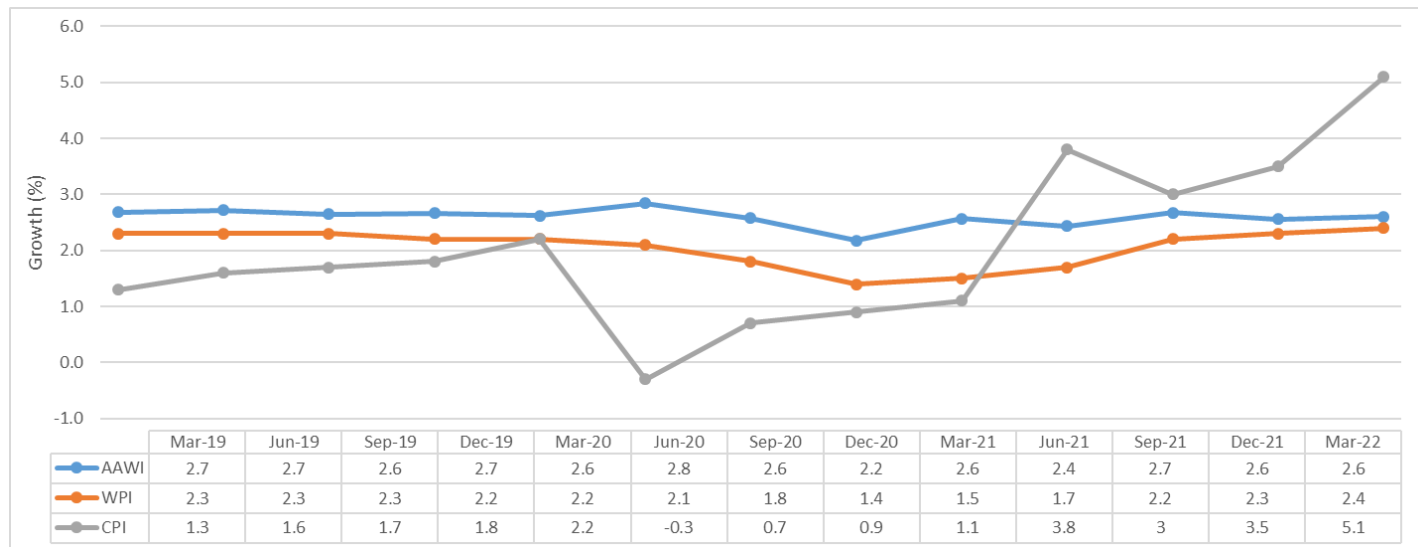
¹ See Note 1 at the end of this summary for more details

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 might not be quantifiable include: 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 CPI or federal minimum wage. More information on non-quantifiable agreements can be found in section 10 of this summary. See Note 2 (Non-quantifiable agreements) at the end of this summary for more details.

³ Detailed breakdowns for the May 2021 data are not yet 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 2019 to March quarter 2022

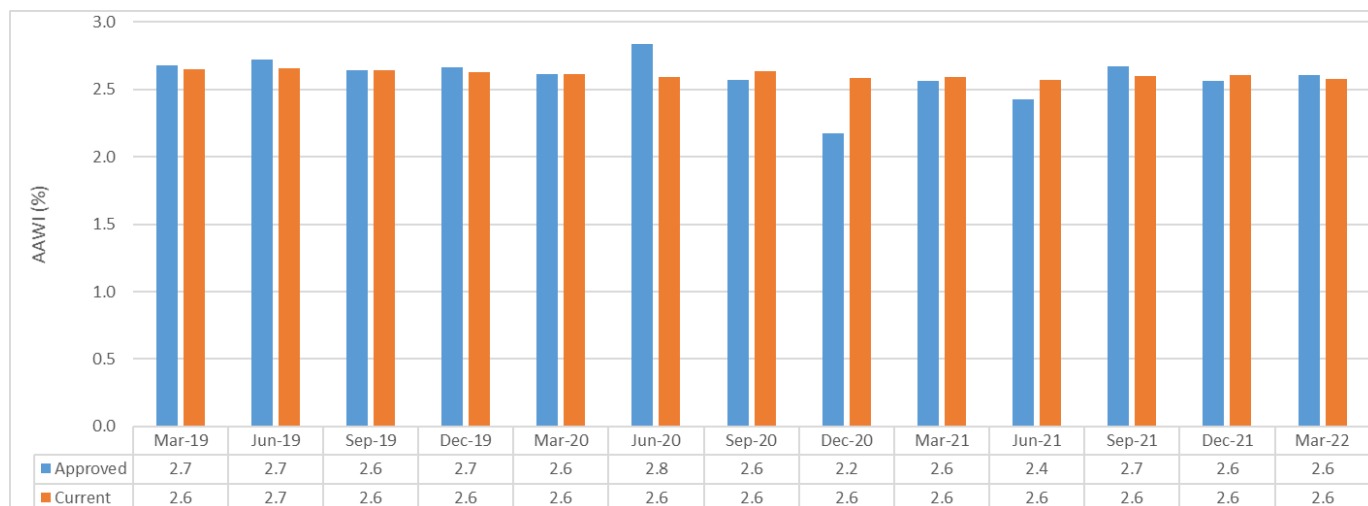


Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department); Australian Bureau of Statistics, Wage Price Index, Australia – March 2022; Australian Bureau of Statistics, Consumer Price Index, Australia– March 2022.

Notes: The growth in inflation from the June quarter 2021 onwards was initially due particularly to the unwinding of the free child care package implemented during the COVID-19 pandemic but for both the December quarter 2021 and the March quarter 2022 the CPI results have been particularly influenced by price rises for new dwelling purchases by owner-occupiers and automotive fuel. The trimmed mean inflation, while not included in Chart 1, is designed to remove very large changes in prices for particular items that have a significant effect on the overall average of all price changes, but which are unrepresentative of price changes of other goods and services. This trimmed measure of inflation was 3.7 per cent in the March quarter 2022, up 2.6 per cent in the December quarter 2021.

4. AAWI - agreements approved in the March quarter 2022 and agreements current as at 31 March 2022 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter - March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. *(Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department)*

Chart 2 (above) shows AAWI results for agreements approved in each quarter since the March quarter 2019, and the AAWI for all agreements current at the end of each quarter.

Approved agreements

There were 1,010 agreements approved in the March quarter 2022, of which 862 contained wage increases that could be quantified.

The AAWI for agreements approved in the March quarter 2022 was 2.6 per cent, unchanged from 2.6 per cent in the December quarter 2021, and unchanged from 2.6 per cent in the March quarter 2021.

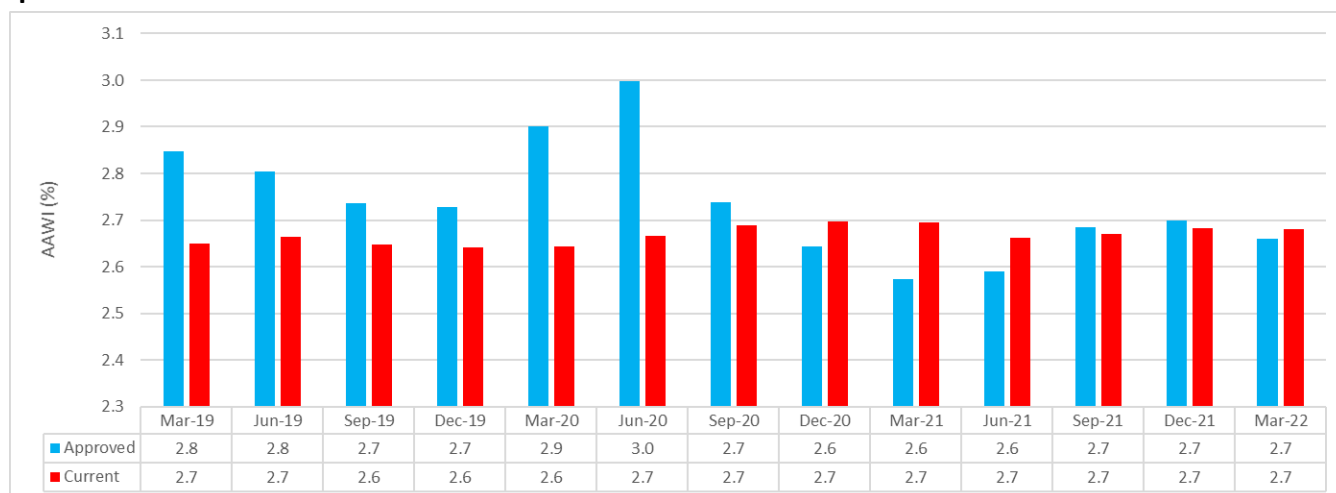
Current agreements

There were 10,776 agreements current as at 31 March 2022, of which 8,346 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2022 was 2.6 per cent, unchanged from 2.6 per cent in the December quarter 2021, and unchanged from 2.6 per cent in the March quarter 2021.

5. Private sector wages growth – March quarter 2022 - Table 3 and 7 in Trends report

Chart 3 - Private sector AAWI – approved and current agreements – March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department)

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the March quarter 2019, and the AAWI for private sector agreements current as at the end of each quarter.

The AAWI for private sector enterprise agreements approved in the March quarter 2022 was 2.7 per cent, unchanged from 2.7 per cent in the December quarter 2021, and up from 2.6 per cent in the March quarter 2021.

The industries with the highest AAWIs were Administrative and Support Services (4.7 per cent), Construction (3.3 per cent) and Professional, scientific, and technical services (3.1 per cent).

The industries with the lowest AAWIs were Agriculture, forestry and fishing, Public administration and safety, and Rental, hiring and real estate services (all 2.3 per cent).

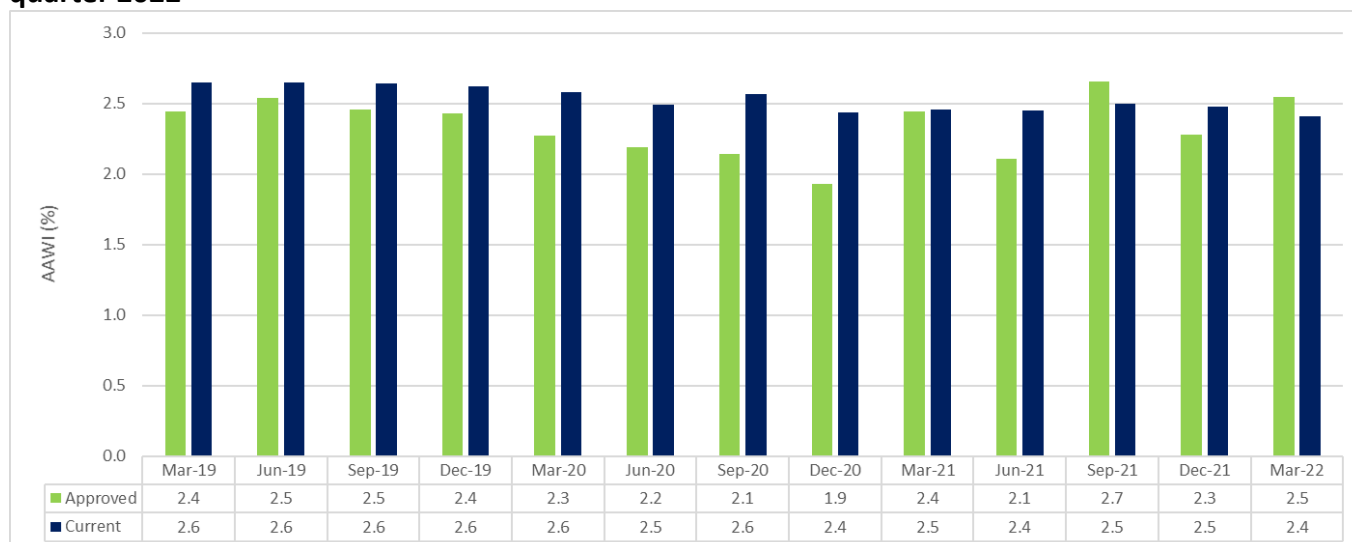
Large quantifiable private sector agreements approved in the March quarter 2022 include:

- *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021 (10,681 employees) an AAWI of 2.7 per cent; and*
- *Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2021 (10,035 employees);*
 - an AAWI of 2.7per cent.

There were also other large private sector agreements but they had wage increases that could not be quantified. Further details on them is included in Section 10 of this report.

6. Public sector wages growth – March quarter 2022 - Table 3 in Trends report

Chart 4 - Public sector AAWI – approved and current agreements – March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department)

Chart 4 (above) shows the AAWI results for public sector agreements approved in each quarter since the March quarter 2019, and the AAWI for public sector agreements current as at the end of each quarter.

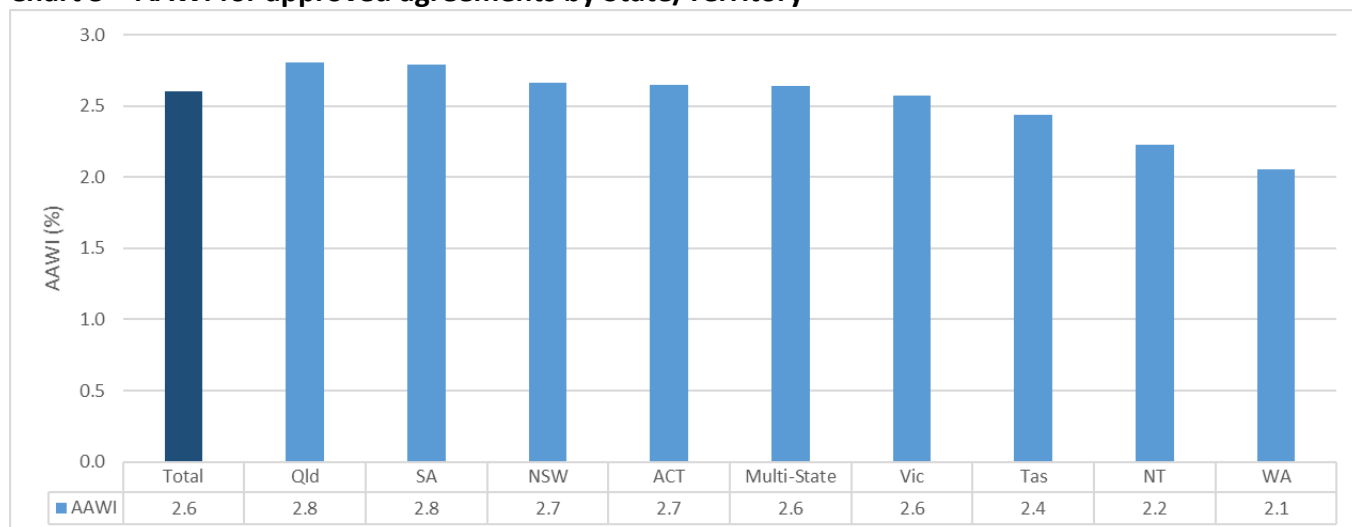
The AAWI for public sector enterprise agreements approved in the March quarter 2022 was 2.5 per cent, up from 2.3 per cent in the December quarter 2021 and up from 2.4 per cent in the March quarter 2021.

Large quantifiable public sector agreements approved in the March quarter 2022 include:

- *Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024* (69,197 employees);
 - an AAWI of 2.6 per cent; and
- *ACT PUBLIC SECTOR NURSING AND MIDWIFERY ENTERPRISE AGREEMENT 2020-2022* (5,216 employees);
 - an AAWI of 2.7 per cent.

7. State/Territory wages growth – March quarter 2022 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. *(Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department)*

Chart 5 (above) shows the AAWI results for each state and territory.

AAWI results for agreements approved in the March quarter 2022 were highest in Queensland at 2.8 per cent.

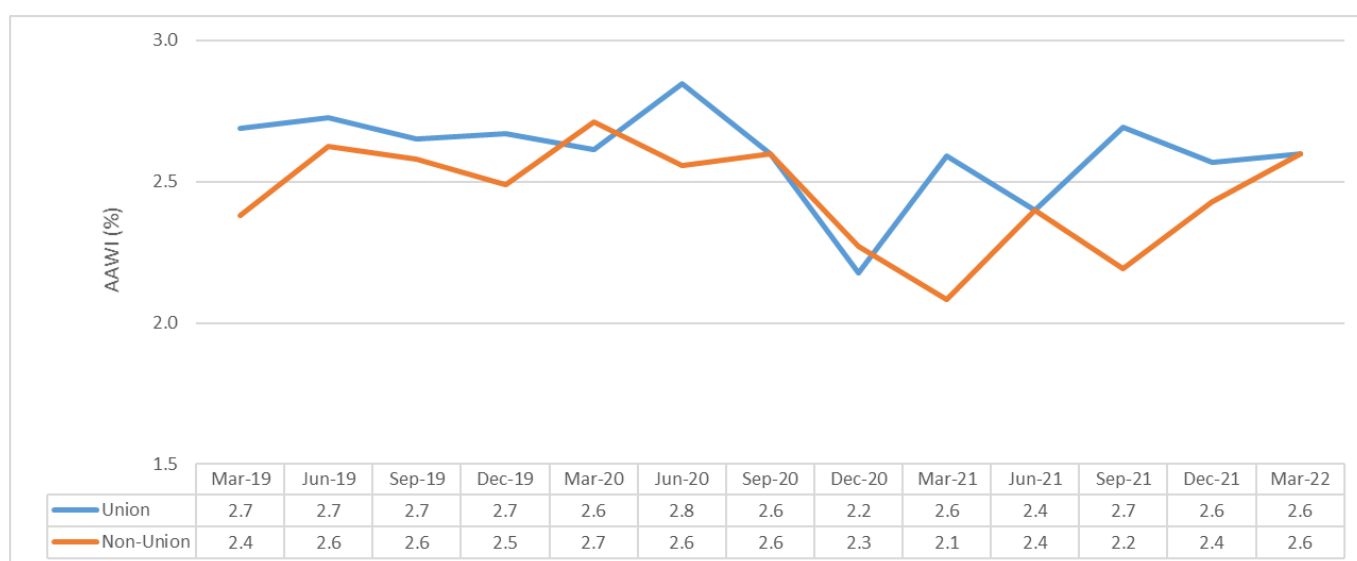
Agreements in Western Australia had the lowest combined AAWI of 2.1 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – March quarter 2022 ³ - Table 13 in Trends report

Agreements approved in the March quarter 2022 that formally covered unions had a combined AAWI of 2.6 per cent, unchanged from 2.6 per cent in the December quarter 2021 and unchanged from 2.6 per cent in the March quarter 2021.

Agreements with no unions formally covered approved in the March quarter 2022 had a combined AAWI of 2.6 per cent, up from 2.4 per cent in the December quarter 2021 and up from 2.1 per cent in the March quarter 2021.

Chart 6 – Union and Non-Union AAWI in approved agreements – March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General’s Department)

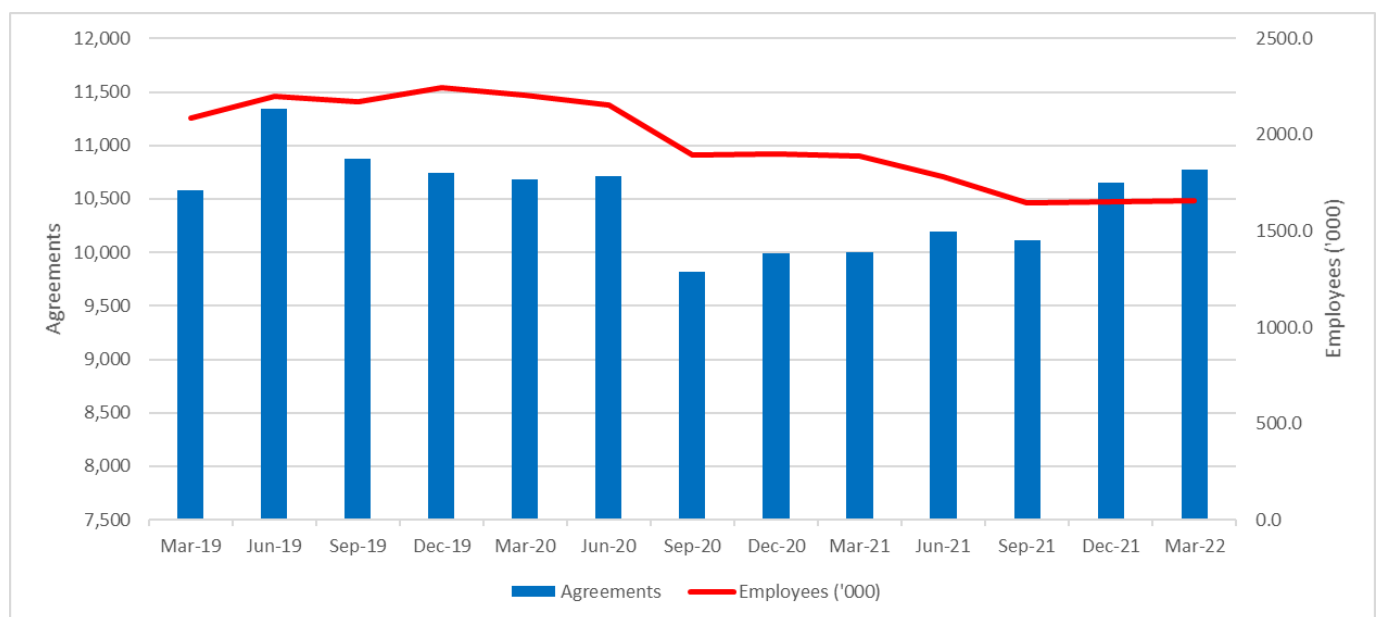
³ See note 4 for more details.

9. Level of agreement making – March quarter 2022 and as at 31 March 2022 - Table 4 in Trends report

Approved agreements

There were 1,010 agreements (covering 247,041 employees) approved in the March quarter 2022, down slightly on the 1,146 agreements (covering 150,059 employees) in the December quarter 2021 and up from 880 agreements (covering 116,025 employees) in the March quarter 2021.

Chart 7 - Current agreements and employee coverage – March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

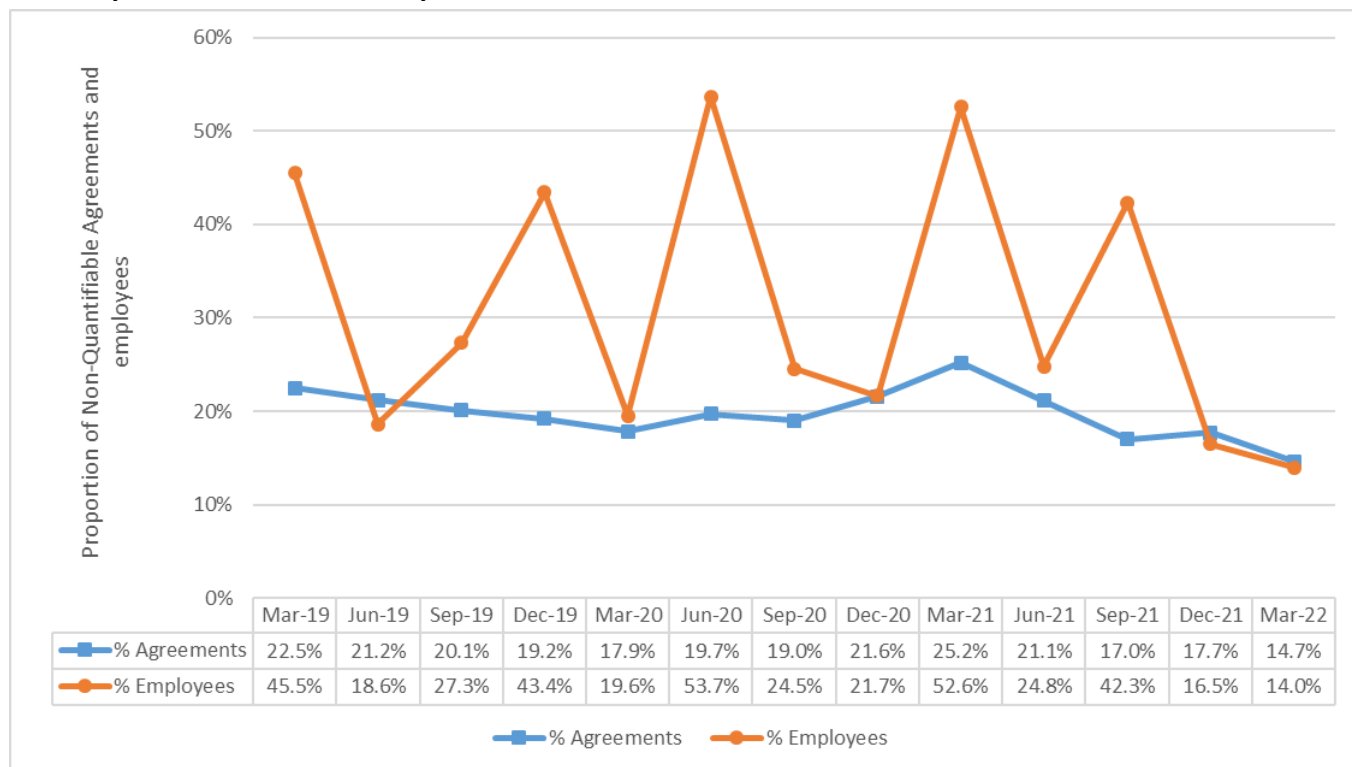
Current agreements

Chart 7 (above) shows there were 10,776 current (not expired or terminated) agreements as at 31 March 2022. This is up from 10,650 agreements current as at 31 December 2021 and up from 10,003 agreements current at 31 March 2021.

The March quarter 2022 employee coverage of 1.66 million is slightly up from the 1.65 million employees covered at 31 December 2021 and is lower than the 1.89 million employees at 31 March 2021. The employee coverage of current agreements has been falling since the start of COVID, dropping by around 0.23 million employees from the beginning of 2020 due to a number of large (10,000+ employees) agreements that have expired and not been replaced yet.

10. Non-quantifiable agreements⁴ – March quarter 2022 - Table 12 in Trends report

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, March quarter 2019 to March quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

Chart 8 (above) shows the proportion of employees covered by non-quantifiable agreements is more volatile than the proportion of agreements that are non-quantifiable. This volatility is due to larger agreements (in terms of employee coverage) with non-quantifiable wage increases being approved in some quarters but not others.

14.7 per cent of agreements approved in the March quarter 2022, covering 14.0 per cent of employees, do not contain quantifiable wage increases, and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review or CPI or WPI movements.

In the March quarter 2022, the three largest approved agreements that did not have quantifiable wage increases were:

- *NORTHERN TERRITORY PUBLIC SECTOR 2021 – 2025 ENTERPRISE AGREEMENT* (13,381 employees):
 - No single average wage increase can be calculated as the agreement provides flat dollar wage increases resulting in percentage increases of varying amounts to different classifications;
- *Optus Employment Partnership Agreement (2022)* (2,533 employees):
 - Wage increases linked to CPI;

⁴ See Trends Technical notes for more information on why an agreement is Non-Quantifiable.

- *Homestyle Aged Care Services, ANMF and HSU Enterprise Agreement 2021 - 2023* (1,419 employees):
 - Annual wage increases are inconsistent between classifications, ranging from 2 percent to 6 percent.

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 do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the March quarter 2022, the calculated AAWI of 2.6 per cent is based on 862 agreements, covering 212,546 employees (that is, 85.3 per cent of the 1,010 agreements approved in the quarter, and covering 86.0 per cent of the 247,041 employees) with quantifiable wage increases.
 - A total of 148 agreements, covering 34,495 employees (that is, 14.7 per cent of the 1,010 agreements approved in the quarter, covering 14.0 per cent of the total of 247,041 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 35.1 per cent (rounded) of all employees in Australia (as measured by the ABS 2021 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

Notes table: Instrument providing rate of pay for all employees, 2010-2021

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*
Collective Agreement (State Registered)	11.9	9.8	8.6		7.4	
Collective Agreement (Unregistered)	0.1	0.2	0.2		0.0	
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics *Employee Earnings and Hours*, Cat. No. 6306.0 (May 2010, May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* Note: 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.

Also note: This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished 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. ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

4. An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. It is recognised that this is a proxy measure as the data measure coverage rather than bargaining presence.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Public sector agreements	78	62	60	48	38	26	26	32	15	29	42	70	69
Public sector AAWI (%)	2.4	2.5	2.5	2.4	2.3	2.2	2.1	1.9	2.4	2.1	2.7	2.3	2.5
Public sector duration (yrs.)	2.6	2.4	2.5	2.8	2.8	2.8	2.4	2.9	2.3	1.2	2.8	1.7	2.2
Public sector employees ('000)	84.3	50.0	41.5	29.1	52.6	14.3	12.6	88.8	3.7	27.6	46.8	44.7	120.2
Private sector agreements	1,253	1,518	1,187	1,078	919	735	690	815	865	1,036	1,229	1,076	941
Private sector AAWI (%)	2.8	2.8	2.7	2.7	2.9	3.0	2.7	2.6	2.6	2.6	2.7	2.7	2.7
Private sector duration (yrs.)	3.1	2.4	2.6	2.9	2.9	2.9	2.5	2.5	2.1	2.7	2.2	2.5	2.6
Private sector employees ('000)	283.4	145.4	127.1	172.7	91.0	128.2	48.0	85.9	112.3	72.5	133.6	105.4	126.9
All sector agreements	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,010
All sectors AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
All sectors duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
All sectors employees ('000)	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 69 public sector agreements were approved in the March quarter 2022, covering 120,200 employees. Their AAWI was 2.5 per cent and their average duration was 2.2 years.

Table 4 - Agreements current on the last day of the quarter, by sector (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Public sector agreements	568	605	586	587	580	578	499	485	465	464	403	421	428
Public sector AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.4	2.5	2.4	2.5	2.5	2.4
Public sector duration (yrs.)	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.0	3.0	2.8	3.0	2.9	2.7
Public sector employees ('000)	781.7	818.5	827.7	820.4	791.8	761.3	650.0	653.7	626.6	543.0	424.8	409.6	436.2
Private sector agreements	10,009	10,735	10,294	10,155	10,105	10,137	9,324	9,510	9,538	9,728	9,713	10,229	10,348
Private sector AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Private sector duration (yrs.)	2.9	2.8	2.9	2.9	2.9	3.0	3.1	3.1	3.0	3.0	3.0	3.0	3.0
Private sector employees ('000)	1,304.3	1,381.5	1,343.1	1,425.2	1,414.0	1,394.7	1,244.3	1,247.0	1,265.1	1,238.9	1,221.7	1,241.9	1,220.4
All sector agreements	10,577	11,340	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,192	10,116	10,650	10,776
All sectors AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
All sectors employees ('000)	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.7	1,891.8	1,781.9	1,646.5	1,651.5	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 428 public sector agreements were current as at 31 March 2022, covering 436,200 employees. Their AAWI was 2.4 per cent and their average duration was 2.7 years.

Table 5 - Agreements approved in the quarter by agreement type (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
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	1	14	5	4	3	2	3	6	3	1	1	7	12
Multi-enterprise non-Greenfields AAWI (%)	3.2	4.3	3.8	2.7	1.9	3.3	2.4	2.5	2.1	*	*	3.7	2.7
Multi-enterprise non-Greenfields duration (yrs.)	2.2	2.1	2.6	2.6	2.8	3.5	1.6	2.1	2.6	3.4	4.0	2.5	2.9
Multi-enterprise non-Greenfields employees ('000)	27.4	5.3	0.5	2.2	5.6	1.5	1.2	5.1	1.1	1.2	0.0	2.0	26.4
Single-enterprise Greenfields agreements	54	76	79	60	52	51	69	71	73	92	96	90	90
Single-enterprise Greenfields AAWI (%)	2.7	4.1	3.7	2.6	3.7	3.6	3.5	2.2	4.0	4.4	4.3	3.4	3.9
Single-enterprise Greenfields duration (yrs.)	2.6	1.7	2.5	2.5	2.7	2.9	3.0	2.3	2.1	1.8	2.4	2.1	2.7
Single-enterprise Greenfields employees ('000)	3.2	3.6	2.0	3.1	1.9	1.4	2.1	3.6	2.3	2.6	2.1	4.0	3.4
Single-enterprise non-Greenfields agreements	1,276	1,490	1,163	1,062	902	708	644	770	804	972	1,174	1,049	908
Single-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.6	2.7	2.6	2.8	2.5	2.2	2.5	2.4	2.6	2.5	2.6
Single-enterprise non-Greenfields duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
Single-enterprise non-Greenfields employees ('000)	337.1	186.5	166.0	196.5	136.1	139.6	57.4	166.1	112.7	96.2	178.4	144.1	217.3
All agreements	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,010
All AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
All duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
All employees ('000)	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 12 multi-enterprise non-Greenfields agreements were approved in the March quarter 2022, covering 26,400 employees. Their AAWI was 2.7 per cent and their average duration was 2.9 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	56	67	69	69	60	59	56	58	48	47	41	48	48
Multi-enterprise non-Greenfields AAWI (%)	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.4	3.7	3.7	3.7	3.1
Multi-enterprise non-Greenfields duration (yrs.)	2.9	2.8	2.8	2.8	2.8	2.8	2.9	2.9	2.5	2.9	2.9	2.9	3.0
Multi-enterprise non-Greenfields employees ('000)	89.6	94.6	89.5	87.9	88.1	89.2	83.4	82.0	58.3	32.0	27.5	29.6	50.2
Single-enterprise Greenfields agreements	330	359	337	383	389	399	404	461	503	551	611	693	747
Single-enterprise Greenfields AAWI (%)	2.7	2.9	2.9	2.8	2.8	2.9	2.7	2.6	2.7	2.8	3.0	3.1	3.3
Single-enterprise Greenfields duration (yrs.)	3.3	3.1	3.1	3.1	3.2	3.2	3.3	3.1	3.1	3.1	3.0	2.9	2.9
Single-enterprise Greenfields employees ('000)	22.1	24.8	23.8	26.3	25.6	24.6	20.3	23.5	23.5	24.2	24.1	27.6	28.1
Single-enterprise non-Greenfields agreements	10,191	10,914	10,474	10,290	10,236	10,257	9,363	9,476	9,452	9,594	9,464	9,909	9,981
Single-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.6	2.5
Single-enterprise non-Greenfields duration (yrs.)	3.0	2.9	3.0	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
Single-enterprise non-Greenfields employees ('000)	1,974.3	2,080.7	2,057.6	2,131.5	2,092.1	2,042.2	1,790.6	1,795.2	1,810.0	1,725.7	1,594.9	1,594.4	1,578.3
All agreements	10,577	11,340	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,192	10,116	10,650	10,776
All AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
All employees ('000)	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.7	1,891.8	1,781.9	1,646.5	1,651.5	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 48 multi-enterprise non-Greenfields agreements were current as at 31 March 2022, covering 50,200 employees. Their AAWI was 3.1 per cent and their average duration was 3.0 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Agriculture, Forestry and Fishing agreements	46	21	13	20	5	8	12	5	3	10	8	11	4
Agriculture, Forestry and Fishing AAWI (%)	2.2	2.7	2.3	2.6	2.4	3.4	2.5	1.9	2.4	2.2	2.3	2.4	2.3
Agriculture, Forestry and Fishing duration (yrs.)	3.6	3.4	3.1	3.4	3.4	2.4	3.3	2.9	2.3	3.1	2.9	3.3	2.4
Agriculture, Forestry and Fishing employees ('000)	2.4	1.4	1.5	2.7	0.2	0.7	0.3	0.2	0.4	0.8	1.9	0.9	0.1
Mining agreements	58	46	37	25	33	17	14	20	25	37	38	24	24
Mining AAWI (%)	2.3	2.6	2.3	2.3	2.5	2.2	2.2	2.0	2.0	2.3	1.9	2.8	2.5
Mining duration (yrs.)	3.4	3.6	3.4	3.4	3.4	3.5	3.0	3.2	3.5	3.5	3.5	3.4	2.8
Mining employees ('000)	6.1	8.3	5.1	4.5	4.2	2.0	0.9	2.3	3.7	6.4	4.7	2.3	1.9
Manufacturing agreements	240	315	192	209	180	112	111	147	135	153	180	198	186
Manufacturing AAWI (%)	2.6	2.6	2.6	2.5	2.5	2.4	2.3	2.1	2.2	2.4	2.3	2.5	2.7
Manufacturing duration (yrs.)	2.2	2.6	2.4	2.6	2.6	2.6	2.5	2.2	2.5	2.7	2.7	2.8	2.4
Manufacturing employees ('000)	17.8	22.6	11.5	18.2	14.1	8.0	7.4	9.4	10.2	10.2	11.4	15.7	15.3
Non-Metal Manufacturing agreements	152	200	129	142	134	83	78	96	86	109	120	126	125
Non-Metal Manufacturing AAWI (%)	2.6	2.4	2.5	2.5	2.5	2.4	2.2	2.1	2.2	2.4	2.3	2.4	2.7
Non-Metal Manufacturing duration (yrs.)	2.3	2.8	2.5	2.7	2.7	2.5	2.6	2.2	2.7	2.7	2.8	2.8	2.4
Non-Metal Manufacturing employees ('000)	12.5	14.9	8.2	11.0	11.1	5.3	5.5	6.9	6.6	6.9	7.9	9.6	10.9
Metal Manufacturing agreements	88	115	63	67	46	29	33	51	49	44	60	72	61
Metal Manufacturing AAWI (%)	2.6	2.9	2.7	2.6	2.5	2.4	2.6	2.0	2.2	2.3	2.4	2.7	2.9
Metal Manufacturing duration (yrs.)	2.2	2.4	1.9	2.3	2.5	2.7	2.3	2.0	2.1	2.7	2.5	2.7	2.4
Metal Manufacturing employees ('000)	5.3	7.8	3.2	7.2	3.0	2.7	1.9	2.5	3.6	3.3	3.6	6.1	4.4
Electricity, Gas, Water and Waste Services agreements	57	41	38	35	30	16	26	31	24	37	37	41	36
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.6	3.0	3.2	3.0	3.7	1.9	2.8	3.4	1.3	2.1	2.8	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	2.5	2.7	3.4	2.0	3.6	2.2	3.0	2.1	1.8	2.4	2.1	2.4
Electricity, Gas, Water and Waste Services Employees ('000)	4.5	2.7	1.5	3.4	1.8	2.2	4.3	11.5	1.2	7.2	4.0	8.7	7.2
Construction agreements	329	521	430	401	370	323	306	347	404	531	684	457	368
Construction AAWI (%)	3.7	3.3	3.9	4.2	4.5	4.5	3.9	4.0	3.5	3.9	3.9	4.0	3.3
Construction duration (yrs.)	2.2	2.6	2.4	2.1	2.6	2.7	2.7	2.7	2.5	2.4	2.3	2.5	2.8
Construction employees ('000)	8.4	13.4	9.3	10.8	10.8	8.2	6.4	9.9	13.9	11.9	13.4	11.2	8.6
Wholesale Trade agreements	66	18	18	24	20	19	19	13	10	23	30	15	9
Wholesale Trade AAWI (%)	2.4	2.8	2.7	3.0	2.4	2.9	2.5	2.3	2.0	2.1	2.5	2.5	2.8
Wholesale Trade duration (yrs.)	2.5	2.5	3.1	3.4	2.6	2.2	2.5	2.1	2.6	2.7	2.6	2.2	2.6
Wholesale Trade employees ('000)	2.9	0.9	0.9	4.9	1.3	1.4	1.0	0.5	0.3	1.2	1.7	1.0	1.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Retail Trade agreements	28	21	18	14	13	11	6	7	14	6	7	13	7
Retail Trade AAWI (%)	3.1	2.3	2.8	2.4	4.2	2.0	3.5	2.2	2.1	2.4	3.1	2.6	2.5
Retail Trade duration (yrs.)	3.9	1.6	2.9	3.5	3.9	3.7	3.6	3.9	3.6	2.7	3.7	3.1	3.1
Retail Trade employees ('000)	122.4	7.9	30.4	64.3	15.6	7.9	2.7	3.1	8.4	0.7	1.6	2.5	1.3
Accommodation and Food Services agreements	9	9	12	11	8	6	4	9	4	6	13	5	9
Accommodation and Food Services AAWI (%)	3.2	3.0	2.5	3.2	1.8	3.5	1.5	3.3	2.5	1.6	2.0	3.5	2.4
Accommodation and Food Services duration (yrs.)	2.7	2.6	2.1	3.7	3.1	4.0	4.0	3.9	3.9	2.5	3.2	2.3	3.5
Accommodation and Food Services Employees ('000)	0.5	1.4	2.3	0.8	0.3	37.2	3.2	1.9	1.4	1.7	0.7	4.1	0.9
Transport, Postal and Warehousing agreements	119	189	144	103	85	69	83	73	96	82	97	120	101
Transport, Postal and Warehousing AAWI (%)	2.8	3.2	2.7	2.8	3.2	3.1	2.2	2.5	2.6	2.1	2.9	2.3	2.7
Transport, Postal and Warehousing duration (yrs.)	2.8	2.6	2.8	2.8	2.7	3.2	2.6	2.8	2.2	2.6	3.0	2.7	2.3
Transport, Postal and Warehousing employees ('000)	10.9	17.2	11.1	15.1	5.8	11.3	12.4	7.5	10.9	7.9	35.9	10.8	23.6
Information Media and Telecommunications agreements	12	10	9	7	7	2	2	3	4	3	5	8	8
Information Media and Telecommunications AAWI (%)	1.9	2.2	2.1	1.9	2.1	3.2	1.3	1.5	2.4	1.3	2.0	2.1	2.9
Information Media and Telecommunications duration (yrs.)	2.7	2.3	2.9	2.0	2.8	1.3	2.0	0.9	2.9	1.0	2.6	2.0	2.9
Information Media and Telecommunications employees ('000)	2.5	5.6	1.0	1.7	1.2	20.5	0.7	1.2	0.5	0.6	0.5	2.1	4.0
Financial and Insurance Services agreements	10	8	5	9	8	5	3	1	7	4	10	17	3
Financial and Insurance Services AAWI (%)	2.7	2.8	2.8	3.1	2.0	2.8	3.7	*	2.1	2.1	5.4	2.3	2.4
Financial and Insurance Services duration (yrs.)	2.9	2.4	2.7	2.4	2.5	2.6	2.1	2.5	3.0	2.7	1.1	2.7	2.4
Financial and Insurance Services employees ('000)	31.4	2.1	0.9	3.5	1.7	4.4	0.7	0.3	7.0	9.1	36.9	5.5	1.3
Rental, Hiring and Real Estate Services agreements	8	3	6	5	3	4	6	3	4	11	5	3	3
Rental, Hiring and Real Estate Services AAWI (%)	3.5	2.1	3.5	5.1	2.5	2.2	2.3	2.3	2.6	2.5	2.5	2.6	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	2.4	1.8	3.0	2.9	3.0	3.6	3.2	2.7	3.5	3.5	3.2	3.5	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.2	0.0	0.3	0.3	0.1	0.1	0.3	0.1	0.2	0.2	0.1	0.1	2.3
Professional, Scientific and Technical Services agreements	30	18	10	12	15	10	6	10	6	11	13	8	10
Professional, Scientific and Technical Services AAWI (%)	2.3	2.4	2.5	2.0	2.5	3.4	1.7	2.0	1.8	3.0	2.9	2.3	3.1
Professional, Scientific and Technical Services duration (yrs.)	2.4	2.7	3.1	3.5	2.9	3.1	1.0	2.7	2.5	3.2	2.5	2.7	2.6
Professional, Scientific and Technical Services employees ('000)	3.0	1.5	0.9	0.6	0.8	1.1	0.4	6.9	0.2	1.2	1.9	2.7	1.5
Administrative and Support Services agreements	26	32	26	36	17	13	12	11	9	22	20	21	16
Administrative and Support Services AAWI (%)	3.3	2.5	2.2	3.0	3.2	3.4	3.1	2.8	4.0	4.0	4.4	3.8	4.7
Administrative and Support Services duration (yrs.)	2.6	3.0	3.3	2.7	3.7	3.9	3.3	3.4	2.3	2.8	2.6	2.3	2.7
Administrative and Support Services employees ('000)	2.1	2.3	5.3	3.5	2.0	2.2	0.4	2.0	0.9	1.0	1.2	0.9	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Public Administration and Safety agreements	54	53	53	50	36	20	19	30	26	32	38	49	48
Public Administration and Safety AAWI (%)	2.4	2.3	2.5	2.2	2.1	2.1	2.2	2.0	2.4	2.2	1.9	2.4	2.3
Public Administration and Safety duration (yrs.)	2.5	2.2	2.7	2.7	3.1	2.9	2.4	3.2	2.6	2.6	2.4	1.9	2.3
Public Administration and Safety employees ('000)	39.3	24.4	18.8	17.7	30.9	12.5	3.5	57.1	4.1	8.3	15.9	23.9	39.4
Education and Training agreements	76	87	50	53	47	33	25	46	38	27	20	40	66
Education and Training AAWI (%)	2.8	2.5	2.5	2.7	2.5	2.6	2.7	1.2	2.2	2.0	2.6	2.1	2.6
Education and Training duration (yrs.)	2.4	2.6	2.4	2.7	2.4	2.7	2.1	1.9	1.2	2.3	3.1	1.3	2.7
Education and Training employees ('000)	69.6	32.1	25.7	15.8	24.1	5.0	2.7	39.7	43.6	3.8	8.5	15.1	39.0
Health Care and Social Assistance agreements	117	144	137	77	52	62	46	72	49	42	43	78	67
Health Care and Social Assistance AAWI (%)	2.7	3.0	2.7	2.4	2.6	2.5	3.0	2.4	2.3	2.4	2.1	2.4	2.6
Health Care and Social Assistance duration (yrs.)	2.5	2.0	2.3	2.2	2.5	2.3	1.9	2.2	2.2	1.4	2.4	2.3	2.3
Health Care and Social Assistance employees ('000)	35.6	44.3	33.9	29.2	21.7	10.0	12.7	18.7	7.3	25.0	37.5	32.3	92.6
Arts and Recreation Services agreements	10	13	23	9	14	8	5	9	12	11	5	18	15
Arts and Recreation Services AAWI (%)	2.6	3.1	2.7	3.3	2.7	2.9	2.2	1.6	2.4	2.0	1.4	3.1	2.6
Arts and Recreation Services duration (yrs.)	2.7	2.8	2.3	1.6	2.6	2.4	2.3	1.9	1.5	0.9	2.0	2.8	2.8
Arts and Recreation Services employees ('000)	3.4	2.2	4.7	1.2	6.1	6.5	0.4	0.9	1.2	2.0	1.1	7.7	3.5
Other Services agreements	36	31	26	26	14	23	11	10	10	17	18	20	30
Other Services AAWI (%)	3.1	2.1	2.6	2.6	2.1	2.6	2.0	2.7	2.3	2.3	2.8	2.2	2.4
Other Services duration (yrs.)	2.2	2.4	2.3	2.9	2.9	2.8	3.3	2.6	1.8	2.8	2.7	2.7	2.8
Other Services employees ('000)	4.7	5.1	3.4	3.7	1.1	1.3	0.3	1.5	0.7	1.0	1.3	2.9	2.1
All sector agreements	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,010
All sectors AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
All sectors duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
All sectors employees ('000)	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

Notes:

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

How to read: 4 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2022, covering 100 employees. Their AAWI was 2.3 per cent and their average duration was 2.4 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Agriculture, Forestry and Fishing agreements	168	180	164	182	177	174	173	165	162	164	150	152	149
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4
Agriculture, Forestry and Fishing duration (yrs.)	3.2	3.3	3.3	3.3	3.3	3.3	3.4	3.3	3.3	3.3	3.3	3.3	3.3
Agriculture, Forestry and Fishing employees ('000)	14.3	15.2	13.1	15.8	15.6	15.8	14.9	12.5	12.1	12.7	13.3	13.6	13.4
Mining agreements	338	359	374	375	394	388	372	361	354	357	364	365	355
Mining AAWI (%)	2.1	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.3	3.3	3.4	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6
Mining employees ('000)	39.1	39.0	45.3	48.2	51.1	51.1	48.8	48.3	49.7	49.8	50.9	51.4	50.3
Manufacturing agreements	1,742	1,891	1,827	1,867	1,933	1,913	1,743	1,734	1,734	1,758	1,642	1,727	1,773
Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.5
Manufacturing duration (yrs.)	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	118.2	129.4	125.7	135.9	141.0	140.8	126.7	125.5	125.8	127.3	117.8	125.9	131.2
Non-Metal Manufacturing agreements	1,147	1,234	1,183	1,219	1,274	1,262	1,175	1,160	1,159	1,177	1,108	1,161	1,189
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4
Non-Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	2.9
Non-Metal Manufacturing employees ('000)	81.1	87.0	84.4	91.7	95.7	94.1	87.0	85.6	85.8	87.0	82.7	87.4	91.3
Metal Manufacturing agreements	595	657	644	648	659	651	568	574	575	581	534	566	584
Metal Manufacturing AAWI (%)	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.6
Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	2.7	2.7	2.7	2.9	2.8	2.8	2.8	2.9	2.8	2.8
Metal Manufacturing employees ('000)	37.1	42.4	41.2	44.1	45.3	46.6	39.7	39.8	40.0	40.3	35.1	38.5	39.9
Electricity, Gas, Water and Waste Services agreements	352	364	370	381	393	390	361	365	353	357	334	344	333
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	53.9	54.4	52.8	53.0	52.7	54.3	50.3	58.2	43.1	45.3	39.8	47.6	50.8
Construction agreements	2,922	3,155	3,037	2,751	2,735	2,809	2,831	3,051	3,280	3,488	3,932	4,255	4,426
Construction AAWI (%)	3.3	3.3	3.2	3.2	3.2	3.3	3.4	3.4	3.5	3.5	3.6	3.6	3.6
Construction duration (yrs.)	3.2	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	2.9
Construction employees ('000)	63.8	71.5	69.9	69.0	70.4	75.5	74.6	81.3	91.8	96.6	102.1	110.4	113.3
Wholesale Trade agreements	446	434	359	346	336	330	294	277	253	243	219	217	209
Wholesale Trade AAWI (%)	2.5	2.5	2.4	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.6
Wholesale Trade duration (yrs.)	2.8	2.8	2.9	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.1
Wholesale Trade employees ('000)	27.1	27.0	19.6	22.3	22.4	22.3	20.9	19.3	18.3	17.7	16.6	16.6	17.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Retail Trade agreements	156	160	160	170	165	168	154	152	153	151	133	138	132
Retail Trade AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Retail Trade duration (yrs.)	3.1	3.1	3.1	3.2	3.2	3.6	3.6	3.6	3.6	3.6	3.7	3.7	3.7
Retail Trade employees ('000)	230.3	236.4	264.4	328.4	340.3	265.8	258.8	259.2	261.1	259.8	251.2	251.6	244.6
Accommodation and Food Services agreements	224	213	202	191	173	162	136	122	112	101	102	104	105
Accommodation and Food Services AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.3	2.3	2.8	2.8
Accommodation and Food Services duration (yrs.)	3.6	3.5	3.3	3.2	3.2	3.7	3.8	3.9	3.9	3.9	3.9	3.8	3.8
Accommodation and Food Services Employees ('000)	18.7	18.7	20.4	18.1	17.4	54.1	54.8	52.1	52.7	51.8	50.6	54.5	54.9
Transport, Postal and Warehousing agreements	931	1,058	1,054	1,115	1,140	1,145	1,042	1,049	1,048	1,070	973	1,013	1,031
Transport, Postal and Warehousing AAWI (%)	2.5	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.6	2.7	2.6	2.7
Transport, Postal and Warehousing duration (yrs.)	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9
Transport, Postal and Warehousing employees ('000)	160.5	174.1	167.4	178.0	177.4	184.0	125.9	126.6	129.1	117.8	135.3	137.2	151.6
Information Media and Telecommunications agreements	64	72	73	75	75	72	57	56	53	51	43	48	51
Information Media and Telecommunications AAWI (%)	2.2	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.8	1.9	2.0
Information Media and Telecommunications duration (yrs.)	2.6	2.5	2.6	2.5	2.6	1.8	1.8	1.8	1.8	1.8	1.8	2.6	2.7
Information Media and Telecommunications employees ('000)	7.9	14.1	14.8	14.7	13.8	34.0	33.0	33.5	33.2	33.0	32.5	13.6	15.4
Financial and Insurance Services agreements	104	109	90	93	100	96	78	70	74	72	65	75	72
Financial and Insurance Services AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.8	2.7	2.7
Financial and Insurance Services duration (yrs.)	3.0	3.0	3.0	3.0	3.0	2.8	2.9	2.8	2.8	2.8	2.2	2.2	1.9
Financial and Insurance Services employees ('000)	103.5	105.3	96.5	67.2	69.6	54.3	51.0	47.7	54.4	62.6	95.9	98.7	69.3
Rental, Hiring and Real Estate Services agreements	142	137	104	94	82	73	64	63	57	64	61	61	61
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.4	2.2	2.3	2.3	2.5	2.5	2.5	2.5	2.5	2.9	2.9	2.8
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.3	3.3	3.3	3.3	3.4	3.5	3.5	3.5	3.6	3.3	3.3	3.3
Rental, Hiring and Real Estate Services employees ('000)	5.9	5.6	4.9	5.1	4.9	3.8	3.3	3.3	3.2	3.3	2.1	2.0	4.1
Professional, Scientific and Technical Services agreements	294	288	256	239	230	221	190	179	157	142	129	128	120
Professional, Scientific and Technical Services AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.3	2.3	2.3
Professional, Scientific and Technical Services duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.9	3.0	2.9	3.0	3.0	3.0
Professional, Scientific and Technical Services employees ('000)	30.0	30.0	28.8	27.6	26.9	27.3	25.1	21.4	18.9	17.8	17.6	17.5	17.7
Administrative and Support Services agreements	319	321	278	272	258	248	226	216	210	212	209	217	219
Administrative and Support Services AAWI (%)	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.8	2.9
Administrative and Support Services duration (yrs.)	3.0	3.0	3.1	3.1	3.1	3.1	3.2	3.4	3.4	3.4	3.5	3.4	3.4
Administrative and Support Services employees ('000)	29.5	29.7	31.0	32.3	30.4	29.1	28.5	25.1	22.5	22.0	20.8	21.0	21.2
Public Administration and Safety agreements	483	505	486	494	484	474	399	394	395	394	373	380	390
Public Administration and Safety AAWI (%)	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2
Public Administration and Safety duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.8
Public Administration and Safety employees ('000)	308.9	324.0	314.2	297.9	258.4	281.0	220.3	238.6	238.9	237.3	213.9	208.1	210.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Education and Training agreements	500	584	588	620	587	603	582	609	488	496	454	466	402
Education and Training AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.6
Education and Training duration (yrs.)	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9	2.8	2.5	2.4	2.3	2.7
Education and Training employees ('000)	403.7	436.4	421.8	434.6	405.4	409.7	401.7	436.8	435.0	323.9	220.5	208.2	166.8
Health Care and Social Assistance agreements	994	1,099	1,082	1,104	1,066	1,082	799	813	811	756	636	651	642
Health Care and Social Assistance AAWI (%)	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.8	2.6
Health Care and Social Assistance duration (yrs.)	3.0	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.7	2.6	2.8	2.8	2.6
Health Care and Social Assistance employees ('000)	411.7	426.2	427.0	443.4	450.6	390.4	301.3	257.8	248.8	249.1	223.9	225.3	274.6
Arts and Recreation Services agreements	108	114	112	118	110	113	90	96	98	105	95	106	104
Arts and Recreation Services AAWI (%)	2.8	2.9	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.7	2.8	2.8
Arts and Recreation Services duration (yrs.)	2.9	2.9	3.0	2.9	2.9	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.8
Arts and Recreation Services employees ('000)	35.6	36.6	27.9	26.0	29.5	34.8	29.6	30.3	29.2	30.0	25.9	30.8	32.0
Other Services agreements	290	297	264	255	247	254	232	223	211	211	202	203	202
Other Services AAWI (%)	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.5
Other Services duration (yrs.)	2.5	2.5	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.9	2.9	3.0
Other Services employees ('000)	23.6	26.8	25.5	28.0	27.8	28.1	24.7	23.2	24.0	24.1	15.8	17.5	17.8
All sector agreements	10,577	11,340	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,192	10,116	10,650	10,776
All sectors AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
All sectors employees ('000)	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.7	1,891.8	1,781.9	1,646.5	1,651.5	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 149 Agriculture, Forestry and Fishing agreements current as at 31 March 2022, covering 13,400 employees. Their AAWI was 2.4 per cent and their average duration was 3.3 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (March quarter 2022 – March quarter 2025)

FOR ALL CURRENT AGREEMENTS	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Agriculture, Forestry and Fishing agreements	5	17	13	8	31	23	5	7	6	6	9	7	1
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.6	2.5	2.8	2.2	2.5	2.1	3.2	2.0	2.3	2.4	2.5	*
Agriculture, Forestry and Fishing employees ('000)	0.2	1.6	2.2	0.6	1.1	2.8	0.9	0.2	0.7	1.6	0.5	0.3	0.0
Mining agreements	32	37	23	21	36	29	27	22	29	21	17	11	9
Mining AAWI (%)	2.4	3.0	2.5	2.2	1.9	2.6	1.9	2.3	2.1	2.0	1.8	2.4	1.9
Mining employees ('000)	2.9	5.0	2.0	3.6	5.0	5.5	3.2	3.2	3.4	2.4	2.2	2.5	2.5
Manufacturing agreements	126	249	153	128	114	226	127	113	87	130	69	63	26
Manufacturing AAWI (%)	2.5	2.7	2.5	2.4	2.6	2.4	2.3	2.2	2.4	2.4	2.2	2.1	2.1
Manufacturing employees ('000)	7.6	19.9	12.8	10.3	7.6	13.7	8.2	8.6	7.6	9.9	4.1	5.1	0.7
Non-Metal Manufacturing agreements	84	179	109	86	80	135	93	75	59	87	38	46	20
Non-Metal Manufacturing AAWI (%)	2.3	2.6	2.4	2.4	2.5	2.4	2.2	2.4	2.4	2.3	2.3	2.1	2.0
Non-Metal Manufacturing employees ('000)	5.6	12.9	9.6	7.0	6.3	8.1	6.2	6.4	6.2	5.8	2.7	3.9	0.5
Metal Manufacturing agreements	42	70	44	42	34	91	34	38	28	43	31	17	6
Metal Manufacturing AAWI (%)	2.8	2.9	2.7	2.4	3.1	2.4	2.5	1.8	2.1	2.7	2.2	2.0	2.2
Metal Manufacturing employees ('000)	2.0	7.0	3.3	3.3	1.2	5.6	2.0	2.2	1.4	4.1	1.4	1.1	0.2
Electricity, Gas, Water and Waste Services agreements	38	27	42	23	19	41	25	19	20	28	16	17	6
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.3	1.6	2.8	3.2	2.0	2.5	3.1	3.0	3.7	2.8	2.3	2.1
Electricity, Gas, Water and Waste Services Employees ('000)	2.3	2.9	5.5	1.9	0.8	7.0	5.2	3.3	9.2	2.0	3.3	1.3	0.6
Construction agreements	153	232	164	729	132	1,044	319	573	206	119	114	113	93
Construction AAWI (%)	2.6	3.3	2.7	4.6	2.6	4.1	3.5	4.2	3.5	2.6	2.9	2.4	2.5
Construction employees ('000)	5.2	7.2	5.4	16.1	3.7	27.0	7.9	13.9	5.2	3.0	3.0	3.0	3.1
Wholesale Trade agreements	15	28	31	17	26	19	14	10	14	16	12	4	4
Wholesale Trade AAWI (%)	2.0	2.6	2.0	2.4	2.1	2.8	3.1	2.7	2.5	2.2	2.1	2.5	2.3
Wholesale Trade employees ('000)	0.4	1.4	2.8	1.6	1.3	1.5	4.0	0.5	0.7	1.1	1.0	0.1	0.1
Retail Trade agreements	11	21	12	10	10	11	9	6	9	13	7	6	6
Retail Trade AAWI (%)	2.9	2.9	4.8	3.2	2.6	2.7	2.3	2.3	2.0	2.5	2.2	2.3	2.1
Retail Trade employees ('000)	7.6	21.2	4.4	4.1	143.0	11.1	1.8	26.2	13.6	6.9	3.2	3.4	7.1
Accommodation and Food Services agreements	5	16	6	12	3	11	8	4	7	7	7	6	3
Accommodation and Food Services AAWI (%)	1.6	2.0	2.2	2.8	1.8	3.5	2.0	1.6	1.9	2.7	2.1	*	2.0
Accommodation and Food Services Employees ('000)	0.1	1.7	0.5	1.0	0.2	2.9	0.5	0.2	0.6	37.8	3.5	1.7	1.4

FOR ALL CURRENT AGREEMENTS	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Transport, Postal and Warehousing agreements	73	142	84	69	62	133	62	65	41	97	53	31	19
Transport, Postal and Warehousing AAWI (%)	2.4	2.8	2.5	2.3	2.2	2.9	2.7	2.0	2.7	2.7	3.0	2.3	2.8
Transport, Postal and Warehousing employees ('000)	4.1	11.1	6.5	14.0	12.2	19.0	6.0	7.7	3.5	8.6	32.9	4.1	1.4
Information Media and Telecommunications agreements	3	17	3	2	4	3	1	1	3	4	1	3	0
Information Media and Telecommunications AAWI (%)	2.0	1.7	2.1	2.1	2.0	2.0	4.3	1.3	2.1	2.2	1.5	*	*
Information Media and Telecommunications employees ('000)	0.9	7.7	0.5	0.2	1.1	0.2	0.0	0.0	0.8	1.2	0.0	0.1	0.0
Financial and Insurance Services agreements	3	14	2	6	4	9	2	6	2	7	7	4	3
Financial and Insurance Services AAWI (%)	3.7	2.2	5.4	2.8	2.5	2.9	1.5	2.4	2.1	2.5	2.8	2.3	2.3
Financial and Insurance Services employees ('000)	0.3	36.4	1.4	3.1	0.4	2.1	1.2	9.6	6.8	1.1	2.4	3.0	0.1
Rental, Hiring and Real Estate Services agreements	2	7	6	4	1	3	7	2	4	6	4	1	2
Rental, Hiring and Real Estate Services AAWI (%)	2.3	4.4	3.7	3.0	*	2.3	2.4	*	2.9	2.3	2.9	2.6	2.6
Rental, Hiring and Real Estate Services ('000)	0.1	0.2	0.3	0.1	0.1	0.1	0.3	0.0	0.1	0.1	0.1	0.0	0.1
Professional, Scientific and Technical Services agreements	14	19	10	8	9	5	7	13	12	11	2	4	2
Professional, Scientific and Technical Services AAWI (%)	2.6	2.4	2.4	3.4	2.4	2.9	3.3	1.9	2.5	2.2	2.5	2.5	2.9
Professional, Scientific and Technical Services employees ('000)	1.1	1.6	1.1	0.8	0.4	0.2	1.0	6.1	1.0	0.7	1.7	0.3	0.6
Administrative and Support Services agreements	7	16	12	29	16	35	9	28	15	14	10	3	1
Administrative and Support Services AAWI (%)	2.5	3.0	3.1	2.6	2.6	2.6	2.8	4.2	3.0	2.8	2.5	2.3	3.0
Administrative and Support Services employees ('000)	0.4	1.1	0.4	2.7	1.4	4.6	0.4	1.8	2.2	3.7	0.7	0.2	0.1
Public Administration and Safety agreements	31	68	26	26	12	50	19	21	17	33	22	10	9
Public Administration and Safety AAWI (%)	2.1	2.1	2.7	2.4	2.0	2.1	2.2	2.1	2.0	1.9	2.0	2.0	2.2
Public Administration and Safety employees ('000)	20.1	28.5	11.0	25.9	3.1	13.0	2.7	20.3	53.0	10.0	9.1	1.5	1.2
Education and Training agreements	25	43	21	51	23	24	15	76	15	30	4	19	9
Education and Training AAWI (%)	3.0	2.3	2.6	4.2	2.7	2.4	3.8	2.5	2.0	2.8	2.6	2.5	2.1
Education and Training employees ('000)	5.7	45.8	9.9	12.3	3.5	32.0	1.0	7.4	1.6	1.7	6.6	2.4	0.7
Health Care and Social Assistance agreements	49	114	65	51	48	74	32	42	21	70	12	12	9
Health Care and Social Assistance AAWI (%)	2.9	2.9	3.0	2.3	2.4	2.7	2.5	2.0	2.1	2.1	2.8	2.5	2.3
Health Care and Social Assistance employees ('000)	13.2	35.6	16.5	17.4	18.7	17.3	5.6	24.6	8.9	17.8	2.2	2.0	4.6
Arts and Recreation Services agreements	4	16	6	11	6	7	6	8	9	6	4	2	1
Arts and Recreation Services AAWI (%)	3.4	2.9	2.4	3.7	2.6	2.9	1.9	2.3	3.5	2.6	2.1	2.2	2.0
Arts and Recreation Services employees ('000)	1.0	9.8	4.4	1.5	0.4	1.6	0.5	0.7	4.7	0.7	0.4	0.2	0.1

FOR ALL CURRENT AGREEMENTS	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Other Services agreements	20	30	17	10	9	30	11	13	9	12	9	5	3
Other Services AAWI (%)	3.1	2.8	2.3	2.3	1.7	2.6	2.5	2.7	2.8	2.4	2.1	2.5	2.9
Other Services employees ('000)	1.9	3.5	0.7	0.7	0.7	2.3	1.1	1.0	0.4	1.2	2.3	0.6	0.1
All sector agreements	616	1,113	696	1,215	565	1,777	705	1,029	526	630	379	321	206
All sectors AAWI (%)	2.5	2.5	2.7	3.0	2.4	2.9	2.7	2.5	2.3	2.3	2.7	2.3	2.3
All sectors employees ('000)	75.1	242.2	88.3	117.9	204.6	164.0	51.6	135.2	124.0	111.3	79.4	31.8	24.4

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: One Agriculture, Forestry and Fishing agreement, covering fewer than fifty employees, has an expiry date in the March quarter 2025. Its AAWI is non-quantifiable.

Table 10 - Agreements approved in the quarter, by state (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
ACT agreements	14	22	23	8	12	10	14	23	9	10	6	18	17
ACT AAWI (%)	2.6	2.7	2.9	2.7	2.8	2.8	2.5	2.8	3.0	3.0	3.5	2.7	2.7
ACT duration (yrs.)	2.6	1.6	2.8	2.0	2.4	2.5	2.5	2.0	1.0	3.0	2.0	1.0	1.0
ACT employees ('000)	10.0	10.7	9.2	0.4	0.4	1.2	1.4	1.7	1.5	1.2	0.5	13.5	14.2
NSW agreements	243	314	204	184	196	196	173	190	157	179	177	205	166
NSW AAWI (%)	2.7	2.9	2.3	2.4	3.1	3.3	3.2	1.6	2.3	2.5	2.3	2.5	2.7
NSW duration (yrs.)	2.6	2.2	2.5	2.4	2.8	2.9	1.9	1.4	2.5	2.6	2.7	1.8	2.7
NSW employees ('000)	26.3	29.3	19.2	30.4	17.3	14.0	13.3	22.7	9.8	10.2	11.6	41.6	26.5
NT agreements	15	14	14	15	14	5	6	8	4	8	10	12	12
NT AAWI (%)	2.6	2.9	2.0	2.8	2.4	2.9	1.4	2.5	1.8	1.8	2.1	1.8	2.2
NT duration (yrs.)	3.2	2.1	3.2	2.4	2.8	3.0	3.9	3.5	3.6	3.6	2.6	3.5	3.0
NT employees ('000)	4.5	3.1	1.2	2.2	0.7	0.4	0.1	0.6	0.1	0.7	0.7	0.6	1.7
Qld agreements	216	230	197	165	121	106	116	149	118	131	144	151	137
Qld AAWI (%)	2.5	2.5	2.7	2.6	2.4	2.8	2.3	2.7	2.5	2.6	2.5	3.0	2.8
Qld duration (yrs.)	2.6	2.4	2.5	2.6	2.8	2.8	2.4	2.6	2.7	2.7	2.9	2.5	2.4
Qld employees ('000)	34.2	21.6	20.6	20.2	9.5	8.2	11.1	37.0	13.9	8.1	16.2	10.4	13.1
SA agreements	85	129	64	77	39	35	24	34	52	55	49	72	58
SA AAWI (%)	2.9	2.9	2.7	2.7	2.6	2.4	2.3	1.9	2.9	2.6	2.9	2.4	2.8
SA duration (yrs.)	2.8	2.3	2.4	2.7	2.8	2.8	2.7	2.5	2.3	2.0	2.6	2.8	2.4
SA employees ('000)	5.4	10.1	4.3	4.3	2.0	3.9	1.5	3.3	2.8	5.9	2.2	4.6	5.6
Tas agreements	35	47	44	29	36	19	19	22	20	25	27	28	31
Tas AAWI (%)	2.8	3.1	3.1	3.1	2.8	3.6	3.1	3.7	2.4	2.7	3.0	2.7	2.4
Tas duration (yrs.)	2.5	2.5	2.2	2.5	2.9	3.1	2.6	2.1	2.3	2.4	2.6	2.4	2.7
Tas employees ('000)	2.0	4.7	5.7	2.5	1.4	2.3	1.3	2.4	1.5	2.9	1.8	2.9	3.8
Vic agreements	389	396	361	378	324	207	190	232	325	411	574	394	355
Vic AAWI (%)	2.9	3.0	2.9	3.2	2.6	3.1	2.5	2.2	3.1	2.6	2.8	2.7	2.6
Vic duration (yrs.)	2.3	2.4	2.6	2.5	2.9	2.5	2.5	3.1	2.3	1.8	2.7	2.7	2.3
Vic employees ('000)	83.4	41.3	33.4	33.2	45.4	23.1	14.5	75.0	17.8	37.8	32.4	41.0	103.8
WA agreements	112	155	122	91	80	43	53	56	68	64	74	85	77
WA AAWI (%)	1.8	1.8	1.9	2.1	2.1	2.2	2.1	1.8	2.2	1.5	1.9	2.1	2.1
WA duration (yrs.)	2.4	2.5	2.3	2.8	2.4	2.5	3.0	2.1	2.6	2.2	2.0	2.7	2.7
WA employees ('000)	11.1	11.4	15.6	13.3	13.0	3.6	3.5	8.0	6.0	11.3	9.0	7.3	7.8
Multi-state agreements	222	272	217	179	135	139	121	133	127	181	210	179	156
Multi-state AAWI (%)	2.5	2.6	2.8	2.5	2.6	2.4	2.4	2.4	2.3	2.5	2.9	2.3	2.6
Multi-state duration (yrs.)	3.5	2.7	2.8	3.3	3.0	3.1	3.0	3.0	1.8	2.7	2.1	2.7	2.7
Multi-state employees ('000)	190.7	63.3	59.1	95.3	53.9	85.7	14.0	24.1	62.8	21.9	106.1	28.1	70.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Other agreements	0	1	1	0	0	1	0	0	0	1	0	2	1
Other AAWI (%)	*	*	1.0	*	*	2.5	*	*	*	2.0	*	1.9	2.0
Other duration (yrs.)	0.0	4.0	0.9	0.0	0.0	3.0	0.0	0.0	0.0	2.8	0.0	2.1	2.5
Other employees ('000)	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.1	0.0
All States agreements	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,010
All states AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
All states duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
All states employees ('000)	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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

How to read: 17 agreements approved in the March quarter 2022 operate solely in the ACT covering 14,200 employees. Their AAWI is 2.7 per cent and their average duration is 1.0 years.

Table 11 - Agreements current on the last day of the quarter, by state (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
ACT agreements	134	141	149	146	144	148	131	148	146	143	127	118	122
ACT AAWI (%)	2.3	2.6	2.7	2.7	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7
ACT duration (yrs.)	3.1	3.3	3.5	3.5	3.7	3.7	3.8	3.7	3.7	3.7	3.7	2.3	1.8
ACT employees ('000)	11.7	28.4	38.7	38.7	33.7	34.5	32.3	33.5	32.8	33.7	33.3	28.7	41.3
NSW agreements	1,972	2,113	2,037	2,071	2,102	2,167	1,947	2,005	1,982	2,039	1,972	2,063	2,035
NSW AAWI (%)	2.5	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.7	2.7	2.7	2.6	2.6
NSW duration (yrs.)	3.0	3.0	3.0	2.9	2.9	3.0	3.1	3.0	3.1	3.1	3.1	2.8	2.8
NSW employees ('000)	268.6	281.4	275.3	299.3	287.5	290.4	241.6	243.8	216.0	207.9	168.0	192.5	188.9
NT agreements	142	138	141	148	149	149	132	131	126	125	117	116	118
NT AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4
NT duration (yrs.)	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.7	3.6	3.5
NT employees ('000)	26.6	28.0	29.4	31.1	31.3	31.2	29.7	29.6	27.5	28.0	15.5	10.6	11.9
Qld agreements	1,546	1,688	1,688	1,630	1,597	1,613	1,556	1,581	1,534	1,556	1,519	1,590	1,575
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.6	2.6
Qld duration (yrs.)	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1
Qld employees ('000)	180.5	195.0	165.6	177.8	176.4	180.2	173.7	200.5	204.8	202.0	161.6	163.5	159.9
SA agreements	607	689	661	698	690	693	610	590	590	603	539	562	569
SA AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.6	2.6
SA duration (yrs.)	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	2.9	3.0	2.9
SA employees ('000)	63.0	69.4	67.1	69.5	68.2	70.3	55.2	53.6	49.6	51.6	39.1	38.9	41.4
Tas agreements	271	304	301	314	327	331	291	295	291	295	254	269	267
Tas AAWI (%)	3.0	3.0	3.0	3.0	3.0	3.1	3.2	3.2	3.2	3.1	3.1	3.0	2.9
Tas duration (yrs.)	2.9	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9	2.9	3.0	2.9	2.9
Tas employees ('000)	22.3	26.0	27.3	28.9	26.9	28.3	24.8	25.7	25.5	27.2	21.3	22.4	23.4
Vic agreements	2,857	3,030	2,856	2,739	2,715	2,692	2,428	2,508	2,627	2,641	2,841	3,092	3,229
Vic AAWI (%)	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.7	2.8	2.8	2.6
Vic duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.3	3.5	3.4	3.2
Vic employees ('000)	616.7	640.3	621.3	615.4	586.9	560.7	513.8	530.9	527.0	421.8	380.1	372.7	430.5
WA agreements	1,037	1,089	1,054	1,081	1,083	1,036	961	958	928	932	879	910	907
WA AAWI (%)	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.0
WA duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	2.9	2.9
WA employees ('000)	111.6	117.8	113.7	117.8	125.3	121.4	109.8	109.4	109.4	109.7	83.4	86.8	90.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Multi-state agreements	2,008	2,144	1,988	1,910	1,873	1,882	1,764	1,776	1,776	1,855	1,865	1,925	1,948
Multi-state AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.5	2.5	2.5	2.6
Multi-state duration (yrs.)	3.0	3.0	3.0	3.0	3.1	3.2	3.3	3.4	3.2	3.2	3.1	3.1	3.2
Multi-state employees ('000)	784.9	813.4	832.2	866.9	869.4	838.6	713.1	673.5	698.9	699.8	744.0	735.0	668.2
Other agreements	3	4	5	5	5	4	3	3	3	3	3	5	6
Other AAWI (%)	2.4	2.4	2.1	2.1	2.1	2.1	2.4	2.4	2.4	2.4	2.4	2.3	2.2
Other duration (yrs.)	2.2	2.3	2.0	2.0	2.0	2.7	3.1	3.1	3.1	3.0	3.0	2.8	2.8
Other employees ('000)	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.4	0.4
All sector agreements	10,577	11,340	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,192	10,116	10,650	10,776
All sectors AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
All sectors employees ('000)	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.7	1,891.8	1,781.9	1,646.5	1,651.5	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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 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: 122 agreements current as at 31 March 2022 operate solely in the ACT covering 41,300 employees. Their AAWI is 2.7 per cent and their average duration is 1.8 years.

Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (June quarter 2021 – March quarter 2022)

Linked to minimum wage

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	43	44	36	32
Single-enterprise non-Greenfields employees ('000)	1.7	20.7	5.2	1.5
Single-enterprise Greenfields agreements	0	1	0	2
Single-enterprise Greenfields employees ('000)	0	0.1	0	0.2
Multi-enterprise non-Greenfields agreements	0	1	1	1
Multi-enterprise non-Greenfields employees ('000)	0	0.0	0.3	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	43	46	37	35
Sub-total employees ('000)	1.7	20.8	5.5	1.7

Linked to CPI

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	22	15	21	11
Single-enterprise non-Greenfields employees ('000)	1.0	0.8	2.2	16.3
Single-enterprise Greenfields agreements	0	6	0	0
Single-enterprise Greenfields employees ('000)	0	0.2	0	0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0	0	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	22	21	21	11
Sub-total employees ('000)	1.0	1.0	2.2	16.3

Inconsistent Increase

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	87	69	72	38
Single-enterprise non-Greenfields employees ('000)	4.7	4.0	6.9	8.0
Single-enterprise Greenfields agreements	11	5	7	4
Single-enterprise Greenfields employees ('000)	0.1	0.065	0.1	0.1
Multi-enterprise non-Greenfields agreements	1	0	1	2
Multi-enterprise non-Greenfields employees ('000)	1.2	0	0.2	0.2
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	99	74	80	44
Sub-total employees ('000)	6.1	4.1	7.2	8.3

Performance Linked

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	1	5	1	1
Single-enterprise non-Greenfields employees ('000)	0.0	34.0	1.7	0.1
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0	0	0	0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0	0	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	1	5	1	1
Sub-total employees ('000)	0.0	34.0	1.7	0.1

Other Reason

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	57	67	62	51
Single-enterprise non-Greenfields employees ('000)	15.1	16.5	7.9	7.1
Single-enterprise Greenfields agreements	2	3	1	5
Single-enterprise Greenfields employees ('000)	0.9	0.1	0.1	0.9
Multi-enterprise non-Greenfields agreements	0	0	1	1
Multi-enterprise non-Greenfields employees ('000)	0	0	0.1	0.2
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	59	70	64	57
Sub-total employees ('000)	16.0	16.6	8.0	8.2

Totals

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Total non-quantifiable agreements	224	216	203	148
Total employees covered by non-quantifiable agreements	24.8	76.4	24.5	34.5

Quantifiable agreements

Agreement Type	Jun-21	Sep-21	Dec-21	Mar-22
Single-enterprise non-Greenfields agreements	762	975	857	775
Single-enterprise non-Greenfields employees ('000)	73.6	102.5	120.2	184.3
Single-enterprise Greenfields agreements	79	81	82	79
Single-enterprise Greenfields employees ('000)	1.6	1.7	3.8	2.3
Multi-enterprise non-Greenfields agreements	0	0	4	8
Multi-enterprise non-Greenfields employees ('000)	0	0	1.5	26.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Total quantifiable agreements	841	1056	943	862
Total employees covered by quantifiable agreements ('000)	75.3	104.2	125.5	212.5

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 32 single enterprise non-Greenfields agreements approved in the March quarter 2022 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 1,500 employees.

Table 13 - Agreements approved in the quarter, by union coverage (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Agreements (union covered)	1,034	1,107	866	837	742	598	562	645	717	869	1,055	927	847
AAWI (%) (union covered)	2.7	2.7	2.7	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
Duration (yrs.) (union covered)	3.0	2.3	2.6	2.9	2.8	2.9	2.4	2.7	2.1	2.1	2.3	2.2	2.4
Employees ('000) (union covered)	357.4	178.4	156.9	192.3	136.8	135.9	56.2	169.5	110.4	91.3	172.6	142.3	239.6
Agreements (no union covered)	297	473	381	289	215	163	154	202	163	196	216	219	163
AAWI (%) (no union covered)	2.4	2.6	2.6	2.5	2.7	2.6	2.6	2.3	2.1	2.4	2.2	2.4	2.6
Duration (yrs.) (no union covered)	3.3	3.3	3.2	3.3	3.4	3.7	3.2	3.4	3.2	3.6	3.2	3.3	3.6
Employees ('000) (no union covered)	10.3	17.0	11.7	9.6	6.8	6.7	4.4	5.2	5.6	8.8	7.9	7.7	7.4
All agreements	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,271	1,146	1,010
All AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6
All duration (yrs.)	3.0	2.4	2.6	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4
All employees ('000)	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: 847 agreements approved in the March quarter 2022 covering 239,600 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.4 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (March quarter 2019 – March quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Agreements (union covered)	6,858	7,465	7,073	6,948	6,988	7,113	6,435	6,661	6,770	7,013	7,038	7,559	7,763
AAWI (%) (union covered)	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	2.9	2.9	2.9	2.9
Employees ('000) (union covered)	1,966.4	2,074.5	2,049.5	2,126.0	2,088.2	2,041.3	1,783.4	1,790.5	1,783.3	1,672.0	1,541.5	1,544.9	1,551.3
Agreements (no union covered)	3,719	3,875	3,807	3,794	3,697	3,602	3,388	3,334	3,233	3,179	3,078	3,091	3,013
AAWI (%) (no union covered)	2.4	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4
Duration (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.6
Employees ('000) (no union covered)	119.6	125.6	121.4	119.6	117.5	114.8	110.9	110.2	108.5	109.9	105.1	106.6	105.3
All agreements	10,577	11,340	10,880	10,742	10,685	10,715	9,823	9,995	10,003	10,192	10,116	10,650	10,776
Overall AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9
All employees ('000)	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.7	1,891.8	1,781.9	1,646.5	1,651.5	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

Notes:

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

How to read: 7,763 agreements current as at 31 March 2022 covering 1,551,300 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.9 years.

Table 15 - Agreements approved in the March quarter 2022, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE514984	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024	69,197	2.6	Health Care and Social Assistance	Vic
AE515498	NORTHERN TERRITORY PUBLIC SECTOR 2021 – 2025 ENTERPRISE AGREEMENT	13,381	*	Public Administration and Safety	ACT, NT, Qld
AE515332	Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021	10,681	2.7	Education and Training	NSW
AE515225	Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2021	10,035	2.7	Education and Training	ACT, NSW
AE514640	ACT PUBLIC SECTOR NURSING AND MIDWIFERY ENTERPRISE AGREEMENT 2020-2022	5,216	2.7	Public Administration and Safety	ACT
AE515045	The Queensland Anglican Schools Enterprise Agreement 2021	4,422	2.6	Education and Training	Qld
AE515043	Global Express - TWU Enterprise Agreement 2021-2023	4,143	2.8	Transport, Postal and Warehousing	Australia-wide
AE515238	Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021	4,013	2.7	Education and Training	ACT, NSW
AE514796	Healthscope - NSWNMA/ANMF - NSW Nurses' and Midwives' - Enterprise Agreement 2020-2024	3,376	2.3	Health Care and Social Assistance	NSW
AE515324	City of Greater Geelong Enterprise Agreement (No.11) 2021	2,786	2.3	Public Administration and Safety	Vic
AE514908	Essential Energy Enterprise Agreement 2021	2,670	2.7	Electricity, Gas, Water and Waste Services	ACT, NSW, Qld
AE515280	TOLL - TWU Enterprise Agreement 2021-2023	2,591	2.8	Transport, Postal and Warehousing	Australia-wide
AE515456	Optus Employment Partnership Agreement (2022)	2,533	*	Information Media and Telecommunications	Australia-wide
AE515514	Flight Attendants' Association of Australia, Qantas Airways Limited and QF Cabin Crew Australia Pty Limited Enterprise Agreement 2022 (EBA11)	2,392	2.2	Transport, Postal and Warehousing	Australia-wide
AE514588	QML Pathology Enterprise Agreement 2021	2,215	3.0	Health Care and Social Assistance	NSW, Qld

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

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: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 covered 69,197 employees and had an AAWI of 2.6 per cent.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, March quarter 2022

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	1	0	0	0	1	2	0	0	0	4
Agriculture, Forestry and Fishing AAWI (%)	*	2.5	*	*	*	*	2.1	*	*	*	2.3
Agriculture, Forestry and Fishing duration (yrs.)	0.0	2.8	0.0	0.0	0.0	2.6	1.8	0.0	0.0	0.0	2.4
Agriculture, Forestry and Fishing employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Mining agreements	0	3	1	10	1	0	5	1	3	0	24
Mining AAWI (%)	*	2.5	2.3	2.8	4.0	*	2.7	1.9	2.0	*	2.5
Mining duration (yrs.)	0.0	1.1	2.8	3.2	2.7	0.0	3.5	4.0	2.8	0.0	2.8
Mining employees ('000)	0.0	0.3	0.5	0.6	0.0	0.0	0.3	0.1	0.1	0.0	1.9
Manufacturing agreements	0	51	0	26	19	5	65	7	13	0	186
Manufacturing AAWI (%)	*	2.7	*	2.8	2.4	2.7	2.8	2.0	3.0	*	2.7
Manufacturing duration (yrs.)	0.0	2.3	0.0	2.6	2.5	2.6	2.2	3.0	2.7	0.0	2.4
Manufacturing employees ('000)	0.0	3.9	0.0	2.3	1.2	0.4	4.7	0.6	2.2	0.0	15.3
Non-Metal Manufacturing agreements	0	32	0	17	13	5	47	4	7	0	125
Non-Metal Manufacturing AAWI (%)	*	2.7	*	2.5	2.4	2.7	2.8	1.9	3.0	*	2.7
Non-Metal Manufacturing duration (yrs.)	0.0	2.2	0.0	2.8	2.5	2.6	2.1	3.0	2.8	0.0	2.4
Non-Metal Manufacturing employees ('000)	0.0	2.4	0.0	1.3	1.0	0.4	3.8	0.5	1.6	0.0	10.9
Metal Manufacturing agreements	0	19	0	9	6	0	18	3	6	0	61
Metal Manufacturing AAWI (%)	*	2.7	*	3.2	2.2	*	2.9	2.3	3.1	*	2.9
Metal Manufacturing duration (yrs.)	0.0	2.3	0.0	2.3	2.7	0.0	2.6	2.9	2.7	0.0	2.4
Metal Manufacturing employees ('000)	0.0	1.5	0.0	1.0	0.3	0.0	0.9	0.1	0.6	0.0	4.4
Electricity, Gas, Water and Waste Services agreements	0	9	0	5	3	4	8	3	4	0	36
Electricity, Gas, Water and Waste Services AAWI (%)	*	3.2	*	2.8	2.5	2.6	2.0	2.4	2.5	*	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	3.1	0.0	2.4	2.3	2.3	2.2	2.0	2.4	0.0	2.4
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.2	0.0	0.7	0.2	0.8	1.1	0.0	4.2	0.0	7.2
Construction agreements	6	44	1	48	11	8	164	21	65	0	368
Construction AAWI (%)	4.4	3.1	1.9	4.2	3.4	2.2	3.6	1.9	3.2	*	3.3
Construction duration (yrs.)	2.9	3.1	4.0	2.4	3.1	2.9	2.4	3.1	3.0	0.0	2.8
Construction employees ('000)	0.2	1.5	0.0	1.0	0.3	0.7	2.8	0.7	1.4	0.0	8.6
Wholesale Trade agreements	0	2	0	0	0	0	5	1	1	0	9
Wholesale Trade AAWI (%)	*	2.5	*	*	*	*	2.8	2.3	2.3	*	2.8
Wholesale Trade duration (yrs.)	0.0	2.6	0.0	0.0	0.0	0.0	2.6	3.0	4.0	0.0	2.6
Wholesale Trade employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.9	0.1	0.0	0.0	1.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	2	0	0	0	0	2	1	2	0	7
Retail Trade AAWI (%)	*	3.3	*	*	*	*	3.1	2.1	2.4	*	2.5
Retail Trade duration (yrs.)	0.0	2.2	0.0	0.0	0.0	0.0	2.6	1.1	3.9	0.0	3.1
Retail Trade employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.2	0.8	0.0	1.3
Accommodation and Food Services agreements	1	1	1	0	1	0	2	1	2	0	9
Accommodation and Food Services AAWI (%)	*	2.5	*	*	3.0	*	2.0	2.3	1.5	*	2.4
Accommodation and Food Services duration (yrs.)	3.0	4.0	4.0	0.0	1.7	0.0	2.0	2.6	3.9	0.0	3.5
Accommodation and Food Services Employees ('000)	0.1	0.4	0.0	0.0	0.0	0.0	0.1	0.2	0.2	0.0	0.9
Transport, Postal and Warehousing agreements	1	23	4	15	9	0	22	14	13	0	101
Transport, Postal and Warehousing AAWI (%)	*	2.8	2.5	2.7	2.4	*	2.8	2.8	2.6	*	2.7
Transport, Postal and Warehousing duration (yrs.)	2.0	2.9	3.5	2.8	2.3	0.0	2.5	3.4	2.1	0.0	2.3
Transport, Postal and Warehousing employees ('000)	0.4	2.6	0.5	0.7	0.2	0.0	1.6	1.5	16.0	0.0	23.6
Information Media and Telecommunications agreements	0	0	0	0	0	1	1	0	6	0	8
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	2.1	*	*	3.0	*	2.9
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	3.0	2.3	0.0	3.0	0.0	2.9
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	3.8	0.0	4.0
Financial and Insurance Services agreements	0	0	0	0	0	0	0	0	3	0	3
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	*	*	2.4	*	2.4
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	2.4
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	1.3
Rental, Hiring and Real Estate Services agreements	0	0	0	0	0	0	0	0	3	0	3
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	*	*	*	*	*	2.3	*	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.4	0.0	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3	0.0	2.3
Professional, Scientific and Technical Services agreements	0	2	0	0	0	0	1	2	4	1	10
Professional, Scientific and Technical Services AAWI (%)	*	2.7	*	*	*	*	2.9	4.5	2.6	2.0	3.1
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.5	0.0	0.0	0.0	0.0	2.4	2.4	2.7	2.5	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	1.3	0.0	1.5
Administrative and Support Services agreements	0	3	0	1	0	0	5	2	5	0	16
Administrative and Support Services AAWI (%)	*	5.5	*	6.0	*	*	4.5	2.6	4.1	*	4.7
Administrative and Support Services duration (yrs.)	0.0	1.9	0.0	1.8	0.0	0.0	2.7	3.0	3.1	0.0	2.7
Administrative and Support Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.9	0.1	0.2	0.0	1.4
Public Administration and Safety agreements	7	0	2	1	1	2	17	10	8	0	48
Public Administration and Safety AAWI (%)	2.6	*	2.0	1.6	3.5	2.5	2.1	1.8	2.0	*	2.3
Public Administration and Safety duration (yrs.)	0.8	0.0	3.7	4.0	2.3	2.4	2.6	2.2	3.3	0.0	2.3
Public Administration and Safety employees ('000)	12.3	0.0	0.1	0.0	0.1	0.1	9.0	2.9	14.9	0.0	39.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	2	10	0	17	4	5	17	5	6	0	66
Education and Training AAWI (%)	2.7	2.7	*	2.5	2.5	2.5	2.4	2.3	2.7	*	2.6
Education and Training duration (yrs.)	1.7	2.9	0.0	2.1	2.3	2.5	2.8	3.6	2.8	0.0	2.7
Education and Training employees ('000)	1.2	12.4	0.0	5.6	0.6	0.7	3.0	0.6	14.9	0.0	39.0
Health Care and Social Assistance agreements	0	7	2	8	8	4	19	6	13	0	67
Health Care and Social Assistance AAWI (%)	*	2.3	2.4	2.5	3.0	2.5	2.6	2.0	2.6	*	2.6
Health Care and Social Assistance duration (yrs.)	0.0	2.3	2.4	1.9	2.3	3.1	2.3	1.9	2.5	0.0	2.3
Health Care and Social Assistance employees ('000)	0.0	4.4	0.2	0.5	2.9	1.1	76.7	0.5	6.2	0.0	92.6
Arts and Recreation Services agreements	0	1	1	3	1	0	9	0	0	0	15
Arts and Recreation Services AAWI (%)	*	*	2.1	3.2	*	*	2.1	*	*	*	2.6
Arts and Recreation Services duration (yrs.)	0.0	0.9	2.8	3.0	2.4	0.0	2.8	0.0	0.0	0.0	2.8
Arts and Recreation Services employees ('000)	0.0	0.1	0.4	1.4	0.0	0.0	1.5	0.0	0.0	0.0	3.5
Other Services agreements	0	7	0	3	0	1	11	3	5	0	30
Other Services AAWI (%)	*	2.4	*	3.2	*	2.2	2.3	2.0	2.6	*	2.4
Other Services duration (yrs.)	0.0	2.6	0.0	3.8	0.0	2.6	2.6	3.0	3.0	0.0	2.8
Other Services employees ('000)	0.0	0.3	0.0	0.1	0.0	0.0	0.8	0.3	0.7	0.0	2.1
All sector agreements	17	166	12	137	58	31	355	77	156	1	1,010
All sectors AAWI (%)	2.7	2.7	2.2	2.8	2.8	2.4	2.6	2.1	2.6	2.0	2.7
All sectors duration (yrs.)	1.0	2.7	3.0	2.4	2.4	2.7	2.3	2.7	2.7	2.5	2.4
All sectors employees ('000)	14.2	26.5	1.7	13.1	5.6	3.8	103.8	7.8	70.6	0.0	247.0

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

Notes:

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

How to read: Of the 7 Agriculture, Forestry and Fishing agreements approved in the March quarter 2022, 2 operate in solely in Victoria. These agreements cover fewer than fifty employees, their AAWI is 2.1 per cent and the duration is 1.8 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, March quarter 2022

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	28	3	41	8	13	28	12	16	0	149
Agriculture, Forestry and Fishing AAWI (%)	*	2.2	*	2.3	3.1	3.4	2.4	2.1	2.6	*	2.4
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.4	4.0	3.4	2.7	3.0	3.0	3.0	3.6	0.0	3.3
Agriculture, Forestry and Fishing employees ('000)	0.0	3.7	0.0	3.3	0.7	0.7	1.5	0.9	2.7	0.0	13.4
Mining agreements	1	100	4	78	16	7	25	38	85	1	355
Mining AAWI (%)	*	2.3	1.8	2.3	3.0	2.1	2.8	1.9	2.4	2.0	2.3
Mining duration (yrs.)	4.0	3.3	3.2	3.5	3.4	2.8	3.4	3.9	3.8	2.8	3.6
Mining employees ('000)	0.0	11.8	1.0	11.8	1.3	0.9	1.6	5.8	16.1	0.1	50.3
Manufacturing agreements	5	411	6	265	130	54	652	110	140	0	1,773
Manufacturing AAWI (%)	2.3	2.5	1.8	2.4	2.3	3.0	2.5	2.2	2.5	*	2.5
Manufacturing duration (yrs.)	3.3	2.8	3.1	3.0	3.0	2.7	2.9	3.0	2.9	0.0	2.9
Manufacturing employees ('000)	0.1	28.6	0.1	22.8	10.2	2.8	41.0	6.7	18.7	0.0	131.2
Non-Metal Manufacturing agreements	3	272	4	179	100	44	450	68	69	0	0
Non-Metal Manufacturing AAWI (%)	2.3	2.4	1.6	2.3	2.3	2.9	2.5	2.3	2.5	*	*
Non-Metal Manufacturing duration (yrs.)	3.1	2.9	3.2	3.1	3.0	2.7	2.9	3.1	3.1	0.0	0.0
Non-Metal Manufacturing employees ('000)	0.1	19.6	0.1	16.6	7.3	2.3	31.3	3.7	10.2	0.0	0.0
Metal Manufacturing agreements	2	139	2	86	30	10	202	42	71	0	0
Metal Manufacturing AAWI (%)	2.4	2.7	3.5	2.6	2.4	3.5	2.5	2.1	2.6	*	*
Metal Manufacturing duration (yrs.)	4.0	2.7	2.2	3.0	2.9	2.9	2.9	2.9	2.7	0.0	0.0
Metal Manufacturing employees ('000)	0.0	9.0	0.0	6.2	2.9	0.5	9.7	3.0	8.6	0.0	0.0
Electricity, Gas, Water and Waste Services agreements	6	80	4	55	22	9	88	43	26	0	333
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.7	2.5	3.2	2.6	3.4	2.8	1.3	2.5	*	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	2.4	2.4	2.6	2.9	3.1	3.1	2.8	2.1	2.9	0.0	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	11.8	0.0	5.8	1.7	2.2	7.6	7.5	13.1	0.0	50.8
Construction agreements	40	747	20	567	175	44	1,540	295	997	1	4,426
Construction AAWI (%)	3.6	4.1	2.1	3.7	3.6	2.8	3.9	2.4	3.1	*	3.6
Construction duration (yrs.)	3.2	3.1	3.7	2.7	3.1	3.0	2.5	3.5	3.2	4.0	2.9
Construction employees ('000)	0.9	19.3	0.5	13.3	3.8	2.0	37.8	7.5	28.2	0.0	113.3
Wholesale Trade agreements	1	46	1	32	7	8	62	22	30	0	209
Wholesale Trade AAWI (%)	2.3	2.4	2.7	2.2	3.1	2.5	2.8	2.1	2.7	*	2.6
Wholesale Trade duration (yrs.)	1.8	2.7	3.0	3.4	3.0	3.2	2.8	3.0	3.4	0.0	3.1
Wholesale Trade employees ('000)	0.1	2.6	0.0	2.8	0.3	0.4	3.4	1.1	6.4	0.0	17.2

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	14	2	20	8	2	26	16	43	0	132
Retail Trade AAWI (%)	*	3.1	2.0	2.8	3.2	2.3	3.0	3.0	2.6	*	2.7
Retail Trade duration (yrs.)	4.0	2.9	3.5	3.4	3.6	3.0	3.6	3.6	3.7	0.0	3.7
Retail Trade employees ('000)	0.0	1.5	0.1	3.7	1.9	0.1	4.1	2.9	230.5	0.0	244.6
Accommodation and Food Services agreements	5	26	3	10	2	2	19	12	26	0	105
Accommodation and Food Services AAWI (%)	*	3.0	*	2.7	1.9	3.0	2.4	2.0	3.2	*	2.8
Accommodation and Food Services duration (yrs.)	3.6	2.3	3.1	3.4	3.7	1.6	3.0	3.7	4.0	0.0	3.8
Accommodation and Food Services Employees ('000)	0.4	4.2	0.3	1.2	0.0	0.5	0.8	2.4	45.1	0.0	54.9
Transport, Postal and Warehousing agreements	9	238	23	157	70	26	187	137	184	0	1,031
Transport, Postal and Warehousing AAWI (%)	1.7	2.6	2.1	2.4	2.1	2.7	3.0	2.3	2.7	*	2.7
Transport, Postal and Warehousing duration (yrs.)	3.1	3.0	3.6	3.0	3.0	3.1	3.0	3.1	2.7	0.0	2.9
Transport, Postal and Warehousing employees ('000)	1.2	18.6	1.4	19.3	5.1	1.8	18.0	9.3	77.1	0.0	151.6
Information Media and Telecommunications agreements	0	4	0	0	1	1	13	5	27	0	51
Information Media and Telecommunications AAWI (%)	*	2.0	*	*	1.5	2.1	2.1	1.1	2.0	*	2.0
Information Media and Telecommunications duration (yrs.)	0.0	2.1	0.0	0.0	2.8	3.0	2.0	2.8	2.8	0.0	2.7
Information Media and Telecommunications employees ('000)	0.0	0.2	0.0	0.0	0.0	0.1	1.6	0.2	13.3	0.0	15.4
Financial and Insurance Services agreements	0	5	0	3	2	4	13	5	40	0	72
Financial and Insurance Services AAWI (%)	*	1.9	*	2.4	3.3	3.1	2.2	1.9	2.8	*	2.7
Financial and Insurance Services duration (yrs.)	0.0	3.0	0.0	2.9	4.0	2.6	2.9	2.6	1.8	0.0	1.9
Financial and Insurance Services employees ('000)	0.0	0.9	0.0	1.0	0.0	0.1	2.1	0.7	64.5	0.0	69.3
Rental, Hiring and Real Estate Services agreements	1	11	1	13	2	2	12	5	14	0	61
Rental, Hiring and Real Estate Services AAWI (%)	*	3.1	3.0	2.6	5.9	2.2	2.6	2.5	2.5	*	2.8
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	2.9	3.0	3.6	2.9	2.6	3.2	3.9	3.4	0.0	3.3
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.4	0.0	0.4	0.1	0.0	0.3	0.2	2.7	0.0	4.1
Professional, Scientific and Technical Services agreements	1	19	3	8	2	2	21	10	53	1	120
Professional, Scientific and Technical Services AAWI (%)	1.7	2.6	2.5	3.8	3.0	2.2	2.8	2.1	2.2	2.0	2.3
Professional, Scientific and Technical Services duration (yrs.)	4.0	3.3	4.0	3.2	2.8	4.0	3.0	3.4	2.9	2.5	3.0
Professional, Scientific and Technical Services employees ('000)	0.0	0.7	0.3	0.2	0.0	0.0	1.2	0.8	14.5	0.0	17.7
Administrative and Support Services agreements	0	36	1	31	3	4	63	15	66	0	219
Administrative and Support Services AAWI (%)	*	3.7	*	3.2	7.7	2.8	2.8	1.4	2.8	*	2.9
Administrative and Support Services duration (yrs.)	0.0	3.1	4.0	3.1	1.4	3.8	3.3	3.2	3.7	0.0	3.4
Administrative and Support Services employees ('000)	0.0	2.0	0.1	2.1	0.1	0.2	7.0	1.4	8.2	0.0	21.2
Public Administration and Safety agreements	22	18	16	27	8	24	127	76	69	3	390
Public Administration and Safety AAWI (%)	2.7	2.1	2.0	2.6	2.7	2.5	2.1	1.8	2.1	2.3	2.2
Public Administration and Safety duration (yrs.)	1.4	2.5	2.9	3.3	3.1	3.1	3.2	2.5	2.9	2.7	2.8
Public Administration and Safety employees ('000)	32.0	1.0	1.6	2.5	0.5	2.9	121.7	13.2	34.7	0.3	210.3

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	13	98	6	129	28	18	65	20	25	0	402
Education and Training AAWI (%)	2.6	2.2	2.5	2.5	2.2	2.0	3.8	1.9	2.6	*	2.6
Education and Training duration (yrs.)	2.3	2.3	2.6	2.6	2.7	2.8	3.3	2.8	2.7	0.0	2.7
Education and Training employees ('000)	4.2	42.7	0.5	41.1	5.7	1.9	27.1	3.1	40.6	0.0	166.8
Health Care and Social Assistance agreements	8	97	22	90	73	36	201	57	58	0	642
Health Care and Social Assistance AAWI (%)	2.7	2.3	2.6	2.3	2.7	3.3	2.7	1.9	2.6	*	2.6
Health Care and Social Assistance duration (yrs.)	2.2	2.4	3.2	2.7	2.5	2.4	2.7	2.3	2.5	0.0	2.6
Health Care and Social Assistance employees ('000)	0.6	30.7	5.5	20.3	9.5	6.2	137.2	20.8	43.8	0.0	274.6
Arts and Recreation Services agreements	1	21	1	25	3	3	36	4	10	0	104
Arts and Recreation Services AAWI (%)	*	3.3	2.1	2.8	*	2.9	2.7	2.5	2.7	*	2.8
Arts and Recreation Services duration (yrs.)	3.6	2.6	2.8	3.2	3.2	1.8	2.6	2.6	3.0	0.0	2.8
Arts and Recreation Services employees ('000)	0.5	6.1	0.4	6.1	0.0	0.4	12.7	3.8	1.9	0.0	32.0
Other Services agreements	8	36	2	24	9	8	51	25	39	0	202
Other Services AAWI (%)	2.5	2.5	4.4	2.5	2.5	2.5	2.5	2.4	2.5	*	2.5
Other Services duration (yrs.)	3.4	2.8	3.0	2.9	2.6	2.9	3.0	3.0	3.0	0.0	3.0
Other Services employees ('000)	0.2	2.1	0.1	2.4	0.5	0.2	3.7	2.4	6.2	0.0	17.8
All sector agreements	122	2,035	118	1,575	569	267	3,229	907	1,948	6	10,776
All sectors AAWI (%)	2.7	2.6	2.4	2.6	2.6	2.9	2.6	2.0	2.6	2.2	2.6
All sectors duration (yrs.)	1.6	2.7	3.2	2.9	2.9	2.8	2.9	2.8	3.1	2.8	2.9
All sectors employees ('000)	41.3	188.9	11.9	159.9	41.4	23.4	430.5	90.7	668.2	0.4	1,656.7

Source: Department of Employment and Workplace Relations, Workplace Agreements Database. (Given the Administrative Arrangement Order commencing on 1 July 2022, the report will be sourced and noted as from the Department of Employment and Workplace Relations rather than the Attorney-General's Department)

Notes:

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

How to read: Of the 149 Agriculture, Forestry and Fishing agreements current as at 31 March 2022, 28 operate solely in NSW. These agreements cover 3,700 employees, their AAWI is 2.2 per cent and their average duration is 3.4 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

Technical Notes Table - Instrument providing rate of pay for all employees, 2010-2018

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6		30.4	31.5 (across all collective agreements)*
Collective Agreement (State Registered)	11.9	9.8	8.6	38.5 (across all collective agreements)*	7.4	
Collective Agreement (Unregistered)	0.1	0.2	0.2		0.0	
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data – all employees. Please note that this is not intended to be analysed as a time series.

Note: This table has been revised to include managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports.

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

It is important to note that 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 FWC (Fair Work Commission), the Workplace Authority or the AIRC (Australian Industrial Relations Commission) by the employer who lodges the agreement.

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

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

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

Duration of agreements

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

The 'effective duration' of each agreement is used to calculate 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 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 could 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 do not take into account allowances and bonus payments that are paid separate 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

*(Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE), drawn from [ABS, 6302.0 - 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.

Australian and New Zealand Standard Industrial Classification (ANZSIC)

From the September quarter 2009, Trends 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 is as follows:

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 if 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

Trends in Federal Enterprise Bargaining tables 5, 6 and 12 include information about collective 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.

Enterprise agreements made under the *Fair Work Act 2009*

- Single enterprise non-Greenfields
- Single enterprise Greenfields
- Multi-enterprise non-Greenfields
- Multi-enterprise Greenfields

Of note, 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 Act 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

The calculation of the duration data for enterprise agreements in the above listed tables has been corrected due to a methodological error that caused duration to be overestimated in previous reports. This correction has also been applied to all historical records.

